



सत्यमेव जयते

Government of Maharashtra

**Sydenham College of Commerce and Economics
'B' Road, Churchgate, Mumbai.**

Estd. 1913



**NAAC Self Study Report
(2nd Cycle)**

August - 2016



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GOVT. OF MAHARASHTRA

SYDENHAM COLLEGE OF COMMERCE & ECONOMICS

'B' ROAD, CHURCHGATE, MUMBAI - 400 020. INDIA. • OFFICE : 2204 2897, 2288 2117

SSR Upload Intimation

To,
The Director,
National Assessment and Accreditation Council,
Nagarbhavi, Bengaluru.
Karnataka – 560072.

Subject: **Intimation regarding uploading of SSR in Website**

Dear Sir,

We hereby intimate that, SSR is uploaded on the website as per following details.

Sr.No.	Particulars	Information
1	Name of the Institution & address	Government of Maharashtra, Sydenham College of Commerce & Economics, 'B' Road, Churchgate. Mumbai 400 020
2	Head of the institution.	Dr. Annasaheb Khemnar
3	Contact mobile no.	09850924991
4	NAAC Co-ordinator	Dr. RiteshKumar Singhal
5	Contact mobile no.	09869109674
6	Accreditation Cycle	2 nd Cycle
7	Website Web link showing SSR	www.sydenham.ac.in http://sydenham.ac.in/ssr.pdf
8	Date of uploading SSR	11 th August, 2016

Place: 11/08/2016
Date: Mumbai



Principal
(Dr. Annasaheb Khemnar)

PRINCIPAL
Sydenham College of Commerce & Economics
'B' Road, Churchgate, Mumbai - 400 020.



GOVT. OF MAHARASHTRA

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Certificate of Compliance

This is to certify that *Government of Maharashtra, Sydenham College of Commerce & Economics, B Road, Churchgate, Mumbai, Maharashtra* fulfils all norms:

- 1) Stipulated by **University of Mumbai** and/or
- 2) Regulatory Council/body: **University Grants Commission**
- 3) The affiliation and recognition is valid as on date.

It is noted that NAAC Accreditation, if granted, shall stand cancelled automatically, once the institution loses its

University affiliation or recognition by the regulatory council, as the case may be.

In case the undertaking submitted by the institution is found to be false, then the accreditation given by NAAC is

liable to be withdrawn. It is also agreeable that the undertaking given to NAAC will be displayed on the college website.



Principal
(Dr. Annasaheb Khemnar)

PRINCIPAL

Sydenham College of Commerce & Economics
'B' Road, Churchgate, Mumbai - 400 020.

Date: 11/08/2016

Place: Mumbai



GOVT. OF MAHARASHTRA

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Declaration by the Head of the Institution

I certify that the data included in Self Study Report are true to the best of my knowledge.

This SSR is prepared by the institution after internal discussions, and no part thereof has been outsourced.

I am aware that the Peer Team will validate the information provided in this SSR during the Peer Team visit.



Principal
(Dr. Annasaheb Khemnar)

PRINCIPAL

Sydenham College of Commerce & Economics
'B' Road, Churchgate, Mumbai - 400 020.

Date: 11/08/2016

Place: Mumbai

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)***

Foreword

Preparation of Self Study Report (SSR) for the 2nd Cycle of NAAC Re-accreditation is the indication of virtuous and candid effort made by the entire faculty. Every possible effort is made to present inclusive details of all the activities and programmes through various criteria's, departmental evaluative reports and annexure.

Sydenham College, Mumbai is a distinct institution, providing exemplary education in the field of commerce. Established in the year 1913, it recapitulates a history of 103 years of academic excellence. It is propitious enough to be first Commerce College with an array of British and Indian scholars, industrialist, academicians, and accountants who endowed students with purposeful education. The college is the first in Mumbai University to offer M.Com Post Graduate Course to the students' right in 1925. The college has also introduced self financed courses like Bachelor in Management Studies (BMS) and B.Com in Banking & Insurance (BBI) and add on courses like National Stock Exchange Certified Capital Market Professional (NCCMP) and Foreign Trade.

Sydenham takes pride in mentioning that Bharat Ratna Dr. B. R. Ambedkar, one of the most illustrious personalities of India worked as the Professor of Political Economy in this college from 1918 to 1920. The college has produced many learned faculties who have left their mark in the field of academics.

On the occasion of Platinum Jubilee of college in 1988, the Government of India acknowledged the colossal contribution of Sydenham in the Field of education by issuing a commemorate postal stamp dedicated to the college.

The infrastructure of the college is best among its peers. The college has a state of the art auditorium which has produced many great artists in entertainment industry of the country. The convenient location, spacious classrooms, conducive environment for academics and active societies has developed the character of the students besides academics.

In the academic year 2013-14, this illustrious institution of commerce education has celebrated its centenary. It was certainly a defining moment in the journey of hundred years of this eminent institution. The students, the faculty and the administrative staff have put in their best possible contributions so as to commemorate the centenary in a manner befitting to the standing of this great institution.

From the academic year 2016-17, the college has introduced Skill Development Courses like Self Management and Communications, which will help to improve the skills of the students which will enhance their employability in the corporate sector.

In ally with the vision and mission, the College promotes buoyant approach for integrated augmentation of the students by endowing them with intellectual knowledge and array of skills that is indispensable to face the challenges of dynamic environment. We, the staff at Sydenham are consciously and diligently focused towards achievement of objectives by involving various stakeholders.

In view of its position as an excellent educational institution, NAAC, the nationally recognized body for the assessment and accreditation of quality education, awarded 'A' grade to the college in 2004 and the recommendations suggested by the peer team was implemented so as to enhance and maintain the tradition of excellent education standard in pursuit of vision.

The IQAC of the college has played a vital role in providing a road map to adopt various quality initiatives and innovative practices that has led to efficient working of the institution. The IQAC members, Criteria In-charge, NAAC committee members, the teaching and non-teaching members have extended their great support in maintaining the excellent legacy of the college. The preparation of SSR has helped in exemplifying various plans, policies, guidelines and strategies in appropriate manner thus facilitating inclusive growth and expansion of the institution.

As a result of this solidarity, Sydenham College has been awarded 'India's No.1 Brand in Commerce and Economics category' as per the Consumer Survey Report, conducted by Media Research group on 2nd May 2016.

The college has also been selected for the 'Most Trusted Brand Award' as per the Consumer Survey Report on 2nd October 2016.

Principal's Vision and Dialogue

I have great pleasure in submitting Self Study Report of Sydenham College to NAAC for Re-accreditation. Sydenham College of Commerce & Economics is not only a academic institution but it occupies a special place of being one of the oldest institutions in the country offering higher education in Commerce and aptly in the financial capital of the country, Mumbai, but in the Asian continent as well. It occupies a central role in academic and cultural heritage of the country. The college has been described as the best commerce college on “This side of Suez”.

Sydenham being the integral part of the social atmosphere has also undergone transformation during the past decades in all dimensions. The Institution has maintained its lead role as it is offering Master's of Commerce in morning and evening batches and with a library whose collection of periodicals and journals in Finance, Commerce and Economics is unmatched by any institution of Commerce in the city and excel over leading Management Institutes.

Winds of change are faced by all, even educational institutions are no exception. One needs to adapt to changing composition of society, and needs of current generation and the ever changing composition of its young entrants namely students.

Sydenham once a place marked by majority of elite class in the society may not now bear that distinction, but we are proud that Sydenham has now a greater role and challenge to face, in that some of its students may be the generation of first learners in their family. Sydenham has now a greater responsibility to shape and mould these young minds with its spirit so that they assume the position of leaders in business and entrepreneurship, armed with sound knowledge of finance, commerce and business coupled with a respect for human rights and empathy for fellow Indians, enthused with an urge to create a name for themselves by offering their best to the society. It has been honored as a Brand Ambassador due to its merit and efforts in this direction.

Perhaps it is a daunting task to articulate these students the nuances of business deals, the fine underpinnings of economic policy and to equip them to deal with obstacles faced by new business ventures as they might not be accustomed to these, due to their social background.

In today's world it is Commerce and Business Education that has attained a central pace, as service sector is the most important contributor to economy rather than manufacturing. Marketing and advertising are the buzz words.

The college boasts of dedicated faculty with a notable participation of professionals like chartered accountants and lawyers a hallmark of the institution right since its inception. The college has a distinction of perhaps the most spacious and airy classrooms in the city, which is noted by any visitor to the campus. It is adjacent to Churchgate station and located in the coveted down town of Mumbai namely the Fort area which houses the Bombay Stock Exchange, Indian Merchant Chambers, Maharashtra Chamber of Commerce, and the corporate offices of most companies in the country like Tata Sons, GIC, LIC, Trident Hotels etc. What else one could dream for the location of a Commerce Institution. College has skill development courses and short term courses in Capital markets and many other add on courses. It has full fledged BMS and B.Com (Banking and Insurance) wings.

A Commerce College has to offer to practical education of business and it has good societies which are managed by students guided by their teachers which give the students first hand training of the world of business.



Dr. Annasaheb Khemnar
Principal

NAAC Steering Committee

Dr. Annashaeb Khemnar: *Principal and Chairperson*

Dr. Riteshkumar Singhal: *Convenor*

Dr. Manoj Bhide: *Member*

Dr. Pradeep Pachgade: *Member*

Dr. Sunil Shete: *Invited Faculty Member*

Dr. Shriniwas Dhure: *Invited Faculty Member*

Dr. Nanda Pandhrikar: *Member*

Dr. Saumitra Sawant: *Member*

Dr. Anjali Alekar: *Member*

Smt. Radhika Iyer: *Member*

Dr. Tukaram Gadhave: *Member*

Shri. Rajendra Mali: *Member*

Smt. Shubhangi Dalvi: *Office Staff Member*

Dr. Mayura Mathankar: *Ex-Faculty Member*

Dr. Abhay Khamborkar: *Ex-Faculty Member*

IQAC Members

Dr. Annashaeb Khemnar: *Principal & Chairperson*

Dr. Riteshkumar Singhal: *Co-ordinator*

Dr. Madhuri Nichkawade: *Member*

Dr. Sunil Shete: *Member*

Dr. Shriniwas Dhure: *Member*

Dr. Sunil Singh: *Member*

Dr. Anil Chougule: *Member*

Smt. Radhika Iyer: *Member*

Shri. Pranay Nigotiya: *Alumni Member*

Dr. M.A. Khan: *External Member*

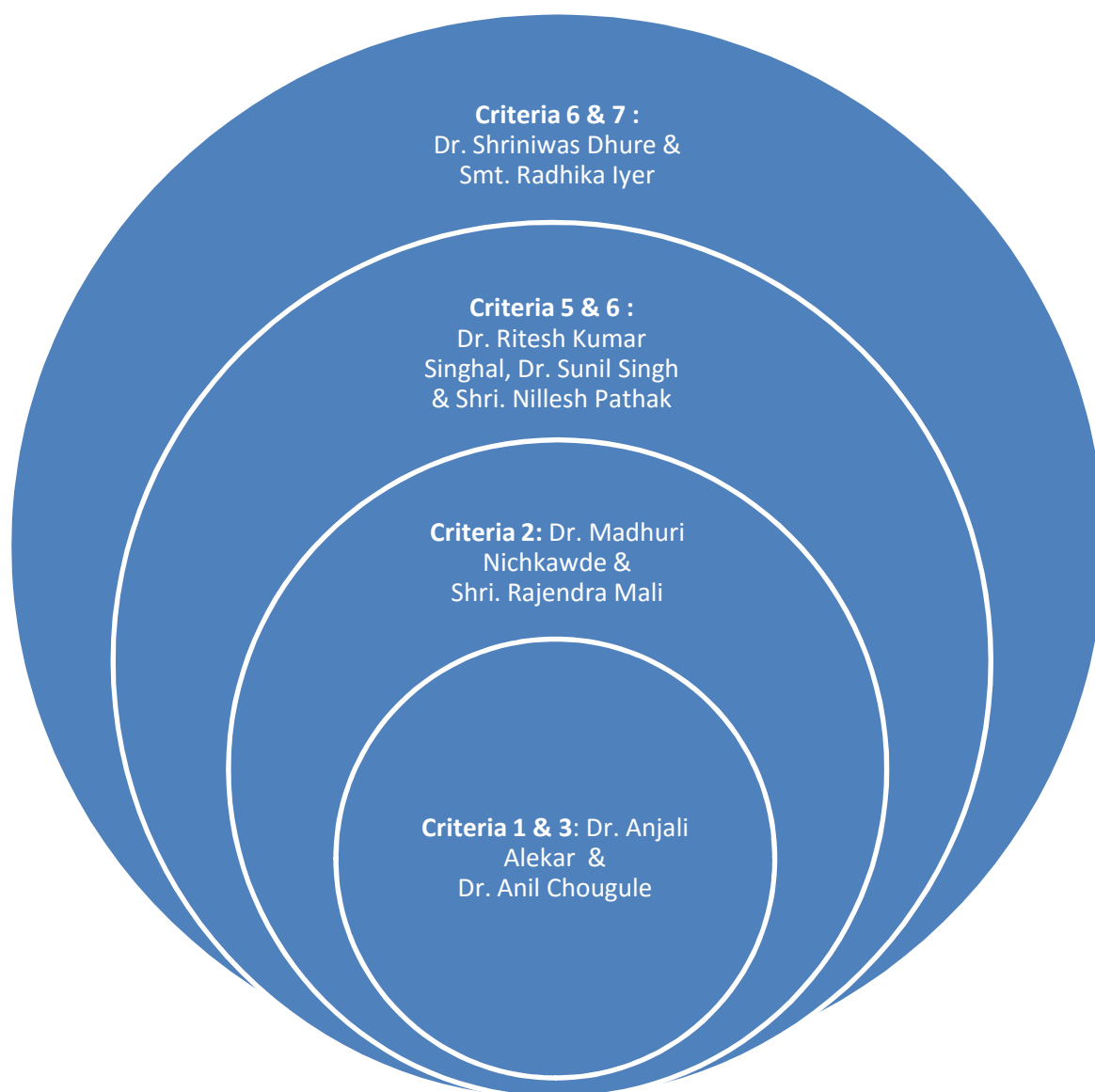
Smt. Neelima Patkar: *External Member*

Smt. Shubhangi Dalvi: *Office Staff Representative*

Kum. Sumaiya Selot: *Student representative*

Master Raja Aditya: *Student Representative*

Self Study Report Preparation Group



Acknowledgment

As a coordinator, I had a very herculean task of preparing the Self Study Report for NAAC. Being the Coordinator/Convenor of Steering Committee of a prestigious college like Sydenham was a very big responsibility. Finally the day has come when the report is complete in all respects. I take this opportunity to thank some special people, without whose support this work would not have been possible at all.

With the guidance and support of Principal Dr. Annasheb Khemnir sir, it was possible to achieve this big task. I thank him wholeheartedly.

I thank Dr. Sunil Shete, Associate Professor in Commerce Department and Ex-Joint Director, Higher Education, Pune region for his extremely supportive and encouraging role in this process.

I thank Dr. Anil Chougule my colleague from Economics Department who stood by me in all the testing times, whose support I always cherish.

I thank Dr. Shriniwas Dhure my colleague from Maths & Statistics Department for his extremely sincere and technical support in this entire work.

I thank Dr. Anjali Alekar my Colleague from Commerce Department and a well wisher for encouraging me and always believing in never give up attitude, which helped me to sail through choppy tides and successfully complete this work.

I thank Dr. Sunil Singh my colleague from Maths & Statistics Department who gave me strong support.

I equally thank Smt. Radhika Iyer my colleague from Commerce Department for enthusiastic support.

I thank Asst. Prof Rajendra Mali my colleague from Economics Department for his continued support.

I thank Dr. Abhay Khamborkar (ex-faculty) who told me how to start the work of NAAC.

I also thank Ex I/C Registrar, Shri Patil and Office Superintendent Smt. Shubhangi Dalvi for their support. I also thank Smt. Deepika Khude and Shri. Sudeep Nikam for helping in typing work.

I thank all the teaching staff of Senior College, Junior College, Library staff, BMS, BBI, and non teaching staff of college as well, for their never ending support.



Dr. Riteshkumar Singhal

Executive Summary

Introduction:

Sydenham College is a prominent college in the field of commerce. It is the first commerce college in entire Asia and was opportune enough to gain the knowledge and expertise of various British and Indian scholars, industrialist, academicians and accountants. Sydenham was always in forefront in providing excellent education along with emphasis on extracurricular activities, thus promoting overall development of the learner. Apart from imparting academic knowledge to students, our college also promotes developing skills and abilities, imbibing and infusing optimistic attitude, moral principles towards community, thus making them a conscientious citizen. This assists in developing the student rationally, ethically and substantially thereby enhancing their personality.

Sydenham College is at the leading edge in offering qualitative, novel and amenable education which stimulates inclusive development of the students. It provides an effectual, accessible, experiential and motivating learning atmosphere by employing ICT technologies, latest teaching learning methods and providing opportunity to be a part of various curricular and extracurricular societies.

Criteria 1 : Curricular Aspects

Vision and mission of the College describes the importance of both curricular and extracurricular activities so as to shape the personality of the students.

The motto of the college: Labour Omnia Vincit, which means “Hard work conquers all”, rightly describes that hard work and commitment can lead to overall success.

The objectives of Sydenham College, fulfills the criteria of “education for all” and provides equal academic opportunities to every student. Students from diverse backgrounds in the classrooms have enhanced the outlook of staff and students. The college provides value based education which has helped to built character and proficiency.

The College was established on 22nd October 1913 and it was the first commerce college in Asian Continent. The College has the rare distinction to have the first woman Commerce Graduate in India in 1925.

The College has highly qualified and dedicated faculties with many of them have acquired Ph. D Degree. The College also employs part-time practicing Chartered Accountants to teach accounting for final year students.

The NSS unit of the College is very active and conducts various programmes throughout the year. “Brouhaha” a mega intercollegiate festival is organized every year. About 50 Colleges participate in it.

The College strives to make the classroom teaching interesting by having interaction in the College as well as arranging industrial visits for B.Com, BMS and BBI students.

The College follows the credit based Semester grading system of Mumbai University from 2011-12 onwards, which has both internal and theory exam. The College encourages faculty to take research based projects and many of them are doing it successfully.

Apart from traditional courses, the college provides two add on courses, viz., foreign trade and NCCMP in collaboration with NSE such courses help to enhance the skills of the students.

There is enough academic flexibility to the students as it provides good range of options in S.Y.BCom and T.Y.BCom.

The College provides oral coaching of ICWA and CS. The College has conducted seminars and workshops as and when required. IQAC also conducted workshop on syllabus revision.

The Placement Cell of the college invites reputed companies every year and also conducts seminar on soft skills, CV writing etc. Foreign Universities approach the College to conduct their seminars, which help our students to understand the higher educational opportunities abroad.

The College regularly collects feedback from the students about teaching and other activities and takes corrective measures. The Alumni Cell also conducted panel discussion of alumni panel with current students to understand the qualities required in the corporate sector.

Criteria 2 : Teaching – Learning And Evaluation

Sydenham being a Government College, all rules and regulations laid down by Government of Maharashtra are strictly adhered in regular working of the institution. As regards admission process, guidelines laid down by University of Mumbai are implemented.

As compared to other colleges in the vicinity, the cut off percentage for First Year admission is much higher. Year by year there is steady increase in the number of students seeking admission. Students from outskirts and other states have strong preference towards securing admission, as the college offers hostel facility (to both boys and girls).

There is appropriate blending of conventional and contemporary teaching techniques which create lasting impact on the students. Teaching pedagogy like case study, group discussion, group assignment, collaborative learning, formal informal discussion, student presentation, problem solving techniques are used to strengthen creative and critical thinking in students and make teaching learning process more effective and interactive.

Students with different IQ level are identified and are given special platform to perform better. As regards advanced learner are assigned challenging task to promote their achievement in positive ways. Appropriate teaching strategies are used to cater the needs of slow learners and they are motivated to perform better. Mentoring, bridge courses and remedial coaching are conducted for differently abled students.

All our faculty members are selected by Maharashtra Public Service Commission and 65% of them are having PhD degree.

College adopts CREDIT BASED SEMESTER GRADING SYSTEM (CBSGS) as recommended by University of Mumbai. Examination and result work for the first year and second year is done at college level in a judicious way. Digital Exam Paper Delivery (DEPD) system is adopted for downloading University Exam Question Papers for TYBCOM and MCOM. College is assigned LEAD College status by University of Mumbai for TYBCOM, BBI, BMS & MCOM Centralized Assessment Programme.

College undertakes academic audit in evaluating the strategic ideas of academic activities. It helps in knowing the effectiveness of quality enhancement strategies which helps in achieving the mission of the college. Heads of the Department, IQAC, and Teaching staff come with various innovative approaches to improve student's performance. The overall result of our college is more than 80%.

Criteria 3: Research, consultancy 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. The institution provides autonomy, resources and facility to the principal investigator. To develop scientific temper, researcher culture and aptitude among students, the college encourages to M.Com, BMS & BBI students to undertake different projects including field survey. The NSS department of our college encourage the students to undertake various projects such as; educational survey, electricity survey, senior citizen survey, street dog survey, survey of out of school students which are related social issues of our country. Our six faculty members are doing Ph. D. and three teachers are guiding Ph. D. students under University of Mumbai. The faculty is guiding M.com students in their projects works. Our three faculty members have completed minor research projects and two have completed Ph. D work under the scheme of FIP. Four teachers are now working on minor researcher projects. During 2011 to 2015, there are 100 cumulative researcher publications by the Department of Commerce followed by Department of Economics, which has published 30 research papers.

The college has organized around 23 workshops and training programmes to imbibe research culture among staff and students, between 2011 to 2015. Our faculties are providing expertise in areas of Commerce, Economics, Mathematics and Statistics, Literature and Law. The institution has invited eminent speakers like Sukhadev Thorat(EX- Chairperson of UGC) Narendra Jadhav (Ex- member Planning commission member), Bhalchandra Mumgekar(Ex- member Planning commission member), Ajit Ranade, Kantikumar Podar, Meera Sanyal Suresh kumar Kotak, Arun Tikekar as resource person in to deliver lectures and conferences. Faculties are attending conferences and presenting and publishing their research papers in different journals. The teaching staff is participating in interdisciplinary conferences as well. The college has a well developed library facility with internet connectivity and e-Journals for the students and staff. Our faculties are communicating their research to society and administrative officers.

Institution has well established system and strategies for “institute – industry interface”. The Placement Cell of our college invites companies to acquaint the job profile of student and skills required. The college has been organizing industrial visit of students every year to various industries and expert from various industries are invited to deliver lectures. The institution

provides consultation services free of cost. The college has introduced the NSC Certified Capital Market Professional Course in collaboration with National Stock Exchange.

The institution has an exemplary NSS unit which inculcates the moral values and develops various skills among students which is the need of the hour. The college makes conscious efforts to promote Neighborhood – Community Network through various activity conducted by NSS such as; Swacch Bharat Abiyan, Voter education, Peace rally, Blood donation etc. The volunteers enrolled in NSS unit actively participate in different programmes, thus contributing to good citizenship and holistic development of students. The record of these activities with student's participation in each activity is maintained in their diary.

