



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution	
	SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE (AUTONOMOUS)
• Name of the Head of the institution	Dr. UMA MAHESWARI SHANKAR
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02224072729
• Alternate phone No.	02224096633
• Mobile No. (Principal)	9920186024
• Registered e-mail ID (Principal)	siesascs@sies.edu.in
• Address	Plot No. 83/84 & 106/107, Sion West
• City/Town	Mumbai
• State/UT	Maharashtra
• Pin Code	400022
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	01/06/2018
• Type of Institution	Co-education
• Location	Urban

• Financial Status	UGC 2f and 12(B)				
• Name of the IQAC Co-ordinator/Director	Mrs. Geeta Paluskar				
• Phone No.	9321543443				
• Mobile No:	9321543443				
• IQAC e-mail ID	iqac.siesascsw@gmail.com				
3. Website address (Web link of the AQAR (Previous Academic Year))	http://www.siesascsw.edu.in/iqac/aqar.php				
4. Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://siesascsw.edu.in/academics/academic_calender.php				
5. Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.98	2005	08/01/2004	07/01/2009
Cycle 2	A	3.14	2010	28/03/2010	27/03/2015
Cycle 3	A	3.51	2015	11/05/2015	10/03/2020
6. Date of Establishment of IQAC	11/05/2004				
7. Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?					

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Institution	Enhancing Quality and Excellence in select Autonomous Colleges	RUSA	01/08/2018	12500000
Institution	UGC special Assistance Program	DST-FIST	01/06/2017	0
Physics Department	Star Scheme	DBT	01/10/2017	0
Chemistry Department	Star Scheme	DBT	01/10/2017	0
Botany Department	Star Scheme	DBT	01/10/2017	0
Zoology Department	Star Scheme	DBT	01/10/2017	0
Microbiology Department	Star Scheme	DBT	01/10/2017	0
Compute Science Department	Star Scheme	DBT	01/10/2017	0
Biotechnology Department	Star Scheme	DBT	01/10/2017	0

8. Provide details regarding the composition of the IQAC:

<ul style="list-style-type: none"> Upload the latest notification regarding the composition of the IQAC by the HEI 	View File	
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes	

<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded
10. Did IQAC receive funding from any funding agency to support its activities during the year?	No
<ul style="list-style-type: none"> If yes, mention the amount 	
11. Significant contributions made by IQAC during the current year (maximum five bullets)	
<p>OBE sensitization: teachers were sensitized about OBE through brainstorming sessions and seminars. The IQAC helped teachers in understanding the cognitive levels of BLOOM's Taxonomy, and in framing of COs, PSOs, POs of all the courses and programs. The same were compiled by IQAC for uploading on website.</p>	
<p>Formalizing the Mentoring Program of the institute: The institute has always mentored students in past, however there was no formal mentoring program. The formal program started with a sensitization webinar for teachers, followed by mentor-mentee assignment and follow up. The mentoring meetings were formally conducted twice a year and report were compiled and analysed by the Mentoring Committee.</p>	
<p>NAAC documentation awareness and sensitization programs: Two workshops were organized to sensitize teachers about the effective documentation methods and importance of the same. The teachers were also guided about keeping minutes of the meeting and writing reports of activities.</p>	
<p>IPR awareness program: was organized in collaboration with NIPAM. This program was online and helped students and teachers to understand the meaning of Intellectual Property, Patent, Copyright and related processes.</p>	
12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:	
Plan of Action	Achievements/Outcomes
<p>1. Infrastructural Upgradation of Gymkhana, Canteen, Centre For Excellence, space for IQAC Room</p>	<p>Infrastructural Upgradation of Gymkhana, Canteen and Centre For Excellence completed. New IQAC Room set up on the ground floor</p>
<p>2. ICT facilities upgradation,</p>	<p>ICT facilities upgradation,</p>

addition of new computers, printers, more ICT enabled classrooms	addition of new computers, printers was done as per requirement
3. Research Promotion: Recognition and continuation of Ph.D. centres, research ethics policy	11 recognized research centers are there to guide Ph.D. students.
4. Upgradation of security measures: More CCTV cameras to be installed	More CCTV cameras are installed for better security.
5. Curriculum revision, Outcome Based Education to be implemented at First year level, New choice based credit courses to be launched at first year level as per UGC guidelines	OBE implemented for all the first year courses, credit based skill enhancement courses offered to first year as well as second and third year students
6. Screening cum evaluation process under CAS for teachers due for promotion	Screening cum evaluation process under CAS for teachers successfully completed
7. Organisation of National and International webinars	4 National webinars and 1 International conference organized
8. Implementation of an educational ERP	The process of selection of an educational ERP is ongoing
9. Launching a formal Mentoring program for all classes	Formal Mentoring program launched for all classes by Mentoring committee. Teachers are oriented for the same.
10. Teacher capacity building through workshops and seminars	13 workshops, webinars and seminars conducted for faculty empowerment
11. Environment, Energy and Green audits to be conducted	Environment, Energy and Green audits are postponed to next academic year
12. Gender audit to be conducted	Gender audit is postponed to the next academic year
13. Was the AQAR placed before the statutory body?	No

<ul style="list-style-type: none"> Name of the statutory body 	
Name of the statutory body	Date of meeting(s)
Nil	Nil
14. Was the institutional data submitted to AISHE ?	Yes
<ul style="list-style-type: none"> Year 	
Year	Date of Submission
2021	03/09/2021
15. Multidisciplinary / interdisciplinary	
<p>The NEP 2020 will be implemented in the state of Maharashtra from academic year 2023-24. The college is preparing for the same. We are a multidisciplinary institute offering UG, PG and Ph. D. programs. The groundwork for integrating humanities and science with STEM is going on.</p> <p>After getting autonomous status from year 2018-29, the institute has offered new programs and got approval for new research centres to fulfil the educational demands of the society. All our programs offer credit based courses. Projects and internships are a part of a few courses. NSS helps students in participating in community engagement and service. Various activities through Nature club, e-magazines, NSS and NCC help in creating awareness about environmental issues. The syllabus of Foundation Course, which is compulsory for all first year and second year students focuses on value education. The Value lab of the college also conducted activities for generating value consciousness.</p> <p>This year, there skill based workshops and seminars were organised by various departments under the aegis of RUSA. Also interdisciplinary skill enhancement credit courses and value added courses were offered to the first year students. This practice will continue for the second and the third year students in subsequent years.</p>	
16. Academic bank of credits (ABC):	

The Academic Bank of Credits is not yet implemented by the parent university. It will be active from the academic year 2023-24. However the sensitization of teachers and students about ABC is taken up by our institution. The institution will register for ABC when the parent university directs so. Teachers are guided to refer to UGC website and curricula of other Indian and Foreign Universities to upgrade their course and program syllabi.

17.Skill development:

Keeping in line with the suggestions of NSQF, the institute has made a conscious effort to inculcate skill enhancement as a part of graduation programs. Several Value added courses on soft skill development, vocational skill development and interdisciplinary skill development are offered to the students.

This year 17 skill enhancement workshops and seminars were organised by various departments under the aegis of RUSA.

First year students were offered compulsory skill enhancement credit courses.

Courses like Tally prime, Mutual funds give the students vocational skills.

The Centre for Excellence of our college gives internship and skill enhancement opportunities to the students. Online courses on SWAYAM platform are also offered to the students and they are mentored by the teachers for the same.

The Value Lab makes studied efforts to generate interest in Value education through activities on and off the campus.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

Teachers communicate with the students in regional languages in the classroom as well as outside the classroom to solve their doubts. Currently there are no courses that are officially taught bilingually, however this point will be considered while framing the syllabus under NEP.

The Cultural Association of the institute involves students of all categories in the programs to address diversity. Programs based on Indian music and dance forms, competitions and other activities are conducted throughout the year. The language associations give a forum for the students to express themselves in mother tongue.

Heritage tours and Agro tours are arranged to help students connect with their history and the society better.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

The sensitization of teachers for OBE started from the year 2018-19 with a seminar on Bloom's Taxonomy and OBE. In 2019-20, the IQAC took initiative in preparing an OBE handbook for the institution. The Graduate attributes and the Program outcomes were defined for all the programs by the end of year 2020-21.

During the current academic year, the Course Outcomes are defined for all the First Year Courses. The affinity of COs with POs and PSOs, and the cognitive levels that are attained are also well defined.

The journey from conventional teacher centric and learning objective based education towards student centric and outcome based education has started for us. Teachers are engaging into student centric experiential TLE methods. The Continuous Internal Assessment has 40% weightage in the evaluation. Innovative methods are being used for the same.

The COs for Second, Third year UG and PG programs will be well defined. The measurement of attainment of outcomes, is yet to be tested. A workshop for the same was organised this year.

20.Distance education/online education:

Currently the institute offers all the programs in offline mode. However, the lockdown period was a boon in disguise and has made teachers aware about the online teaching tools and methods. In future, the institute will make a few programs/ courses available in online mode.

Online education opportunities provided to students through SWAYAM portal- SIES chapter. Students are encouraged to register and mentored for successful completion. Several teachers are also completing their induction programs and FDps in the online mode.

Teachers make effective use of ICT tools. The online LMS Teams platform is used for assigning students assignments and for sharing learning resources.

Extended Profile

1.Programme

1.1	49
Number of programmes offered during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
2.Student	
2.1	4129
Total number of students during the year:	
File Description	Documents
Institutional data in Prescribed format	View File
2.2	1259
Number of outgoing / final year students during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
2.3	4028
Number of students who appeared for the examinations conducted by the institution during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.Academic	
3.1	1138
Number of courses in all programmes during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.2	118
Number of full-time teachers during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File
3.3 Number of sanctioned posts for the year:	125
4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	783
4.2 Total number of Classrooms and Seminar halls	36
4.3 Total number of computers on campus for academic purposes	212
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	41.03

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The SIES College of Arts, Science and Commerce, is a 70 year old institution that has the motto "Rise with Education". The institution has developed curricula relevant to the local, national, regional and global developmental needs of its students. Outcome Based Education was implemented from the academic year 2021-22. The Programme outcomes have ensured that the learners are able to solve problems, think critically and rationally, analyze socio-cultural and legal issues with a responsibility towards promoting community welfare and inculcate research skills in order to bridge the gap between the industry and the academia effectively. In our endeavour towards achieving these outcomes, we have ensured that the learners

are equipped with effective communication skills, soft skills as well as updated skills in digital technology. The outcomes optimize the learners' ability to interact socially, network and excellent team dynamics. This is also reflected in the Programme Specific Outcomes and Course outcomes. The course outcomes for courses in semesters 1 and 2 were defined and shared with the students in the beginning of the year 2021-22. We are in the process of defining the Course Outcomes for Semesters 3 and 4 to be implemented from 2022-23.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://siesascs.edu.in/academics/courses.php

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

25

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

47

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

47

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

40

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The institution integrates awareness of Gender, Ethics, Human Values and Environmental sensitivity into the curriculum by ensuring that these areas are taught across streams, through subjects such as Foundation Course, which is a compulsory paper at the first year and second year of the BA, BSc and BCom programmes. The Third Year BA English Literature course also has a paper dedicated to Literature and Gender that takes up various issues related to gender sensitization. In addition to this the Third Year BA Economics Programme offers, as one of its electives, a course in Environmental Economics. Ethics and values are also a part of the Business Communication Course for the first year BCom, Moral Philosophy course in First year BA and Environmental Ethics in Third Year BA. The Bachelor of Commerce Programme also has a compulsory course in Environmental Studies for all students at the First Year Level. The MSc programme in Bioanalytical Sciences offers a course on

