



सत्यमेव जयते



Government of Maharashtra
Sydenham College of Commerce and Economics, Mumbai
(Re-accredited 'A' grade by NAAC (3.42 CGPA)
(A Constituent College of Dr. Homi Bhabha State University)

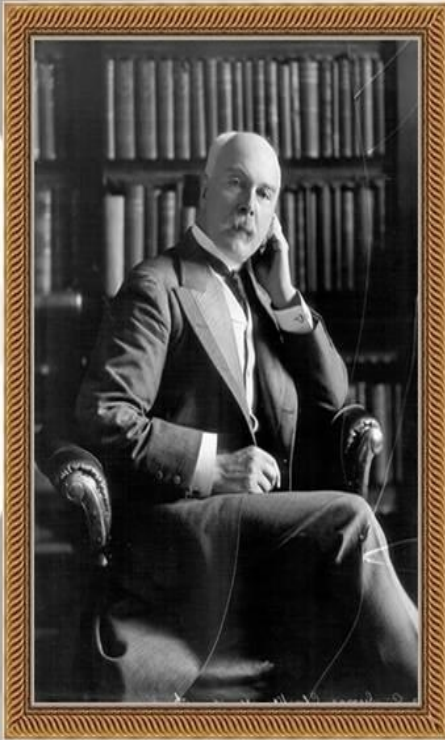


Perspective Plan

2017-2018 to 2021-2022

Vision and Mission

Founder of the College



Lord Sydenham of Combe

Vision:

To impart not merely Commerce or Economics education but full education i.e. educate the whole man.

Mission:

To continue to excel, provide learning through multifaceted curricular and extracurricular activities and to kindle light of wisdom and humanity so that our students emerge as complete human being and take the society towards new horizons of glorious future.

Motto:

*Labour Omnia Vincit
(Hardwork Conquers All)*

Sydenham College, established in the year 1913 is the oldest and the first commerce college in entire Asia and has been one of the prime institutions, which has contributed immensely in developing India in to a truly contemporary and progressive nation by developing and creating a multitude of exceptionally bright students who have excelled both in curricular and extracurricular activities.

Sydenham college advocates educating the whole man by supporting cognitive, emotional and social development of the students through effective teaching learning and by encouraging them to be a part of various societies in the college.

Post Accreditation Initiatives

The institute is incessantly committed towards academic excellence by providing proactive and proficient teaching learning environment, innovative and versatile education, enhanced student participation in outreach activities etc.

With this dynamic essence in the mind the college, the college was re-accredited with A grade by NAAC with 3.42 CGPA (2nd Cycle) in the year 2017. The NAAC Peer Team suggested few recommendations so as to further enhance the quality of education which are as follows:

- 1) Apply for Autonomous status
- 2) Augment research activities
- 3) Commence new courses
- 4) Enhance library resources
- 5) Industry Academia Linkage
- 6) MoU and collaboration
- 7) Strengthen Alumni Connections
- 8) Skill Development courses
- 9) Organizing more seminars, workshop
- 10) Increased employability of students

With a team of dynamic principal, IQAC, dedicated and committed teaching and non-teaching staff, vibrant students and other stakeholders, the institute has made every possible efforts to comply with the suggestions made by the peer team. Sydenham college will continue to maintain its legacy of being the leading institute in providing comprehensive commerce education.

The quality initiatives suggested by the peer team is well endorsed by the institute in its strategic plan. Criteria wise plan of action and action taken is mentioned below:

Perspective Plan 2017-2018 to 2021-2022

Criterion I Curricular aspects

The objectives of Sydenham College, fulfils the criteria of “*education for all*” provides equal academic opportunities to every student. The college provides value-based education which has helped to build character and proficiency.