The institution has maintained and encouraged the voice of all stakeholders and ensures the involvement of the community in its outreach activities. Sydenham College has constructive relationship with other institutions of same locality for various outreach and extension activities. The college has received appreciation award by United Way of Mumbai for its fruitful contribution towards community development.

Criteria IV: Infrastructure and Learning Resources

Sydenham College has one of the best infrastructures available among its peers in the island city of Mumbai out of 21 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. The College has an active NSS and Extension Unit. Medical First aid kit is available with the College and Doctor on Call. The Staff room and IQAC room is air-conditioned with good facilities. The College has a well equipped library with area of 2706 square feet. It has good collection of textbooks, reference books, journals and e-resources. The College has a total of 82 desktops of latest configuration of Intel Core i5 3470 HP with Windows 8.1 and 8 laptops with Windows 7.

Additionally College has maintained a good infrastructure of water cooler, water purifiers, photocopy machines, printers, CCTV, digital display boards and KIOSKS for information. The College has its own Cricket pitch at Oval maidan Churchgate and well maintained garden.

Criteria V : Student Support & Progression

Students, teachers and non-teaching staff are the important segments of any institute. They work in harmony with each other. Sydenham College is committed to holistic task of student support and progression.

The College provides scholarships/freeships to the students belonging to S.C., S.T., N.T., OBC categories. This information is mentioned in its annual prospectus. Besides, Sydenham College provides various facilities to students like; Hostel for both girls and boys, medical checkup facility, skill development, support for slow learners, oral coaching for C.A., C.S. and industrial visit for BCom, BBI and BMS students. Few students have also started their own entrepreneurial ventures. The College has a rich participation in extracurricular activities through various societies like Marathi Wangmay Mandal, Annual Magazine Committee, Performing Arts Society, Sydenham Co-operative Stores, Social Service League, NSS and Women Development Cell. The College has not witnessed any major untoward incidents like violence or ragging in the premises. The College has a good mechanism to stimulate students in studies by offering College endowment scholarships, College endowment awards, Golden Jubilee Trust Scholarships like Bank of Baroda Scholarship, Burmah Shell Scholarship, Central Bank of India Scholarship, Chimanlal Parekh Scholarship, M.M. Wadia Scholarship, Prof. Percy Anstey Scholarship, Mafatlal Gaggalbi Scholarship, Jadhavji Hansraj Parekh Scholarship, Highest Marks Scholarship. Besides some prominent College endowment awards are; R.D. Tata Memorial essay prize for best essay on Foreign Trade of India. The Maharaja Takhtsinghji of Bhavnagar Prize for Best essay on Indian Economy, Kantikumar Poddar trophy for highest marks in Business Management, Cawasji Dirshaw C.I.E. Adenwal Prize for the best p & Sultan Chenoy Prize for best essay on Banking. This award in large numbers is the biggest achievement of Sydenham College. Various prizes are also given to MCom students as well as to the students of BMS and BBI.

The Alumni of the College is the biggest asset of the institution. The Alumni Cell of the College actively organizes get together for the past students. Few of the alumni even guide the current students by taking lectures and informal sessions like Ms. Meera Sanyal, Mr. Uday Sathe, Ms. Urvashi Dharatkar, Mr. Mohan Ranade, Mr. Nehal Desai, Mr. Ganesh Achwal, Mr. Anand Dhuri and Mr. Prannay Nigotiya. The students including girls get opportunities to be the chairperson of various societies and participate wholeheartedly in inter-collegiate festival Brouhaha as well as sports and cultural activities.

Sydenham thus provides a verse safe, sound and holistic environment to the students of our country.

Criteria VI: Governance, Leadership and Management

In align with mission and vision statement, Sydenham College promotes buoyant approach for integrated growth of the students by endowing them with intellectual knowledge and array of skills that is indispensable to face the challenges of dynamic and complex environment. Thus the college is dedicated towards all round development of the students by making them a responsible citizen who will serve the community thereby promoting national development.

Principal in consultation with Director of Higher Education constantly and consciously devise plans and policies to achieve the objectives, thus enhancing the overall working of the institution. Regular meetings are conducted with Local Advisory Committee, IQAC, Heads of the Department, Teaching and non-teaching staff, students and various stakeholders. Different committees and societies are constituted at the college level that develops leadership traits in faculties and students.

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.

Sydenham College promotes proficient growth of its staff by adopting various faculty improvement strategies. It fosters research environment through its research cell, organising seminars, conferences and workshops, sanctioning FIP to pursue PhD. Some faculties have received grant for Minor Research Project at University Level and UGC level. They are encouraged to attend orientation, refresher programmes, short term training courses, soft skills programmes. This assists to develop the academic portfolio, thus aligning them with the changing needs of community thereby contributing to the advancement and progress of faculty in particular and college in general.

With reference to the current industry needs, continuous interaction with industry people is the need of the hour. Industry-institute interaction at Sydenham College facilitates practical based learning thereby bridging gap between academic and corporate world.

Internal and external academic audit is undertaken every year which facilitates incessant development in the teaching learning process. Thus Sydenham College is committed towards provision of excellent academic environment.

Financial audit is conducted for effective management of funds and by adhering to the rules laid down by Government of Maharashtra. College received adequate grant from various funding agencies which are used for overall development.

IQAC plays a significant role by reviewing and monitoring academic and administrative activities like organizing academic meetings, seminars, workshops, promoting use of latest teaching learning techniques, academic planning, consolidating strengths and correcting weaknesses, preparation of AQARs etc.

College adopts excellent governance by focusing on quality enhancement plans, human resource management, resource allocation and deployment, maintain congenial environment with various stakeholders.

Criteria VII: Innovations and Best Practices

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.

Various eco friendly initiatives adopted by college are use of renewable energy, water conservation, reducing carbon neutrality etc. Lectures and workshops were conducted on e-waste management, energy conservation. Tree plantation drive is conducted every year as a move towards green environment. Solar energy panels are installed at the terrace of the college as a step towards energy conservation. NSS/SSL unit has conducted various programs to create awareness in the society thus focusing on tangible measures to impede environment degradation.

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

Innovation is introduced in academic, administrative, research and other activities. They are

- a) Student Centric Approach b) Use of Smart Tools in teaching learning process
- c) Community service d) Introduction of Life long and extension activity
- e) Structured feedback from students f) Online admission g) Research cell etc.

College adopts best practices which has been a contributing factor towards achievement of objectives. Two of the best practices are emphasized below:

- a) Nurturing holistic development of students.*
- b) Dignity and integrity: an en route for gender equality.*

SWOC Analysis

➤ **STRENGTHS**

1. Committed and dedicated faculties with high intellectual knowledge.
2. College has been awarded India's Brand No.1 in commerce and economics college category.
3. Well disciplined students
4. College is well guarded with security and CCTV Camera
5. Huge well ventilated classrooms with modern infrastructure.
6. Students from diverse background help to develop cultural and social ties within them.
7. College has a respected brand name in the society and in the minds of people in and outside India.
8. Both faculties and students are committed towards the mission and vision of the college.
9. Judicious and effective conduct of college and university examination and other academic related affairs.
10. Apart from academics students are also proficient in extra and co-curricular activities.
11. College is also committed towards society's welfare through NSS/SSL and PSERF committees.
12. More than 60% of the faculties are doctorate and remaining faculties have registered themselves for doctoral program.
13. College has a strong placement cell which attracts large number of companies in the campus.
14. 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.
15. College also provides hostel facilities to students which attracts students from other states and districts.

➤ **WEAKNESSES:**

1. Retaining temporary and visiting faculty.
2. Repeated syllabus revision and examination pattern.
3. Student teacher ratio is adverse which pose difficulties for personal attention to students.
4. Lack of appointment of permanent faculty for self financing courses, which increase dependence on visiting faculty.

➤ **OPPORTUNITIES:**

1. Increasing partnership with research institutes and other universities.
2. Faculty empowerment through various faculty development programme and increased participation in research based activities.
3. Introduction of more courses with UGC support.

4. Promoting more environmental awareness and good citizenship through tie-ups with many NGO's.
5. To introduce MCOM with Management specialisation
6. To come up with more campus placements and recruitment.
7. To introduce more field visits to industries to give practical exposure to students and to boost research activities.
8. College has the prospects of being a part of Cluster University as proposed by Central Government. (RUSA)

➤ **CHALLENGES:**

1. Students who pursue professional course like CA, ICWA, CS along with conventional BCom course are opting for distance education, since Credit Based Grading System emphasize more on examinations, as a result very little time is available for preparation of projects assignments and external examinations.
2. Change in the attitude of the student towards education, teachers, peers etc.
3. Threats from mushrooming private and foreign universities.
4. Faculties also have to perform administrative duties apart from teaching.

SECTION B: PREPARATION OF SELF-STUDY REPORT**1. Profile of the Affiliated / Constituent College****1. Name and Address of the College :**

Name :	Sydenham College of Commerce & Economics	
Address :	'B' Road, Churchgate	
City : Mumbai	Pin:400 020	State : Maharashtra
Website :	www.sydenham.ac.in	

2. For Communication :

Telephone with STD code:	O : 022-22871452, 022-22042897, 022-228822117
Fax :	022-22871452
Principal :	Name : Dr. Annasaheb S. Khemnagar
	Mobile :9850924991
	Email :askhemnagar77@gmail.com
Vice Principal	Name : -
	Mobile : -
	Email : -
Steering Committee Coordinator :	Name : Dr.Riteshkumar Singhal
	Mobile :9869109674
	Email :singhalriteshkumar@yahoo.com

3. Status of the Institution :

Affiliated College	<input checked="" type="checkbox"/>
Constituent College	<input type="checkbox"/>
Any other Specify	<input type="checkbox"/>

4. Type of Institution**a. By Gender**

i. For Men	<input type="checkbox"/>
ii. For Women	<input type="checkbox"/>
iii. Co-education	<input checked="" type="checkbox"/>

b. By Shift

iv. Regular	<input checked="" type="checkbox"/>
v. Day	<input type="checkbox"/>
vi. Evening	<input checked="" type="checkbox"/>

5. It is a recognized minority institution?Yes ☐No ☒

If yes specify the minority status (Religious / linguistic / any other) and provide documentary evidence.

-----NA-----

6. Source of Funding :

Government	<input checked="" type="checkbox"/>
Grant-in-aid	<input checked="" type="checkbox"/>
Self financing	<input checked="" type="checkbox"/>
Any other	<input type="checkbox"/>

7. a. Date of Establishment of the College : 22/10/1913 (dd/mm/yyyy)

b. University to which the college is affiliated / or which governs the college (if it is a constituent college)

University of Mumbai, Mumbai

Refer Annexure 1.

c. Details of UGC recognition:

Under –Section	Date, Month & year (dd/mm/yyyy)	Remarks (if any)
i. 2 (f)	22/10/1913	More than 100 year
ii. 12 (B)	22/10/1913	Old academic institution

(Enclose the certificate of recognition u/s 2(f) and 12(B) of the UGC Act)

Refer Annexure 2.

d. Details of recognition / approval by statutory/ regulatory bodies other than UGC (AICTE, NCTE, MCI, DCI, PCI, RCI etc.).

NA

Under Section / Clauses	Recognition / Approval details Institution/Department Programme	Date, Month & year (dd/mm/yyyy)	Validity	Remark
i.				
ii.				
iii.				
iv.				

8. Does the affiliating University Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?

Yes ☒ No ☐

If yes, has the College applied for availing the autonomous status?

Yes ☐ No ☒

9. Is the College recognized?

a. by UGC as a College with Potential for Excellence (CPE)?

Yes ☐ No ☒

If yes, date of Recognition: (dd/mm/yyyy)

b. For its performance by any other Government agency?

Yes ☐ No ☒

If yes Name of the agency And

Date of Recognition :..... (dd/mm/yyyy)

10. Location of the campus and area in sq.mts:

Location*	Urban
Campus area in sq. feet	77350 sq. feet
Built up area in sq. feet	51250 sq. feet

(* Urban, Semi-Urban, Rural, Tribal, Hilly Area, Any others specify)

11. Facilities available on the campus (Tick the available facility and provide numbers or other details at appropriate places) or in case the institute has an agreement with other agencies in using any of the listed facilities provide information on the facilities covered under the agreement.

- Auditorium / seminar complex with infrastructure facilities

☒

- Sports facilities

☒

- Play ground -

agreement with Oval Cooperage Resident Association (OCRA) for right to use one cricket pitch at Oval Maidan, Churchgate, Mumbai.

Refer Annexure 3.

- Swimming Pool

☐

- Gymnasium

☒

- Hostel

☒

- Boy's Hostel
- i. Number of Hostel 1
 - ii. Number of Inmates 136
 - iii. Facilities (Mention available Facilities)
- Girl's Hostel
- i. Number of Hostel 2
 - ii. Number of Inmates Decided by the Committee set up by Govt. of Maharashtra every year
 - iii. Facilities (Mention available Facilities) There is Government College Hostel:
 Boy's Hostel: The following facilities are available; One student per room, Cyber Café, 24 hours Reading Room, Newspaper Room, Lockers, Gym, Television, Mess, Canteen, Indoor games like Badminton, Table Tennis, Carrom, Medical Dispensary, Two Laundries.

 Girls Hostel: The following facilities are available; Two Students per Room, Study hall, Gymkhana, Indoor Games like Chess, Carrom, General store, Computer Lab and Internet facility, Laundry Facility, Television Room, Mess.
- Working Women's Hostel
- i. Number of Inmates NA
 - ii. Facilities (Mention available Facilities)
 - Residential facilities for teaching and non-teaching staff. Being a Government of Maharashtra college, employees are entitled for government quarters . Class IV employees in limited numbers have quarters in college premises.
 - Cafeteria – NA
 - Health centre – Sydenham Gymkhana maintains basic health facility for the staff & students.

First aid, Inpatient, Outpatient, Emergency care facility, Ambulance.....

Health centre staff –

- | | | | | |
|--------------------|-----------|---|-----------|---|
| • Qualified doctor | Full Time | NA | Part Time | NA |
|--------------------|-----------|---|-----------|---|

- Qualified Nurse Full Time Part Time

- Facilities like banking, post office, book shops –

The college being located in Churchgate area, facilities of banks, post office & book shops are available in the vicinity.

- Transport facilities to cater to the needs of student and staff –

The college is located at a distance of less than 100 meters from Churchgate Railway Terminus. Local trains to travel to other parts of Mumbai are available within three minutes interval. The Mumbai CST Terminus is located at a distance of around 2 kms. The area is very well connected by BEST buses. Taxis are also available near the college. Student concession forms are given for travelling by train & bus to the college. Commuting to college from various areas is very convenient to students as well as staff members .

- Animal House –

- Biological waste disposal –

- Generator or other facility for management / regulation of electricity and voltage –

College has installed advanced solar system to reduce consumption of electricity.

- Solid waste management facility -

Wet and Dry waste are segregated before disposal.

- Waste water management –

The condensed water from AC is utilized for gardening purpose.

- Water harvesting -

12. Details of programmers offered by the college (Give data for current academic year)

Sr. No.	Programme Level	Name of the Programme / Course	Duration	Entry Qualification	Medium of instruction	Sanctioned / approved student strength	No. of students admitted
1	Under – Graduate	B.Com, BBI, BMS	03 years	XII	English	B.Com – 1800 BMS – 360 BBI - 360	B.Com: 1710 BMS: 390 BBI: 385
2	Post- Graduate	M.Com	02 years	Graduate from Faculty of Commerce	English	480	M.Com I: 237 M.Com II: 178
3	Integrated programmes PG	-	-	-	-	-	-
4	Ph.D.	Research Centre	-	Masters Degree	-	-	-
5	M.Phil.	-	-	-	-	-	-
6	Ph.D.	-	-	-	-	-	-
7	Certificate Courses	Foreign Trade	01 year	XII	English	60	45
8	UG Diploma	Foreign Trade	01 year	Certificate Course in Foreign trade	English	60	29
9	PG Diploma	Foreign Trade	01 year	Certificate course in Foreign trade & UG Diploma	English	60	19
10	Any other (specify and provide details)	NCCMP	06 Months	XII	English	40	10

13. Does the College offer self-financed Programmes?

Yes ☒ No ☐

If yes, How Many?
14. New programmes introduced in the college during the last five years if any?

Yes	<input checked="" type="checkbox"/>	No	<input type="text"/>	Numbers	01
-----	-------------------------------------	----	----------------------	---------	----

NCCMP in collaboration with National Stock Exchange.

15. List of the departments: (respond if applicable only and do not list facilities like Library, Physical, Education as departments, unless they are also offering academic degree awarding programmes. Similarly, do not list the departments offering common compulsory subjects for all the programmes like English, regional languages etc.)

Faculty	Departments (Eg. Physics, Botany, History etc.)	UG	PG	Research
Science	-			
Arts	-			
Commerce	Department of Commerce	√	√	√
Any Other (Specify)	-			

16. Number of programmes offered under (Programme means a degree course like BA, BSc, MA, M.Com.....)

a) Annual System

b) Semester System

c) Trimester System

17. Number of Programmes with

a) Choice Based Credit System

b) Inter / Multidisciplinary Approach

c) Any other (specify and provide details)

04: B.Com, B.M.S, B.B.I &
M.Com with Credit Based
Semester Grading System
(CBSGS)

18. Does the College offer UG and PG programmes in Teacher Education?

Yes

No

If yes,

a. Year of Introduction of programme (s)..... (dd/mm/yyyy) and
number of batches that completed the programme

b. NCTE recognition details (if applicable)

Notification No. :

Date :(dd/mm/yyyy)

Validity :

- c. Is the institution opting for assessment and accreditation of Teacher Education Programme separately?

Yes ☐ No ☐

19. Does the College offer UG or PG programme in Physical Education

Yes ☐ NO ☒

If yes,

- a. Year of introduction of the programme (s).....(dd/mm/yyyy) and number of batches that completed the programme
- b. NCTE recognition details (if applicable)
Notification No. :
Date :.....(dd/mm/yyyy)
Validity :
- c. Is the institution opting for assessment and accreditation of Teacher Education Programme separately?

Yes ☐ NO ☒

20. Number of teaching and non-teaching position in the Institution

Position	Teaching Faculty						Non-teaching Staff		Teaching Staff	
	Professor		Associate Professor		Assistant Professor		*M	*F	*M	*F
	*M	*F	*M	*F	*M	*F	*M	*F	*M	*F
Sanctioned by the UGC / University / State Government Recruited	01	-	03	03	08	04	20	08	12+ (05 Part time)	07 + (01 Part time)
Yet to Recruit									Total Vacancy: Two Posts (One in Economics Dept. & One In English Dept)	
Sanctioned by the Management / society or other authorized bodies Recruited	-	-	-	-	01 (BBI Coordinator)	01 (BMS Coordinator)	06	02	01	01
Yet to Recruit										

*M- Male *F – Female

21. Qualification of the teaching Staff:

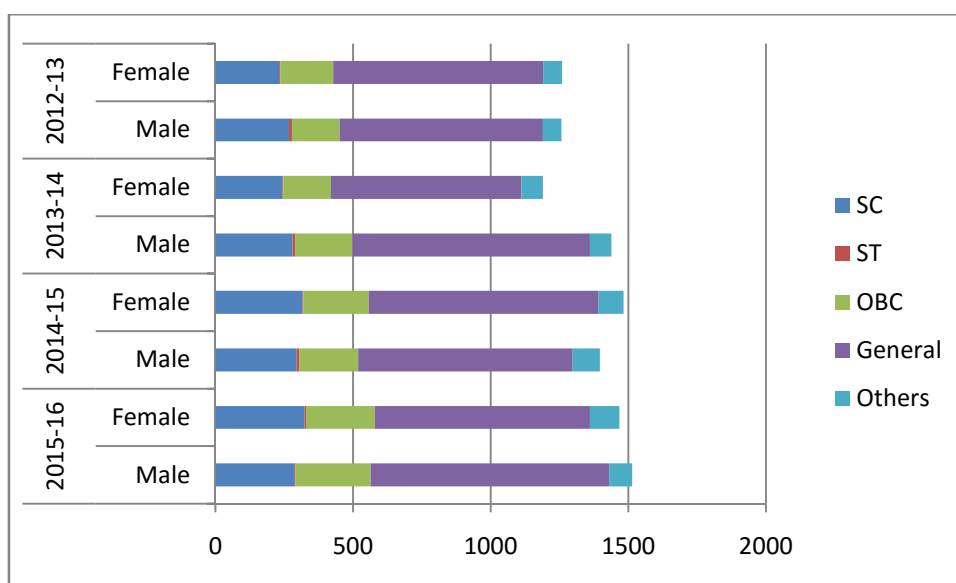
Highest Qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
D.Sc. / D.Litt.	--	--	--	--	--	--	--
Ph.D.	01	--	03	02	07	02	15
M.Phil.	--	--		01	04	03	08
PG	01	--	03	03	08	04	19
Temporary Teachers							
Ph.D.	--	--	--	--	--	--	--
M.Phil.	--	--	--	--	--	--	--
PG	--	--	--	--	--	--	--
Part –Time Teachers							
Ph.D.	--	--	--	--	--	--	--
M.Phil.	--	--	--	--	--	--	--
PG	--	--	--	--	05	01	06

22. Number of visiting Faculty / Guest engaged with the College.

Foreign Trade	BBI	BMS	BCom	MCom (evening)
04	27	22	11	05

23. Furnish the number of the students admitted to the college during the last four academic years.

Categories	2015-16		2014-15		2013-14		2012-13	
	Male	Female	Male	Female	Male	Female	Male	Female
SC	286	323	294	316	280	243	268	231
ST	05	06	11	04	09	03	10	05
OBC	273	250	214	237	209	174	173	192
General	866	782	779	835	863	692	738	763
Others	84	106	98	91	77	78	68	68



24. Details on students enrollment in the college during the current academic year: (AY 2015-16)

Type of students	UG	PG	M.Phil.	Ph.D	Total
Students from the same state where the college is located	2659	230	-	-	2889
Students from other states of India	85	07	-	-	92
NRI students	-	-	-	-	
Foreign students	-	-	-	-	
Total	2744	237			2981

25. Dropout rate in UG and PG (average of the last two batches)

UG

* Few of the students go for other courses in different institutions and they continue in the educational system. Hence they will not be considered as drop- outs.

26. Unit Cost of Education

(Unit Cost = total annual recurring expenditure (actual) divided by total number of students enrolled)

a) Including the salary component

Rs. 24626.84

b) Excluding the salary component

Rs.5440.91

27. Does the college offer any programme / s in distance education mode (DEP)?

Yes ☒ No ☐

If yes,

- a) Is it a registered centre for offering distance education programmes of another University?

Yes ☒ No ☐

- b) Name of the University which has granted such registration

Yeshwantrao Chavan Maharashtra Open University, Nashik

- c) Number of programmes offered

Guidance Lectures for preparation of UPSC and MPSC exams

- d) Programmes carry the recognition of the Distance Education Council

Yes ☐ - NO ☐ -

* The centre is only for providing guidance lectures for UPSC and MPSC exams. Further information from the YCMOU University is awaited.