Proteomics, Bioinformatics and Environmental Issues .Thus the institution integrates all the cross-cutting issues relevant to the field of Professional Ethics as well as sensitizes its students across all streams to issues pertinent to gender, environment sustainability and human values.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	View File

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

17

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

1165

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

262

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni **A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://siesascs.edu.in/naac/feedback_of_stakeholders.php
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following **A. Feedback collected, analysed and action taken made available on the website**

File Description	Documents
Provide URL for stakeholders' feedback report	https://siesascs.edu.in/naac/feedback_of_stakeholders.php
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1585

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

451

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The college caters to students from Dharavi (slum in the vicinity of the College) as well as meritorious students from all over Mumbai. Thus making the task of the teacher challenging to keep the lectures simple for the average student as well as interesting and exciting for the academically better students. Departments organise bridge and remedial courses for those in need of special attention and at the same time keep it open for all. For those who show extraordinary talent the college encourages them to participate in competitions outside the college and also organises workshops, symposiums, paper presentations, case studies, internships, etc. Utkarsha, the literary event of the college, is extremely popular among students as they get an opportunity to organise events and showcase their talents. Pragya Vision is a special cell in the college which caters to the visually challenged students to cope with their studies. There is a devoted staff to help them with their assignments, notes and prepare them for exams.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
30/11/2021	4129	118

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

Faculty members in the college use student-centric methods for teaching-learning. A survey was conducted to gather information about student centric innovative teaching learning methods used by teachers during 2021-22. It was found that the majority of the teachers used Student presentations, Written assignments and viva based on it, Problem-solving assignments, Projects, Classroom discussions, Article/Book reviews, Essays, Case-studies, Videos, and Surveys. Many of them also used Internship and field visits, Documentary screening and discussions based on it, Map marking, Role play, Poster-making, Mock press conference. Some of these methods like PPT presentations, written assignment and viva, essays, projects, report writing, case-studies are used for internal assessment. Teaching-learning was conducted in hybrid mode during 2021-22. Teachers made optimum use of online platforms for teaching which made learning engaging. Although, in the second half of academic year 2021-22, first year, third year and MSc students attended lectures and practicals offline, many teachers continued using tools like Mentimeter, Quizizz to make lectures interactive. MS Forms and Google Forms were also used as and when required to check the students' understanding.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://siesascs.edu.in/naac/experiential_and_participative_learning_methods.php

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Teaching - learning process was in hybrid mode. Except second year, all other students attended offline college. Lectures and practicals

were conducted through MS Teams for Second year students. Teachers made optimum use of ICT tools and online resources. Occasionally, Zoom and Google Meet were used. ICT tools like laptops, desktops, mobile, writing tablets were used extensively for teaching. A few teachers also used LCD, CD, DVD, etc. Further, the extensive use of ICT tools and techniques like Google docs, Google sheets and powerpoint presentations helped to develop collaborative teaching - learning approaches. Google classrooms, Google Drive, MS Teams classrooms and OneDrive were used primarily to share the study and reference materials with the students and also for assignment submissions. To make the teaching - learning process more interactive and engaging, the teachers made use of some special ICT tools like Mentimeter, Quizizz, Kahoot, etc. Teachers used e-resources and techniques like You-tube videos, online portals, e-library, INFLIBNET, Shodhganga, Blogs, National Digital Library, NCBI, NPTEL, Google Scholar, Pubmed, Research Gate, Science Direct. A few teachers also developed their own e-content. Virtual laboratories were used for SYBSc students. e-PG Pathshala was used to facilitate the students pursuing higher education (PG level).

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://siesascs.edu.in/naac/ict_tools_techniques_and_e-resources_used.php
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

116

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

College had a hybrid mode of operation. The academic calendar was a synchronisation of all academic/ non-academic/ extra-curricular/ co-

curricular/ sports activities carried out by the college during the year. First year, Third year and M.sc students attended their classes offline while for the Second Year students it was online. Tentative schedules for theory, practical and viva-voce examinations, were the main part of the academic calendar, to which the college adhered. Internal evaluation schedule was prepared by the Exam Committee and communicated to students by the Departments. The final semester end examinations were conducted offline for First year and online for the remaining classes. The examination time table was announced well in advance and displayed on the college website and on the notice boards. Class-wise WhatsApp groups were also maintained to keep students informed. Teachers prepared their own teaching plans and adhered to it. Exam pattern and marks allocation was discussed with students by teachers with reference to their respective subjects. Overall, the institution took systematic efforts to create the academic calendar and also to keep it in accordance with the University and UGC guidelines.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

118

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

40

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

12

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

66

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

13

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

1. **Examination procedures:** The examination schedules were conveyed to the students through notifications on the institutional website and Whatsapp groups. Students were oriented about the pattern and conduct of the examination.

2. **Processes/Procedures integrating IT:** Semester end examinations were conducted online on MS Teams using MS- and Google Forms. Examination papers were set in MCQ mode as well as descriptive mode. Student scanned their answer scripts to the descriptive questions and uploaded them into the system. ATKT examinations were conducted through Google classrooms and Teams meeting in the same manner. All the examinations were proctored by the teachers through MS Teams video meeting. Result processing was done through the ERP Graded.

3. **Continuous Internal Assessment (CIA) comprised of:**

- A compulsory Mid semester MCQ examination
- Evaluation using one or more of the following modes: Quizziz, Menti Meter, assignments, case studies, report writing, presentations etc., using MS Teams meetings and breakout rooms.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siescms-my.sharepoint.com/personal/siesascs_sies_edu_in/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fsiesascs%5Fsies%5Fedu%5Fin%2FDocuments%2FDEGREE%20%2D%20EXAMINATION%20NOTICES&ga=1

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The institution has implemented Outcome Based Education for all the UG programs from the academic year 2021-22. As a preparation for the same, during the academic year 2020-21, the Institution conducted various activities to sensitize the teachers about OBE. 1) IQAC prepared an OBE Manual and shared it with all the teachers to guide them about framing the course outcomes and relating them with the POs and PSOs, using Bloom's Taxonomy. 2) Institutional Vision, Mission and Learning Objectives were defined by the Institution Head and communicated with the teachers and students via website. 4) Brainstorming sessions of teachers were held to crystalize the Program Outcomes. 4) A workshop on "Setting effective Question Papers using Bloom's Taxonomy" was organised which was useful to clarify doubts of the teachers and define the Course Outcomes. 5) The Course Outcomes for the First Year courses were defined and presented to the respective BOS for their deliberation and approval. 6) Program Outcomes were presented to the respective BOS and subsequently to the Academic Council for approval. 7) The POs of various Programs and Course Outcomes are made available on website. 8) The Course Outcomes for the Second Year Courses of all the programs are also defined and presented to the respective BOS for approval.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://siesascs.edu.in/academics/courses.php

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

SIES has implemented Outcome Based Education for all the UG programs on the First Year level from the academic year 2021-22. During 2020-21, efforts were made for sensitizing teachers towards OBE and defining the POs, PSOs and COs. The Institutional Vision and Mission were communicated with the teachers and made available on the website. By the end of the academic year 2020-21, the POs for all the UG programs are well defined and are made available on the website. The syllabi of all the courses of semester 1 and semester 2 were revised in the academic year 2021-22. The COs are defined for the same and are made available on the website along with the syllabus. There is no method of measuring attainment currently, since the institution has not yet started measuring the outcomes. The students are made aware about the COs through syllabus and also during lectures by the teachers.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/academics/courses.php

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

1241

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://siesascs.edu.in/academics/results.php

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://siesascs.edu.in/naac/student_satisfaction_survey.php

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

Promotion of Research and Facilities: Create awareness amongst the research stakeholders regarding research opportunities and grants announced by research institutions and funding agencies. Promote interdisciplinary research which will have relevance in addressing societal challenges.

Research Infrastructure and Facilities: Create requisite infrastructure with well equipped research laboratories, resources for referencing and documentation to pursue quality research work.

Resource Mobilisation for Research: Provide seed money to initiate research and encourage recognition of original research work by appreciation and monetary incentives.

Innovation Ecosystem: Constitute a desirable innovation ecosystem to generate awareness about intellectual property rights and to ensure knowledge based value addition in society. **Research Publications and Awards:** Encourage faculty with cash incentives/awards for original research work/publication/project as per the management policy for promotion of research. **Consultancy and Collaboration:** Encourage faculty to share their expertise/skills and generate and share revenue through consultancy and collaboration.

The execution and implementation of the above key indicators will be under the purview of Research Advisory Committee and Ethics Committee.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	No File Uploaded
Provide URL of policy document on promotion of research uploaded on the website	https://siesascs.edu.in/admin/uploads/e8863be80302f11b798dca8cc6497a70Proposed%20Research%20Promotion%20Policy%202020-21.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

NIL

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

1

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0.455

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

2

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://siesascs.edu.in/research/major_minor_project.php
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

17

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://siesascs.edu.in/research/major_minor_project.php
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

One of the objectives of Rashtriya Uchchatar Shiksha Abhiyan (RUSA), a central government scheme, is to provide strategic funding to enable higher educational institutions to devote themselves to research and innovation. RUSA-funded Nirmitee Kendra, the Entrepreneurship Cell and Skill Hub of the college conducted several programmes aimed at not only training the students to create business ideas but also to provide insights for transforming their innovative idea into profitable ventures. The programmes provided opportunities for students to network and socialize with industry experts and business professionals. These activities bore fruits when selected four start up ideas were sanctioned seed money amounting to Rs. 1,61,000/- (One lac sixty-one thousand only), from RUSA Grant.

1. Mr. Smit Jain: The Speaking Dumpster; Rs. 60,000/

2. Mr. Chirag Kothari and Mr. Yash Hazare: Mini Spectrophotometer; Rs. 45,000/

3. Ms. Mrudula Iyengar and Ms. Sonali Pandey :Fog Hand Wash Machine; Rs. 25,000/-

4. Mr. Jeet Jain: Hire Value; Rs. 31,000/

Various departments also contributed to fostering the research and innovation ecosystem by collaborating with research centres, industry and professionals to conduct skill development and training workshops related to research methodology, R tools, analytical techniques, bioinformatics, food quality assurance, waste management and intellectual property rights.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/rusa/rusa.php

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

16

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

C. Any 2 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

2

File Description	Documents
URL to the research page on HEI website	https://siesascs.edu.in/research/student_research.php
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

5

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

11

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/research/paper_publications.php

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

7

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

NIL

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

NIL

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

NIL

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The institute endeavours to inculcate in its students, the sense of societal responsibility and community service. Several structured and themed activities, programs, and workshops are conducted to create awareness and sensitize the public towards crucial social issues like cleanliness, green environment, gender sensitization, and social values.

NSS Volunteers and associated teachers, in collaboration with government and nongovernment organizations, conducted activities like Blood donation camp, COVID Vaccination drive and Mangroves Clean up drive. NCC in association with 1 Maharashtra Battalion

organised various programs with an aim to inculcate patriotic fervour, motivate youth to contribute to National security and sensitize the community towards the importance of yoga for health. The institute has a proactive Rotaract Unit that fruitfully engages students in extension and outreach activities like Talent Dikhlaja (a platform for the specially abled kids to showcase their hidden talents), Science made easy, thalassemia awareness and test drive, etc.