To ensure this following effective actions are taken:

S.no	Plan of Action	Actions Taken
1	Active involvement of teaching staff in syllabus redesigning according to the industry need and employability. This done by being the member of Academic Council, Board of Studies of the respective subjects.	Teaching staff are members of different Board of studies, Members of Academic Council, Research Cell both in Dr. Homi Bhabha State University and University of Mumbai
2	Organizing workshops, seminars and Faculty Development Program to enrich the knowledge of the faculties, which further helps in enhancing the teaching methodology.	Skill Development Unit and Sydenham Faculty Development Centre (SFDC) has organized Faculty Development Programs under aegis of PMMMMNMT and also at the college level.
3	To offer skill development courses to students to enrich their knowledge in different domains.	Certificate Program in GST, Foreign Trade, NCCMP, Aptech course have been introduced by the college
4	To motivate staff to pursue PhD Degree	More than 85% of the teaching staff have pursued their PhD degree and the remaining have registered themselves for PhD in different universities.
5	To develop a mechanism to obtain feedback in scientific way so that corrective measures can be taken to combat deviations.	The College regularly collects feedback from the students about teaching and other activities and takes remedial measures.

Criterion II Teaching Learning and evaluation process

Sydenham College adopts effectual teaching learning system to cater to the needs of students from diverse background, capabilities thereby creating an congenial learning atmosphere. There is appropriate blending of traditional and contemporary teaching techniques which creates long lasting impact on the students.

A good number of initiatives are taken to attain this

S.no	Plan of Action	Actions Taken
1	A well-defined and transparent admission process	The admission process adopted every year is as per the Admission Circular issued by University and as per the reservation policy issued by the Government of Maharashtra. Merit List for various courses are displayed in the college website and notice board.
2	Introduction of innovative teaching learning process	Smart Classrooms, experiential learning, G-Suite (for online lectures), field visits etc helps the student to understand the concepts in precise manner.
3	Diagnostic test and remedial classes	Diagnostic test to understand the learning ability of the student and arrange remedial classes for weaker students.
4	Supporting the advanced learners	College had arranged Career guidance lecture in foreign studies, competitive exams for advanced learners. Scholarships are given to students who perform well in examination.
5	Mentoring	Teachers, alumni, peer act as a mentor to students. Mentoring workshops are conducted guide and mentor the learner.
6	Arranging Co-Curricular activities	College has 20 student managed societies which assist students in gaining hands on experience related to their subject and also enables them to participate in co-curricular activities organized by each society.

Criterion III Research, Innovations and Extension

To promote research activities in college, there is a research committee appointed by the college every year and representative of all departments are the member of this committee.

This committee guides the faculty to undertake research projects in various areas

S.no	Plan of Action	Actions Taken
1	Promote publication of articles of faculties in indexed research journals	Teaching staff contribute research articles in national and international research journals and publish book thereby enhancing knowledge repository.
2	To Promote participation of staff members in FDPs like refreshers, orientation and short-term courses	Majority of staff members enhanced and upgraded their knowledge through participation in Induction, refresher course, short term course etc.
3	Setting up of Research Centre	Sydenham college has PhD research Centre with 4-5 teachers being research guide in their respective subjects.
4	Provide academic infrastructure for conducting research	Sydenham college has enriched library with numerous reference books, e journals, INFLIBNET and other requirements, as per needs for carrying out research activity
5	To promote research inquisitiveness in students	In order to develop research attitude in students, final year students of BMS, BBI and PG students have to compulsory undertake research project as a part of the curriculum.
6	Encourage students to undertake social and outreach projects	NSS and SSL unit of the college actively involve students in various social and community outreach programs. The college has received appreciation award by United Way of Mumbai for its prolific contribution towards community service.
7	Linkages with NGO's	NSS and SSL unit has tied up with NGOs in order to involve students in various Social service activities like visit to old age home, organize programs for street children, "Each One Teach one" programs etc.

Criterion IV Infrastructure and Learning Resources

Sydenham College has one of the best infrastructures available among its peers. Out of 22 classrooms, 8 of them can accommodate 100-120 students at a time. The College has a well-equipped Seminar/Conference Hall/Computer laboratory, Auditorium, spacious and clean canteen.