28. Provide Teacher-Student ratio for each of the programme / course offered

Course	Teacher-Student ratio
F.Y.B.Com	1:120
S.Y.B.Com	1:120
T.Y.B.Com	1:120
F.Y.BMS	1:60
S.Y.BMS	1:60
T.Y.BMS	1:60
F.Y.B.Com (BBI)	1:60
S.Y.B.Com (BBI)	1:60
T.Y.B.Com (BBI)	1:60
M.Com I (Morning Batch)	1:60
M.Com II (Morning Batch)	1:60
M.Com I (Evening Batch)	1:60
M.Com II (Evening Batch)	1:60

29. Is the college applying for

Accreditation: Cycle 1 ☐ Cycle 2 ☒ Cycle 3 ☐ Cycle 4 ☐

Re-Assessment: ☐

(Cycle 1 refers to first accreditation and Cycle 2, Cycle 3 and Cycle 4 to re-accreditation)

30. Date of accreditation * (applicable for Cycle 2, Cycle 3 and Cycle 4 to re-assessment only)Cycle 1: **08/01/2004** (dd/mm/yyyy) AccreditationOutcome/Result: **Grade A**

Cycle 2 : (dd/mm/yyyy) Accreditation

Outcome/Result

Cycle 3 : (dd/mm/yyyy) Accreditation

Outcome/Result

*Kindly enclose copy of accreditation certificate (s) and peer team reports (s) as on annexure.

31. Number of working days during the last academic year.

240 days

32. Number of teaching days during the last academic year

(Teaching days means days on which lectures were engaged excluding the examination days)

180 days

33. Date of establishment of Internal Quality Assurance Cell (IQAC)

IQAC10/07/2014..... (dd/mm/yyyy)

34. Details regarding submission of Annual Quality Assurance Reports (AQAR) to NAAC.

i. AQAR	2004-05	31/10/2015	(DD/MM/YYYY)
ii. AQAR	2005-06	31/10/2015	(DD/MM/YYYY)
iii. AQAR	2006-07	05/11/2015	(DD/MM/YYYY)
iv. AQAR	2007-08	05/11/2015	(DD/MM/YYYY)
v. AQAR	2008-09	23/11/2015	(DD/MM/YYYY)
vi. AQAR	2009-10	01/12/2015	(DD/MM/YYYY)
vii. AQAR	2010-11	11/12/2015	(DD/MM/YYYY)
viii. AQAR	2011-12	17/12/2015	(DD/MM/YYYY)
ix. AQAR	2012-13	19/12/2015	(DD/MM/YYYY)
x. AQAR	2013-14	23/12/2015	(DD/MM/YYYY)
xi. AQAR	2014-15	06/02/2016	(DD/MM/YYYY)

35. Any other relevant data (not covered above) the college would like to include. (Do not include explanatory / descriptive information.

Criteria – I

Curricular Aspects



1. Criteria – Wise Inputs

Criterion I : Curricular Aspects

1.1 Curriculum Planning and Implementation

1.1.1 State the vision, mission and objectives of the institution, and describe how these are communicated to the students, teachers, staff and other stakeholder.

❖ **Vision of the institution**

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 beings and take the society towards new horizons of glorious future.

❖ **Mission of the institution**

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

❖ **Motto of the institution**

Labour Omnia Vincit

❖ **Objectives of the institution**

- 1) To provide equal academic opportunities to all the segments of the population irrespective of their castes, religion, sex.
- 2) To promote diversity that enhances the outlook of the staff & students.
- 3) To encourage overall personality development of the students by proper balance between academics & extra-curricular.
- 4) To provide value based education which will help in building character, proficiency & humility.
- 5) To develop the spirit of entrepreneurship among the students, make them self-reliant.
- 6) To celebrate the birth anniversaries of freedom fighters and social reformers of India which will develop spiritual quotient of students.

The vision, mission & objectives of the college is communicated to all the stakeholders through various means.

- Prospectus, through college website, academic calendar, annual magazine, invitation cards for the various programmes, Boards, orientation lectures for the students as well as parents, backdrops of various events organized in the college, photo frames are displayed in the college regarding mission and vision of the college.

1.1.2 How the Institution does develop and deploys action plans for effective implementation of the curriculum? Give details of the process and substances through specific examples (s).

Sydenham College was established 22nd October 1913. Sydenham is a unique education institution as it was first college offering Commerce courses in India and also because it remained sole institute to do so for a long time. Students not only from India but even from Africa, South East Asia & Middle East started queuing up for admission. Sydenham has always being in forefront of academic excellence. It is noteworthy that from 1963 to 1975; the Sydenhamites consistently bagged the top position in the merit list of Mumbai University. The traits continue – albeit intermittently. The institution seeks pride in mentioning the fact that each year a large number of students get selected by the foreign Universities. Miss Yasmin Surveyor was the first woman Commerce graduate of India in 1925. Sydenham is the first Commerce College in Mumbai University from 1925 onwards to offer Master's Degree in Commerce. For a long period of time, Master's Degree in Commerce of Sydenham College single handedly met the needs of growing economy by nurturing young talents with degrees in Commerce & specialization in accountancy & management. The college has highly qualified teachers. Out of 25 teachers, 15 of them are Ph.D holders and many of them have registered for Ph.D. These teachers take interest in their respective subjects to make teaching & learning more interesting & effective. This is done by various activities like orientation of teachers.

1. Teachers, who are newly recruited by MPSC, are sent to Yashwantrao Chavan Academy of Development Administration (YASHADA), Pune premier state training Institute for enhancing their skills.
2. At college level also orientation is given to newly appointed regularized teachers as well as visiting faculties for giving information about the history of the institution, disciplinary rules and policies.
3. In addition to this one orientation course and three refresher courses prescribed by UGC are mandatory for all regularized teachers
4. Teachers are also encouraged to participate in workshop on soft skills and Dyanvardhini lectures organized by institution.
5. College teachers participate in various national and international level seminar/ symposia.
6. Remedial coaching classes are organized for reserved & academically weaker students.
7. The college employs part time teachers who are practicing Chartered Accountant, for T.Y.B.Com & M.Com students, which helps students to acquire skills needed by the service sector.
8. Special lectures are organized for T.Y.B.Com students as to prepare for University examination.
9. Guest lectures are organized in the areas of Commerce, Economics, Accountancy and social awareness with the help of Placement Cell & NSS.

10. Three Golden Jubilee Memorial Lecture's ; Prof. R. M. Joshi, Dr. B.R.Ambedkar, Principal S.K. Muranjan in the memory of these three great academicians are organized in the area related to Banking, Finance, Economics and Law which helps to create awareness among the students. Experts & well known personalities are invited to deliver these lectures so that students can avail of their expertise. Notable personalities like Acchut Godbole, Meera Sanyal, Dr. Ajit Ranade, Dr. Bhalchandra Mungekar, Dr. Narendra Jadhav, Deepak Parikh, Uday Kotak, Suresh Kotak, Dr. Radhakrishnan from IGIDR have interacted with the students.
11. The NSS unit of the College organized a workshop on disaster management for the students of EVS, teachers & non teaching staff ,where by experts from BMC (Brihan Mumbai Municipal Corporation) successfully conducted the workshop by giving training to the participants.
12. 'Brouhaha' a mega intercollegiate international level festival for the students is organized every year in the month of December. About 50 colleges through out India participated in numerous events ranging from dramatics, sports, performing Arts, Literacy arts, culinary entertainment; talent hunts etc were organized by college students. This three day event attracted 10,000, footfalls managers from leading corporate sector of India as the sponsors. In year 2014, Richa Chadha an author of various popular books was the keynote speaker for improving communication skills & personality development for students.
In the academic year 2015 – 16, IQAC and Brouhaha conducted 8 seminars on various areas like career design, personality development, opportunities for higher education in foreign universities etc.
13. The NSS unit of the college has conducted events / programmes like 'Blood donation camp', 'Aids Awareness', 'Cleanliness Drives', 'Visit to old-age home', 'Medical Camp', 'Ek Koshish' for encouraging musical performance of differently abled students, which was telecasted on IBN channel.
14. The NSS unit in collaboration with 'United Way' an NGO conducted various programmes like, beach cleaning, street plays, children's day activities etc.
15. The NSS unit in collaboration with MDAC, Mumbai has formed the 'Red Ribbon Club' under this RRC banner. The NSS unit has also conducted programmes such as Blood donation, World Aids Day celebration, Thalassemia check-up.
16. B.Com / BBI /BMS had organized industrial visits to Washind in Thane and Ludhiana.
17. The Women Development Cell conducted One day workshop on the occasion of Women's Day. The workshop provided inputs to women about various investment avenues & how to remain stress free with the help of yoga. In 2015-16, three days workshop on empowerment of girls was conducted was conducted by WDC 'Empowerment of Girls: Challenges of 21st Century'.
18. A mega event 'Career Fair' was organized by IQAC, BCom (Bachelor of Banking & Insurance) & BMS (Bachelor of Management Studies) in January 2015. This career fair gave information to students regarding various career opportunities & how to

develop job skills. The Career Fair was helpful to the students of B.Com, BBI, BMS students. Students from various colleges also attended the event.

19. Skill Development Unit is starting two Skill Development Courses from academic year 2016-17 in Certificate Programme in Communication and in Self Management.

1.1.3 What type of support (procedural and practical) do the teachers receive (from the University and / or Institution) for effectively translating the curriculum and improving teaching practice?

Though the academic programmes are specified by the Mumbai University, the college ensures that the stated goals and objectives are achieved through the following steps.

1. Some of our teachers are members of Board of Studies.
2. Our teachers remain in touch with the members of Board of Studies in their respective subjects and give them suggestions in formation of syllabi.
3. Our teachers regularly attend the syllabus review meeting called by the Board of Studies in their respective subjects.
4. Planning to set up well equipped language lab which will give inputs to teachers on how to improve their teaching techniques and making the lectures student friendly.
5. Planning to develop the commerce lab of the college which will maintain sample documents and forms of money market and capital market, Instruments like IPO forms, Certificates of Deposit, Commercial Paper Form, Bonds of financial companies and Letter of Credit etc. this lab will be useful for the teachers to impart practical knowledge to their students.

1.1.4 Specify the initiatives taken up or contribution made by the institution for effective curriculum delivery and transaction on the Curriculum provided by the affiliating University or other statutory agency.

University Support:-

The college is affiliated to Mumbai University and the board of studies of the University facilitates curriculum revision & provides the support by conducting the curriculum revision workshop. The university introduces revision in the syllabus after every 3 to 5 years. The teachers attend the workshop in their respective subjects from time to time. The Credit Based Semester Grading System (CBSGS) was introduced by University in 2011-12. The B.Com course got divided into a total of six semesters with the total number of papers increasing from 20 to 40 papers.

This was done to shift the thrust of the course more in tune with the current trends of global education and job market.

The University took this radical step to accommodate the CBSGS system in the traditional B.Com and M.Com courses. The workshops for these were organized by the University in various colleges of Mumbai which were attended by our teachers.

Institutional Support :-

1. Training to teachers on smart board for improving teaching learning process.
2. College encourages faculty members to present informative lectures / research papers in 'Dnyanvardhini' - a lecture series for teachers.
3. LCD projectors, laptops and collar mikes are provided by the college to deliver effective lectures.
4. The individual departments hold regular meetings for effective class room teaching of the prescribed curriculum.
5. Parents – Teachers Association holds meeting to collect feedback from parents and students.
6. The college encourages and conducts industrial visits for B.Com, BBI & BMS students so as to help the students in understanding the practical aspects of the curriculum.
7. The academic performance of faculty and students is announced during the annual day celebration for the awareness of the stakeholders. The prizes are given to outstanding students.

1.1.5 How does the Institution network and interact with beneficiaries such as industry, research bodies and the University in effective operationalisation of the curriculum?

Industrial visits are organized by B.Com, B.Com (B &I) and BMS departments as per the curriculum. Through this visits, the college keeps track of the demands and expectation of the industrial sector. The placement cell keeps track of the feedback received from the industrial sector.

The faculty regularly undertakes research based projects of UGC and University Of Mumbai which helps in operationalisation of the curriculum.

Table no. 1
Research Based Projects

Sr. No	Department	Name of Researcher	Name of Project	Time Duration	Project Awarding Body
1	Maths & Statistics	Dr. Mayura Mathankar	An Integrated Web Based Online Discussion Forum for Statistical Approach	1 Year 2011-12	Mumbai University
2	Maths & Statistics	Dr. Abhay Khamborkar	Influence of social, educational, economical and healthcare aspects on fertility rate of tribal's in Yawatmal district.	2years Nov 2011 – Nov2013	UGC
3	Commerce	Dr. Saumitra Sawant	A Socio- Economic study of Women Self Help Group Members in Kolhapur District	1 Year 2014-15	UGC
4	Commerce	Dr. Saumitra Sawant	A Study of Job Satisfaction Among the Female Employees in selected Service Sector at Mumbai	1 Year 2012-13	University of Mumbai
5	Commerce	Dr. Anjali Alekar	Exploring the Business Venture for Aspiring Women Entrepreneur	1 Year 2015-16	UGC
6	Commerce	Smt. Radhika Iyer	A Comparative Study of Work Environment & Employees	1 Year 2015-16	UGC
7	Economics	Dr. Riteshkumar Singhal Shri. Rajendra Mali	A Comparative study of Inflation Rate (Consumer Price Index) of India with BRICS nations from 2006-2015.	Applied 2016-17	University of Mumbai
8	Economics	Dr. Anil R. Chougule	Investors' perception towards stock market: A case study of Mumbai city	Applied 2016-17	University of Mumbai

The UGC/University research projects help to identify the areas in curriculum which needs to pay more attention to. Faculties from Commerce Department (Shri. Rajesh Kukreja and Shri.Urvish Parikh) have written textbook for F.Y.B.Com & S.Y.B.Com students. Dr. Anil Chougule from Economics Department has written a chapter on Alfred Marshall's Contribution to Economic Thought in Solapur University as well as Shivaji University, Kolhapur for T.Y.B.A. (Economics). He had also gone to conduct viva-voce as an external examiner in Economics at Solapur University in the year 2015.Dr Sunil Shete from Commerce department have written various books in Business Organisation ,Finance , Human Resource Managemnet, Banking, and Accountancy .

1.1.6 What are the contributions of the institutions and / or its staff members to the development of the curriculum by the University? (number of staff members / departments represented on the board of studies, student feedback, teacher feedback, stakeholder feedback provided, specific suggestions etc.

The college tries its best to make the classroom teaching in synchronization with its stated vision and mission.

1. Our teachers regularly participate in the curriculum revision workshop conducted by Mumbai University.
2. Parents and students are invited for the orientation programme of the first year students to bring about a fruitful interaction of ideas among the principal and stakeholders.
3. Parents and teachers meetings are conducted to get the feedback.
4. Feedback of the students is also taken about the effectiveness of classroom teaching, infrastructure of the college and the cooperation from the non teaching staff and any other recommendations.

1.1.7 Does the institutions develop curriculum for any of the courses offered (other than the under the purview of the affiliating University) it? If 'Yes' give details on the process ('Needs Assessment' design, development and planning) and the courses for which the curriculum has been developed.

'Yes'.

The foreign trade course is the add-on course which the students can opt along with their graduation. The course is revised after periodic time intervals as per the need. The Foreign Trade Department appoints faculty members of the college who are experts to frame the syllabus. It is done in consultation with faculties of B.Com.and visiting faculties of BMS & BBI.

Another add-on course is NCCMP. The syllabus for this course is designed by the faculties of National Stock Exchange.

1.1.8 How does institution analyze / ensure that the stated objectives of curriculum are achieved in the course of Implementation?

Teaching plan is prepared by the faculty members in the beginning of the academic year in which the objectives are clearly mentioned and the Head of the Departments take review of the teaching plans at regular time intervals. The periodical tests conducted by the college provide the feedback for the same.

1.2 Academic Flexibility

1.2.1 Specifying the goals and the objectives give details of the certificate / diploma / skill development courses etc., offered by the institution.

The institution offers various courses by keeping in mind changes taken place in Business & Social and Economic Environment.

- a) Certificate Course in Communication. (From academic Year 2016-17)
- b) Certificate course in Self Management (From academic year 2016-17)
- c) Certificate Course in Financial Market (From academic year 2016-17)
- d) Certificate Course in PPT Skill (From academic year 2016-17)
- d) Certificate, Diploma and Advance Diploma in Foreign Trade.
- e) Certificate Course in NCCMP.

The objectives of introducing courses are :-

- 1) To support the curricular framed by University in depth.
- 2) To be updated of various aspects related to curriculum.
- 3) To make curriculum more practical to provide practical based knowledge.
- 4) To help industry in acquiring employable youth, i.e. more skilled.
- 5) To increase the competitive strength of the students.

1.2.2 Does the institution offer programmes that facilitate twinning / dual degree? If 'Yes', give details.

NIL

1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to students in terms of skills development, academic mobility, progression to higher studies and improved potential for employability. Issues may cover the following and beyond:

- Range of core / elective options offered by the University and those opted by the college.
- Choice Based Credit System and range of subject options
- Course offered in modular form
- Credit transfer and accumulation facility
- Lateral and vertical mobility within and across programmes and courses
- Enrichment courses

Elective options are available to second & third year of B.Com. At Third year B.Com more options are available in our college as compared to other colleges affiliated to University of Mumbai. Options are also available for M.Com students as well. The CBSGS has been implemented since 2011-12. Vertical mobility is permitted as per Mumbai University Guidelines. Credit transfer between colleges &

accumulation of credit within the subject will be permitted in the nearest future by University of Mumbai.

Value addition courses like certificate programme in foreign trade, NCCMP in collaboration with NSE, Various Skill Development Programs under Skill Development Unit, Oral Coaching Centre for CS & ICWA are also offered by our College.

1.2.4 Does the institution offer self-financed programme? If 'Yes', list them and indicate how they differ from other programmes, with reference to admission, curriculum, fee structure, teacher qualification, salary etc.

The college offers 3 self financed courses. 'Bachelor in Management Studies' & 'B.Com in Banking and Insurance', M.Com. (Evening). These courses have been introduced on permanently non grant basis.

College also offers Two Add-on courses like Certificate Program in Foreign Trade and Certificate program in NCCMP under collaboration with NSE.

Similarly from the academic year 2016-17, College has also introduced various skill development courses under Skill Development Unit of College.

Bachelor of Management Studies

Bachelor of Management Studies, this course is started by college in 1996 by considering changes taken place in the economic condition after globalization and to make the more employable youth available to industry. This is completely self financed course.

❖ **Admission procedure** :- admission procedure is same for all the courses B.Com, BBI & BMS.

- 1) The intake capacity is 120 for F.Y., S.Y., T.Y.
- 2) Every year College received around 1500 applications for this course.
- 3) Student passed in 12th standard with minimum 45% is eligible to take admission.
- 4) The students from different streams like Arts, Science, Commerce can also apply for the course.
- 5) Students perusing vocational courses are also eligible.

❖ **Curriculum** :- The academic programmes are specified by the Mumbai University and the syllabus is framed by Board of Studies. Syllabus is framed by considering the need of industry and job market. The syllabus is revised every 3 years. Every subject includes practical approach in them. The syllabus is taught with the help of case study & presentation. Students are also asked to prepare reports on various field projects. Industrial visits are conducted for enhancement and growth of practical knowledge for the students. Internship is also provided to students during summer and winter break. The college organizes pre-placement session for the

students before final placements. Every year 100 students apply for placements (final placement) and out of which 80% students get placed in renowned companies like KPMG, E & Y, Edelweiss etc. College takes initiative in organizing educational visits to Bombay Stock Exchange, National Stock Exchange, RBI. From the academic year 2015-16 course has introduced specialization in Marketing, Finance and Human resource management.

The college take endeavor to appoint qualified teachers as per UGC norms. The visiting faculties are from various industries that have firsthand knowledge about the respective subject. Coordinator and administrative staff members for this course are appointed on the contract basis and visiting faculties are paid on the clock hour basis.

Bachelor of Commerce in Banking & Insurance (BBI)

The course of BBI was introduced by Sydenham College in the year 2003. It is a three years degree course affiliated to Mumbai University. By considering the requirements of changing business environment college took initiative to introduce timely changes in educational programmes .Thus BBI was introduced and has received good response from the students .

❖ **Admission procedure:** - admission procedure is same for all the courses B.Com, BBI & BMS.

- 1) The intake capacity is 120 for F.Y., S.Y., and T.Y.
- 2) Every Year College received around 1000 applications for this course.
- 3) Student passed in 12th standard with minimum 45% is eligible to take admission.
- 4) The students from different streams like Arts, Science, and Commerce can also apply for the course.
- 5) Students perusing vocational courses are also eligible.

❖ **Curriculum:** - The academic programmes are specified by the Mumbai University and the syllabus is framed by Board of Studies. Syllabus is framed by considering the need of industry and job market. The syllabus is revised after every 5 years. Every subject includes practical approach in them. The syllabus is taught with the help of case study & presentation. Students are also asked to prepare reports on various field projects. Industrial visits are conducted for enhancement and growth of practical knowledge for the students. Internship is also provided to students during summer and winter break. The college organizes pre-placement session for the students before final placements. Every year 100 students apply for placements (final placement) and out of which 80% students get placed in renowned companies like KPMG, E & Y, Edelweiss etc. college takes initiative in organizing educational visits to Bombay Stock Exchange, National Stock Exchange, RBI.

The College takes endeavor to appoint full time qualified teachers as per UGC norms. The visiting faculties are from various industries who have firsthand knowledge about the respective subject. Coordinator and administrative staff members for this course are appointed on the contract basis. Visiting faculties are paid on the clock hour basis.

Foreign Trade

Foreign trade course is a self financed programme started in 1998 as a vocational course for B.Com students. For few years the Mumbai University had given the permission to keep two subjects optional in F.Y.B.Com, S.Y.B.Com & T.Y.B.Com. later on the Mumbai University discontinued this practice and the college was told to continue this course as a add-on course. Foreign trade Department offers a vast range and variety of courses to provide students with ample options for exploration and make them ready for today's dynamic corporate sector. They are:-

- i. Certificate course in foreign trade
- ii. Diploma in foreign trade
- iii. Advanced diploma in foreign trade

❖ Admission procedure: admission for all above courses is done on the merit basis and intake capacity of each courses is fifty.

❖ Curriculum and Qualification: Curriculum is designed by the expert faculty from the college and is continuously updated as per the changing scenario of international market. The visiting faculty is appointed by the college as per the University guidelines and their remuneration is also given as per University norms. While appointing faculty importance is given to professional experience.

This course is different from other programmes as the curriculum is need based. The objective of this course is to give exposure about industrial environment. Students are taken to an industrial visit where they are educated about various business process involved in the operation. The course is more practical oriented and annual exam is conducted in the month of April every year.

NSE CERTIFIED CAPITAL MARKET PROFESSIONAL (NCCMP)

A JOINT CERTIFICATE COURSE FROM:

SYDENHAM COLLEGE OF COMMERCE & ECONOMICS

&

THE NATIONAL STOCK EXCHANGE OF INDIA LIMITED

This certificate course was introduced from 2010, to impart knowledge & awareness about securities market and thereby upgrade the skills and proficiency of the participants of the course. It is a weekend course conducted on Saturday and Sunday. The course duration is three to four months.