Various departments and associations such as Value Lab and Gender Sensitization Cell organized diverse programs related to menstrual hygiene, demonstration of composting for reducing waste, and instilling values and morals in young minds.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/admin/uploads/0c11ed63fb1b3ff08ea02c044b3f3bc0Extension%20Activities%202021-2022_compressed-1.pdf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

nil

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

26

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

629

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

10

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

4

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

SIES College runs 29UG, 13PG and 7 Ph.D. programs in the campus measuring 25,000 sq.ft. The college has 34 classrooms, 34 LCD projector (fixed/ mobile) and 32 laboratories (1 phd chemistry lab added) , of which 13 have fixed LCD projector. The auditorium and boardroom are ICT enabled. The BMM department has a dark-room for developing their photographic material. The fully automated, air-conditioned library not only facilitates borrowing of physical copies of books but also browsing Ebooks and Ejournal. The Prajnya Center for the visually challenged students is next to the library and has 4 desktops with special reading and braille facility and printer. The COE office and classroom were upgraded with computers. Apart from the laboratories, students can use the browsing centre in the library. Science Laboratories also house Ph.D centres. A 1250 sq ft area herbal garden, with 150 plant varieties is used for academic purposes. Book bank, a digital screen for display of notices, photocopying facility support student learning. Departments, the academic staff centre and library are well equipped and designed to support academic growth. The management and staff strive to obtain funding for augmentation and improving teaching learning facilities as demand grows.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/about/floor_plan.php

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

To facilitate an all round development of students, NSS, NCC, Sports and Cultural activities are encouraged. The Institution has a well-equipped and spacious gymkhana for indoor games such as table-tennis table, chess, carrom- board, boxing and exer-cycling, which was upgraded in 2021-22. The central quadrangle, measuring 5500sq. ft. which was re-tiled, is used for cultural events, yoga and sports activities like volleyball and badminton. A sports ground is hired for outdoor events.

Musical instruments are available for students to practice. The NSS and NCC units have their own rooms, suitably equipped. The quadrangle is used by NSS and NCC cadets for their practice sessions

and events. The Cultural Association has clubs like Music Club, Cross Vibez (dance) and Theatre Club. Our students win prizes at various events including Mumbai University Youth Fest. Approximately 300 students participate in more than 30 college fests each year. To ensure safety and security, the premises are adequately covered with fire extinguishers and CCTVs. These facilities, like the quadrangle and auditorium, are used by all the college students as and when needed and a record of auditorium booking is maintained by the office. After september 2021, physical facilities were utilised.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	https://siesascs.edu.in/activities/albums.php

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

13

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

23.23

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library is fully automated with KOHA Library management software Version - 20.11.01 from 2015-2016. Entire software is hosted on cloud computing to provide 24x7 access to the library resources. Entire catalogue details consisting of books (general, reference, and Book Bank), CDs/DVDs, as well as recent journal issues, are uploaded on Koha.

OPAC access is provided through a link from the college website for easy access (<http://sieswlibrary.firststray.in>). The opening page is provided with links to online resources (free as well as subscribed) under the headings of Newspapers, E-book, E-journals, E-databases, and others. Location of the books and availability are displayed in real time to help users identify the presence of books needed by them.

Circulation through KOHA is biometric, and RFID enabled. Student as well as staff Book Bank was automated using KOHA. Mail alerts are sent to the users when books are issued to them as well as two days prior to the due date to ensure timely return.

Koha was integrated with RFID for Stock taking. RFID Gate antenna was integrated to provide footfall count as well as to ensure security.

Koha software was available till September 2021. Library data was uploaded on JUNO ERP

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/library/library.php

4.2.2 - Institution has access to the following: e- A. Any 4 or more of the above journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

9.45

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

120

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

All departments, laboratories, library and college office are installed with computer hardware and relevant software. Devices have the latest version of antivirus and retain the setting that schedules regular updates of virus definitions from the central server.

Institutional email ID is issued to staff for official communication. The IT facility is equipped with Firewall security,

Proxy, DHCP, DNS, email, web and application servers and manages the complete network of the college. The bandwidth availability for the institution is 50 MBPS and 100 MBPS provided by SAI Vision service provider and 20 MBPS through JIO leased line. Institution has availed the facility of the Service provider, SAI VISION and implemented WIFI MODULE - TP LINK EAP 245. Institutional ID has also been created for students, which facilitates the use of Outlook, Office 365 and the use of LMS- Microsoft Teams for online lectures and assignments. Tally software is installed in Tally lab computers to enable practical learning for Bcom and BMS students. The college has an active website (<http://www.siesascs.edu.in/>) jointly managed by the academic staff of the institution and IT department of SIES

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://siesascs.edu.in/admin/uploads/ab1653b9e944fba172171b3128d062e3IT%20POLICY%20VERSI ON%201.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4129	212

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. ?50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre

D. Any one of the above

Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

17.8

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

For maintaining and utilizing equipment and infrastructure facilities, AMCs are signed by budgeting for the same. There are Committees for Maintenance, Timetable, Condemnation and College office, Technical assistants, hired external agencies and oncall services. Any major repairs are separately taken care of by the management in their Capital Budget (CAPEX).

Utilization :

- Records are maintained for allocation of classrooms, Virtual room, Board room and Auditorium.
- Laboratory assistants monitor the usage of laboratories under the supervision of respective departments and stock registers for equipment are maintained.
- Library issues cards to students and a digitized record of usage is maintained.

- Cards are issued to students to access the Gymkhana. Sports Director monitors the activities.
- Classrooms and departments are wifi enabled and equipped adequately. Individual Institutional email ID is provided to staff and students.
- The college canteen is used by students and staff in regular working hours.
- 1250 sq ft.of herbal garden is used for academic purposes.

Maintenance :

- There are Housekeeping, Security and Pest Control Services.
- Records of equipment purchased and discarded are maintained.
- Library undertakes annual physical stock-taking and weeding of books.
- Technical assistant ensures smooth functioning of laboratories, computers and network facility and the website is regularly updated by staff.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://siesascs.edu.in/admin/uploads/2efd2b3bbb66f3cc37665b8fe8d0f988Infrastructure%20policy%20version%201.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

336

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://siesascs.edu.in/naac/capacity_building_and_skill_enhancement_activities.php
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1127

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

C. Any 2 of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

16

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

272

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

34

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

3

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

Adhoc-Student Council was formulated during 2019-20 and continued with the same due to pandemic and following events were conducted:

A Student Council is a group of elected and volunteer students working together with an advisor within the framework of a

constitution or bylaws to provide a means for student expression and assistance in school affairs and activities, give opportunities for student experience in leadership and encourage students. The student council helps share ideas, interests, and concerns with teachers and institute administrative authorities. It also helps conduct social events, community projects, helping people in need and bring about discipline and reform.

In 21-22, an ad-hoc Student council was formed. They helped in smooth functioning of the online festival VISIONS which was held on 25th and 26th February 2022. 34 events divided into Sports and Gaming, Informals, Digitals, Crossovers and Performing Arts were conducted.

Student representatives are nominated on the following committees

- IQAC
- College Development Committee
- Canteen Committee
- Gymkhana and Sports Committee
- Gender Sensitization Cell
- College magazine committee
- Committee of College Cultural Festival Visions
- Cultural Committee
- Rotaract

They participate in regular meetings and give suggestions. They also give valuable inputs during syllabus revision of their respective departments.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

5.3.3 - Number of sports and cultural events / competitions organised by the institution

7

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

SIES College Past Students' Association have been continuously supporting the institute in various welfare activities during the academic year 2021-22 such as:

- Organized Dr. Rajalakshmi Amudan Lecture Series on 'Opportunities of Biotechnology' along with Department of Biotechnology, illustrious alumni of the department interacted in a blended webinar on 21st December, 2021.
- SIES PSA in association with MCGM F/North Ward and NSS, NCC Units, SIES College organized Free Covid-19 Vaccination Drive on 29th November, 2021 in the College Premise.
- SIES PSA along with Academic Staff Centre co-hosted the farewell function to acknowledge the contributions of teaching staff who superannuated by felicitating them with plaque and memento on 27th November, 2021.
- Post-Covid times financially supported by paying differently (visually) abled students' fees for continuing education with the help of Shri Shankara Hindu Mission
- Sponsored a girl child for eye check-up and continuous medication as prescribed by the ophthalmologist.

We plan to organise an alumni reunion and aim at generating funds to facelift Classrooms and carry out extension activities by involving illustrious alumni in delivering lectures, training for professional

development skills & to foster academia-industrial collaborative events.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/alumni/activities.php

5.4.2 - Alumni's financial contribution during the year D. 2 Lakhs - 5 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The vision is to facilitate a learner-centric environment with a mission to promote participatory administration; to deliver quality services; to nurture a team of competent faculty and employable students.

Governance: The administrative head advocates transparency, integrity, accountability, effective use of resources, a conducive work ethics and proactively build the capacity of all the stakeholders.

Perspective Plan: The institution has been consistently committed towards the pursuit of academic excellence. The IQAC, with the contributions of Principal, Registrar, Heads of the department and senior faculty members developed the perspective plan. The plan is aligned to SIES Mission 2025 as the most admired institution in tune with NAAC Goals.

Further with the impending NEP 2020, we are engaged in fostering students with new courses, focusing on OBE, developing

multidisciplinary and inter-disciplinary courses, enhancing various skills, integrating Indian Knowledge System and upgrading to Online Digital Learning.

Participation of the teachers in the decision-making bodies of the institution: As per the Autonomous guidelines, we conduct Governing Council, Finance Committee, Academic Council, Board of Studies, College Development Committee, IQAC meetings. Teachers participate into these as well as other statutory and non-statutory committees to manage curricula and co-curricular activities.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/institutional_strategic_perspective_plan.php

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

The Principal, the Registrar along with the Vice Principals while upholding the democratic values engage in decentralization of all administrative activities. To support this endeavour the IT Department, College Office, Admission Committee lent their services. The year being the end of Covid Pandemic, we successfully executed the admission process.

As part of the online admission process for all classes, Notices are uploaded on the website. The admission committee as per the instruction from the administrators take charge of the process. Beginning of each term, staff meeting is conducted to share the academic, examination plan, cultural & literary festival dates and annual sports day event. In association with IQAC the action plan regarding dissemination of conducting workshops/training/seminars/webinars/FDP are mobilized.

HODs prepare the annual financial estimates, time table for theory and practical classes teaching, plan research activities and seminars. Plan to conduct Continuous Internal examinations and tests, outreach and extension programmes . They also raise purchase requisition for the purchase of equipment, chemicals, and books etc. for their respective Departments and submit the same to the HOI. The

Examination controller and the team plans the schedule of examination, allocation of supervision, duties for the non-teaching, result settlement and announcement of the results.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/decentralization_and_participative_management.php

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

Keeping the NEP 2020 in focus interdisciplinary National webinar on 'Transnational Surrogacy Market in India' was organised. Multidisciplinary credit courses were initiated and completed successfully by Arts, Science & Commerce students. For instance, Tree Appreciation Course prepared by Botany Department was well participated and completed by Arts & Commerce students. After three years of Autonomy as part of NEP preparedness, IQAC prepared the Outcome Based Education Guidelines based on Bloom's Taxonomy and defined Institution's Graduate Attributes and Faculty-wise Program Outcomes. All the departments revised the First Year syllabus based on it and clearly defined the Course outcomes. To promote Indian Knowledge System varieties of activities were conducted both at the college level and as its extension activity hosted various value based events at SIES High School under the Value Lab association. Skill Enhancement workshops & courses were conducted by many departments. They were based on Managerial Skills, Basic Helping Skill for Psychological Counselling, DOT Listening Skills, Curriculum Vitae writing skill, Enhancing Research skills, Development of skills in Biostatistics, Use R-tools software for data analysis, Advancement in career opportunities, Training and Skill Development in Instrumentation and Bioanalytical Techniques, Soft Skill and Personality Development, Developing & refining skills in Bioinformatics, Organic Gardening.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://siesascs.edu.in/naac/institutional_strategic_perspective_plan.php
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The South Indian Education Society with a spirit of sincerity believes that education is a tremendous responsibility. As an autonomous college BOS, Academic Council, Examination Committee, Finance Committee and Governing Council are the decision making bodies. The Human Resource Policy of Society includes recruitment of new teaching & non-teaching staff, sanction of leaves, promotions for Unaided staff, medical benefits which is supported by the Head of Institution / Registrar. There is a Central Information Technology Team and Central Training Department to support the institute in IT services and training programmes throughout the year. The Head of the Institution forwards the Employee Requisition form filled by the staff & forwarded by HODs, to the Honorary Secretary. The HODs secure smooth conduct of Teaching-Learning-Evaluation, review performance of the students, teachers and non-teaching staff and engage in all duties as assigned by the HOI/Management. Teaching staff fulfil all the academic-professional responsibilities assigned by the HOI/HOD. The Librarian implements all library rules as directed by the Management, notifies and updates the library resources to the staff through internal mail. The administrative set up and procedures followed in the institute assures smooth sailing of all activities making it effective and successful functioning.