S.no	Plan of Action	Actions Taken
1	Infrastructure Augmentation	College received funds from DPDC for infrastructure development. The funds were used for renovation of college campus, classroom, develop ICT enabled classrooms etc.
2	Learning Resources	College has developed a well-equipped computer lab and online centre with computer with latest configuration and Wi-Fi connection.
3	Mini Conference Room	A mini conference room has been developed in ground floor of the college with a seating capacity of 30 people.
4	Purchase of learning resources	College has purchased more than 80 computers and laptop to conduct classes in an interactive way. The purchase is done from government e-tendering website as per the requirement.
5	Provide well secured firefighting facilities in strategic places	Fire extinguishers are installed at various places thus ensuring safety and security of the students
6	CCTV Cameras	College has more than 50 CCTV cameras installed in classrooms, conference rooms, auditorium thereby safeguarding students, faculties and staff.
7	Personal Computer with internet connection to staff	Each of the staff members are provided with separate computers with internet connection so as to ensure research work and speedy completion of assigned task.
8	Enhance library resources	College Library has Procured more books, journals, e-journals, periodicals, reference books.

Criterion V Student Support and Progression

Sydenham college foster a congenial learning climate which contributes towards overall development of the student. The college provides essential assistance to the students for evocative learning experiences, progression to higher education and employability

S.no	Plan of Action	Actions Taken
1.	Scholarships and freeship to students	Student belonging to reserved category are provided with scholarships. Notices regarding the same are displayed on the college notice board, website and social media groups.
2	Special facilities to Divyanggan students	College has special facilities like ramp, lift, braille script book (library), washrooms, wheel chair to suit the needs of divyanggan students
3	Placement Cell	College has active placement cell which conducts placement drives, seminars workshop that enable the students to get placed in companies of national and international repute. Student Placement has shown an upward trend in the recent years.
4	Mentoring and Counselling	Mentoring and Counselling activities related to career, further studies, meditation etc are conducted by teachers and alumni of the college.
5	Establish a System to maintain record of student progression	College office has maintained record of student progression by way of migration and transfer certificate. Student who apply for further studies at foreign universities are issued transcript and Letter of Recommendation, the record of which is maintained by the office.
6	Awards and Recognition	The College has a good mechanism to encourage academically intellectual students by giving College endowment scholarships, College endowment awards, Golden Jubilee Trust Scholarships.

Criterion VI Governance, Leadership and Management

The vision and mission of the institute are deciphered into reality through effectual leadership and governance. Sydenham College pursues participatory management system, provides operational autonomy, adopts effective performance appraisal techniques and obtains feedback as well as suggestions from various stakeholders for improvement. This acts as a yardstick in measuring the overall effectiveness thus paving the route for optimal development and enhancement of the institution.

S.no	Plan of Action	Actions Taken
1.	To be a part of cluster university	From the year 2019, Sydenham College is a constituent college of Dr. Homi Bhabha State University which has been established under Rashtriya Uchchattar Shikshan Abhiyan (RUSA) – the Ministry of Human Resource Development (MHRD)
2	Participation in NIRF and AISHE	Sydenham College annually participates in AISHE. Its in the process of participating in NIRF ranking.
3	Financial Audit	College regularly conducts financial audit. The audit of Self-Financed Course is conducted by external auditor M/s Sharma & Company, whereas the aided section audit is conducted by Auditor General Office and office of Directorate of Higher Education.
4	Setting up of College Development Committee and Local Advisory Committee	Sydenham College has established a College Development Committee and Local Advisory Committee that is constantly and consciously devise plans and policies to enhance the overall working of the institution.
5	Participatory Management System	In order to promote participatory functioning in the institution, Principal involves all the departmental heads, IQAC co-ordinator while devising plans and strategies.
6	E-governance	College has adopted e-governance in office administration through Sevarth , student admission through IUMS, ITpower, online examination through Meetcs software and SBI Collect for online payment of fees.