❖ **Admission Procedure:**

- 1) The intake capacity of the course is 40 participants.
- 2) Anyone who has passed class 12th standard can apply for this course.
- 3) The course is open for Sydenham students, staff, and even outsiders can apply for this course.
- 4) The advertisement for the admission to this course is published in leading news papers at the beginning of every batch.

❖ **Curriculum :-**

The course is of 100 Hrs, out of which 72 Hrs. are theory, 20 Hrs with stock broker's office and 8 Hrs at National stock Exchange.

Mid term Examination and project work is conducted by the college. End term which is online conducted by NSE.

Visiting faculties are professionals from various specialized areas. Faculties are paid on hourly basis.

Sydenham Skill Development Unit

This unit is started by college in the academic year 2016-17. Under this unit various short duration courses are introduced which helps students to develop their personalities. To begin with college has introduced Certificate Program in Communication, Self Management and Financial Market. MOU's are signed with various institutes like Podareduspace, Australian vocational center, American

Financial Academy etc. to conduct these programs. Students are getting training by professionals only.

1.2.5 Does the college provide additional skill oriented programmes, relevant to regional and global employment markets? If 'Yes' provide details of such programme and the beneficiaries.

Various seminars and lectures based on skill development programme, relevant to regional and global employment markets, are organized by college for B.com, BBI, BMS students which help them to learn and develop various soft skills which required by global market. Under Skill Development Programme , From academic year 2016-17 college has introduced various certificate courses like certificate program in Communication and self Management, Financial Market , PPT Skills which are relevant to global employment markets. These enables the student to be more employable.

1.2.6 Does the University provide for the flexibility of combining the conventional face-to-face and distance mode of education for students to choose the courses / combination of their choice? If 'Yes', how does the institution take advantage of such provision for the benefit of students?

No such provision is made by University.

1.3 Curriculum Enrichment

1.3.1 Describe the efforts made by the Institution to supplement the University's Curriculum to ensure that the academic programmes and Institution's goals and objectives are integrated?

As the college is affiliated to University of Mumbai it follows syllabus prescribed by University. The faculties from all departments participated in various syllabus revision workshops and gave their suggestion to include those topics which suited the industry needs. Suggestions from faculties were accepted by academic council and Board of Studies and were incorporated to create more skill based syllabi. For NCCMP course, National Stock Exchange and faculties from our college jointly framed syllabus to suit the curriculum requirement of the capital market. Visiting faculties for ICWA course (oral coaching centre) also participated in syllabus revision workshop for foundation and intermediate course and gave their constructive suggestions. IQAC conducted workshop of all the departments to review and monitor the incorporation of new syllabus and paper pattern at the college level. Regional and national seminars organized by various departments to focus on emerging national and global trends. Various debates and quiz programmes

are organized by college. Brain storming discussions among the students and faculty members ensure that curriculum bears some thrust on national development. Faculties have attended revised syllabus workshop in their respective subjects organized by University of Mumbai and gave their constructive suggestions about revising the syllabus by conveying appropriate weightages to various topics, allocation of time and marks to each module, paper patterns and assessment techniques.

Foundation course an interdisciplinary paper is taught at First year B.Com and second year B.Com which focuses on social issues and current affairs. Faculty members are motivated to participate in various national and international conferences.

1.3.2 What are the efforts made by the institution to enrich and organize the curriculum to enhance the experiences of the students so as to cope with the needs of the dynamic employment market?

There is no provision of introducing any kind of change in the curriculum framed by University of Mumbai. Syllabus is framed by Member of Board of Studies and implemented on final approval by the senate. However the suggestions are made by our faculty members to the Board of Studies in the workshop. College takes feedback from M.Com students for the curriculum which is forwarded to the Board of studies of University of Mumbai. CV writing workshops, mock interviews are organized for the students of B.Com, BMS & BBI. Visiting faculties from industries are invited to acquaint the students about the global job market. Little freedom is given to faculties to modify coursework.

1.3.3 Enumerate the efforts made the institution to integrate the cross cutting issues such as Gender, Climate Change, Environmental Education, Human Rights, ICT etc., into the curriculum?

Women Development cell of the college organizes programme on Gender sensitization. Women Development Cell had organized Three Days workshop on Empowerment of Girls, in which various social issues and challenges faced by girls in 21st Century were discussed.

NSS unit of the college arranged lectures on human rights, disaster management and touches various social issues by conducting street plays. Lifelong learning and extension unit of the college organizes events like debate competition, poster making, based on various issues relating to gender discrimination. College organizes one seminar for promoting ICT in teaching programme. Awareness about the Environmental issues is developed among students by organizing lectures, debate competition. Girl's forum of the college conduct various programmes based on human rights. Demonstration and training was conducted by the college for all the staff members and some students.

1.3.4 What are the various value-added courses / enrichment programmes offered to ensure holistic development of students?

- Moral and ethical values and community orientation: - the NSS unit of the college always takes initiative in organizing various programmes to inculcate moral and ethical values among students. Every year 100 students are registered for NSS unit. This unit organizes the following programmes throughout the year.

1. Blood donation camp and health check-up for the staff members.
2. Lectures on consumer rights protection and awareness.
3. Lectures on emotional and spiritual quotient.
4. Food adulteration programmes
5. Seminar of disaster management
6. Rally

Students registered under the Extension unit of college helped NGO named Snehankit who contributes for welfare of blind people. Writers required at the examination by this blind people are provided by NSS and Extension unit of the college. Students of extension unit also help them by audio recording of the books.

- Employable and life skills and Better career options:-

Placement cell of the college have excellent record of placement of the students registered under placement cell. All the students registered under placement cell are placed in very well known companies like KPMG, E&Y etc. under this cell only before the visit of companies looking for youth work force; cell organizes various seminars on CV writing, soft skill development, available career options. Foreign universities approach the college for conducting seminars for the courses like MBA, MMS, etc. Alumni of the college do attend various programmes organized by students and provide them guidance through Panel discussion with students. Every year Career Fair is organized by self financing courses of the college which is useful for all students including B.Com and M.Com.

1.3.5 Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum?**Feedback from students:**

Every academic year feedback about teaching methods, teaching skills, syllabi is collected. Feedback of non teaching staff is also collected to take review of functioning of office. Examination pattern, result system is also discussed with students and tries to take feedback so corrective measures can be introduced for the improvisation.

Feedback from Alumni:

College has an active alumni cell which comprises of the following professors and alumni :

Chairperson :	Dr. Annasaheb Khemnar
Prof.in Charge :	Dr. Anjali Alekar
Faculty Members:	Dr. Sunil Singh Dr. Ritesh Singhal Smt. Shabana Khan
Alumni Members:	Mr.Uday Sathe Mr. Mohan Ranade Mr. Anand Dhuri Mr. Nehal Desai (President) Mr. Pranay Nigotia

Alumni Cell conducts regular meetings, twice a year. Valuable suggestions regarding the curriculum development and infrastructural development are given by them. College always welcomes the suggestions for taking the corrective measures to improve the standard of college.

Feedback from Parents:

In the PTA meeting college welcome the suggestions from the parents too. College motivates parents to come up with new ideas to raise the standard of education.

Feedback from industries:

NO

1.3.6 How does the institution monitor and evaluate the quality of its enrichment programmes?

Feedback taken from various groups is analyzed if necessary. These suggestions are discussed with other faculty members from various colleges through the forum created by teachers, and try to convey these to Board of Studies Members .

1.4 Feedback System

1.4.1 What are the contribution of the institution in the design and development of the curriculum prepared by the University?

As the college is affiliated to University of Mumbai, syllabus is designed by University . No freedom is given to colleges to make any kind of change in the syllabus. By Participating in various syllabus revisions workshop teachers of the college give their valuable suggestions for the development of curriculum.

1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on curriculum? If 'Yes', how is it communicated to the University and made use internally for curriculum enrichment and introducing changes / new programme?

Yes.

Feedback regarding syllabus and examination pattern is collected from T.Y.B.Com. and M.Com. Students and same are communicated to university for curriculum enrichment. After interacting with the students it was observed that they lack certain skills which are not necessarily included in the syllabus framed by University. So the college took initiative by introducing add-on courses like Certificate program in Foreign Trade and NCCMP in collaboration with NSE.

To enhance skills further, from academic year 2016-17 College has introduced specific skill development programs like Communication Skills, Self Management and Financial Market.

1.4.3 How many new programmes / courses were introduced by the institution during the last four years? What was the rationale for introducing new courses / programmes?

College has introduced skill development courses from the academic year 2016 – 17 like self development and communication. With the objective to enhance skills further and to develop their personalities, from academic year 2016-17 college has introduced specific skill development programs like Communication Skills, Self Management and Financial Market.

Any other relevant information regarding curricular aspects which the college would like to include.

College recognizes the need of introducing add on courses like Foreign Trade and NCCMP, Skill Development Unit to develop the skills of students. In the nearest future college will introduce new self financing courses.

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Criterion II : Teaching – Learning And Evaluation

2.1 Student Enrollment and profile

2.1.1. How does the college ensure publicity and transparency in the admission process?

The entire information about the Sydenham College is available on the website including the prospectus. The prospectus contains the detailed information about the various courses available, the admission process, fee structure, examination procedure etc. Also, the daily newspapers give wide publicity to the FY degree admission process through the interviews of the principal of the college. The promotion of Government colleges is done by the Joint Director and the college teachers in the rural areas by giving advertisements in newspapers. The admission process is very transparent. The admissions are done purely on the merit basis as per the guidelines of the University and strictly following the rules of Government of Maharashtra for filling up the seats for various categories. From time to time the merit lists of all the courses are displayed on the notice board.

2.1.2. Explain in detail the criteria adopted and process of admission (Ex. (i) merit (ii) common admission test conducted by the state agencies and national agencies (iii) Combination of merit and entrance test and interview (iv) any other) to various programmes of the Institution.

Ours being the Government college, admissions for all the courses i.e. F.Y.Bcom, and first year M.Com and unaided courses such as BBI, BMS are done purely on merit basis and as per the rules laid down by the Govt. of Maharashtra. Only for F.Y.Bcom, the inhouse students from junior college are given preference. There is no provision for conducting common admissions/entrance test, interviews etc. For S.Y. B.Com and T.Y. B.Com admissions, if any seats are vacant after inhouse admission, then they are filled on merit basis.

2.1.3. Give the minimum and maximum percentage of marks for admission at entry level for each of the programmes offered by the college and provide a comparison with other colleges of the affiliating University within the city / district.

2014-15	Max	Min
F.Y.B.Com	91.50	41.14
F.Y.BBI	89.45	42.92
F.Y.BMS	87.67	40.00
M.Com	87.65	50.01
2015-16	Max	Min
F.Y.B.Com	89.38	42.00
F.Y.BBI	88.00	47.50
F.Y.BMS	93.20	40.00
M.Com	89.05	49.15

As compared to nearby colleges, our cut off percentage is higher.

2.1.4. Is there a mechanism in the institution to review the admission process and student profiles annually? If 'Yes', what is the outcome of such an effort and how has it contributed to the improvement of the process?

Yes.

The Principal, the team of senior faculties and Head of the departments take the review of the admission process from time to time thereby checking whether the University ordinances and guidelines are followed regarding reservations while preparing General Merit list. This helps in maintaining transparency in admission process. The administrative staff attends the workshop organised by University. The students profile is updated on the digital website of Mumbai university. Such efforts help to maintain transparency as well as students profiles can be used for further references.

2.1.5. Reflecting on the strategies adopted to increase / improve access for following categories of student, enumerate on how the admission policy of the institution and its student profiles demonstrate / reflect the National commitment to diversity and inclusion

- SC /ST
- OBC
- Women
- Differently abled
- Economically weaker sections
- Minority community
- Any other

Since our college is a Government College, the admission policy is exactly as per the guidelines laid down by the government and University of Mumbai which helps to increase access for the above mentioned categories of students. The policy designed by Government and University regarding admission process reflects the national commitment to diversity and inclusion.

For physically disabled students, ramps are prepared at the entrance and lift facility is also available. For the Differently abled students, writers are provided at the time of examination. Magazines in Braille are available in the library for such students. All the faculty members are in touch with such students to help them in all respects. The college implements all the guidelines of the Government and university regarding the admission of students belonging to the above mentioned categories.

2.1.6. Provide the following details for various programmes offered by the institution during the last four years and comment on the trends i.e. reasons for increase / decrease and actions initiated for improvement.

2012-13

Programmes	Number of applications	Number of students admitted	Demand Ratio
UG			
1.F.Y.B.Com	1844	526	3.5
2.F.Y.B.B.I	285	105	2.71
3.F.Y.B.M.S	723	116	6.23
PG			
M.Com I	685	221	3.09
Certificate			
1.NCCMP	18	18	1
2.Foreign Trade	72	57	1.26
Diploma Foreign Trade	47	28	1.68
Advanced Diploma Foreign Trade	18	12	1.5

2013-14

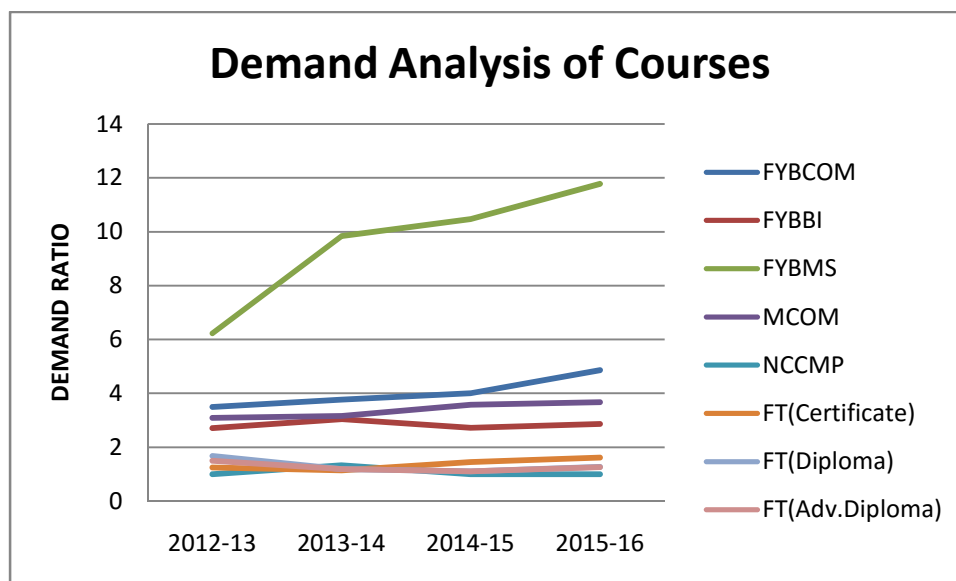
Programs	Number of applications	Number of students admitted	Demand Ratio
UG			
1.F.Y.B.Com	2163	573	3.77
2.F.Y.B.B.I	367	120	3.05
3.F.Y.B.M.S	1113	113	9.84
PG			
M.Com I	713	225	3.16
Certificate			
1.NCCMP	20	15	1.33
2.Foreign Trade	75	65	1.15
Diploma Foreign Trade	50	42	1.19
Advanced Diploma Foreign Trade	17	8	1.19

2014-15

Programmes	Number of applications	Number of students admitted	Demand Ratio
UG			
1.F.Y.B.Com	2468	614	4.01
2.F.Y.B.B.I	390	143	2.72
3.F.Y.B.M.S	1486	142	10.46
PG			
M.Com I	825	231	3.58
Certificate			
1.NCCMP	18	18	1
2.Foreign Trade	64	44	1.45
Diploma Foreign Trade	40	36	1.11
Advanced Diploma Foreign Trade	30	27	1.11

2015-16

Programmes	Number of applications	Number of students admitted	Demand Ratio
UG			
1.F.Y.B.Com	3063	629	4.86
2.F.Y.B.B.I	410	143	2.86
3.F.Y.B.M.S	1684	143	11.77
PG			
M.Com I	873	237	3.68
Certificate			
1.NCCMP	12	12	1
2.Foreign Trade	73	45	1.62
Diploma Foreign Trade	37	29	1.28
Advanced Diploma Foreign Trade	24	19	1.26



2.2. Catering to student Diversity

2.2.1. How does the institution cater to the needs of differently-abled students and ensure adherence to government policies in this regard?

The college does the following things to cater the needs of differently abled students, thereby ensuring adherence to the government policy in this regard.

The differently abled students are given proper guidance through mentoring. They are provided with every necessary assistance. They are given extra coaching and also extra time at the time of examination if needed.

2.2.2. Does the institution assess the student's needs in terms of knowledge and skills before the commencement of the programme? If 'Yes', give details on the process.

Yes .

Every Year College organizes Orientation Program for the First year students of all courses, where information about all the available courses and required skills to take admission for that is communicated to them.

Admission committee during the admission assesses the needs of the students and guide accordingly. First year students are counseled by keeping in mind their career opportunity and higher education plans.

For S.Y.B.Com students while selecting their optional subject such as mass communication, Economic System and for T.Y. B.Com students subjects such as Labour Welfare, Export Marketing, Computer Programming etc., admission committee assesses the performance of the student and guides them to choose right subject for them.

2.2.3. What are the strategies adopted by the institution to bridge the knowledge gap of the enrolled students (Bridge / Remedial / Add-on / Enrichment Courses, etc.) to enable them to cope with the programme of their choice?

Different methods are used by the college as per the requirement of students. Various strategies such as active Learning, collaborative learning, humor in the classrooms, discussion strategies are used. Special attention is given to the weaker students to improve their performance. Extra efforts are made by the teachers to help students excel at the examination. Students are given guidance regarding the placements from the first year. Bridge courses are conducted for students in B.Com programme where students from disciplines are enrolled. Add-on courses such as Foreign Trade and NCCMP are also conducted in which one can opt along with their B.Com programme. Remedial classes are held for the needy students.

2.2.4. How does the college sensitize its staff and students on issues such as gender, inclusion, environment etc?

- 1) Gender Sensitization programme of the college.
 - There is a Women Development Cell and Women's Grievance Cell in the college which are very active. In the orientation programme of F.Y.B.Com, students are given detail information about the activities of this cell. They have also given idea about the working of anti sexual harassment cell. The cell organizes various programmes like self defense for girls, debates on gender bias, AIDS awareness etc.
 - The international women's day is celebrated on 8th March of every year, on this occasion eminent women personalities are invited to guide the students.
 - Workshop on Health and Hygiene of women are conducted for awareness among the girl's students. For ex. HB checkup.
- 2) There are other cells like NSS, SSL, Extension Activity Cell, which organizes different activities such as poster competition, street plays, display of newspaper cuttings on the notice board depicting violence against women.
- 3) To create the awareness regarding the environment various events are conducted such as, Green Ganesha, use of eco-friendly products. The students are advised to save papers. To make the environment pollution free, tree plantation programme organized by NSS.

2.2.5. How does the institution identify and respond to special educational / learning needs of advance learners?

Advanced learners are identified, through class's interaction / performance. They are motivated through intra and inter collegiate competitions, seminars etc. Teachers challenge such student to go beyond the course work. These students counsel the weaker student's to prepare for the entrance exams of UPSC. Students especially

from self finance course visits to institutions like RBI & Stock Exchange. This gives students an opportunity to expand their horizon as well as vision.

2.2.6. How does the institute collect, analyze and use the data and information on the academic performance (through the programme disadvantaged sections of society, physically challenged, slow learner economically weaker sections etc. who may discontinue their studies if some sort of support is not provided)?

The students with poor performance in examination and class participation and also those with very poor attendance are at the risk of drop out; such students are counseled by the teachers about the poor performance / attendance of the students. The principal and the teacher meet students and parents and help them to resolve the problems. The weak students are given extra time apart from the regular classes and are helped to improve their performance. They are given notes and textbooks. Economically weak students are given books through PSERF.

2.3. Teaching-Learning Process

2.3.1. How does the college plan and organize the teaching, learning and evaluation schedules? (Academic calendar, teaching plan, evaluation blue print, etc.)

- Academic calendar is prepared in the beginning of every year. It includes teaching and evaluation plans Academic activities and co-curricular, extracurricular activities are planned and schedule so that the curricular programs are given prime time and priority.
- To prepare the teaching schedule, there is time table committee which prepares time table in consultation with various head of the departments. The departmental meetings are held by the respective heads to discuss the syllabus to be taught by every teacher and teaching plan at the beginning of every semester. Head of departments monitor the completion of the syllabus and ensure the overall pattern of examination, question papers and weightage of topics as per the recommendation of the University.
- The diary is maintained by each and every teacher. There is a flexibility to accommodate remedial lectures, extra classes and contact hours in the time table.

2.3.2. How does IQAC contribute to improve the teaching-learning process?

The IQAC collects feedback about every teacher from students regarding infrastructure and general administration. These feedbacks are analyzed and the IQAC after consulting with principal, if required, has a dialogue with the teachers to improve or overcome the drawbacks. The principal, after discussing the administrative issues with the registrar, give him the directions to make the necessary improvements in the administration process.

Also from student centric point of view, whenever possible, infrastructural repairs and renovations are done.

As per the directives of the IQAC, the Head of the departments conduct regular meetings with the teachers to take a review of the syllabus completed, lectures engaged etc. also by analyzing the results of periodical tests, teachers are given suggestion to improve the results by conducting remedial lectures & guidance session.

2.3.3. How is learning made more student-centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning and independent learning among the students?

A lot of emphasis is put on active and interactive learning. The major aim is to make learning more student-centric. The students are given every opportunity for independent as well as collaborative learning.

As a part of curriculum, students are encouraged to make presentations, have group discussions, participate in debates, industrial visits etc.

The M.Com / BMS / BBI students are assigned individual projects and assignments which encourage students for self study. Problem solving sessions are conducted in class through discussions, debates, quizzes, tutorials etc.

Teachers discuss the current affairs in the class room so that students are encouraged to build up their own prospective Projects, seminars etc. Also the guest speakers and subject experts are invited to speak on social, current affairs and courses related topics. Field trips and industrial visits are arranged to make students familiar with practical learning support systems such as LCD projectors, smart boards, computer room with internet facility are available. College has also signed MOU with NSE for NCCMP and SDU has signed MOU's with Podareduspace and Australian Voactional Center, American Fianancial Academy, Visual Eye.

The institution has ample no. of computers with internet facility in the online centre for the students. Also the library has lot of standard and latest books and research journals which helps students to upgrade their knowledge and also in independent study. Also many course related reference books help the students in assignments.

2.3.4. How does the institution nurture critical thinking, creativity and scientific temper among the students to transform them into life-long learners and innovations?

The college provides all upto date facilities to the students so that they get a boost for critical thinking. The students are encouraged to showcase their creativity by preparing posters, banners etc. for various programmes by themselves. They use their innovative ideas related to the topic for preparing these. Also the well equipped library and computer laboratory help them to use modern technology to develop

creative ideas. The students are also encouraged to appear for competitive exams, for courses BSE, NSE related to stock markets. The advance learners are guided and encouraged for extra reading to take up innovative projects, to compete for various competitions etc.

2.3.5. What are the technologies and facilities available and used by the faculty for effective teaching? Eg: virtual laboratories, e-learning-resources from National Programme on Technology Enhanced Learning (NPTEL) and National Mission on Education through Information and Communication Technology (NME-ICT), open educational resources, mobile education, etc.