File Description	Documents
Paste link to Organogram on the institution webpage	https://siesascs.edu.in/naac/institution_organogram.php
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/admin/uploads/02ba3ac904485b7928df8ed39bf20ee7Administrative%20Policy,%20Rules%20&%20Procedures_2020-2021.pdf

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

To give impetus to the career advancement of teaching staff, they are encouraged to pursue research activities, publish research papers, foster research projects, promote higher studies. Staffs are sanctioned duty leave, emergency medical leave, half-pay leave and leave without pay. With respect to welfare there is a provision for Provident Fund, Gratuity and medical claim. The admission of the children of the staff is secured through staff quota. There is Co-operative credit society which disburses loans for renovation of house, medical reasons, children's fees for higher education and other personal purposes. There is a provision for emergency loan. The credit society committee meets, scrutinizes and sanctions the loan diligently. The repayment of loan is continuously monitored. The institute encourages sports in non-teaching staff. The institute

promotes self-development, offers financial support and provide health welfare measures. Non-teaching staff are given a pair of uniform. Teaching and non-teaching staff avail Free tea coupons. On completion of 25 years and superannuation they are felicitated for the dedicated services. The retired staff along with pension also receive gratuity. There is a doctor-on-call facility and during medical emergency we have a tie-up with the near-by government hospital.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/naac/institutional_welfare_activities.php

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

15

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

23

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The institute accounts are audited by internal auditors twice a year appointed by the management. The Institute's accounts are subject to external audits like Joint Director Office of Mumbai Region, Senior Auditors of Mumbai Region and Accountant General's Office. Since we received the RUSA Grant of Rs. Five Crore, Physical, Civil and Finance Audits were conducted. The Audit team appreciated the meticulous documentations of all the records with respect to vouchers, invoice and purchase requisitions. Social Welfare Audit for a period of Ten Years conducted in 2021-2022.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/rusa/rusa.php

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

508596.00

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

RUSA fund of Rupees Five Crore only was fully utilized in the span of three years for upgradation of infrastructure, skill based workshops, entrepreneurship programmes, procurement, laptops, printers, computers, building renovation, creation of vertical/herbal garden, purchase of lab equipment and facelift to classrooms and laboratories. The utilization of the RUSA fund is also monitored by the CAPEX Committee.

The institute has a Capital Expenditure committee and Purchase Committee as effective mechanisms for utilization of resources through budgetary provisions to procure books and periodicals.

The expenditures like repairs, AMCs, stationery and lab consumables, are covered under Revenue Budget. Fee collection and donations from individuals/Alumni/Philanthropist the fund gets mobilized and used assiduously.

The SEAT (SIES Education Assistance Trust) Scholarship instituted by the Society for payment of fees of the needy students. The fees are disbursed on the basis of the criteria-Academic Scores and Family Income. We also receive scholarship and freeship from Bhojraj, Geeta Israni and other endowments.

Wereceive grants for NCC, NSS from respective departmentswhich we utilize for their activities .

The Budget, mobilization and utilization of funds is passed through the Finance Committee and Governing Council and is also discussed by the College Development Committee.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/governance_leadership_and_management.php

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

1. Faculty empowerment

IQAC has made conscious efforts for faculty empowerment to enhance quality. During the current academic year, the focus was on creating awareness about documentation techniques. Two workshops "The Role of IQAC and the Teachers in the documentation for NAAC" and "Awareness Program on NAAC Documentation Management" helped teachers in understanding the importance of data and documentation management.

To empower teachers as mentors, a "Mentoring workshop" was organised, before starting the formal mentoring program for the students.

A webinar on CAS- Career Advancement Scheme for teachers under 7th pay regulations- helped teachers in understanding the new guidelines of CAS and solving their doubts interactively.

2. Outcome Based Education

POs and PSOs are well-defined for all the programs. During the current academic year, syllabus revision for the first year courses of all the programs and defining the COs for the same was completed. Several brainstorming sessions of the faculty members facilitated crystalizing the COs for various courses and their relation with the POs and PSOs.

As a step forward in OBE, a hands-on workshop "Setting Effective Question Papers using Bloom's Taxonomy" was conducted to help the teachers in understanding the correlation between Course Outcomes and question paper setting.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/academics/courses.php#program-outcomes

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

1. At the end of each semester, teachers gather curriculum feedback with respect to their courses from the students using structured google forms. The analysis and actions required are submitted to the head of the institution. Feedback is also collected from Teachers,

Alumni and Employers of interns. Responses are analyzed ,conclusions and suggestions are utilized for curriculum improvement. Student Satisfaction Survey is conducted using google forms and analysis is utilised for improving the TLE process. A teachersurvey toknow about usage ofexperiential and participative teaching learning methods,ICT toolshelps the teachers to learn from each other.

2. IQAC has conducted several awareness programs and brainstorming sessions for the teachers in the area of Outcome Based Education (OBE). The Program outcomes and Program Specific outcomes are defined for various programs. The Course Outcomes are defined for all the First year courses, and shared with the students on the website. IQAC has guided teachers in defining their COs and PSOs and evolving a common format for the same. In the subsequent years to come, COs will be defined for Second year and Third year courses. Also measurement of outcome is in the future plan of IQAC.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/academics/courses.php

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://siesascs.edu.in/newsletters/9aa508f220bb87106fc49ade81c96511Dakshinayanam%202021-2022_compressed.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institution provides facilities and has taken initiatives to promote gender equity. Security personnel including women and CCTV cameras are installed at prominent points for protection of all. Professional Counsellor services are provided free of cost. There are separate commonrooms for females and males with facilities like disabled-friendly washrooms, facility of sanitary pads. Services of on call Doctor available and the institution is at close proximity to Sion Hospital.

The Gender Sensitization Cell and departments organise programmes related to gender sensitisation. Guest lectures on "The Protection of Women from Domestic Violence Act, 2005" by Adv. Arun Ramchandra Gaikwad, "Cancer Awareness" by Ms Susmita Mitra, Cancer Patients Aid Association. A lecture on "Menstrual hygiene and issues" by Dr. Rupali Vaity.

"Expressions" an Intercollegiate poster and slogan competition to express students' views on gender related topics.

The Commerce Department organised a National Webinar on Transnational Surrogacy Market in India by Dr Sheela Suryanarayanan, Associate Professor, Centre of Women's Studies, University of Hyderabad.

The Rotaract club organised a tote bag sale hand-painted by Mahila Mandal and organised sports events like running race, lemon-spoon

race for housewives.

Women could voice their needs, hopes and dreams through google-form posted on Rotaract Official Instagram story

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

The Institution takes appropriate steps for the disposal of waste:

Solid waste:

- Broken glasswares, plastic and paper wastes are segregated and disposed of in dustbins.
- There are separate dustbins to collect dry and wet waste.

Liquid Waste:

- Concentrated acids were disposed of after dilution.
- Cryogenic chemicals were disposed of after being treated with potassium permanganate.

Biomedical and Biological waste:

- Zoology department handled biomedical waste such as blood samples that were treated with dettol and disposed separately.
- Animal waste, bacterial culture were packed and disposed on the same day to avoid putrefaction.
- Biotechnology Department has organized a workshop on BARC technology for solid waste management through biological routes.
- Microbiology Department requires the handling of live bacterial and fungal culture which cannot be disposed of directly to the environment. Disposal of such culture follows the killing of fungus and bacteria at 121 degree temperature with high pressure of 15psi. .

Hazardous chemicals and radioactive waste:

- Chemistry Department and SIES management has a contract with UDINE to collect, aggregate and dispose of expired and unused chemicals.
- NSS and Rotaract have organised e-waste collection drives.

The institute bagged "Swachh Vidyalaya Puraskar" 2021-22, District Level Award and five star rating with the score of 104.5%.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus D. Any 1 of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

B. Any 3 of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

C. Any 2 of the above

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

0. Unity in diversity is promoted by providing an inclusive environment covering different cultural, regional, linguistic, communal and socio-economic diversities, which is a manifestation of the Vision and Mission of the Institution.

1. The institution encourages students' talents by hosting various cultural events in different languages such as Hindi, English,

Marathi, Tamil, Malayalam and covering multiple festivities.

2. Students can express their thoughts and views on varied topics through the college magazine Dakshinayanam and various newsletters like Gulmohar, Tattvam, Skyline, Caveat-Vendor and Historica.

3. The NSS and NCC Unit carried out free COVID19 Vaccination Drives for the public. Other community welfare initiatives include blood donation drive, Pulse polio drive, old cloth distribution drive, teaching the underprivileged students, various clean-up drives along with Rotaract and Value Lab. The Institution carried out ISR (Institutional Social Responsibility) through activities for children and also distributed blankets to tribals.

4. An atmosphere of unity, peace and tolerance is promoted by conducting thought provoking activities on universal values such as justice, generosity, hope, spirituality, friendship, etc. by the Value Lab.

5. Students from socio - economically weaker sections are helped through scholarships like SEAT, Gita Israni, Bhojraj, philanthropy, specific past student's association contribution and alumni funding.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

Students and employees are sensitized towards constitutional obligations through various ways.

A mass reading of the Preamble of Indian Constitution and a quiz on 26th November 2021 was organised to celebrate Constitution Day.

A Webinar on 'Safeguarding child rights through policy advocacy' by Ms. Sneha Shirgaonkar (Assistant Director, Pratham Council for Vulnerable Children [PCVC]) on 10th July 2021.

Internships (September 2021 to December 2021) at Pratham Council for Vulnerable Children, Mumbai for two students of TYBA was

facilitated.

A National Webinar on " Understanding Urban Governance:A Case of Mumbai" by Mr Aviral Narayan Dubey on 29th September 2021.

A webinar on Understanding Right to Information in the context of Good Governance on 7th October, 2021 by Mr. Shailesh Gandhi, former Central Information Commissioner (CIC) and a prominent RTI activist.

Subjects like Foundation Course, Political Concepts and Ideologies, Introduction to Law at the first and second year level include the values and ideals enshrined in the Indian Constitution, highlighting fundamental rights and duties of citizens.