7	Enhance stakeholder relationships	<p>Sydenham College has long term association with its stakeholders like alumni, parents, students, government etc.</p> <p>Alumni Cell conducts numerous activities throughout the year, placement cell interacts with industry people, orientation programs are conducted for first year students where in parents also are involved. These activities helps in maintaining enduring relationship with stakeholders.</p>
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Criterion VII Institutional Values and Best Practices

Sydenham has adopted various innovative approaches that have created a favourable and lasting impact in the efficient functioning of the institution.

College is consciously committed towards preserving and protecting the environment both inside and outside the campus. It adopts various eco-friendly and energy efficient mechanism.

S.no	Plan of Action	Actions Taken
1.	Gender Sensitization initiatives	Women Development Cell, NSS , Internal Complaint Cell, Anti Ragging Cell, Girls Forum of the college organize seminars, workshops to promote gender equity in the college.
2	Facilities for Women	College provides basic amenities for promoting secure environment for women in campuses. Some of them are <ul style="list-style-type: none">• 24/7 Security Guard at main gate,• CCTV cameras installed at strategic places,• Girl's common room,• Sanitary vending machine in girl's washroom,• scholarship to girls student
3	Eco-Friendly initiatives	Eco friendly initiatives like e-waste management, no plastic day, water conservation day, recycling of answer books etc are adopted by the college
4	Energy Conservation	Sydenham College has embraced an energy efficient mechanism like Solar Panels, LED bulbs, minimum use of air-conditioners etc.
5	Enhancing Green Landscape	College garden is well maintained & more plants were planted in the college to make it more eco-friendly. More plants are

		planted thereby ensuring an enhanced green cover in minimum space.
6	Scientific method of waste management	<p>Separate dustbins are kept for dry and wet waste.</p> <p>Automatic sanitary disposal machine is installed for instant disposal of used napkins</p> <p>Proper Drainage system is maintained which assist in appropriate disposal of liquid waste</p>
7	Celebrate important national and international commemorative days	<p>Sydenham college celebrates commemorative days and the birth anniversary of national leaders.</p> <p>It is an integral part of learning and building a strong cultural belief and to advocate peace and security in a student.</p>
8	Best Practices	The college adopts various best practices every year thus leading towards quality sustenance and enhancement.

SWOC - ANALYSIS

STRENGTHS

- Part of Cluster University
- Locational Advantage
- Huge well-ventilated classrooms with modern infrastructure.
- Students from diverse background help to develop cultural and social ties within them.
- More than 80% of the faculties are doctorate and remaining faculties have registered themselves for doctoral program.
- Digitization in office administration, student admission, examination and result processing.
- College has a strong placement cell which attracts large number of companies in the campus.
- Well-equipped modern gymkhana helps to develop sporting activities in the students as well as staff and assist in promoting and maintaining healthy lifestyle through exercise.
- College also provides hostel facilities to students which attracts students from other states and districts.

WEAKNESSES:

- Retaining temporary and visiting faculty.
- Student teacher ratio is adverse which pose difficulties for personal attention to students.
- Lack of appointment of permanent faculty for self-financing courses, which increase dependence on visiting faculty.

OPPORTUNITIES:

- Increasing partnership with research institutes and other universities.
- Faculty empowerment through various faculty development programme and increased participation in research based activities.
- Promoting more environmental awareness and good citizenship through tie-ups with many NGO's.

CHALLENGES:

- Students who pursue professional course like CA, ICWA, CS along with conventional BCom course are opting for distance education, since Choice Based Grading System emphasize more on examinations, as a result very little time is available for preparation of projects assignments and external examinations.
- Change in the attitude of the student towards education, teachers, peers etc.
- Threats from mushrooming private and foreign universities.