There are LCD projectors in some classrooms. Also there are smart boards in some rooms. Teachers are encouraged to make use of these facilities for effective teaching.

2.3.6. How are the students and faculty exposed to advanced level of knowledge and skills (blended learning, expert lectures, seminars, workshops etc.)?

Teachers participate in various seminars, conferences, workshops and the speeches organized by other colleges on relevant topics to upgrade their knowledge and have interaction with the renowned personalities so that they are encouraged to get involved in research.

Students are encouraged to participate in various academic and extra-curricular intra and intercollegiate competitions. The winners are appreciated and praised. Their names are displayed on digital boards. Also guest lectures by renowned personalities, industrialists, help to encourage them in deciding about their career.

The students are also guided to appear for the various competitive examinations and encouraged to take admissions for short duration courses introduced by college under Skill Development Unit.

2.3.7. Details (process and the number of students/ benefited) on the academic, personal and psycho-social support and guidance service (professional counseling / mentoring / academic advice) provided to students?

The teachers are easily accessible to students to solve all types of their difficulties, personal as well as academic. They are also guided for personality development and in career making. Workshops are organized on soft skills, positive thinking, and building up self confidence. Women Development Cell has organized a three days workshop on Empowerment of Girls which focused on developing various skills and qualities among girl students to face the challenges of 21st century.

2.3.8. Provided details of innovative teaching approaches / methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning?

Teaching learning techniques such as group discussions, group assignments, group teaching, interactive classes, quiz and debate competition related to the subject and general knowledge are held. Guest lectures on social and environmental issues are arranged. Bridge classes and extra coaching classes are held for students with poor performance and slow learners. Industrial visits are organized to give practical approach to syllabi. In the academic year 2015-16, Alumni Cell of the college organized a talk show, in which various successful entrepreneurs are invited to share their experiences with students. This helps to develop entrepreneurial ability among them. Events like Mock Trade, Moot court, Management quiz are organized to understand the subject in depth.

2.3.9. How are Library resources used to augment the teaching –learning process?

The college has well equipped, well furnished and well managed library with the latest reference books, journals, magazines and material on current affairs. Faculties give list of books to the students on various topics and are encouraged to make use of library for the same. They are also given book review as assignments. Newly arrived books are displayed in the showcase of the library to make the students aware of the new editions. There are also sufficient numbers of books for competitive exams such as UPSC, MPSC etc. Also there are ample numbers of books on literature. Teachers and advance learners take up research projects by referring to the research journals. Extended time is provided in the library both in the morning and evening so that students and teachers can use the library as per their convenience.

2.3.10. Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If 'Yes' elaborate on the challenges encountered and the institutional approaches to overcome these.

At beginning of every year academic calendar and teaching plan is prepared. Teachers follow this plan to complete the syllabus but due to last minute changes in examination schedule and general examination pattern by the university teachers face some problems in completing the syllabus and also due to delay in starting and closing of admission process teachers face difficulties. Still teachers engage extra classes whenever it is possible and try to complete the syllabus.

2.3.11. How does the institute monitor and evaluate the quality of teaching learning?

Every year, feedback by the students about the teachers is collected. If necessary, the concerned teachers are given instructions to improve and adopt innovative methods to make teaching interesting. Students are evaluated on the basis of assignments, tests, seminars etc. throughout the year, and the students with poor performance are helped in every way to improve their performance.

2.4. Teacher Quality**2.4.1. Provide the following details and elaborate on the strategies adopted by the college in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum)**

Ours being the government college the appointing authority is Government of Maharashtra and the posts in every department are filled by the MPSC.

The faculty members are involved in various committees in the college and are assigned various tasks either as chairperson or as a member so that they gradually become members of the college family.

As of now all the posts in all the departments are filled up except one in the economics department.

Retention of the teachers :- since it is the Government college transfers of the teachers take place. But still the atmosphere in the college is such that, all the faculty members work together as a family, keeping the view of welfare of the college.

Highest Qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
D.Sc. / D.Litt.	-	-	-	-	-	-	-
Ph.D.	01	-	03	02	05	02	13
M. Phil.			02	03	04	03	12
PG					-	-	-
Temporary Teachers							
Ph.D.	-	-	-	-	-	-	-
M. Phil.							

PG							
Part –Time Teachers							
Ph.D.	-	-	-	-		-	
M. Phil.	-	-	-	-	-	-	-
PG					05	01	06

2.4.2. How does the institution cope with the growing demand / scarcity of qualified senior faculty to teach new programmes / modern areas (emerging areas) of study being introduced (Biotechnology, IT, Bioinformatics etc.)? Provide details on the efforts made by institutions in this direction and the outcome during the last three years.

College has highly qualified senior as well as junior teachers to teach new programs and emerging areas of study teachers regularly attend various courses arranged by other institution to update themselves on diverse issues like human rights, woman studies, Research Methodology etc. Eminent persons are invited to deliver the lectures on various social issues and current affairs etc. workshops are organized to update on latest topics related to emerging areas.

2.4.3. Providing details on staff development programs during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality.

a) Nomination to staff development programs

Academic Staff Development Programs	Number of Faculty Nominated
Refresher Course	8
HRD Programs	-
Orientation Programs	4
Staff Training Conducted by the University	-
Staff Training Conducted by other University	3
Summer / Winter Schools, Workshops, Etc.	2

Qualified recourse persons were invited to give lectures on effective use of interactive smart boards, digital keyboard. Also lecture was arrange on 'How to prepare effective PPT' and to make use of ICT tools for effective teaching learning process.

- b) Faculty Training programs organized by the institution to empower and enable the use of empowers and enable the use of various tools and technology for improved teaching for improved teaching – learning.

The college organizes various workshops & training programs to empower and enable the various uses of tools and technology for improving teaching learning and innovative teaching methods.

Sr. No.	Workshop	Organizer	Date	Resource Person
1	Use of SPSS in Research Work	Maths and Stats Department	16.07.2015	Dr.Abhay Khamborkar
2	Technical Analysis and Financial Investment	IQAC	19.09.2015	Dr. Shriniwas Dhure
3	Training session on use of PPT in effective teaching	IQAC and Sydenham Computer Center	24.11.2015	Dr. Sunil Singh
4	Training session on use of Smart Board	Sydenham Computer Center	07.01.2016	Mr. Kamlesh Pitale
5	Financial Awareness Program	IQAC	17.03.2016	Mr.Aman Singh

c) Percentage of Faculty

- Invited as resource persons in Workshops / Seminars / Conference organized by external professional agencies
- Participated in external workshops / Seminars / Conferences recognized by national /International professional bodies
- Presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies.

Percentage of faculties invited as resource persons, participated & presented papers in external workshops

Resource persons	Participation	Presentation of research papers
1.33%	5.33%	41.33%

2.4.3. What policies / systems are in place to recharge teachers? (eg. Providing research grants, study leave, support for research and academic publications teaching experience in other national institutions and specialized program industrial engagement etc.)

The college has been generous with teachers those who are willing to proceed on career achievements such as UGC sponsored faculty Development programs, attending seminars as a resource person, many qualified teachers are encouraged to conduct workshops for SET/NET examination for M.Com students inside & outside the campus. Few faculty members are also encouraged to act as a advisory committee members for conducting lectures in various colleges. College encouraged our faculty to take up editorship for the journals published by various academic institutions. Faculty members are also encouraged to become a member of various organization belongs to commercial and non commercial associations (IMC). Faculty members are also given Little liberty to take the responsibility outside the campus i.e. by acting as government nominee for CAS, recruitment of Asst. Professors.

2.4.4. Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance / achievement of the faculty.

NIL

2.4.5. Has the institution introduced evaluation of teachers by the students and external peers? If yes, how is the evaluation used for improving the quality of the teaching-learning process?

There is a common format to collect the student's feedback on each of the teachers during every semester. All the HOD's together make analysis of the feedback and proper guidance provided by HOD and IQAC Committee in case of teaching as well as paper setting. The principal of the college share this report with high confidentiality with the individual teachers which help them to understand their strengths and weakness and required steps can be taken by the institution to improve the quality of education to the institution. Frequent meetings are conducted by IQAC with teachers for quality improvement in teaching-learning process.

2.5. Evaluation Process and Reforms

2.5.1. How does the Institution ensure that the stakeholders of the institution especially students and faculty are aware of the evaluation process?

The evaluative process is transparent and the rules of evaluation are clearly stated in the college prospectus. It is also given on the website. At the beginning of every

year, an orientation session is arranged in which parents and students are informed about the course structure and the evaluation process. Also during the parent teacher meetings held once a year, the parents are given idea about the performance of their children and suggestions, to prepare students at their level so that they can cope up with the evaluation process.

Also every teacher personally explains the details of the course and its components. In every semester two staff meetings are held in which the faculty discusses the general performance of the students with IQAC committee. This throws light on the awareness level of the students on the evaluation criterion and helps the institution to reform the strategies if needed to augment the student awareness.

2.5.2. What are the major evaluation reforms of the university that the institution has adopted and what are the reforms initiated by the institution on its own?

The institution is affiliated to the Mumbai University and so adopts whatever are the evaluation reforms made by the University. Since the year 2011, the University has started CBGS. In this system, continuous assessment of the students is done throughout the semester on the basis of periodical tests, assignments and projects. This carries 25% of the marks and at the end of each semester; the examination is conducted on the entire syllabus for remaining 75% of marks. The internal marks of T.Y.B.Com, T.Y.B.M.S., T.Y.B.B.I. and M.Com. are sent to the University on-line.

2.5.3. How does the Institution ensure effective implementation of the evaluation reforms of the university and those initiated by the institution on its own?

The continuous internal assessment of the students has been major addition to the teaching- learning process encouraging students to prepare every unit of study seriously. The examination committee of the college prepares a calendar which is displayed on the website. The schedule for the entire year including periodicals tests, assignment submissions, semester end examination is prepared in the beginning itself to facilitate planning and evaluation.

2.5.4. Provide details on the formative and summative assessment approaches adapted to measure student achievement. Cite a few examples which have positively impacted the system.

Formative assessment is done based on the following: attendance, Internal Tests, seminars, project work etc.

Internal test is conducted for each semester. M.Com students are given project work. Summative evaluation is done at the end of every semester. The examination for F.Y.B.Com. & S.YB.Com students are conducted by the college and for T.Y.B.Com. and M.Com students conducted by University. Same approaches are applicable for self financed courses as well.

2.5.5. Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four years and weightages assigned for the overall development of students (weightages for behavioral aspects, independent learning, communication skills etc.

The result of the performance in continuous assessment test is shared with the students at the end of every semester. The following table gives the result of B.Com, BBI, BMS & M.Com.

Course	2011-12	2012-13	2013-14	2014-15
B.Com	92.53	91.73	86.24	85.52
BBI	98.28	75.86	94.74	88.04
BMS	80	71.21	72.63	63.88
M.Com	85.29	78.08	91.20	83.20

On the average every year the result of B.Com, BBI, and M.Com are above 80% except for BMS. A weightage of 5 marks are given for classroom participation, conduct in the classroom and attendance for all courses.

2.5.6. What are the graduate attributes specified by the college / affiliating University? How does the college ensure the attainment of these by the students?

We use the traditional method proposed by the University for the Internal Assessment of the students, wherein 5% weightage is participation & responsible behavior and 20% to the academic performance. For assessing the students in academics, periodical class tests are conducted, evaluation is done and the result is put up on the notice board thereby maintaining the transparency.

The students are observed by the teacher throughout the year for his/her promptness in answering the questions, attentiveness, regularity etc. and on the basis of that he/she is assessed for the 5marks weightage.

For M.Com students, individual projects are assigned in each semester. & 40% weightage is given to projects and 60% for examination conducted at the end of each semester. The projects of the students are assessed on the basis of documentation and presentation. The same are applicable for the self financed courses.

2.5.7. What are the mechanism for redressal of grievances with reference to evaluation both at the college and University level?

The examination committee, result committee, revaluation committee are formed at college level for the effective functioning of evaluation process and also to redress the grievances of the students in an effective manner . The teachers and the institution use the assessment of the students as a basis of evaluating the student performance. On the basis of result, the advance learners and slow learners are decided. The advance learners are facilitated to gain more competencies and exposure by deputing them to program outside the campus. They are also given extra library facilities, guidance for competitive exams etc. similarly, the slow learners are supported through remedial teaching, mentoring to overcome the hurdles like financial problems, family problems etc. teachers take extra efforts for the slow learners.

2.6. Student performance and Learning outcome**2.6.1. Does the college have clearly stated learning outcomes? If ‘Yes’ give details on how the students and staff are made aware of these?**

Mission: To impart not merely commerce or economic education but the full education i.e. to educate the whole man.

The institution has the well defined mission of preparing the student as a whole man with this objective; the institution takes efforts to develop the qualities of critical thinking, leadership qualities, community engagement among students. The result table is and indicator of the academic performance. As a healthy mind lives in healthy body, we encourage our students to participate in various sports activities.

Through various programs organized by different societies in the institute, student learn event management, develop stage daring, communication skills, environmental awareness etc. the rural camp organized by NSS gives them an opportunity to understand the grass root realities, social responsibilities etc.

Many of our students have contributed in various fields of the society and they are acknowledged today for their valuable contribution in nation building. To cite few examples Ex ICS officer Shri Prafful Daftari, Shri Jagdish Bhagwati, Shri Kantikumar Podar, Shri. Suresh Kotak, Shri Uday Kotak, Shri Raju Podar, Smt. Meera Sanyal, Shri Deepak Parekh etc.

2.6.2. Enumerate on how the Institution monitors and communicates the progress and performance of students through the duration of the course / programs? Provide an analysis of the student’s results / achievements (Program / course wise for last four years) and explain the difference if any and pattern of achievement across the programs / courses offered.

To achieve expected learning outcomes, the institution has decided some teaching, learning and assessment strategies. The teaching plan prepared in the beginning is strictly followed. The annual academic calendar is prepared and the activities are scheduled accordingly.

ICT enabled creative teaching methodologies are used to impart the knowledge, values and skills to achieve the learning outcomes. The library facility is available for the student for 12 hours a day.

As learning strategies, students are encouraged to attend the class regularly and be attentive in the class-rooms. They are also encouraged to participate in the group discussion, seminars, etc. the M.Com students are individually assigned research oriented projects. The students are encouraged for self study and community engagements by organizing various academic and extracurricular competitions.

The assessment is done as per the University rules and the students are informed about the procedure during the orientation program conducted in the beginning of the year. The same procedure is applicable and implemented for self financed courses.

2.6.3. How are the teaching, learning and assessment strategies of the institution structured to facilitate the achievement of the intended learning outcome?

Institution takes various measures to enhance the social and economic relevance of the courses offered. The innovative teaching- learning methods helps us to move towards intended learning outcome. Students are guided by taking mock interviews, group discussion, CV writing etc. which helps to develop employability skills amongst them. Guest lectures and talk shows by eminent entrepreneurs are organized to develop entrepreneurship skills among the students. The institution encourages advanced learners to take up research projects. Various social activities are organized by NSS unit, such as Blood Donation Camp, camp in tribal area etc. this helps to develop responsibility and sensitisation among students. There are also many extracurricular events organized by WDC, Extension activity cell, Anti Sexual Harassment cell etc. to develop soft skills, life skills and management skills, lateral talent and skills for community engagement. College has an active placement cell for students of BMS, BBI, B.Com and they get selected in various companies.

As the college is affiliated to University of Mumbai, the assessment strategy is as per the guidelines of university.

2.6.4. What are the measures / initiatives taken up by the institution to enhance the social and economic relevance (student placements, entrepreneurship, innovation and research aptitude developed among students etc.) of the course offered?

Institution takes various measures to enhance the social and economic relevance of the courses offered. The innovative teaching- learning methods helps us to move

towards intended learning outcome. Students are guided by taking mock interviews, group discussion, CV writing etc. which helps to develop employability skills amongst them. Guest lectures and talk shows by eminent entrepreneurs are organized to develop entrepreneurship skills among the students. Panel discussions by eminent alumni and the programs like memorial lectures and Dyanvardhini lectures helps to instill the research aptitude among the students. The institution encourages advanced learners to take up research projects. Various social activities are organized by NSS unit, such as Blood Donation Camp, camp in tribal area etc. this helps to develop responsibility and sensitisation among students. There are also many extracurricular events organized by WDC, Extension activity cell, Anti Sexual Harassment cell etc. to develop soft skills, life skills and management skills, lateral talent and skills for community engagement. College has an active placement cell for students of BMS, BBI, B.Com and they get selected in various companies.

2.6.5. How does the institution collect and analyze data on student performance and learning outcomes and use it for planning and overcoming barrier of learning?

Continuous assessment methods are used to get feedback and replan the skills. The seminar presentation, tutorials, problem solving, group assignments, mentoring etc. are used to monitor and ensure the achievement of learning outcomes. Advanced technologies like smart boards, OHP etc. are used to enhance learning.

Result committee of the college gives subject wise analysis of the result in the staff meeting which helps teachers to understand the degree of performance and learning outcomes. IQAC and result committee conducts meeting with each department where the barriers are identified and the IQAC recommends tools of teaching to overcome the barriers. E.g. for the subject like of Business Economics certain links are given to students to understand the theories and to understand the market terms used in Financial market, various vedios are available on You Tube which are helpful in understanding the concept in a more practical manner.

2.6.6 How does the institution monitor and ensure the achievement of learning outcomes?

The graduate attributes specified and inculcated by the college / University are classified into social, personal, professional and academic areas. With this objective, college monitors the achievement of learning outcomes by analysing the results of all courses including student's participation in sports and extracurricular activities. College motivates students to organize various programs under different committees. The students are the members of the committees like WDC, Extension activity, PAS, NSS, Brouhaha and MWM. They organize various events and work for all these committees. In this way efforts are taken by college to provide platform for students to showcase their talent. These events help students to judge their own capability and enhancement needed to groom personality, so that social, personal, professional attributes are attained. Students are encouraged to attend seminars and conferences, debate competitions, quiz and puzzle games. Students are encouraged

to participate in group discussion while discussing case studies related to current affairs. In this way opportunities and platforms are created by college which helps students to develop entrepreneurial skills and enterprising leadership qualities .e.g. while conducting and organizing inter college festivals like Brouhaha and Jallos, students learn various aspects of Management , HRM, Budget, maintaining accounts of these events, importance of logistics, marketing, public relations and importance of publicity.

2.6.7. Does the institution and individual teachers use assessment / evaluation outcomes as an indicator for evaluating student performance, achievement of learning objectives and planning? If ‘yes’ provide details on the process and cite a few examples.

Yes.

After analyzing the results and student’s participation in extra curricular activities and sports, institution and even individual teachers evaluate student’s performance to achieve the objectives of learning. Students with poor academic performance are counselled and special remedial lectures are conducted for them. On the basis of previous examination results academic calander and teaching plan is prepared for the next academic year. And even the analysis of previous examination help teachers to decide about teaching aids to be used to increase the performance of students. Students with bright academic performance are encouraged to participate in various activities other than curriculum. These students are acknowledged by college by awarding them on Annual Day.

Any other relevant information regarding Teaching-Learning and Evaluation which the college would like to include.

- Group projects and assignment
- ICT techniques for effective teaching
- Business quiz competition for subjects like marketing, HRM etc.
- Faculty members are using audio visual aids in self financing courses to make the subject interesting. Academically weak students are helped to cope with the learning by interacting with academically strong students.
- Discussing Case studies with reference to current affairs.
- Sharing information and links with students by creating groups on whats app.
- Informal meetings of teachers and students.

Criteria – III

Research, Consultancy & Extension



Criterion III: Research, Consultancy and Extension

3.1 Promotion Research

3.1.1 Does the institution have recognized research centre / s of the affiliating? University or any other agency / organization?

Recently approval from Mumbai University for developing Research Center has been received.

3.1.2 Does the institution have a research committee to monitor and address The issue of research? If so, what is its composition? Mention a few Recommendations made by the committee for implementation and their Impact.

The research committee is appointed by college headed by Co-ordinator and the representation from all departments as members.

Dr. Smt. Saumitra S.Sawant(Co-ordinator)

Dr. Smt. Nanda S. Pandharikar

Dr. Riteshkumar Singhal

Dr. Tukaram B. Gadhave

This committee motivates and guides the faculty members to undertake various minor and major research projects of University of Mumbai as well as UGC in various areas. This committee helps faculty members to identify guides for Ph.D. registration.

Following are some of the recommendations by the research committee:

- More workshops and seminars should be organized to inspire faculty members to undertake research work.
- Encourage faculty members to participate in various conferences by publishing papers.
- More on –line journals should be subscribed.
- Encourage faculty members to visit various well equipped libraries in the City.
- Socio- economic projects should be undertaken jointly by the faculty members with students.

There are three guides registered with various Universities.

1. Dr. Smt. Nanda S. Pandharikar, Sant Gadge Baba Amravati University.
2. Dr. Sunil S. Shete, University of Mumbai, Savitribai Phule Pune University. and Sant Gadge Baba Amravati University and Tilak Maharashtra Vidyapith, Pune.
3. Dr. Saumitra S. Sawant, University of Mumbai.

3.1.3 What are the measures taken by the institution to facilitate smooth

Progress and implementation of research schemes / projects?

- Autonomy to the principal investigator
- Timely availability or release of resources
- Adequate infrastructure and human resources
- Time-off, reduced teaching load, special leave etc. to teachers
- Support in terms of technology and submission of utilization certificate to the funding authorities
- Any other

AUTONOMY to the Principal Investigator:

As per requirement of project and the guidelines of UGC / BCUD / UNIVERSITY OF MUMBAI, autonomy is given to the principal investigator.

Timely availability or release of resources:

Laptops, journals, internet and various other resources which are necessary for the smooth functioning of research are provided by the college in time.

Adequate infrastructure and human resources :

Well equipped research lab, required man power is provided by the college.

Time off, reduced teaching load:

Flexible workload is allotted to the teacher undertaking research for their library work and field work. Teachers registered for Ph.D. are granted sabbatical leave (FDP -Faculty Development Program) under UGC plan.

Support in terms of technology and submission of utilization certificate to the funding authorities:

College provides concrete support like internet, laptop, e-journals and also in the process of submission of utilization certificates to various funding agencies.

Any other:

Informal meetings of staff members with IQAC on third Saturday of every month helps faculty members in deciding various research areas / topics to be undertaken by them.

Memorial lectures also motivates and provides inputs to the faculty members in their research work.

3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?

Teachers encourage students to organize events like seminar, group discussions, and panel discussions. Students are encouraged to undertake survey projects. Teachers give different topics to students to collect further information.

Teachers promote research inquisitiveness in students by allotting research topics on current events. Certain topics in Foundation Course also instill scientific temper among the students. Questionnaires given in tutorials of Mathematics and Statistics helps to develop numerical ability and analytical skills among students. Some projects in Computer programming given to S.Y.B.Com and T.Y.B.Com students enhance their skills in research methodology.

M.Com students are encouraged to write project on innovative topics and current affairs and for the viva voce, external examiner is invited by college. Teachers ask students to collect current information related to syllabus. Students are motivated to participate in various debating competitions. To undertake research college provides library facility with internet to the students. The courses like BMS, BBI students are encouraged to undertake field work. Preparing 100 marks project is compulsory for the last year students of BMS and BBI. Project is prepared by the students under the guidance of guide and viva voce is taken by external examiner. The internet facility to all students is given at free of cost.