The institution has a very vibrant Value Lab which conducts various activities to inculcate different social, civic values and ethics by conducting competitions, guest lectures, workshops and activities on justice, self-esteem, generosity and friendship.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

D. Any 1 of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	No File Uploaded
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The Institution celebrated various national and international events and festivals.

- Commerce, Botany and NSS organised online quizzes, essay writing and poster making competitions on World Environment Day.
- International Yoga Day was celebrated by organising a workshop on Yoga and Pranayama.
- Statistics Department arranged a guest lecture on the Role of Data Scientists in banking fraud on National Statistics Day.
- NSS & NCC celebrated Independence day and organized cultural event.
- Premchand Jayanti and Hindi Diwas was celebrated by Hindi Association.
- NSS Day, World AIDS and Soil day celebrated by NSS.
- A mass reading of the Preamble of Indian Constitution and a quiz on was organised to celebrate Constitution Day.
- NCC cadets took an oath on 'No to drugs' on National Youth Day.
- NSS & NCC promoted patriotism on Republic day.
- Shivaji Jayanti was celebrated by NSS.

- Marathi Vangmaya Mandal organized an online language game "Bolu Kautuke" to celebrate Marathi Bhasha Diwas.
- The Science Association organized a guest lecture on the occasion of World Science Day.
- NSS streamed an awareness video on the occasion of World Wildlife Day and organised a poster making competition on World Water Day.
- Maharashtra Day was celebrated by flag hoisting and reciting Maharashtra Geet.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

1. Promoting Skill Enhancement and Entrepreneurial and Innovation Ecosystem: Nirmitee Kendra

- To enhance business and employability skills
- To promote business incubation and ideation.

Activities

- Skill Enhancement Workshops, training programs and Guest Lectures; interactions with entrepreneurs
- Value Added Courses
- Innovation boot camps and Business Idea Pitching Competitions
- IPR Awareness

Successful startups

- Aharnutra Pvt. Ltd. : Funding 1,00,000 for research and

product development.

- Covid UV Lamp: developed by Mr. Yash Hazare with Stem Learning.
- Inicio - Find your path business pitching competition : Seed money Rs. 1,61,000/- allotted to four teams

Beyond seed money, for a start-up to survive, continuous support, guidance and funding are required for packaging, design and space. Need to tie up with venture capitalists and funding agencies.

2. Inculcating Ethical Universal Human Values: Value Lab

- To sensitize the students about human and civic values.
- To encourage students to express their thoughts on values

An annual Value Calendar is prepared. Activities based on the value of each month bring out the creative, communicative and expressive domains of a personality into open forums.

Reaching out students and motivating them to actively participate, Overlapping schedules is a major constraint

Limited funds for inviting resource persons, Space to organize activities

File Description	Documents
Best practices in the Institutional website	https://siesascs.edu.in/naac/best_practices_and_distinctiveness_of_the_college.php
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

During this academic year, the focus was on skill enhancement and value addition to existing curriculum.

- 17 Value added courses of 30 or more hours were offered. A total of 1165 students benefited.

- The first year students were offered a skill enhancement credit course with two components- a soft skill component and second interdisciplinary- cross faculty component. 609 students completed the course.
- Center for Excellence introduced two new collaborative Value-added courses, each with two credits,
- NISM VB -Module - Mutual Fund Foundation Certification Training
- Managerial Skills Development - I & II
- A collaboration with Internshala facilitated 10 students to complete online training courses.
- 262 students completed syllabus related internships and projects.
- 47 students completed internships/projects through MOUs and collaborations with industries.
- Under RUSA grant, 16 departmental skill enhancement activities like seminars, webinars, workshops and guest lectures were conducted.
- RUSA-funded Nirmitee Kendra, conducted several programmes aimed at training the students to create and develop business ideas. Selected four start up ideas were sanctioned seed money of Rs. 1,61,000.

The Institute aspires to offer new employability oriented educational programs in the forthcoming years which are in tune with the industry demand.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The SIES College of Arts, Science and Commerce, is a 70 year old institution that has the motto "Rise with Education". The institution has developed curricula relevant to the local, national, regional and global developmental needs of its students. Outcome Based Education was implemented from the academic year 2021-22. The Programme outcomes have ensured that the learners are able to solve problems, think critically and rationally, analyze socio-cultural and legal issues with a responsibility towards promoting community welfare and inculcate research skills in order to bridge the gap between the industry and the academia effectively. In our endeavour towards achieving these outcomes, we have ensured that the learners are equipped with effective communication skills, soft skills as well as updated skills in digital technology. The outcomes optimize the learners' ability to interact socially, network and excellent team dynamics. This is also reflected in the Programme Specific Outcomes and Course outcomes. The course outcomes for courses in semesters 1 and 2 were defined and shared with the students in the beginning of the year 2021-22. We are in the process of defining the Course Outcomes for Semesters 3 and 4 to be implemented from 2022-23.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://siesascs.edu.in/academics/courses.php

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

25

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

47

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

47

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

40

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The institution integrates awareness of Gender, Ethics, Human Values and Environmental sensitivity into the curriculum by ensuring that these areas are taught across streams, through subjects such as Foundation Course, which is a compulsory paper at the first year and second year of the BA, BSc and BCom programmes. The Third Year BA English Literature course also has a paper dedicated to Literature and Gender that takes up various issues related to gender sensitization. In addition to this the Third Year BA Economics Programme offers, as one of its electives, a course in Environmental Economics. Ethics and values are also a part of the Business Communication Course for the first year BCom, Moral Philosophy course in First year BA and Environmental Ethics in Third Year BA. The Bachelor of Commerce Programme also has a compulsory course in Environmental Studies for all students at the First Year Level. The MSc programme in Bioanalytical Sciences offers a course on Proteomics, Bioinformatics and Environmental Issues. Thus the institution integrates all the cross-cutting issues relevant to the field of Professional Ethics as well as sensitizes its students across all streams to issues pertinent to gender, environment sustainability and human values.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	View File

1.3.2 - Number of value-added courses for imparting transferable and life skills offered

during the year

17

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

1165

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

262

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://siesascs.edu.in/naac/feedback_of_stakeholders.php
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://siesascs.edu.in/naac/feedback_of_stakeholders.php
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1585

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

451

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The college caters to students from Dharavi (slum in the vicinity of the College) as well as meritorious students from all over Mumbai. Thus making the task of the teacher challenging to keep the lectures simple for the average student as well as interesting and exciting for the academically better students. Departments organise bridge and remedial courses for those in need of special attention and at the same time keep it open for all. For those who show extraordinary talent the college encourages them to participate in competitions outside the college and also organises workshops, symposiums, paper presentations, case studies, internships, etc. Utkarsha, the literary event of the college, is extremely popular among students as they get an opportunity to organise events and showcase their talents. Pragya Vision is a special cell in the college which caters to the visually challenged students to cope with their studies. There is a devoted staff to help them with their assignments, notes and prepare them for exams.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
30/11/2021	4129	118

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

Faculty members in the college use student-centric methods for teaching-learning. A survey was conducted to gather information about student centric innovative teaching learning methods used by teachers during 2021-22. It was found that the majority of the teachers used Student presentations, Written assignments and viva based on it, Problem-solving assignments, Projects, Classroom discussions, Article/Book reviews, Essays, Case-studies, Videos, and Surveys. Many of them also used Internship and field visits, Documentary screening and discussions based on it, Map marking, Role play, Poster-making, Mock press conference. Some of these methods like PPT presentations, written assignment and viva, essays, projects, report writing, case-studies are used for internal assessment. Teaching-learning was conducted in hybrid mode during 2021-22. Teachers made optimum use of online platforms for teaching which made learning engaging. Although, in the second half of academic year 2021-22, first year, third year and MSc students attended lectures and practicals offline, many teachers continued using tools like Mentimeter, Quizizz to make lectures interactive. MS Forms and Google Forms were also used as and when required to check the students' understanding.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://siesascs.edu.in/naac/experiential_and_participative_learning_methods.php

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Teaching - learning process was in hybrid mode. Except second year, all other students attended offline college. Lectures and practicals were conducted through MS Teams for Second year students. Teachers made optimum use of ICT tools and online resources. Occasionally, Zoom and Google Meet were used. ICT tools like laptops, desktops, mobile, writing tablets were used extensively for teaching. A few teachers also used LCD, CD, DVD, etc. Further, the extensive use of ICT tools and techniques like Google docs, Google sheets and powerpoint presentations helped to develop collaborative teaching - learning approaches. Google

classrooms, Google Drive, MS Teams classrooms and OneDrive were used primarily to share the study and reference materials with the students and also for assignment submissions. To make the teaching - learning process more interactive and engaging, the teachers made use of some special ICT tools like Mentimeter, Quizizz, Kahoot, etc. Teachers used e-resources and techniques like You-tube videos, online portals, e-library, INFLIBNET, Shodhganga, Blogs, National Digital Library, NCBI, NPTEL, Google Scholar, Pubmed, Research Gate, Science Direct. A few teachers also developed their own e-content. Virtual laboratories were used for SYBSc students. e-PG Pathshala was used to facilitate the students pursuing higher education (PG level).

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://siesascs.edu.in/naac/ict_tools_techniques_and_e-resources_used.php
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

116

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

College had a hybrid mode of operation. The academic calendar was a synchronisation of all academic/ non-academic/ extra-curricular/ co-curricular/ sports activities carried out by the college during the year. First year, Third year and M.sc students attended their classes offline while for the Second Year students it was online. Tentative schedules for theory, practical and viva-voce examinations, were the main part of the academic calendar, to which the college adhered. Internal evaluation schedule was prepared by the Exam Committee and communicated to students by

the Departments. The final semester end examinations were conducted offline for First year and online for the remaining classes. The examination time table was announced well in advance and displayed on the college website and on the notice boards. Class-wise Whats-App groups were also maintained to keep students informed. Teachers prepared their own teaching plans and adhered to it. Exam pattern and marks allocation was discussed with students by teachers with reference to their respective subjects. Overall, the institution took systematic efforts to create the academic calendar and also to keep it in accordance with the University and UGC guidelines.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

118

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

40

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

12

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms**2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year**

66

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

13

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

1.Examination procedures:The examination schedules were conveyed to the students through notifications on the institutional website and Whatsapp groups. Students were oriented about the

pattern and conduct of the examination.

2. Processes/Procedures integrating IT: Semester end examinations were conducted online on MS Teams using MS- and Google Forms. Examination papers were set in MCQ mode as well as descriptive mode. Students scanned their answer scripts to the descriptive questions and uploaded them into the system. ATKT examinations were conducted through Google classrooms and Teams meeting in the same manner. All the examinations were proctored by the teachers through MS Teams video meeting. Result processing was done through the ERP Graded.

3. Continuous Internal Assessment (CIA) comprised of:

- A compulsory Mid semester MCQ examination
- Evaluation using one or more of the following modes: Quizziz, Menti Meter, assignments, case studies, report writing, presentations etc., using MS Teams meetings and breakout rooms.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siescms-my.sharepoint.com/personal/siesascs_sies_edu_in/layouts/15/onedrive.aspx?id=%2Fpersonal%2Fsiesascs%5Fsies%5Fedu%5Fin%2FDocuments%2FDEGREE%20%2D%20EXAMINATION%20NOTICES&ga=1

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The institution has implemented Outcome Based Education for all the UG programs from the academic year 2021-22. As a preparation for the same, during the academic year 2020-21, the Institution conducted various activities to sensitize the teachers about OBE.

