



Government of Maharashtra  
**Sydenham College of Commerce and Economics, Mumbai**  
(A Constituent College of Dr Homi Bhabha State University)



## **Criterion VII – Institutional Values and Best Practices**

**QIM – 7.2. Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual**

**Academic Year 2021-2022**

**Title: “Faculty Empowerment”****A) Goals:**

1. To plan collaborative practices to be implemented for empowering the teachers
2. To provide teachers with autonomy to explore and innovate to design an enriched curriculum.
3. To encourage teachers to participate in various Professional Development Programs.
4. To create opportunities for continuous and comprehensive learning thereby ensuring finest learning atmosphere to the students.
5. To cultivate team of future talented leaders.

**B) Context:**

Sydenham College endeavors to offer a conducive climate for professional development of the staff. Various faculty empowerment strategies are adopted for quality improvement that proves to be beneficial for the institute. Thus, cultivating a culture of constant learning helps the faculty to ensure consistent quality teaching in the classroom and provide best learning experiences to the student.

**C) Practice:**

1. Sydenham College has been recognized as the Faculty Development Centre under the PMMMNMTT, MHRD, New Delhi from August, 2018.
2. Ph.D. Research Centre in the subject of Business Policy and Administration and Business Management.
3. Faculties are the chairperson and members of various board of studies. The design innovative curriculum as per the needs of the industry.
4. Faculties are the member of Academic Council, University Office Bearers.
5. Faculty members act as a resource person in conferences, seminars and workshops.
6. Faculties are appointed as Government Nominee and subject expert for promotion of teachers under Career Advancement Scheme.
7. Various Welfare measures are provided to teaching staff as per the rules of Maharashtra Civil Service Rules 1981
8. Leave for academic pursuits, viz. Study leave, Sabbatical leave and Academic leave
9. Induction programs and post promotion training programs for faculties.

#### D) Evidence of Success:

Sydenham College has always been a catalytic leader in bringing about timely revolution in academic arena of the institution. This methodology has proven successful for embedding and sustaining transformation in the institution.

1. Faculties are chairperson and member of Board of Studies in Commerce & management, Accountancy, Business Economics, Business Communication, Business Law and Mathematics of Dr. Homi Bhabha State University and University of Mumbai
2. Dr. Radhika Iyer and Shri Rajendra Mali are the member of Academic Council of Dr. Homi Bhabha State University
3. 04 faculties from Commerce Department and 02 Faculties from Economics department are recognized PhD Guides.
4. Following faculties are given additional administrative charge

Sr. no	Name of the Faculty	Additional Charge
1	Dr. Khushpat Jain	<ul style="list-style-type: none"> <li>• Director, State Institute of Administrative Careers, Mumbai</li> </ul>
2	Dr. Shrinivas Dhure	<ul style="list-style-type: none"> <li>• Director, Sydenham Institute of Management Studies, Research and Entrepreneurship Education</li> <li>• NSS Program Officer, HBSU</li> </ul>
3	Dr. Anil Chougule	<ul style="list-style-type: none"> <li>• Director, Department of Lifelong Learning and Education (DLLE, HBSU)</li> </ul>
4	Dr. Radhika Iyer	<ul style="list-style-type: none"> <li>• Assistant Finance and Accounts Officer, HBSU</li> </ul>
5	Smt. Vijaya Yeole	<ul style="list-style-type: none"> <li>• Director, Board of Examination and Evaluation, HBSU</li> </ul>
6	Shri Unmesh Nangare	<ul style="list-style-type: none"> <li>• Knowledge Director, HBSU</li> </ul>
7	Dr. Anita Malage	<ul style="list-style-type: none"> <li>• Director, Physical Education, HBSU</li> </ul>

\* HBSU: Dr. Homi Bhabha State University

#### D) Problems Encountered:

- 1) Shouldering additional responsibilities by the faculty sometimes affect their regular college work
- 2) Long and stressful working hours lead to adverse mental well-being of the faculty.

**Title: “Sydenham Outreach Program (SOP) – Reaching the Unreached”****A) Goals:**

1. To sensitize students towards their duties and responsibilities towards the community
2. To establish a partnership between the society and the institute.
3. To undertake various welfare programs that promotes civic engagement, reciprocity and compassion to the needs of the society
4. To join hands with NGOs to initiate community outreach activities.
5. To bring social revolution thereby contributing towards development of the nation.

**B) Context:**

As an educational institution, it is the prime objective to bring about social reforms which will lay concrete base for the development of the nation. Sydenham College is always committed in building long term partnership with community by organizing various activities through its NSS/SSL unit where students undertake various activities and participate in collective work for societal advancement. This provides opportunities to students to serve the society from the grass root level thus bringing about social development.

**C) Practice:**

1. The NSS unit of Sydenham College provides platform to the students to undertake various community service activities and bestow betterment of humanity. Variety of social service activities are undertaken every year thereby channelizing the students vigour towards service to the mankind.
2. The College also has Social Service League unit which undertakes social activities within the college. Both NSS and SSL unit works in close co-ordination with each other and organized different programs for social welfare.

**D) Evidence of Success**

Even when the entire universe was struggling with Covid-19 Pandemic, our NSS unit left no stone unturned in contributing towards the society. Following activities were organized by the NSS unit of the college in the Academic Year 2021-2022

- Two Covid-19 Vaccination drive was conducted in the college on 06/02/2022 and 22/03/2022
- Session on marine pollution was conducted in collaboration with United Way Mumbai
- Seed ball distribution drive was conducted in collaboration with Ashwas Foundation
- Tree plantation drive was conducted under Majhi Vasundara Campaign
- Beach Clean Up drive was conducted in association with United Way Mumbai

- Organ donation awareness was conducted in collaboration with Mohan foundation
- Street play on social cause was done by students with the sole intention of disseminating and spreading awareness among the people and bring about radical positive change in the mindset of the society.
- Mental Health Campaign was organized to educate people about their mental health and strategies to cope with it better.

**E) Problems Encountered:**

- Outreach Programs do not get required support and co-operation from the people who are going to benefitted by it.
- Vaccination hesitancy, negative attitude and unwillingness to vaccinate posed a problem during vaccination drive.
- Complex task to change the mind-set of the people in undertaking any activities for social cause.

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