The N S S Unit of college encourage students to undertake various projects :

1. Educational Survey :

NSS volunteers visited Kosbad Hill, for the survey of 13 tribal schools . They have collected data of number of girls and boys studying their class, drop out students from schools and also collected information of their requirements. Students undertook survey in padas to understand socio-economic problems faced by the locals.

2. Electricity Survey:

As a part of NSS activities our unit deputed 20 volunteers for electricity project. In this project 4 families were allotted to these volunteers to collect data of electricity consumption and advised them to save electricity. This has resulted in at least 2 units saved from each family.

3. Senior Citizen Survey :

Marine Drive Police Station allotted NSS UNIT of our college “Senior Citizen Project” where volunteers were allotted A,B,C,D road of Churchgate residential area and collected information about the people providing services at their home.

4. Street Dog Survey :

Street dog survey was conducted in South Mumbai i.e. from Colaba to Mahim by our NSS unit . Questionnaires were designed to find out the problems faced by

people due to street dogs and how to overcome this problem. In the survey they concluded the need of more vaccination, food and water to street dogs.

5. Survey of Out of School Students:

As per recommendation of Government of Maharashtra, NSS volunteer conducted a survey of children who lives on the streets where they don't get opportunity to go to school and prevail right to education. Problems of child labor, lack of shelter and basic needs, lack of education was identified in this survey.

Extension Unit of the college also encouraged students to undertake the survey of "Status of Women in the society". The survey was conducted by the students with the help of primary data. Students interviewed around 200 women.

3.1.5 Give details of the faculty involvement in active research (guiding students research, leading Research Projects, Engaged in individual / Collaborative research activity, etc.)

The teachers pursuing Ph.D are:-

- Mrs Radhika Iyer from Dept. of Commerce(at University of Pune)
- Miss Smita Kuntay from Dept. of Commerce (at University of Pune)
- Mr. Vijay G. Chawale from Dept. of Commerce (at Sant Gadge Baba Amravati University)
- Mr. Mahendra R. Telgote from Dept. of English (at Swami Ramanand Teerth Marathwada University)
- Shri M.Hasan Coordinator B.Com B&I (at Sant Gadge Baba Amravati University)
- Smt.Jharna Kalra Coordinator BMS (at Sant Gadge Baba Amravati University)

The teachers guiding M.Com. students in their project work :

Dr.Riteshkumar Singhal

Dr. Anjali Alekar

Dr. Anil Chougule

Dr. Soumitra Sawant

Smt. Smita Kuntay

Dr . Tukaram Gadhave

Dr. Sunil Shete

Mr. Vijay G. Chawale

Mr. Ghanashyam Lalka

Mr. Ketan Shah

Mr. Urvesh Parekh

Mrs. Jasmine Mehta

Mr. Ashok Mehta

The teachers guiding Ph.D students under various Universities:

*Dr.Nanda Pandhrikar

*Dr Sunil Shete

*Dr.Saumitra Sawant

Details of Ph.D students under the guidance of Dr. Sunil Shete

Serial No.	Name of the Student	Topic for Research	Name of the University	Work Completed (in %)
1	Smt. Radhika Iyer	Impact of Managerial Styles of Bank Managers of public and private sector bank on employee behaviour	Savitri Bai Phule Pune University	40
2	Smt. Smita Kuntay	New Business Development Policies of Life Insurance Corporation of India	Savitri Bai Phule Pune University	40
3	Shri. M. Hasan	Employee Engagement: A Critical Study of Leading Private Sector Banks in Mumbai City	Sant Gadge Baba Amaravti University	60

Teacher guiding students to undertake community project under extension unit:

Dr.Anjali Alekar

Teacher guiding students to undertake community project under N.S.S. unit:

Dr. Anil R. Chougule

Mrs. Radhika R. Iyer

Mr. Mahendra R. Telgote

Mr Rajendra Mali

Teachers guiding BMS and BBI students:

Dr. Pradip A. Pachgade

Dr. Sunil Shete

Dr. Anil R. Chougule

Smt. Smita Kuntay

Shri. Syed Mubasher Hasan

Smt. Jharna Kalra

Teachers completed Minor Research Project:

Dr. Mayura Mathankar
 Dr. Saumitra Sawant
 Dr. Abhay Khamborkar

Teachers granted Minor research project :

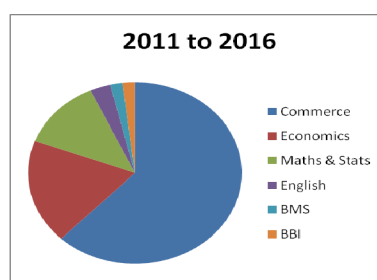
Dr. Saumitra Sawant
 Dr. Anjali Alekar
 Dr. Radhika Iyer
 Dr. Tukaram Gadhawe

Teachers who have submitted Minor Research Project Proposal:

Dr. Ritesh Singhal
 Mr. Rajendra Mali
 Dr. Anil Chougule

Cumulative publication details of departments

Department	2011 to 2016
Commerce	100
Economics	30
Maths & Stats	20
English	05
BMS	03
BBI	03

**3.1.6 Give details of workshops / training programmes/ sensitization**

Programme conducted / organized by the institution with focus on Capacity building in terms of research and imbibing research culture Among the staff and students.

All departments conduct workshop/seminar/conferences to imbibe research culture among the staff as well as students.

Workshop for writing research proposal for students and faculty members was conducted in January 2016. The resource person was Dr Sunil Shete, former Joint Director, Higher Education, Pune Region.

Group Teaching Methods are practiced in the classes on research methods by the involvement of faculty members of various departments.

Under extension unit students undertake research project on Status of Women in the society.

Workshops / Training Programme organized by the institution

Sr. No.	Date	Workshops/ Seminars/Training programmes	Resource Person	No. Of Participants (Approx)
1	10 TH FEB&11 TH FEB 2010-11	National Seminar By Commece Department	Ajit Joshi,Vishal Shah,A.V.Shukla ,Kolaprasad Bharat Nadkarni ,Pramod Bhawalkar, ,	250
2	22 nd FEB 2011	Revision Lecture Series For T.Y. Students. On MHRM & Economics .Export Policy And Procedures	Wasanti Rajadhykash , Radhika Iyer, Riteshkumar Singhal , Dr Madhukar Gitte , Dr. Anjali Alekar , Dr. Mayura Mathankar , Nehal Desai	320
3	11 th AUG.2010	Women and self Employment Opportunities conducted by WDC	Dr. Anjali Alekar	140
4	30JULY 2010	Ex-tempore , Theme: Gender inequality , Dowry Deaths , Rape conducted by PSDS	Kavita Bhatia	50
5	29 th NOV.2010	QUIZ Competition BMS and BBI	Shri Syed Hasan and Smt. Jharna Kalra	50
6	9 th DEC 2010	Women Rights : Ad making competition Conducted by SAVES	Dr. Anjali Alekar	80
7	15 th DEC 2010	Women Leaders : Are They Really Leading , Debate By PSDS	Jyoti Ambekar	40
8	18 TH JAN 2011	Exploitation Of Women At Workplace: WDC	Smt. Shilpa	200
9	10 TH MARCH 2011	Street Violence On Women :NSS	Smt. Geeta	100
10	11 TH AUG.2011	Gloomy Side Of Housewife : The Unpaid Workers : WDC	Smt. Asha Ratnakar	228
11	10 TH March 11, 2016	Discrimination Against Girl Child In India : PSDS ,Essay Writing	Mrs. Radhika Iyer	40
12	20 TH OCT TO 22 OCT2012	Workshop On TQM : Maths And Stats Dept.	Dr.Vishnu Kanhere, Shri.Jayant Karandikar, Dr. V.H. Bajaj, Girish	50

			Phatak, Mukund Chitale,	
13	25AUG 2012	CSR: NSS	Shri Shriniwas Dhure	100
14	15FEB 2013	Contribution Of Rural Women in economic Development: Lecture Series Committee	Smt. Meera Sanyal	250
15	18 TH & 19 TH OCT 2013	Emerging Trends In Commerce & Management :Commerce Department	Chandrashekhar Vaze, Kalkaundrikar, Vani Laturkar , Sunita Anand , P.W.Kale, M.N.Dalvi	175
16	2014	Consumer Awareness	Leela Gokhale	150
17	2014	Disaster Management	Santosh Lokhande	85
18	2014	Water Borne Diseases	Dr. Tanmay	90
19	2014	AIDS Awareness	Dr. Ghuge	92
20	01/09/2015	Lecture on Monsoon Diseases	Dr. Tanmay	67
21	21/09/15	Lecture on Child Abuse	Mrs. Tanvi Raut	29
22	28/11/2015	Lecture on E-waste Management	Ramita Mehta	58

3.1.7 Provide details of prioritized research areas and the expertise available with the institution.

Research areas and Expertise available in the Institution

Subject	Research Area	Expertise Available
Commerce		
1. Dr. Pradeep Pachgade	Marketing Management	Commerce
2. Dr. Sunil Shete	Business Administration	Marketing and Finance
3. Dr. Saumitra Sawant	Commerce and Management	Business Management
4. Dr. Anjali Alekar	Entrepreneurship Management	Advertising and strategic Management
5. Smt. Radhika Iyer	Leadership Styles	Business administration

6. Dr. Tukaram Gadhawe	Commerce and Banking	Banking Services
7. Smt. Smita Kuntay	Service Sector (Life Insurance)	Business Administration
8. Vijay Chawale	Banking	Banking
Economics		
1. Smt. Firdaus Syeda Quadri	Labour Economics	Labour Economics
2. Dr. Ritesh Kumar Singhal	Insurance Economics	Finance
3. Dr. Anil Chougule	Stock Market	Finance
4. Shri. Rajendra Mali	Agriculture Economics	Agriculture Economics
Law		
1. Shri. Sagar Kotkar	Law	Business Law
English		
1. Shri. Mahendra Telgote	African –American Literature	Literature
Mathematics and Statistics		
1. Dr. M. B. Bhide	Applied Statistics	Study of Human Development Index
2. Dr. Madhuri Nichkawade	Sampling Theory	Randomised response techniques
3. Dr. Nanda Pandharikar	Statistical inference	Correlation in Bayesian framework
4. Dr. Sunil Singh	Fluid Mathematics	Fluid Mathematics
5. Dr. Shriniwas Dhure	Fuzzy Logic	Fuzzy Automata
Accountancy		
1. Shri. Urvish Parikh	Accountancy & Financial Management	
2. Shri. Ketan Shah	-	Taxation
3. Shri. Ashok Mehta	Direct Tax	Direct Tax & Audit

BMS		
1. Smt. Jharna Kalra	Management and HRM	HRM
B.Com B&I		
1. Shri. Syed M. Hasan	Management and HRM	HRM

3.1.8 Enumerate the efforts of the institution in attracting researchers of Eminence to visit the campus and interact with teachers and student?

Eminent personalities are invited as speakers, resource persons for seminar / workshops / guest lectures which enable students and faculties to interact with them and gain research knowledge. Prominent speakers like Mr. Sukhdev Thorat, Narendra Jadhav, Bhalchandra Mungekar, Arun Tikekar, Kumar Ketkar , Ajit Ranade, Achyut Godbole, Govind Shrikhande, Meera Sanyal, Kantikumar Podar, Sureshkumar Kotak from various arena are invited to deliver lectures in conferences seminar and memorial lectures. This helps to develop research aptitude within students and faculty members. Students and faculty members are encouraged to attend various lectures organized by different associations and institutions, e.g. Indian Merchant Chamber, RBI, and Visit to IGIDR etc.

DETAILS OF SEMINARS, LECTURES, WORKSHOPS,

Sr. No.	Theme	Name of the Person	Programme	Date
1.	Retail Marketing	Shri. Ajit Joshi	National level Seminar	10 th Feb. 2011
2.	Retail Marketing	Prof. B. Ramesh, Vishal Shah, Prof. Kolaprasad	National level Seminar	11 th Feb. 2011
3.	Trends in Management	Dr. Anil Kalkundrikar	National level Conference	18 th oct 2013
4.	Retail Banking	Sunil Kothare	National level Conference	19 th oct 2013
5.	Woman Empowerment	Meera Sanyal	Memorial Lecture	15 th Jan.13
6.	Indian Economic History	Achyut Godbole	Memorial lecture	18 th Jan 2013
7.	Electoral Reforms	Ajit Ranade	Memorial Lecture	Aug-2011
8.	Marathi Kavya	Praveen Davane	Teachers Day	2014

9.	Cyber Crime	Harold D'Costa	Annual Day	2014-15
10.	Tax Reforms	Uday Sathe	National Conference	2013
11.	Cooperative Banking	Urvashi Dhradhar	National Conference	2013
12.	Indian Penal Code	Ujwal Nikam	Invited Lecture	2012
13	Crimes in India	Vishwas Nangare Patil	Invited Lecture	2010
14	Safety of Women	Krishna Prasad	Invited Lecture	2012

3.1.9 What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed to improve the quality of research and imbibe research culture on the campus?

About 20% of the faculties' utilized sabbatical leave under Faculty Improvement Program of UGC. Dr. Riteshkumar Singhal of the Dept. of Economics (2009 to 2011), Dr. Pradeep Pachgade of the Dept. Commerce (2012-14), Smt. Firdaus Quadri (2011-13). They have many publications to their credit. Other teachers are also encouraged to pursue research. The provision of sabbatical leave helps researcher to undertake in depth research.

3.1.10 Provide details of the initiatives taken up by the institution in creating awareness / advocating / transfer of relative findings of research of the institution and elsewhere to students and community (lab to land)

Details of Research by the Faculty

Year	Work shop attended	Seminar / Conferences attended	Paper presented	Paper published	Book Published	KeyNote Speaker/Resource Person/Chair for Session
2011-12	02	04	09	18	01	01
2012-13	02	05	09	22	03	02
2013-14	-----	04	10	28	02	05
2014-15	-----	01	12	19	03	05
2015-16	03	15	17	19	-----	02

3.2 Resources Mobilization for Research

3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.

There is no separate provision of a budget for research activities. However, demand from faculty is considered whenever required.

3.2.2 Is there is a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the faculty in the last four years?

NIL

3.2.3 What are the financial provisions made available to support student research projects by students?

As such there is no provision of financial assistance to support student research projects. However students are provided with internet facility free of cost which helps them to prepare academic projects.

3.2.4 How does the various departments / unite / staff of the institution interact in undertaking inter-disciplinary research? Cite examples of successful endeavors and challenges faced in organizing interdisciplinary research.

Dr. Pradeep Pachgade from Commerce Department has conducted research in Business Economics.

Dr. Riteshkumar Singhal from Economics Department has published five research papers in various seminars and conferences organized by Commerce Department.

Dr. Tukaram Gadhave has published two research papers in interdisciplinary conference.

Dr. Saumitra Sawant from Commerce Department published seven papers in interdisciplinary research.

Dr. Anjali Alekar from Commerce Department published two papers in Inter Disciplinary Research.

Dr. Anil Chougule from Economics Department published two papers in Inter disciplinary Research.

3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?

The college library has a total of 10078 text books, 50637 reference books, 11 journals and 22 e- journals (published at national and international levels) are the major source of encouragement for research activities. College has a total 82 desktops and 8 laptops with internet facility. Besides this, separate space is provided for faculty members to undertake research activities. Sharing of equipments across the departments is a regular practice.

3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If 'yes' give details to the faculty in securing research

Funding Agency	Projects	Research Facilities Developed
UGC	4 Minor Projects	Books for the Library, Laptop
University of Mumbai	3 Minor Projects	Support of the Research Cell
UGC	3 Faculty Improvement Programme	Books for the Library.

3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organization. Provide details of ongoing and completed projects and grants received during the last four years

College provides all possible support to the faculty to secure research funds from UGC and University.

- Approving and forwarding the research proposal promptly.
- Providing necessary recommendation letter and the letters regarding the availability of resources required.
- Providing Utilization certificate on time.

The table below gives the details of ongoing projects, completed projects and funds received.

Researches Completed

Faculty	Title of the projects / Research	Funding Agency	Amount in Rs.
Dr. Mayura Mathankar	An Integrated Web Based Online Discussion Forum for Statistical Approach	University of Mumbai	50,000/-
Dr. Abhay Khamborkar	Influence of Social Educational, Economical and Health Care Aspects on Fertility rate of Tribals in Yawatmal District (Minor Research Project)	UGC	75,000/-
Dr. Saumitra Sawant	A Study of job satisfaction of female Employees in Selected Service Sector in Mumbai (Minor Research Project)	University of Mumbai	30,000/-
Dr. Ritesh Singhal	Critical Review of Private Life Insurance Companies in India	UGC	30,000/-
Dr. Pradeep Pachgade	APMC Market	UGC	15,000/-

Ongoing Projects

Faculty	Title of the projects / Researches	Funding Agency	Amount in Rs.
Dr. Tukaram Gadhave	Consumer Perception towards Financial Services of SBI in Mumbai	University of Mumbai	20,000/-
Dr. Anjali Alekar	Exploring the Business Ventures for Aspiring Women Entrepreneurs in Upcoming town Cities in the State of Maharashtra.	UGC	45,000/-
Dr. Saumitra Sawant	A Socio-Economic analysis of women SHG's with special reference to Kolhapur District	UGC	85,000/-
Smt. Radhika Iyer	A Comparative Study of Work Environment & Employee Engagement	UGC	80,000/-

3.3 Research Facilities**3.3.1 What are the research facilities available to the students and research scholar within the campus?**

The following are the research facilities available to the students and research scholars within the campus. There are various books available on research Methodology and statistical techniques. The collection is useful for encouragement of research activities in the campus. The college library has a total of 10078 text books, 50637 reference books, 11 journals and 22 E- journals (published at national and international levels) are the major source of encouragement for research activities. College has a total 82 desktops, 8 laptops with internet facility and 11 printers. Besides this, separate space is provided for faculty members to undertake research activities. College has research cell which oversees the various activities of the college. The research scholars are provided lab facility with internet connectivity.

3.3.2 What are institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researcher especially in the new and emerging areas of research?

A Library up gradation is undertaken by college at the beginning of every academic year. The institution is continuously updating the collection of books, journals, online journals and periodicals for the benefit of staff and students. College has already installed 50 computers for students with internet connection.

- In the beginning of the academic year, the institution reviews the existing learning resources such as books, journals, technological support.
- Notification of new arrivals is displayed on the notice board and display rack.
- A regularly replenished collection of books and periodicals devoted to research and career advancements is maintained in the library and relevant details are regularly brought to the notice of the research scholars.
- ICT and academic infrastructure is upgraded to meet the needs of researchers.
- Adequate funds are allocated to purchase books and other academic infrastructure necessary for research.

3.3.3 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facilities? If 'yes', what are the instruments / facilities created during the last four years.

Nil

3.3.4 What are the research facilities made available to the students and research scholars outside the campus / other research laboratories?

College have research cell which oversees the various research activities of the College. Research scholars have utilized the facilities of following libraries.

Bombay Stock Exchange (BSE) library

Indira Gandhi Institute of Development Research (IGIDR)

Jawaharlal Nehru Library of Mumbai University

National Insurance Academy Library, Pune

Dhananjayrao Gadgil Library of Gokhale Institute, Pune

Library of Government Law College

Reserve Bank of India (RBI) Library

Sydenham Institute of Management Studies, Research and Entrepreneurship Education (SIMSREE) Library.

UTI Capital Market of Navi Mumbai.

Indian Merchant's Chamber (IMC) Library.

3.3.5 Provide details on the library / information resource centre or any other facilities available specifically for the researcher?

Our library has been building up resources and facilities for researchers. The library is envisaged as a knowledge hub and maintains an ambience for self study and research. The facilities provided to the research scholar include:

- Separate cabin for researchers

- A large collection of books and journals
- e-journals
- Encyclopedia
- Balanced collection of books classified and retrieved using the OPAC of an integrated library automation package.
- Access to online journals
- Internet facility

3.3.6 What are the collaborative research facilities developed / created by the research institutes in the college. For ex. Laboratories, library, instruments, computers, new technology etc.

The college has a well equipped library with internet connectivity and separate space is provided for research. There are 50 computers in online center. The institute has also developed well equipped conference hall for the conduct of discussions and training for fellow research scholars. The college faculty gets access to Indian Merchant's Chamber (IMC), library.

3.4 Research Publication and Awards

3.4.1 Highlight the major research achievements of the staff and students in terms of

- Patents obtained and filed (process and product)

NIL

- Original research contributing to product improvement

NIL

- Research studies or surveys benefiting the community or improving the services

- Dr. Riteshkumar Singhal from Economics Department conducted research for his Ph.D of "Critical Review of Private Life Insurance Companies in India" where he showed the service quality issues of 12 private life insurance companies by collecting primary data and comparing it with LIC. This research work was shown to few executives of private life insurance companies which provided them with information of expectations from their customers.

- Dr. Anjali Alekar from Commerce Department conducted research for her Ph.D . "A study of Beauty Salons Run by Women Entrepreneurs in and Around Mumbai." The suggestions and recommendations made by customers were shown to beauty parlor women entrepreneurs which had helped them to improve customer relationship.

- Dr. Anil Chougule from Economics Department conducted research for his Ph.D. on "A Study of Bombay Stock Exchange During Economic Reforms Period" The

suggestions and recommendations shown to Executives from stock exchange and SEBI. Even recommendations are forwarded to various brokers.

- Radhika Iyer from Commerce Department has undertaken research For her Ph.D on “Implications of Managerial Styles of Managers in Public and Private Sector Banks on Employee Behavior”.
- Dr. Sunil Shete from Commerce Department conducted research for his Ph.D.on “The Growth and Development of India’s Civil Aviation - A Study after Liberalization. The Researcher Conducted the Study on Air India And Indian Airlines. It was suggested in the study to merge Air India and Indian Airlines. The study report was submitted to Mr. Shinde, Assistant General Manager, Air India, and Mumbai.
- Dr. Pradeep Pachgade from Commerce Department conducted research for his Ph.D. on “Changes in the Financial Turnovers of Agricultural Production Marketing Committees in Washim District a case study”. The recommendations to improve the services at APMC were discussed with the members of APMC.
- Dr.S.S.Dhure from Mathematics Department conducted research on a study of Fuzzy Automata using techniques in Fuzzy Groups. Nowadays fuzzy logic is used in every area where artificial intelligence is required. Fuzzy automata is useful in industry, computer programming, language development etc .More students can do research or develop models using fuzzy automata.
- Dr. Madhuri Nichkawade from Mathematics and Statistics department conducted her Ph.D. on “Some Contributions to the Theory of Randomized Response Techniques”. Importance to the society: Randomised response (RR) techniques used to collect the information on sensitive characteristics of the individual; sensitive in the sense on which they may not give correct answers or may like to hide the information. Using the RR techniques, many issues concerned with the sensitive problems such as tax evasion, induced abortions, Aids, Black Money etc. can be resolved.
- Dr Nanda Pandharikar from Mathematics and Statistics department conducted her Ph.D. on “Some Contributions to the study of Correlation and other aspects in Bayesian Framework”. In most scientific inquiries we seek the cause of something. For example ,we may want to know what causes cancer, what business practices lead to cause increase in profit, what cultural practices cause environmental problems etc .For such study one have to identify various factors affecting the characteristics understudy and then to develop a model for it. These variables should be studied thoroughly so that the prediction is very correct. Also study of interrelationships among the variables is essential and this can be done by studying the correlations among them. Also if some prior information is with us, we must utilize it while building the model.The same can be achieved with the help of Bayes approach .My research on the topic “Some Contributions to the study of correlation and other aspects in Bayesian Framework” is helpful in studying associations between the variables and then developing the models by using some prior available resources for society.