1) IQAC prepared an OBE Manual and shared it with all the teachers to guide them about framing the course outcomes and relating them with the POs and PSOs, using Bloom's Taxonomy. 2) Institutional Vision, Mission and Learning Objectives were

defined by the Institution Head and communicated with the teachers and students via website. 4) Brainstorming sessions of teachers were held to crystalize the Program Outcomes. 4) A workshop on "Setting effective Question Papers using Bloom's Taxonomy" was organised which was useful to clarify doubts of the teachers and define the Course Outcomes. 5) The Course Outcomes for the First Year courses were defined and presented to the respective BOS for their deliberation and approval. 6) Program Outcomes were presented to the respective BOS and subsequently to the Academic Council for approval. 7) The POs of various Programs and Course Outcomes are made available on website. 8) The Course Outcomes for the Second Year Courses of all the programs are also defined and presented to the respective BOS for approval.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://siesascs.edu.in/academics/courses.php

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

SIES has implemented Outcome Based Education for all the UG programs on the First Year level from the academic year 2021-22. During 2020-21, efforts were made for sensitizing teachers towards OBE and defining the POs, PSOs and COs. The Institutional Vision and Mission were communicated with the teachers and made available on the website. By the end of the academic year 2020-21, the POs for all the UG programs are well defined and are made available on the website. The syllabi of all the courses of semester 1 and semester 2 were revised in the academic year 2021-22. The COs are defined for the same and are made available on the website along with the syllabus. There is no method of measuring attainment currently, since the institution has not yet started measuring the outcomes. The students are made aware about the COs through syllabus and also during lectures by the teachers.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/academics/courses.php

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

1241

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://siesascs.edu.in/academics/results.php

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://siesascs.edu.in/naac/student_satisfaction_survey.php

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

Promotion of Research and Facilities: Create awareness amongst the research stakeholders regarding research opportunities and grants announced by research institutions and funding agencies. Promote interdisciplinary research which will have relevance in addressing societal challenges.

Research Infrastructure and Facilities: Create requisite

infrastructure with well equipped research laboratories, resources for referencing and documentation to pursue quality research work.

Resource Mobilisation for Research: Provide seed money to initiate research and encourage recognition of original research work by appreciation and monetary incentives.

Innovation Ecosystem: Constitute a desirable innovation ecosystem to generate awareness about intellectual property rights and to ensure knowledge based value addition in society. Research

Publications and Awards: Encourage faculty with cash incentives/awards for original research work/publication/project as per the management policy for promotion of research.

Consultancy and Collaboration: Encourage faculty to share their expertise/skills and generate and share revenue through consultancy and collaboration.

The execution and implementation of the above key indicators will be under the purview of Research Advisory Committee and Ethics Committee.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	No File Uploaded
Provide URL of policy document on promotion of research uploaded on the website	https://siesascs.edu.in/admin/uploads/e8863be80302f11b798dca8cc6497a70Proposed%20Research%20Promotion%20Policy%202020-21.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

NIL

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

1

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0.455

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

2

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://siesascs.edu.in/research/major_min_or_project.php
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

17

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://siesascs.edu.in/research/major_min_or_project.php
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

One of the objectives of Rashtriya Uchchatar Shiksha Abhiyan (RUSA), a central government scheme, is to provide strategic funding to enable higher educational institutions to devote themselves to research and innovation. RUSA-funded Nirmitee Kendra, the Entrepreneurship Cell and Skill Hub of the college

conducted several programmes aimed at not only training the students to create business ideas but also to provide insights for transforming their innovative idea into profitable ventures. The programmes provided opportunities for students to network and socialize with industry experts and business professionals. These activities bore fruits when selected four start up ideas were sanctioned seed money amounting to Rs. 1,61,000/- (One lac sixty-one thousand only), from RUSA Grant.

1. Mr. Smit Jain: The Speaking Dumpster; Rs. 60,000/
2. Mr. Chirag Kothari and Mr. Yash Hazare: Mini Spectrophotometer; Rs. 45,000/
3. Ms. Mrudula Iyengar and Ms. Sonali Pandey :Fog Hand Wash Machine; Rs. 25,000/-
4. Mr. Jeet Jain: Hire Value; Rs. 31,000/

Various departments also contributed to fostering the research and innovation ecosystem by collaborating with research centres, industry and professionals to conduct skill development and training workshops related to research methodology, R tools, analytical techniques, bioinformatics, food quality assurance, waste management and intellectual property rights.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/rusa/rusa.php

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

16

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software	C. Any 2 of the above
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File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

2

File Description	Documents
URL to the research page on HEI website	https://siesascs.edu.in/research/student_research.php
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

5

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

11

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/research/paper_publications.php

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed**3.4.5.1 - Total number of Citations in Scopus during the year**

7

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University**3.4.6.1 - h-index of Scopus during the year**

NIL

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy**3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)**

NIL

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

NIL

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The institute endeavours to inculcate in its students, the sense of societal responsibility and community service. Several structured and themed activities, programs, and workshops are conducted to create awareness and sensitize the public towards crucial social issues like cleanliness, green environment, gender sensitization, and social values.

NSS Volunteers and associated teachers, in collaboration with government and nongovernment organizations, conducted activities like Blood donation camp, COVID Vaccination drive and Mangroves Clean up drive. NCC in association with 1 Maharashtra Battalion

organised various programs with an aim to inculcate patriotic fervour, motivate youth to contribute to National security and sensitize the community towards the importance of yoga for health. The institute has a proactive Rotaract Unit that fruitfully engages students in extension and outreach activities like Talent Dikhlaaja (a platform for the specially abled kids to showcase their hidden talents), Science made easy, thalassemia awareness and test drive, etc.

Various departments and associations such as Value Lab and Gender Sensitization Cell organized diverse programs related to menstrual hygiene, demonstration of composting for reducing waste, and instilling values and morals in young minds.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/admin/uploads/0c11ed63fb1b3ff08ea02c044b3f3bc0Extension%20Activities%202021-2022_compressed-1.pdf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

nil

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

26

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

629

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

10

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

4

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

SIES College runs 29UG, 13PG and 7 Ph.D. programs in the campus measuring 25,000 sq.ft. The college has 34 classrooms, 34 LCD projector (fixed/ mobile) and 32 laboratories (1 phd chemistry lab added) , of which 13 have fixed LCD projector. The auditorium and boardroom are ICT enabled. The BMM department has a dark-room for developing their photographic material. The fully automated, air-conditioned library not only facilitates borrowing of physical copies of books but also browsing Ebooks and Ejournal. The Prajnya Center for the visually challenged students is next to the library and has 4 desktops with special reading and braille facility and printer. The COE office and classroom were upgraded with computers. Apart from the laboratories, students can use the browsing centre in the library. Science Laboratories also house Ph.D centres. A 1250 sq ft area herbal garden, with 150 plant varieties is used for academic purposes. Book bank, a digital screen for display of notices, photocopying facility support student learning. Departments, the academic staff centre and library are well equipped and designed to support academic growth. The management and staff strive to obtain funding for augmentation and improving teaching learning facilities as demand grows.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/about/floor_plan.php

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

To facilitate an all round development of students, NSS, NCC, Sports and Cultural activities are encouraged. The Institution has a well-equipped and spacious gymkhana for indoor games such as table-tennis table, chess, carrom- board, boxing and exercycling, which was upgraded in 2021-22. The central quadrangle, measuring 5500sq. ft. which was re-tiled, is used for cultural events, yoga and sports activities like volleyball and badminton. A sports ground is hired for outdoor events.

Musical instruments are available for students to practice. The

NSS and NCC units have their own rooms, suitably equipped. The quadrangle is used by NSS and NCC cadets for their practice sessions and events. The Cultural Association has clubs like Music Club, Cross Vibez (dance) and Theatre Club. Our students win prizes at various events including Mumbai University Youth Fest. Approximately 300 students participate in more than 30 college fests each year. To ensure safety and security, the premises are adequately covered with fire extinguishers and CCTVs. These facilities, like the quadrangle and auditorium, are used by all the college students as and when needed and a record of auditorium booking is maintained by the office. After september 2021, physical facilities were utilised.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	https://siesascs.edu.in/activities/albums.php

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

13

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

23.23

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library is fully automated with KOHA Library management software Version - 20.11.01 from 2015-2016. Entire software is hosted on cloud computing to provide 24x7 access to the library resources. Entire catalogue details consisting of books (general, reference, and Book Bank), CDs/DVDs, as well as recent journal issues, are uploaded on Koha.

OPAC access is provided through a link from the college website for easy access (<http://sieswlibrary.firststray.in>). The opening page is provided with links to online resources (free as well as subscribed) under the headings of Newspapers, E-book, E-journals, E-databases, and others. Location of the books and availability are displayed in real time to help users identify the presence of books needed by them.

Circulation through KOHA is biometric, and RFID enabled. Student as well as staff Book Bank was automated using KOHA. Mail alerts are sent to the users when books are issued to them as well as two days prior to the due date to ensure timely return.

Koha was integrated with RFID for Stock taking. RFID Gate antenna was integrated to provide footfall count as well as to ensure security.

Koha software was available till September 2021. Library data was uploaded on JUNO ERP

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/library/library.php

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

9.45

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e-journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

120

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

All departments, laboratories, library and college office are installed with computer hardware and relevant software. Devices have the latest version of antivirus and retain the setting that schedules regular updates of virus definitions from the central server.

Institutional email ID is issued to staff for official communication. The IT facility is equipped with Firewall security, Proxy, DHCP, DNS, email, web and application servers and manages the complete network of the college. The bandwidth availability for the institution is 50 MBPS and 100 MBPS provided by SAI Vision service provider and 20 MBPS through JIO leased line. Institution has availed the facility of the Service provider, SAI VISION and implemented WIFI MODULE - TP LINK EAP 245. Institutional ID has also been created for students, which facilitates the use of Outlook, Office 365 and the use of LMS- Microsoft Teams for online lectures and assignments. Tally software is installed in Tally lab computers to enable practical learning for Bcom and BMS students. The college has an active website ((<http://www.siesascs.edu.in/>)) jointly managed by the academic staff of the institution and IT department of SIES

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://siesascs.edu.in/admin/uploads/ab1653b9e944fba172171b3128d062e3IT%20POLICY%20VERSION%201.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4129	212

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. 750 Mbps
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File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	D. Any one of the above
--	--------------------------------

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

17.8

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

For maintaining and utilizing equipment and infrastructure facilities, AMCs are signed by budgeting for the same. There are Committees for Maintenance, Timetable, Condemnation and College office, Technical assistants, hired external agencies and oncall

services. Any major repairs are separately taken care of by the management in their Capital Budget (CAPEX).

Utilization :

- Records are maintained for allocation of classrooms, Virtual room, Board room and Auditorium.
- Laboratory assistants monitor the usage of laboratories under the supervision of respective departments and stock registers for equipment are maintained.
- Library issues cards to students and a digitized record of usage is maintained.
- Cards are issued to students to access the Gymkhana. Sports Director monitors the activities.
- Classrooms and departments are wifi enabled and equipped adequately. Individual Institutional email ID is provided to staff and students.
- The college canteen is used by students and staff in regular working hours.
- 1250 sq ft.of herbal garden is used for academic purposes.

Maintenance :

- There are Housekeeping, Security and Pest Control Services.
- Records of equipment purchased and discarded are maintained.
- Library undertakes annual physical stock-taking and weeding of books.
- Technical assistant ensures smooth functioning of laboratories, computers and network facility and the website is regularly updated by staff.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://siesascs.edu.in/admin/uploads/2efd2b3bbb66f3cc37665b8fe8d0f988Infrastructure%20policy%20version%201.pdf

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year****28**

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year**336**

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://siesascs.edu.in/naac/capacity_building_and_skill_enhancement_activities.php
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1127

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

C. Any 2 of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression	
5.2.1 - Number of outgoing students who got placement during the year	
16	
File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
5.2.2 - Number of outgoing students progressing to higher education	
272	
File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded
5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year	
5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year	
34	
File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded
5.3 - Student Participation and Activities	
5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year	
3	

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

Adhoc-Student Council was formulated during 2019-20 and continued with the same due to pandemic and following events were conducted:

A Student Council is a group of elected and volunteer students working together with an advisor within the framework of a constitution or bylaws to provide a means for student expression and assistance in school affairs and activities, give opportunities for student experience in leadership and encourage students. The student council helps share ideas, interests, and concerns with teachers and institute administrative authorities. It also helps conduct social events, community projects, helping people in need and bring about discipline and reform.

In 21-22, an ad-hoc Student council was formed. They helped in smooth functioning of the online festival VISIONS which was held on 25th and 26th February 2022. 34 events divided into Sports and Gaming, Informals, Digitals, Crossovers and Performing Arts were conducted.

Student representatives are nominated on the following committees

- IQAC
- College Development Committee
- Canteen Committee
- Gymkhana and Sports Committee
- Gender Sensitization Cell
- College magazine committee
- Committee of College Cultural Festival Visions
- Cultural Committee

- Rotaract

They participate in regular meetings and give suggestions. They also give valuable inputs during syllabus revision of their respective departments.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

5.3.3 - Number of sports and cultural events / competitions organised by the institution

7

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

SIES College Past Students' Association have been continuously supporting the institute in various welfare activities during the academic year 2021-22 such as:

- Organized Dr. Rajalakshmi Amudan Lecture Series on 'Opportunities of Biotechnology' along with Department of Biotechnology, illustrious alumni of the department interacted in a blended webinar on 21st December, 2021.
- SIES PSA in association with MCGM F/North Ward and NSS, NCC Units, SIES College organized Free Covid-19 Vaccination Drive on 29th November, 2021 in the College Premise.
- SIES PSA along with Academic Staff Centre co-hosted the farewell function to acknowledge the contributions of

teaching staff who superannuated by felicitating them with plaque and memento on 27th November, 2021.

- Post-Covid times financially supported by paying differently (visually) abled students' fees for continuing education with the help of Shri Shankara Hindu Mission
- Sponsored a girl child for eye check-up and continuous medication as prescribed by the ophthalmologist.

We plan to organise an alumni reunion and aim at generating funds to facelift Classrooms and carry out extension activities by involving illustrious alumni in delivering lectures, training for professional development skills & to foster academia-industrial collaborative events.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/alumni/activities.php

5.4.2 - Alumni's financial contribution during the year

D. 2 Lakhs - 5 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The vision is to facilitate a learner-centric environment with a mission to promote participatory administration; to deliver quality services; to nurture a team of competent faculty and employable students.

Governance: The administrative head advocates transparency, integrity, accountability, effective use of resources, a conducive work ethics and proactively build the capacity of all the stakeholders.

Perspective Plan: The institution has been consistently committed towards the pursuit of academic excellence. The IQAC, with the contributions of Principal, Registrar, Heads of the department and senior faculty members developed the perspective plan. The plan is aligned to SIES Mission 2025 as the most admired institution in tune with NAAC Goals.

Further with the impending NEP 2020, we are engaged in fostering students with new courses, focusing on OBE, developing multidisciplinary and inter-disciplinary courses, enhancing various skills, integrating Indian Knowledge System and upgrading to Online Digital Learning.

Participation of the teachers in the decision-making bodies of the institution: As per the Autonomous guidelines, we conduct Governing Council, Finance Committee, Academic Council, Board of Studies, College Development Committee, IQAC meetings. Teachers participate into these as well as other statutory and non-statutory committees to manage curricula and co-curricular activities.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/institutional_strategic_perspective_plan.php

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

The Principal, the Registrar along with the Vice Principals while upholding the democratic values engage in decentralization of all administrative activities. To support this endeavour the IT Department, College Office, Admission Committee lent their services. The year being the end of Covid Pandemic, we successfully executed the admission process.

As part of the online admission process for all classes, Notices

are uploaded on the website. The admission committee as per the instruction from the administrators take charge of the process. Beginning of each term, staff meeting is conducted to share the academic, examination plan, cultural & literary festival dates and annual sports day event. In association with IQAC the action plan regarding dissemination of conducting workshops/training/seminars/webinars/FDP are mobilized.

HODs prepare the annual financial estimates, time table for theory and practical classes teaching, plan research activities and seminars. Plan to conduct Continuous Internal examinations and tests, outreach and extension programmes . They also raise purchase requisition for the purchase of equipment, chemicals, and books etc. for their respective Departments and submit the same to the HOI. The Examination controller and the team plans the schedule of examination, allocation of supervision, duties for the non-teaching, result settlement and announcement of the results.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/decentralization_and_participative_management.php

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

Keeping the NEP 2020 in focus interdisciplinary National webinar on 'Transnational Surrogacy Market in India' was organised. Multidisciplinary credit courses were initiated and completed successfully by Arts, Science & Commerce students. For instance, Tree Appreciation Course prepared by Botany Department was well participated and completed by Arts & Commerce students. After three years of Autonomy as part of NEP preparedness, IQAC prepared the Outcome Based Education Guidelines based on Bloom's Taxonomy and defined Institution's Graduate Attributes and Faculty-wise Program Outcomes. All the departments revised the First Year syllabus based on it and clearly defined the Course

outcomes. To promote Indian Knowledge System varieties of activities were conducted both at the college level and as its extension activity hosted various value based events at SIES High School under the Value Lab association. Skill Enhancement workshops & courses were conducted by many departments. They were based on Managerial Skills, Basic Helping Skill for Psychological Counselling, DOT Listening Skills, Curriculum Vitae writing skill, Enhancing Research skills, Development of skills in Biostatistics, Use R-tools software for data analysis, Advancement in career opportunities, Training and Skill Development in Instrumentation and Bioanalytical Techniques, Soft Skill and Personality Development, Developing & refining skills in Bioinformatics, Organic Gardening.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://siesascs.edu.in/naac/institutional_strategic_perspective_plan.php
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The South Indian Education Society with a spirit of sincerity believes that education is a tremendous responsibility. As an autonomous college BOS, Academic Council, Examination Committee, Finance Committee and Governing Council are the decision making bodies. The Human Resource Policy of Society includes recruitment of new teaching & non-teaching staff, sanction of leaves, promotions for Unaided staff, medical benefits which is supported by the Head of Institution / Registrar. There is a Central Information Technology Team and Central Training Department to support the institute in IT services and training programmes throughout the year. The Head of the Institution forwards the Employee Requisition form filled by the staff & forwarded by HODs, to the Honorary Secretary. The HODs secure smooth conduct of Teaching-Learning-Evaluation, review performance of the students, teachers and non-teaching staff and engage in all duties as assigned by the HOI/Management. Teaching staff fulfil all the academic-professional responsibilities assigned by the HOI/HOD. The Librarian implements all library rules as directed by the Management, notifies and updates the library resources to the

staff through internal mail. The administrative set up and procedures followed in the institute assures smooth sailing of all activities making it effective and successful functioning.

File Description	Documents
Paste link to Organogram on the institution webpage	https://siesascs.edu.in/naac/institution_organogram.php
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/admin/uploads/02ba3ac904485b7928df8ed39bf20ee7Administrative%20Policy,%20Rules%20&%20Procedures_2020-2021.pdf

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

To give impetus to the career advancement of teaching staff, they are encouraged to pursue research activities, publish research papers, foster research projects, promote higher studies. Staffs are sanctioned duty leave, emergency medical leave, half-pay leave and leave without pay. With respect to welfare there is a provision for Provident Fund, Gratuity and medical claim. The admission of the children of the staff is secured through staff quota. There is Co-operative credit society which disburses loans

for renovation of house, medical reasons, children's fees for higher education and other personal purposes. There is a provision for emergency loan. The credit society committee meets, scrutinizes and sanctions the loan diligently. The repayment of loan is continuously monitored. The institute encourages sports in non-teaching staff. The institute promotes self-development, offers financial support and provide health welfare measures. Non-teaching staff are given a pair of uniform. Teaching and non-teaching staff avail Free tea coupons. On completion of 25 years and superannuation they are felicitated for the dedicated services. The retired staff along with pension also receive gratuity. There is a doctor-on-call facility and during medical emergency we have a tie-up with the near-by government hospital.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/naac/institutional_welfare_activities.php

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

15

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

23

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The institute accounts are audited by internal auditors twice a year appointed by the management. The Institute's accounts are subject to external audits like Joint Director Office of Mumbai Region, Senior Auditors of Mumbai Region and Accountant General's Office. Since we received the RUSA Grant of Rs. Five Crore, Physical, Civil and Finance Audits were conducted. The Audit team appreciated the meticulous documentations of all the records with respect to vouchers, invoice and purchase requisitions. Social Welfare Audit for a period of Ten Years conducted in 2021-2022.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/rusa/rusa.php

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

508596.00	
File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

RUSA fund of Rupees Five Crore only was fully utilized in the span of three years for upgradation of infrastructure, skill based workshops, entrepreneurship programmes, procurement, laptops, printers, computers, building renovation, creation of vertical/herbal garden, purchase of lab equipment and facelift to classrooms and laboratories. The utilization of the RUSA fund is also monitored by the CAPEX Committee.

The institute has a Capital Expenditure committee and Purchase Committee as effective mechanisms for utilization of resources through budgetary provisions to procure books and periodicals.

The expenditures like repairs, AMCs, stationery and lab consumables, are covered under Revenue Budget. Fee collection and donations from individuals/Alumni/Philanthropist the fund gets mobilized and used assiduously.

The SEAT (SIES Education Assistance Trust) Scholarship instituted by the Society for payment of fees of the needy students. The fees are disbursed on the basis of the criteria-Academic Scores and Family Income. We also receive scholarship and freeship from Bhojraj, Geeta Israni and other endowments.

We receive grants for NCC, NSS from respective departments which we utilize for their activities .

The Budget, mobilization and utilization of funds is passed through the Finance Committee and Governing Council and is also discussed by the College Development Committee.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesascs.edu.in/naac/governance_leadership_and_management.php

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

1. Faculty empowerment

IQAC has made conscious efforts for faculty empowerment to enhance quality. During the current academic year, the focus was on creating awareness about documentation techniques. Two workshops "The Role of IQAC and the Teachers in the documentation for NAAC" and "Awareness Program on NAAC Documentation Management" helped teachers in understanding the importance of data and documentation management.

To empower teachers as mentors, a "Mentoring workshop" was organised, before starting the formal mentoring program for the students.

A webinar on CAS- Career Advancement Scheme for teachers under 7th pay regulations- helped teachers in understanding the new guidelines of CAS and solving their doubts interactively.

2. Outcome Based Education

POs and PSOs are well-defined for all the programs. During the current academic year, syllabus revision for the first year courses of all the programs and defining the COs for the same was completed. Several brainstorming sessions of the faculty members facilitated crystalizing the COs for various courses and their relation with the POs and PSOs.