❖ Research inputs to new initiatives and social development

- Socio- Economic survey in Kosbad village
- Education survey at schools in different padas Kosbad village
- Educational survey in Kosbad
- Street dog Survey in South Mumbai
- Electricity survey in Mumbai
- Senior citizens survey at Mumbai in association with Mumbai police

3.4.2 Does the Institute publish or partner in publication of research journal (s)? if ‘Yes’ , indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?

NIL

3.4.3 Give details of publications by the faculty and students:

- Publication per faculty
- Number of papers published by faculty and students in peer reviewed journals (National / International)
- Number of publications listed in international Database (for eg: Web of Science, Scopus, Humanities International Complete, Dare Database – International Social Sciences Directory, EBSCO host, etc.)
- Monographs
- Chapter in Books
- Books Edited
- Books with ISBN / ISSN numbers with details of publishers
- Citation Index
- SNIP
- SJR
- Impact Factor
- H-index

**** Research contributions made by all faculties are mentioned in the respective departmental profile.**

3.4.4 Provide details (if any) of research awards received by the faculty

Dr. Anjali Alekar from Commerce Department was awarded as best paper award in the International Conference organized by SIES College, Nerul, on 26th and 27th February 2016.

Dr. Anjali Alekar was the guest of honor and chair person at Choice College, Pune.

Smt. Radhika Iyer from Commerce Department have received outstanding research presentation award for the research paper on Entrepreneurial Learning and Capacity Building organized by University Campus, Aurangabad In February, 2015.

Dr. Riteshkumr Singhal from Economics Department has won a Second Prize in the research paper competition organized by S.N.D.T. University, Mumbai in 2007.

Incentives given to faculty for receiving state, national and international recognitions for research contributions.

College felicitates teachers for their achievement of presenting papers in National and International conferences and seminars.

3.5 Consultancy

3.5.1 Give details of the systems and strategies for establishing institute-industry interface?

The institution has well established systems and strategies for institute –industry interface. Placement cell is functional since 2009. From 2004 onwards few companies had called our students for interviews and some of them got selected in those companies after completing the graduation. It invites companies and industrial houses to acquaint students of the job profile and skills required.

The placement cell organizes workshops on resume writing, interview skills and group discussions for all the students registered under placement cell. Some companies offer internships which bridge the academia - industry gap and to improve the employability of students.

- The college has organized industrial visit of students to various industries, to establish industry-academic interface wherein the students are provided practical orientation.
- Under Placement Cell, organizations gives the presentation about their functioning, needs, and conduct aptitude test, group discussions, personal interview as a part of their selection process.
- Experts from various industries are invited to deliver lectures.
- Internship is also offered by top companies like :
 - Nielsen
 - Birla Sun life Insurance
 - Stock Holding Corporation of India.

- Placements are offered by prominent companies like:
 - Kotak Securities
 - Wipro
 - Royal Bank of Scotland
 - Capital first
 - KPMG
 - Ernst & Young
 - Go Zoop.

3.5.2 What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?

NIL

3.5.3 How does the institution encourage the staff to utilize their expertise and available facilities for consultancy services?

The teachers are motivated to participate in National and International conferences. The college provide the auditorium and required facilities to the faculty members at free of cost for organizing activities.

3.5.4 List the broad areas and major consultancy services provided by the institution and the revenue generated during the last four years.

The following consultancy services are provided by college at free of cost by the college:

- C.A. Ashok Mehta conducted workshop on “online filing of return of salaried employees”.
- Yoga session was conducted by sports Director Smt. Asha Ratnakar in 2014.
- In Sept. 2015, Dr. Sunil Shete conducted workshop on “Writing research proposal” for students as well as faculty members. More than 50 participants participated in the workshop.
- In 2016, International Yoga Day, in association with Ambika Yoga Kutir, conducted yoga session of all the employees and few students of the college.
- Dr M.B.Bhide, Director, SIAC delivered lecture for preparation of UPSC examination.
- Shri. Sagar Kotkar from Business Law Department has delivered lecture on Legal framework for sexual harassment of women employees at workplace.
- Dr. Sunil Singh from Mathematics Department delivered lecture on Vedic Mathematics for students and faculty members.
- Dr. Anjali Alekar from Commerce Department delivered lecture on Spiritual Quotient for students.
- Dr. Riteshkumar Singhal from Economics Department delivered lecture on Communication Skill.

- Smt.Radhika Iyer from Commerce Department delivered lecture on NET/SET Examination Preparation for PG Students.
- Dr. Shrinivas Dhure Mathematics Department delivered lecture on Cloud Computing.
- Dr. Anil Chougule has delivered lecture on how to maintain interpersonal skills with colleagues.
- Shri. Unmesh Nangre has delivered lecture on 'how to use free e journals' for college faculty.
- Shri. Rajendra Mali has delivered lecture on 'How to crack MPSC Exams'
- Dr. Saumitra Sawant has delivered lecture on 'How to frame hypotheses.
- Dr. Nanda Pandharikar has delivered lecture on 'Use of Quantitative Techniques in Research'.
- Dr. Tukaram Gadhave delivered lecture on 'How to write research proposal'.
- Shri.Vijay Chawale delivered lecture on 'Importance of NSS in Social life'.
- Smt. Smita Kuntay has delivered lecture on 'Privatization of Insurance Companies'.
- Dr. Pradeep Pachgade has delivered lecture on 'Functioning of APMC Markets'.
- Shri. Mahendra Telgote delivered lecture on 'Short Film Making'.
- Dr. Madhuri Nickkawade delivered lecture on 'Application of Statistics'.

Consultancy is provided at free of cost. No revenue is generated.

3.5.5 What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?

NIL

3.6 Extension Activities and Institutional Social Responsibility (ISR)

3.6.1 How does the institution promote institution-neighbourhood-community network and student's engagement, contributing to good citizenship, service orientation and holistic development of studies?

The college makes conscious efforts to promote neighborhood-community network through various activities conducted by NSS. The NSS unit of college is very active, it organizes various activities for spreading awareness about various social issues among the local community. The students enrolled in NSS unit actively participate in all these programs thus contributing to good citizenship, service citizenship, service orientation and holistic development of studies. A brief description of the activities is given below:

- Rashtriya Swachhata Abhiyan
- Voter education Rally

- Malaria education drive
- Tree plantation drive
- Peace rally
- Sadbhavana Diwas
- Constitution Day
- Registration for Aadhaar Card
- Blood Donation Camp
- Thalassemia detection Camp
- Assistance to local police to traffic control during fest
- Assistance to local police in the survey of senior citizen

Lifelong Learning and Extension Unit of the College which was started in the academic year 2015-16 undertook survey of status of women in the society. Students from extension unit are associated with Snehankit, NGO which worked for blind people. Students help blind people by recording books.

Social Service League of the college had organized programme named “Ek Koshish: Desire to Live”. This programme helps to provide platform for mentally and physically challenged people and senior citizens to show-case their hidden talent. In this programme street children also participated. Gifts and food were arranged by SSL students.

3.6.2 What is the Institutional mechanism to track student’s involvement in various social movement / activities which promote citizenship roles?

NSS unit of our college maintains an event diary of 100 students, wherein activities of every volunteer inside and outside the college are mentioned. Each diary is verified and stamped by the student leader, Programme officer, Principal of our college and District Programme Officer of Mumbai University. Also, NSS unit organize various activities and programmes to create awareness about social issues. The record of these activities along with student’s participation in each activity is maintained.

The Extension Unit of the College regularly conducts various programmes which help to create awareness about social responsibility.

WDC also conducts programme on ‘Gender Sensitization & Status of Women in Society’, in which students actively participates and spreads the message.

Students also actively participate in various awareness rallies like; save the girl child, anti corruption, stop child labour, AIDS awareness etc. and become a change agent indeed.

3.6.3 How does the institution solicit stakeholder perception on the overall performance and quality of the institution?

All stakeholders are encouraged to voice their opinion and interactive approach is maintained. The same is achieved through:

- Experts on the IQAC are consulted to improve the quality and performance of the institute.
- Alumni association interactions
- Parent teacher meetings
- Contacts via emails, SMS and social media with parents
- Training and motivational programmes for non teaching staff
- Parents are also invited to attend various major events in the college
- Student Council, a student's body to organize college events, stream line admission procedures etc.
- Alumni are also invited to delivered lectures and invitations for the same are send to all alumni which results in building rapport
- Faculties give constructive suggestions during staff meetings.
- Exit poll of graduating students at the time of farewell function.
- Counseling to students those who have applied for leaving certificate after 1st or 2nd year of college.

3.6.4 How does the institution plan and organize its extension and outreach programmes? Providing the budgetary details for last four years, list the major extension and outreach programmes and their impact on the overall development of students.

Table: Year wise Budgetary Allocations for NSS Activities

Year	For NSS Activities within Campus	Budget(In Rupees)		
		Grants from MDACS*	For NSS Activities at the Camp	Total
			University	
2012-13	21000	3500	22500	47000
2013-14	21000	3500	22500	47000
2014-15	21000	3500	22500	47000
2015-16	21000	3500	22500	47000

*** MDACS: Mumbai District AIDS Control Society**

The college forms committees in the beginning of the academic year. The committees chalk out the yearly plans of various activities to be conducted during the year. Appropriate budget is allocated annually for conducting outreach programs. Various activities conducted by committees develop responsible citizenship imbining qualities such as leadership, community living, communal harmony, cleanliness, and social service among students.

3.6.5 How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National & International agencies?

Sydenham College provides three active extension cells i.e. NSS, Lifelong learning and Social Service League. Our institution creates awareness about these cells through College prospectus, Annual magazine (A-Mag), orientation program, notice board, by displaying banners / posters, recruitment desk, oral information by the faculty members in classes, arranging programs of different societies and through the social media as well.

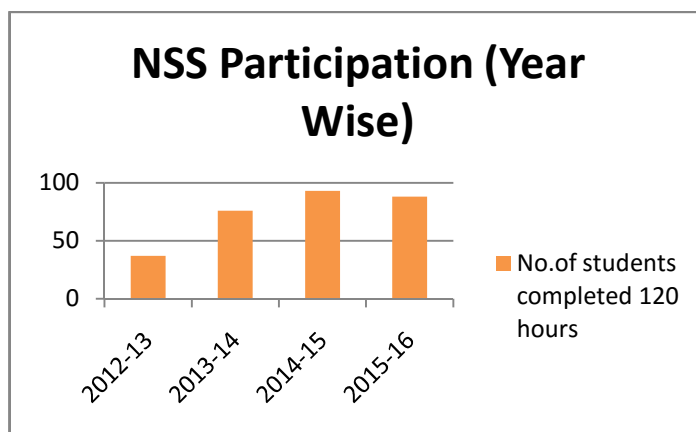
The institution encourages the participation of students, faculties including teaching and non teaching staff, to jointly work out the plan of action, its implementation and evaluation. The faculty plays a supervisory role, conduct feedback and wherever needed provide guidance to student. The students of our institution participate in these extension units as stake holders.

Social Service League of the college had organized programme named “Ek Koshish: Desire to Live”. This programme helps to provide platform for mentally and physically challenged people and senior citizens to show-case their hidden talent. In this programme street children also participated. Gifts and food were arranged by SSL students.

NSS: Institution has a very exemplary NSS unit which contributes significantly in the ‘character building’ of students. Our unit organizes various community oriented activities to create awareness about social issues and instill a sense of responsibly.

The following table shows the strength of NSS wing:

Academic Year	No. of Students Enrolled	No. of Students who completed 120 Contact Hours
2012-13	100	37
2013-14	100	76
2014-15	100	93
2015-16	100	88



3.6.6 Give details on social surveys, research or extension work (if any) undertaken by the college to ensure social justice and empower students from under-privileged and vulnerable sections of society?

The below table gives details of Community Oriented Survey and outreach programmes organized by NSS unit of Sydenham during last four years:

Year	Title of survey	Outreach programmes
2010	Socio- Economic Survey at Kosbad	<ul style="list-style-type: none"> • Construction of class room for school students at adopted village Kosbad • Provided water tank for Zarali Zilla Parishad School, Kosbad
2013	Education Survey at Schools in Different padas	<ul style="list-style-type: none"> • Cloth distribution and stationary distribution at adopted village,
2014	Educational Survey at Kosbad	<ul style="list-style-type: none"> • Shoes distribution to school students • Medical checkup camp at kosbad Dahanu
2015	Street Dog Survey at South Mumbai	<ul style="list-style-type: none"> • Eye check up camp at college
2015	Electricity Survey at Mumbai	<ul style="list-style-type: none"> • Blood donation to need patients
2015	Senior Citizens Survey at Mumbai in Association with Mumbai Police	<ul style="list-style-type: none"> • 'Ek Koshish' cultural programme for physically disabled and orphanage students
2016	Survey of Status of Women in the Society	<ul style="list-style-type: none"> • Extension Unit

3.6.7 Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students' academic learning experience and specify the values and skills inculcated.

To inculcate the moral values amongst students is need of the hour. There is a need to create sensitivity towards social issues like; child abuse, child labour, gender discrimination, dowry, superstitions, hygiene, corruption, etc. Changing socio-economic environment also demands various skill developments among students. It is the responsibility of every academic institution to develop values and skills among students. In today's era, acquiring graduate degree is not enough to be employable. The degree should be complimented by various skills required by industries. Participation in various outreach programmes helps students to develop various skills like leadership, Communication Skills, Self Management etc. As a Commerce College, by realizing this fact we encourage students to participate in NSS, SSL, and Extension Unit. The table below gives details of skills and values.....

Values	<ul style="list-style-type: none"> • Respect to other • Empathy and sympathy towards society • Civic awareness • Self discipline and accountability • Positive thinking • Confidence and self belief • Sense of responsibility • Character building • Hard work • Spirit of brotherhood • Humanity • National integrity and security • Patriotism
Skills	<ul style="list-style-type: none"> • Leadership • Presentation • Team spirit • Marketing skill • Outsourcing • Communication • Social observation • Compassionate

3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Details on the initiatives of the institution that encourage community participation in its activities?

The institution frequently ensures the involvement of the community in its outreach activities. The details of activities and initiatives are as below.

- Inviting parents in NSS annual rural camp at Dahanu.
- Inviting villagers in inauguration of NSS camp and in various awareness sessions.
- Finding out sponsors and financial supporters for various activities such as blood donation camp in association with 'Paropkar'.
- Collection and distribution of different relief funds.
- Cleanliness drive with different NGOs
- Arranging cultural programmes for orphanage and disabled persons.

- Assistance to local police station in traffic control and safety measures for senior citizen.
- Appointment of various citizens in the local bodies of various statutory committees like WDC, Local Advisory Body.
- Invitation to local people residing nearby area of the college for various cultural functions and exhibition organized by the College.
- Social Service League provides platform to underprivileged and senior citizens to show-case their talents.

3.6.9 Give details on the constructive relationships forged (if any) with other institution of the locality for working on various outreach and extension activities.

Sydenham College has constructive relationship with other institutions of same locality for working on various outreach and extension activities. Following are a few of the nearest institutions with which the NSS Unit of our institution is engaged in constructive partnership for working on various outreach and extension activities:

Name of institution/ NGOs	Nature of Support	YEAR
• Mumbai Grahak Panchayat	Conducts Awareness Sessions	2011 to Till date
• University of Mumbai	Funds to arrange various social activities	Every year
• MDACS (Mumbai District AIDS Control Society)	Grants/ funds to arrange various awareness programmes related to HIV/ AIDS Rs. 3000/- every year	Every year
• GOONJ	Stationary, cloths, school shoes etc.	Every year
• United Way of Mumbai	Beach cleanup drive	Every year
• SHOUT	Campaign/ street plays for social issues	2013-14 Till date
• Blue Ribbon movement	Leadership training	2013-14 Till date
• Retina India	Readers writers	2014-15
• Salam Bombay Foundation	Tobacco free campus	Every year
• PAROPKAR	Funds to arrange blood donation	Every year
• Being Alert	Road safety awareness	2015-16
• Asmita Foundation	Civil services guidance	2015-16
• RED Cross Society	Blood donation camp	Every year
• Bombay Hospital	Blood donation camp	Every year
• AYUSH Clinic at CAMA Hospital	WELL BEING	2015-16
• Blind People Foundation (Nirmala Niketan)	Writers to blind students	2015-16
• BMC	Pulse Polio drive , waterborne	Every year

	disease, disaster management	
• Shree Mahayavahins Samaj Mumbai	Eye checkup	2015-16
• Rotaract club	Eye check up	2015-16
• J.J Dharmashala	With their help we arranged 'Ek Koshish'	2011 and 2015-16
• Adapt foundation		
• All Saints old age home		
• Community outreach children		

3.6.10 Give details of awards received by the institution for extension activities and / contributions to the social / community development during the last four years.

Our institution has received following recognition for its fruitful contribution towards community development.

- Appreciation award given by United Way Mumbai for two consecutive years 2013-14 and 2014-15.
- Third prize won by NSS unit in street play organized by Siddharth College in 2015.
- First prize in dance competition organized by Sathe College in 2015
- First prize in debate competition(social theme) organized by SIES College Mumbai in 2015
- Blue Ribbon Club gives recognition award to Mr.Aman Goharia in, 2014.
- Tejaswini Rane received best volunteer award at university level leadership training camp organized by Mumbai University in August 2016.
- Sagar Bandiwadkar received first prize in poster making competition at university level leadership training camp organized by Mumbai University in August -2016.

3.7 Collaboration

3.7.1 How does the institution collaborate and interact with research laboratories, institutes and industry research activities. Cite examples and benefits accrued of the initiatives-collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc.

In collaboration with SIMSREE (Sydenham Institute of Management Studies, Research and Entrepreneurship Education) college organizes various seminars in their computer laboratories. Students and faculty members also takes benefit of digital library of SIMSREE. During Brouhaha 15, IQAC organized various seminars and activities along with Brouhaha.

1. Salesman of the year :

Branding of the product allotted to each participant and clicking a selfie with it. These selfies are posted on facebook. The winners were decided based on the number of facebook likes and the creativity and content of the branding

2. Business Quiz :

A Business Quiz with 5 Rounds and each round with a twist. It was totally a picturebased quiz wherein participants were asked to identify the founders, logos and many more. The last round was a rapid fire round.

3. Jury Court :

The proper way to a healthy discussion is to understand the root cause of any problem. A discussion is not valid if there is no common outcome in the dialogues. Hence we present a usual debate with a twist of common understanding taking into consideration the current affairs and problems of the society.

4. Hera Pheri (Stock Market Event) :

A Virtual Stock Market Game, where the participants dealt with fake currency among 5 stocks. The stock was controlled on the basis of lots picked up by the candidates themselves. This game was for 2 hrs. The winner was decided on the basis of the amount of money made.

5. Football Manager :

A football auction where participants bought players and made a proper balanced team. Teams, managers and players were auctioned. Each player was given a rating. The participant, who saved the most amount of money and made the best team, won the game.

6. Lecture on Tourism Sector :

On 9th Dec 2015, a two hours Interactive Seminar was conducted by the expert from Tourism department of Thomas Cook. During the session they highlighted students about the various career options in tourism sector.

7. Lecture on Design Skills :

A lecture on design was delivered by Mrs. Fatema Jaliwala. It clarified the concept of Design and the required skills.

8. Young Entrepreneur Competition :

With the help of this competition students got a platform to set up a stall with the small capital investment. It helped students to enhance their marketing skills and financial decision.

9. Lecture on Ad-Making:

On 8th Dec 2015, a seminar was arranged on Ad-making and production process, to help the students to search for job opportunities in advertisement career. One of our ex-Sydenhamite, Mr. Varunrao Narkar who is expert in this field delivered lecture to give valuable information regarding the same.

10. Seminar on Higher Education :

On 7th Dec 2015, two hour interactive seminar jointly conducted by Brouhaha and IQAC regarding various UG and PG courses in University of Buckingham, UK. It was an informative seminar for students who desired to pursue higher studies in UK. It highlighted curriculum, fee structure, facilities and placement offered at Buckingham University.

11. Seminar on Disaster Management:

Dr. Rajendra Lokhande, chief of Disaster Management team delivered a lecture on Crisis and Disaster management. He highlighted on various safety measures to be undertaken and how we as an individual can cope up with disaster and eliminate threats arising out of these hazards.

12. Seminar on Entrepreneurship And Public Relations:

This is post event seminar that was conducted by Brouhaha & IQAC in the second week of January 2016 in Association with Pearl Academy. The lecture was conducted by Mrs. Swati, an expert. She enlightened final year students about various career opportunities in Entrepreneurship & public relation.

13. Seminar on Advertising Branding and Marketing:

A Post event Seminar on Advertising, Branding and Marketing was conducted by Brouhaha & IQAC in second week of January, 2016.

14. Seminar by FLAME University Pune:

IQAC and Brouhaha -15 organised a seminar on higher education opportunities for UG and PG students available at FLAME University Pune which is a private University in January 2016.

3.7.2 Provide details on the MOUs / collaborative arrangements (if any) with institutions of national importance / other universities / industries / Corporate (Corporate entities) etc. and how they have contributed to the development of the institution.

For NCCMP Course College has MOU with National Stock Exchange (NSE).

For Skill development Courses College has MOU with Podar Eduspace and Dynamic Learning Services, Australian Vocational Centre.

MOU for Certificate Programme in Financial Market in collaboration with the American Financial Academy

College had MOU with Excel publishers, Delhi for publishing ISBN book of conference proceeding.

For cultural and academic events college signed MOU's with various organizations like FLAME University, PepsiCo holdings, Bank of Maharashtra, Hindustan Times, Sakal, Colgate, SAAM TV etc.

3.7.3 Give details (if any) on the industry-community interactions that have contributed to the establishment / creation / up-gradation of academic facilities, students and staff support, infrastructure facilities of the institution viz. laboratories / library / new technology / placement services etc.

- The Placement Cell: It organizes Career Fair every year which gives information about various courses & careers after 12th & Graduation. It also arranges Campus Placements. Last year's placements were made in companies like Edelweiss, J. P. Morgan Chess, E&Y, TCS, Citi Group, Deutsche Bank, KPMG, Directi, A. F. Fergusson, Royal Bank of Scotland, Capital First etc.
- The Placement Cell invited few companies in 2015-16 like; First Capital, Kotak Securities, Royal Bank of Scotland, Karur Vysya Bank, and Wipro. These firms conduct test, group discussions and interview for candidates.
- The College organizes industrial visits and placement opportunities for the students. This provides the platform for the students to understand their career profiles. Foreign universities like Buckingham University conducted the seminar on the PG and UG courses available. Flame University from Pune, a private University also conducted a seminar about various UG courses available.
- Alumni Cell of the college organizes interactive panel discussion between current students and prominent alumni.
- Sydenham College Golden Jubilee Trust funded for renovation of the Conference Hall.
- Well equipped air conditioned Gymnasium is developed through MLA funding.
- State of the art Auditorium is developed through DPDC fund.
- Inter library loan with SIMSREE library.