As a step forward in OBE, a hands-on workshop "Setting Effective Question Papers using Bloom's Taxonomy" was conducted to help the teachers in understanding the correlation between Course Outcomes

and question paper setting.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/academics/courses.php#program-outcomes

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

1. At the end of each semester, teachers gather curriculum feedback with respect to their courses from the students using structured google forms. The analysis and actions required are submitted to the head of the institution. Feedback is also collected from Teachers, Alumni and Employers of interns. Responses are analyzed, conclusions and suggestions are utilized for curriculum improvement. Student Satisfaction Survey is conducted using google forms and analysis is utilized for improving the TLE process. A teachers survey to know about usage of experiential and participative teaching learning methods, ICT tools helps the teachers to learn from each other.

2. IQAC has conducted several awareness programs and brainstorming sessions for the teachers in the area of Outcome Based Education (OBE). The Program outcomes and Program Specific outcomes are defined for various programs. The Course Outcomes are defined for all the First year courses, and shared with the students on the website. IQAC has guided teachers in defining their COs and PSOs and evolving a common format for the same. In the subsequent years to come, COs will be defined for Second year and Third year courses. Also measurement of outcome is in the future plan of IQAC.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesascs.edu.in/academics/courses.php

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the

A. Any 4 or all of the above

IQAC Feedback collected, analysed and used for improvement of the institution
Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

File Description	Documents
Paste the web link of annual reports of the Institution	https://siesascs.edu.in/newsletters/9aa508f220bb87106fc49ade81c96511Dakshinayanam%202021-2022_compressed.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institution provides facilities and has taken initiatives to promote gender equity. Security personnel including women and CCTV cameras are installed at prominent points for protection of all. Professional Counsellor services are provided free of cost. There are separate commonrooms for females and males with facilities like disabled-friendly washrooms, facility of sanitary pads. Services of on call Doctor available and the institution is at close proximity to Sion Hospital.

The Gender Sensitization Cell and departments organise programmes related to gender sensitisation. Guest lectures on "The Protection of Women from Domestic Violence Act, 2005" by Adv. Arun Ramchandra Gaikwad, "Cancer Awareness" by Ms Susmita Mitra, Cancer Patients Aid Association. A lecture on "Menstrual hygiene and issues" by Dr. Rupali Vaity.

"Expressions" an Intercollegiate poster and slogan competition to express students' views on gender related topics.

The Commerce Department organised a National Webinar on Transnational Surrogacy Market in India by Dr Sheela Suryanarayanan, Associate Professor, Centre of Women's Studies, University of Hyderabad.

The Rotaract club organised a tote bag sale hand-painted by Mahila Mandal and organised sports events like running race, lemon-spoon race for housewives.

Women could voice their needs, hopes and dreams through google-form posted on Rotaract Official Instagram story

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

The Institution takes appropriate steps for the disposal of waste:

Solid waste:

- Broken glasswares, plastic and paper wastes are segregated and disposed of in dustbins.
- There are separate dustbins to collect dry and wet waste.

Liquid Waste:

- Concentrated acids were disposed of after dilution.
- Cryogenic chemicals were disposed of after being treated with potassium permanganate.

Biomedical and Biological waste:

- Zoology department handled biomedical waste such as blood samples that were treated with dettol and disposed separately.
- Animal waste, bacterial culture were packed and disposed on the same day to avoid putrefaction.
- Biotechnology Department has organized a workshop on BARC technology for solid waste management through biological routes.
- Microbiology Department requires the handling of live bacterial and fungal culture which cannot be disposed of directly to the environment. Disposal of such culture follows the killing of fungus and bacteria at 121 degree temperature with high pressure of 15psi. .

Hazardous chemicals and radioactive waste:

- Chemistry Department and SIES management has a contract with UDINE to collect, aggregate and dispose of expired and unused chemicals.
- NSS and Rotaract have organised e-waste collection drives.

The institute bagged "Swachh Vidyalaya Puraskar" 2021-22, District Level Award and five star rating with the score of 104.5%.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

B. Any 3 of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy undertaken by the institution

<p>7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:</p> <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	<p>C. Any 2 of the above</p>										
<table border="1"> <thead> <tr> <th data-bbox="102 692 547 757">File Description</th> <th data-bbox="547 692 1437 757">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 757 547 898">Reports on environment and energy audits submitted by the auditing agency</td> <td data-bbox="547 757 1437 898" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 898 547 1003">Certification by the auditing agency</td> <td data-bbox="547 898 1437 1003" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 1003 547 1108">Certificates of the awards received</td> <td data-bbox="547 1003 1437 1108" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="102 1108 547 1171">Any other relevant information</td> <td data-bbox="547 1108 1437 1171" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	Reports on environment and energy audits submitted by the auditing agency	No File Uploaded	Certification by the auditing agency	No File Uploaded	Certificates of the awards received	View File	Any other relevant information	View File	
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Certification by the auditing agency	No File Uploaded										
Certificates of the awards received	View File										
Any other relevant information	View File										
<p>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.</p>	<p>A. Any 4 or all of the above</p>										

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

0. Unity in diversity is promoted by providing an inclusive environment covering different cultural, regional, linguistic, communal and socio-economic diversities, which is a manifestation of the Vision and Mission of the Institution.

1. The institution encourages students' talents by hosting various cultural events in different languages such as Hindi, English, Marathi, Tamil, Malayalam and covering multiple festivities.

2. Students can express their thoughts and views on varied topics through the college magazine Dakshinayanam and various newsletters like Gulmohar, Tattvam, Skyline, Caveat-Vendor and Historica.

3. The NSS and NCC Unit carried out free COVID19 Vaccination Drives for the public. Other community welfare initiatives include blood donation drive, Pulse polio drive, old cloth distribution drive, teaching the underprivileged students, various clean-up drives along with Rotaract and Value Lab. The Institution carried out ISR (Institutional Social Responsibility) through activities for children and also distributed blankets to tribals.

4. An atmosphere of unity, peace and tolerance is promoted by conducting thought provoking activities on universal values such as justice, generosity, hope, spirituality, friendship, etc. by the Value Lab.

5. Students from socio - economically weaker sections are helped

through scholarships like SEAT, Gita Israni , Bhojraj, philanthropy, specific past student's association contribution and alumni funding.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

Students and employees are sensitized towards constitutional obligations through various ways.

A mass reading of the Preamble of Indian Constitution and a quiz on 26th November 2021 was organised to celebrate Constitution Day.

A Webinar on 'Safeguarding child rights through policy advocacy' by Ms. Sneha Shirgaonkar (Assistant Director, Pratham Council for Vulnerable Children [PCVC]) on 10th July 2021.

Internships (September 2021 to December 2021) at Pratham Council for Vulnerable Children, Mumbai for two students of TYBA was facilitated.

A National Webinar on " Understanding Urban Governance:A Case of Mumbai" by Mr Aviral Narayan Dubey on 29th September 2021.

A webinar on Understanding Right to Information in the context of Good Governance on 7th October, 2021 by Mr. Shailesh Gandhi, former Central Information Commissioner (CIC) and a prominent RTI activist.

Subjects like Foundation Course, Political Concepts and Ideologies, Introduction to Law at the first and second year level include the values and ideals enshrined in the Indian Constitution, highlighting fundamental rights and duties of citizens.

The institution has a very vibrant Value Lab which conducts various activities to inculcate different social, civic values and ethics by conducting competitions, guest lectures, workshops

and activities on justice, self-esteem, generosity and friendship.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

D. Any 1 of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	No File Uploaded
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The Institution celebrated various national and international events and festivals.

- **Commerce, Botany and NSS organised online quizzes, essay writing and poster making competitions on World Environment Day.**
- **International Yoga Day was celebrated by organising a**

workshop on Yoga and Pranayama.

- Statistics Department arranged a guest lecture on the Role of Data Scientists in banking fraud on National Statistics Day.
- NSS & NCC celebrated Independence day and organized cultural event.
- Premchand Jayanti and Hindi Diwas was celebrated by Hindi Association.
- NSS Day, World AIDS and Soil day celebrated by NSS.
- A mass reading of the Preamble of Indian Constitution and a quiz on was organised to celebrate Constitution Day.
- NCC cadets took an oath on 'No to drugs' on National Youth Day.
- NSS & NCC promoted patriotism on Republic day.
- Shivaji Jayanti was celebrated by NSS.
- Marathi Vangmaya Mandal organized an online language game "Bolu Kautuke" to celebrate Marathi Bhasha Diwas.
- The Science Association organized a guest lecture on the occasion of World Science Day.
- NSS streamed an awareness video on the occasion of World Wildlife Day and organised a poster making competition on World Water Day.
- Maharashtra Day was celebrated by flag hoisting and reciting Maharashtra Geet.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

1.Promoting Skill Enhancement and Entrepreneurial and Innovation Ecosystem: Nirmitee Kendra

- To enhance business and employability skills
- To promote business incubation and ideation.

Activities

- Skill Enhancement Workshops, training programs and Guest Lectures; interactions with entrepreneurs
- Value Added Courses
- Innovation boot camps and Business Idea Pitching Competitions
- IPR Awareness

Successful startups

- Aharnutra Pvt. Ltd. : Funding 1,00,000 for research and product development.
- Covid UV Lamp: developed by Mr. Yash Hazare with Stem Learning.
- Inicio - Find your path business pitching competition : Seed money Rs. 1,61,000/- allotted to four teams

Beyond seed money, for a start-up to survive, continuous support, guidance and funding are required for packaging, design and space. Need to tie up with venture capitalists and funding agencies.

2.Inculcating Ethical Universal Human Values: Value Lab

- To sensitize the students about human and civic values.
- To encourage students to express their thoughts on values

An annual Value Calendar is prepared. Activities based on the value of each month bring out the creative, communicative and expressive domains of a personality into open forums.

Reaching out students and motivating them to actively participate, Overlapping schedules is a major constraint

Limited funds for inviting resource persons, Space to organize activities

File Description	Documents
Best practices in the Institutional website	https://siesascs.edu.in/naac/best_practices_and_distinctiveness_of_the_college.php
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

During this academic year, the focus was on skill enhancement and value addition to existing curriculum.

- 17 Value added courses of 30 or more hours were offered. A total of 1165 students benefited.
- The first year students were offered a skill enhancement credit course with two components- a soft skill component and second interdisciplinary- cross faculty component. 609 students completed the course.
- Center for Excellence introduced two new collaborative Value-added courses, each with two credits,
- NISM VB -Module - Mutual Fund Foundation Certification Training

- Managerial Skills Development - I & II
- A collaboration with Internshala facilitated 10 students to complete online training courses.
- 262 students completed syllabus related internships and projects.
- 47 students completed internships/projects through MOUs and collaborations with industries.
- Under RUSA grant, 16 departmental skill enhancement activities like seminars, webinars, workshops and guest lectures were conducted.
- RUSA-funded Nirmitee Kendra, conducted several programmes aimed at training the students to create and develop business ideas. Selected four start up ideas were sanctioned seed money of Rs. 1,61,000.

The Institute aspires to offer new employability oriented educational programs in the forthcoming years which are in tune with the industry demand.

File Description	Documents
Appropriate link in the institutional website	https://siesascs.edu.in/naac/best_practices_and_distinctiveness_of_the_college.php
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. ICT facilities upgradation, addition of new computers, printers
2. Research Promotion: Recognition and continuation of Ph.D. centres, Research Ethics Policy
3. Skill enhancement activities to be organised for students
4. Curriculum revision, Outcome Based Education to be implemented at Second year level
5. New choice based credit courses to be launched at second year level
6. Screening cum evaluation process under CAS for teachers due for promotion

7. Teacher capacity building through workshops and seminars
8. NEP awareness and preparedness programs to be organised for the teachers
9. ABC preparedness
10. Implementation of an educational ERP
11. Environment, Energy and Green audits to be conducted
12. Gender audit to be conducted