3.7.4 Highlighting the names of eminent scientists/ participants who contributed to the events, provide details of national and international conferences organized by the college during the last four years.

The Commerce Department of the college has organized Two National Level conferences and a workshop was organized by Statistics and Mathematics Department.

The following is the list of eminent personalities invited for the various events.

Resource Persons invited for various activities

Sr. No.	Name of the Person	Programme	Date
1	Dr.Ramesh B. Dean , Commerce Faculty,Goa University	National Level Seminar by Commerce Department	10 th February 2011
2	Dr.A.V.Shukla , Birla Institute of Mnagement , New Delhi .	National Level Seminar	10 th February2011
3	Mr.Pramod Bhawalkar , Reliance Industry	National Level Seminar	11 th February 2011
4	Dr. Kola Saiprasad , S.P.University, Gujrat	National Seminar	11 th February 2011
5	Mr. Vishwas Nangare Patil, IPS	Annual Day	20 th October 2011
6	CA. Mukund Chitale	National Level Seminar	20 th Oct.2012
7	Dr. V. H. Bajaj, Aurangabad University	National Level Workshop	20 th Oct.2012
8	Shri. Girish Phatak	National Level Workshop	21 st Oct.2012
9	Dr.Vishnu Kanhere	National Level Workshop	22 nd Oct.2012
10	Shri. Krishna Prakash, IPS	Annual Day	2013
11	Shri. Achyut Godbole	Memorial Lecture	2013
12	Dr. Prakash Gaikwad, DHE	NSS Camp	2013
13	Dr. M. A. Khan, Registrar, Mumbai University	National Conference	2013
14	Mr. Kothare , MD, Citi Bank	National Conference	2013
15	Shri. Chandrashekhar Oak, Collector of Mumbai	Annual Day	2014
16	Dr. Sanjay Chahande	Convocation Ceremony	2014
17	Mr. Harold D'costa, Advisor, Cyber Crime Cell, Mumbai	Annual Day	2015
18	Smt. Nila Satyanarayan, Former Election Commissioner, Maharashtra	Women's Day Programme	2015
19	A. Shaila, Collector of Mumbai	Annual Day	2015
20	Dr. Tatyrao Lahane	Convocation Ceremony	Jan-2016

3.7.5 How many of the linkage / collaborations have actually resulted in formal MoUs and agreements? List out the activities and beneficiaries and cite examples (if any) of the established linkages that enhanced and / or facilitated

a) Curriculum development / enrichment

For NCCMP Course College has MOU with National Stock Exchange (NSE).

b) Internship / on-the-job training.

c) Summer placement.

Nil

d) Faculty exchange and professional development

Nil

e) Research

Nil

f) Consultancy

Nil

g) Extension

For Skill Development Courses College has MOU with Podar Eduspace and Dynamic Learning Services, Australian Vocational Centre and MOU for Certificate Programme in Financial Market in collaboration with the American Financial Academy

h) Publication

MOU with Excel publishers, Delhi for publishing ISBN book of conference proceeding.

i) Student placement

Companies of International repute visit the campus and recruits students.

j) Twinning programme

Nil

k) Introduction of new courses

For certificate program college has signed MOU with Podar Eduspace and Dynamic Learning Services, Australian Vocational Centre and MOU for Certificate Programme in Financial Market in collaboration with the American Financial Academy

l) Student exchange

Nil

m) Any other

For cultural and academic events college signed MOU's with various organizations like FLAME University, PepsiCo holdings, Bank of Maharashtra, Hindustan Times, Sakal, Colgate, SAAM TV etc.

3.7.6 Details on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages / collaborations.

The college has inked various MOU's with leading organizations which has proved beneficial for the students by providing many add on courses like NCCMP, Foreign Trade, and Skill Development Courses.

Any other relevant information regarding research, consultancy and extension which the college would like to include.

Criteria – IV

Infrastructure & Learning Resources



Criterion IV: Infrastructure and Learning Resources

4.1 Physical Facilities :

4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitate effective teaching and learning?

For creation and enhancement of infrastructure the college adopts the following policy. For effective teaching and learning we have three sections of infrastructure:

a) General infrastructure b) ICT infrastructure & c) Library

a) General Infrastructure: - The College creates, upgrades and maintains infrastructure keeping in mind the academic growth and the requirements of all the stakeholders. For this, the college seeks and explores the funding sources of UGC & DPDC. The furniture for the office, classrooms, staff common room, auditorium, library, and canteen is maintained and upgraded. The staff room of the college is air conditioned. CCTV has been installed throughout the college building and campus for the safety of the students. The Multi-Gym (well equipped gymnasium) with adequate facilities is provided for faculty as well as students.

b) ICT Infrastructure: - The College creates and maintains the IT infrastructure for the academic and administrative requirements. The college is committed towards continuous upgradation of ICT infrastructure and ICT enabled teaching and learning practices. The college has well equipped and maintained Conference Hall. The online exam centre with 50 computers is created for conducting online exams. The server is maintained for better networking and sharing of computers in the online exam centre as well as office. KIOSKS are installed on each floor to benefit the students during admission process. Electronic display boards are used to exhibit the notices regarding exams, time-table, curricular and extracurricular activities. The website of college is updated and upgraded. College has also launched its own MobileApp which gives latest information about academic and co-curricular activities in the college campus.

c) Library: - Well maintained library of the college serves the needs of faculty, students and researchers. Along with regular books; e-books, journals and magazines, e-journals, newspapers are the learning resources in the library. Library automation software SLIM-21 is used to maintain the records and updates of books.

4.1.2 Detail the facilities available for:

a) Curricular and Co-curricular activities – classrooms, technology enabled learning spaces, seminar halls, tutorial space, laboratories, botanical garden, animal house, specialized facilities and equipment for teaching, learning and research etc.

b) Extra–Curricular activities – sports, outdoor and indoor games, gymnasium, auditorium, NSS, NCC, cultural activities, public speaking, communication skills development, yoga, health & hygiene etc.

a) Curricular and Co-curricular activities :

Classrooms: There are 21 classrooms in the college spread from ground floor to second floor and of these 8 classrooms have a capacity of accommodating 100-120 students at a time. Such big classrooms are available only in handful colleges of Mumbai University. Most of the classrooms are fitted with projectors.. The unique feature of Sydenham classrooms is that all of them have cross ventilation and are well lit which provides calmness to the students and faculty.

Seminar Hall: The seminar hall was constructed in Room No.39 with state of the art facilities like White board, Smart board, LCD Projector, Digital Lectern, Split Air Conditioners, Godrej Tables and chairs. The seminar room has a sitting capacity of more than 100 guests. Seminars, Conferences, Memorial lectures, placement activities are conducted throughout the year. This seminar room was constructed with the funds of Sydenham Golden Jubilee Trust.

Computer Laboratory: The College has two well equipped computer laboratories. One Computer laboratory is located on the ground floor which is used for conducting practical of S.Y.BCom and T.Y.BCom as well as Mumbai University practical examination of Semester V and Semester VI. The second Computer laboratory is located in the BBI unit which is used for conducting practical of BBI and BMS.

Both computer laboratories are equipped with LCD Projectors and Smart boards.

Online Center: The online center was inaugurated on 4th December 2013. It has 50 HP Desktops with Internet facility. It is fully air conditioned with executive chairs. This Center is used by the Teaching faculty for their Research work, Non-teaching staff for filling the online exam forms of Mumbai University and to fill the T.Y.B.Com Online Internal Assessment Mark sheet, Scholarship/Free ship forms of the government. The online center facility can also be used for conducting online exams of the students. IQAC also provides the students to take mock online tests for admissions abroad.

Other Facilities: IQAC Room is provided in the college office premises. It is equipped with two HP Desktop Corei5, HP Office Jet Printer and Wi-Fi connection. The college has also proposed to set up Language Lab and Commerce Lab for enhancing the teaching learning opportunities. Campus wi-fi facility is proposed to be implemented in the academic year 2016-17 through the funds from DPDC.

b) Extra –Curricular Activities:

Sports: Sports and games facilities for the overall development of the students are available on the campus. The college Gymkhana is located at North-West part of the college campus. Physical Director's Office is in this part of the campus. The outer area also serves as the Basketball court and other outdoor games of gymkhana. The North-East part of the campus has the facility for the indoor games like Carom, Chess, Table Tennis and students Gymnasium. East side of the campus has a Volley Ball Court. The North side of the campus has a newly constructed air conditioned Gymnasium for Staff. The college has its own Cricket pitch at Oval Maidan, Churchgate and the Annual Athletic Meet is organized at University Pavilion Ground, Marine Lines.

Auditorium: The College Auditorium is named after "Dr.Babasaheb Ambedkar", who was a faculty of the college. It was renovated in 2013 with the state of the art facilities like inbuilt sound and lighting system, separate green rooms with attached washroom for ladies and gents, entry and exit doors as per the norms, inbuilt projector and screen, plush executive seats and fire extinguishers. The auditorium has a seating capacity of 450 guests. The auditorium is acoustically designed for better sound effects.

NSS:

This society of our college helps to develop leadership, physical, social and emotional qualities of the students. NSS conducts activities like leadership development camp, yoga, shramdaan, street plays, visit to orphanage, old age home, blood donation camp, annual rural camp etc which is a skill development package that unfolds the hidden qualities of the students. Their motto is 'Not me but you'.

Canteen: The Sydenham Canteen is one of the oldest canteens amongst south Mumbai colleges. It is located on the ground floor of the college building and has a spacious area of around 2000 sqft. The canteen staff prepares various delicacies right from South Indian food to Chinese and Punjabi dishes at reasonable rates and good quality. The canteen also provides a hangout for the students after their lectures. Many students use the canteen facility for preparing their college projects and discussing various college activities. The canteen was renovated in 2013. The canteen has a separate sitting area and storage area thereby making it a safe place. Separate place has been marked for the college staff during lunch time. The canteen also takes order for refreshments and lunch during seminars and conferences.

Cultural Activities: The cultural committee of the college is headed by senior faculty and having students' representative from all the courses. They conduct variety of cultural activities throughout the year and also encourage the students to

participate in cultural activities of various other colleges. The Extension Unit of the college participates in the UDAAN festival organized by Mumbai University.

Student Council: Student's Council is formed as per the guidelines of Mumbai University. The council organizes the Annual Day to felicitate outstanding students, besides, conducting many cultural events.

Brouhaha: An intercollegiate festival of the college, which act as a catalyst to develop qualities like leadership, marketing, communication, logistics, assertiveness, time management and money management, group dynamism etc in students.

Women's Development Cell (WDC):

Lecture on gender sensitization with topic of "Sexual Harassment at Work Place" was organized on 11.09.2014.

On the eve of Women's Day celebration, workshop was organized on women rights, investment opportunities, home-made medicine, yoga session.

A Talk was given on Women Empowerment by Smt. Neela Satyanarayan (Ex. Election Commissioner - MS) & Smt. Pragati Bankhele (Journalist). Health & hygiene lecture on women well being was also organized. The WDC has organised numerous activities in the college to sensitize the female and male students about sexual harassment. Self defence programme, personal hygiene, talk on legal rights of women, lecture on gender sensitization, workshop Camp on women well being, poster making competition, one day work shop on eve of women day celebration, book exhibition, a talk on women empowerment, a lecture on Awareness of Bank scheme and LIC Scheme for women was also organised.

Girl's Forum: A self defense programme was organized which educated girls about various techniques to prepare themselves to face any unforeseen situation or attack that may occur in routine day to day life.

Hindi Sahitya Mandal (HSM): It promotes Hindi language and literary work among the students Its musical event, Dhoon, provides opportunity to the budding artists of the college to execute their talents.

Marathi Wangmay Mandal (MWM): Marathi Wangmay Mandal serves students on various fronts. It organizes cultural programmes in Marathi which promote Marathi language and culture. It also celebrates various Maharashtrian festivals like 'Gurupurnima', 'Makarsankranti' etc. to introduce the rich Maharashtrian flavour to all the students thus serving as the Maharashtrian Cultural Ambassador in the college. It celebrates 'Marathi Bhasha Din' every year on 27th February by organising various cultural programmes.

Sydenham Foreign Trade Association (SFTA): It serves as a platform for the students having great potential in the field of commerce. The Society aims to

inculcate all the possible qualities that a budding entrepreneur should have in today's highly globalised and competitive world.

Sydenham College Co-operative Stores (Co-ops): Being a commerce college, a co-operative store is solely managed by students which promote hardcore business skills among students. It is based on the principle of co-operation and follows the policy of "No profit- No loss". The aim of the stores is to provide services to the students by giving them firsthand experience in areas like marketing, management, publicity, public relations and accounting.

The Annual Magazine Committee (A-Mag): A-Mag publishes the annual magazine of the college with multilingual sections. A photo-session- "Say Cheese" for the teaching faculty and non-teaching staff, as well as all the societies of the college.

The Dramatics Society (DS): The Dramatic Society aims at promoting theatre by organizing various plays. It puts up plays not only on the stage of Sydenham Auditorium but also performs street plays on burning issues concerning the society. The members of the Dramatic Society participate in various drama competitions organized by other colleges affiliated to the University of Mumbai. The society organises inter-collegiate drama event, 'Muranjan'.

The Social Service League (SSL): The League undertakes the social activities within and outside the college. It has established linkages with the Spastics Society of India, CRY, Tata Memorial Hospital and the G.T. Hospital. Each year it organizes a blood donation camp. The league has patronized a School in Waki villages near Dahanu Road. This society has successfully inculcated a sense of social responsibility amongst the youth in the college. It had organised 'Ek Koshish' a programme for the differently abled and senior citizens staying in old age homes to show case their talents.

The Placement Cell : It organizes Career Fair every year which gives information about various courses & careers after 12th & Graduation. It also arranges Campus Placements. Last year's placements were made in companies like Edelweiss, J. P. Morgan Chase, E&Y, TCS, Citi Group, Deutsche Bank, KPMG, Directi, and A. F. Fergusson etc.

The Performing Arts Society: The society organises CrankDat, a musical inter collegiate dance programme at Phoenix High Street Lower Parel, Mumbai.

4.1.3 How does the institution plan and ensure that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed / augmented and the amount of spent during the last four years (enclose the Master plan of the institution / campus and indicates the existing physical infrastructure and the future planned expansion if any).

At Sydenham College, infrastructure improvements have kept pace with the changes taking place in the academic growth. The college boasts of having a very sound infrastructure which is very conducive for enhancing teaching and learning among the students. Various facilities have been developed in the past few years like; painting of all the classrooms, internet facility for the staff in the online center, spacious and well furnished canteen, solar power supply, gymnasium for the staff and renovated college auditorium.

The master plan of the institution is enclosed. *Refer Annexure 4.*

The facility developed in the last four years includes:

Year 2012-13:

- 1) Wipro Desktop Computer
- 2) Duplex Printer
- 3) Collar Mike
- 4) Penta 346G Dome Camera 1.3MP (CCTV)
- 5) Software to View Cameras
- 6) Penta Server
- 7) Online Exam Center HP Server
- 8) Software MS OS 2012, MS SQL 2012

Year 2013-14:

- 1) Fire extinguisher 2 and 4 kg
- 2) 40 HP 2GB RAM- Dual Core with DOS
- 3) 10 HP Office Jet Pro x 576w
- 4) 09 Dome IP Camera

Year 2014-15:

- 1) All in one touch panel kiosk – 5
- 2) Digital Board 50’’
- 3) Digital Board 70’’

Year 2015-16:

- 1) Aluminum Grill in College Corridors
- 2) Renovation of Gymkhana
- 3) Renovation of Library
- 4) Renovation of Conference Hall
- 5) Overhead Projectors in 6 classrooms

Electronic Display: LED Display screen has been displayed each on the ground, first and second floor of the college which constantly runs the important college notices and events and a caption of latest news is also displayed.

Computers: The offices of B.Com, BMS and BBI are computerized and all the concerned clerks have been provided with desktop computers and internet facility.

Health and Hygiene: Five Water Coolers with RO water purifier have been installed for providing safe and clean drinking water. There are separate washrooms for girls and boys as well as for staff. Two Sanitary Pad Vending machine with burner have been set up in the Girl's washroom in 2015-16.

Air Conditioning: Computer Lab, Staff room, BMS, BBI office, Principal's Chamber, Conference room are air conditioned to make work environment more inclusive. The auditorium and staff gymnasium after renovation has been made air conditioned.

The future expansion is decided as per the needs arising and the availability of funds.

4.1.4 How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?

For the physically disabled students a ramp is provided at the entrance of the building. Lift facility is also provided to such students. Blind students are provided with Braille magazine in the college library.

4.1.5 Give details on the residential facility and various provisions available within them:

- Hostel Facility – Accommodation available
- Recreational facilities, gymnasium, yoga centre etc.
- Computer facility including access to internet in hostel
- Facilities for medical emergencies
- Library facility in the hostels
- Internet and Wi-Fi facility
- Recreational facility – common room with audio-visual equipments.
- Available residential facility for the staff and occupancy constant supply of safe drinking water
- Security
- Canteen in the college & Mess in the hostel.

Hostel Facility: The College provides accommodation to its bona-fide male students at the Government Colleges Hostel situated right behind the college building on C-Road, Churchgate. Here one hundred and thirty students from Sydenham College get accommodation every year. For girls, the accommodation is

available at Telang Memorial Hostel, C-Road, Churchgate, and Savitribai Phule Government Girls Hostel, Marine Drive, Charni Road, Mumbai.

Recreational facilities: A recreation room is available in the hostels. There is a provision of common room, library, reading room, sports hall, a canteen and mess.

Library facility: All the three hostels have library facility along with Newspaper and a reading room.

Admission Process: The students can apply to the College for hostel accommodation. Thereafter, a selection committee, comprising of the Principal, government nominee and senior professors scrutinise these applications, interview the candidates & recommend the most eligible candidates to the Government. The Government informs the Hostel Superintendent and accordingly admissions are made. Students with ATKT are not eligible for admission as well as for continuation.

Residential Facility: The College Principal is provided accommodation by the government in the vicinity of the college. The staff that requires accommodation are provided government quarters in the city. Some of the class IV staff are also provided accommodation in the college premises.

Sports: Following facilities are available for the students.

- a) Cricket pitch at oval maidan, Churchgate
- b) Indoor games facilities – Carrom, Basketball, Table Tennis, Chess.
- c) Outdoor Games facilities – Cricket, Football, Volleyball, Swimming, Tug of war, Skating, Judo, Rope Mallakhamb and Yoga(students go outside for training), musical chair, etc.
- d) Multipurpose Gymnasium.

Medical facility: All the three hostels have first aid facility and doctor on call.

Safe Drinking Water: Safe drinking water facility along with mess is also provided.

Security: Security of the hostels is arranged by the hostel Superintendent. Security of the college is done through outsourcing to security agency.

4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?

The college has taken the following steps to attain to the health care needs of the staff and students:

- 1) First Aid Kit is available in the college office and Gymkhana
- 2) 'Doctor on Call' service is available
- 3) Medical Check-up Camps are organized by the NSS for the staff and students
- 4) Health and Hygiene talks are organized for the girl students by the Women Development Cell
- 5) Health Committee is formed at the college level every year. It arranges health awareness campaign.
- 6) Gymkhana organizes yoga sessions.
- 7) The college has well equipped gymnasium with state of the art facilities for students and staff.
- 8) The college has installed two water purifiers with RO facility on every floor.
- 9) The college has installed two sanitary napkins vending machines with burners for disposal in girls' washroom and Ladies Room.
- 10) The staff of the college gets medical reimbursement facility for themselves and family members from state government.
- 11) Accident Insurance policy is provided by the State Government for all the permanent staff members.
- 12) There is a canteen committee formed by the college to keep constant check on hygiene and quality of the food prepared in the canteen.

4.1.7 Give details of the common facilities available on the campus – spaces for special units like IQAC , Grievance Redressal Unit, women's Cell, Counseling and career Guidance, Placement Unit, Health centre, Canteen, recreational spaces for staff and students, safe drinking water facility, auditorium, etc.

IQAC Room: IQAC Room is provided in the college office premises. It is equipped with two HP Desktop Core i5 processor, HP Office Jet Pro Printer, Wi-Fi connection and a intercom facility.

Women Development Cell: Separate room of WDC and Women Grievance Cell is provided on the first floor.

Placement Unit: This unit operates through the BMS and B.Com (BBI) office located on the first floor.

Canteen: The Sydenham Canteen is one of the oldest canteens amongst south Mumbai colleges. It is located on the ground floor of the college building and has a spacious area of around 2000 sqft. The canteen staff prepares various delicacies right from South Indian food to Chinese and Punjabi dishes at reasonable rates and good quality. The canteen also provides a hangout for the students after their lectures. Many students use the canteen facility for preparing their college projects and discussing various college activities. The canteen was renovated in 2013. The canteen has separate sitting area, kitchen area and storage area thereby making it a

safe place. Separate place has been marked for the college staff during lunch time. The canteen also takes order for refreshments and lunch during seminars and conferences.

Auditorium: The College Auditorium is named after Dr. Babasaheb Ambedkar, who was a faculty of the college. It was renovated in 2013 with the state of the art facilities like inbuilt sound and lighting system separate green rooms with attached washroom for ladies and gents, entry and exit doors as per the norms, inbuilt projector and screen, plush executive seats and fire extinguishers. The auditorium has a seating capacity of 450 guests. The auditorium is acoustically designed for better sound effects.

Gymkhana & Gymnasium: The College Gymkhana is located at North-West part of the college campus. Physical Director's office is in this part of the campus. The outer area also serves as the Basketball court and other outdoor games of gymkhana. The North-East part of the campus has the facility for the indoor games like Carom, Chess, Table Tennis and students Gymnasium. East side of the campus has a Volley Ball Court. The North side of the campus has a newly constructed air conditioned Multi Gym for Staff.

Staff Room: Staff room for the faculty is provided on the second floor. It is air-conditioned and also has provision of cupboards. It also has the facility of intercom. The faculties are provided with separate cabins and cubicles with facility of intercom, desktop, cupboard, book racks.

Girl's Common Room: It is located on the second floor of the college. It has the facility of sofa, mirror and sanitary napkins vending machine with burner for disposal.

Safe Drinking Water Facility: Five Water Coolers with RO water purifier have been installed for providing safe and clean drinking water.

Washrooms: There are separate washrooms for girls and boys as well as for staff.

The college has also proposed to set up Language Lab and Commerce Lab for enhancing the teaching learning opportunities.

4.2 Library as a Learning Resources

4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the Library, student / user friendly?

The Library Advisory Committee has four Professors from Senior College, one Professor from Junior College and Librarian as Secretary.

With the help of Advisory Committee, Library sees that best of the services are given to students and staff.

- Write-off Committee was formed and old textbooks and torn and termite infected books were written off.
- New Xerox machine with scanner was purchased for the Library and services given to students.
- Exhibition of Rare books Collection was arranged for students and teachers.
- Book exhibition was conducted for one week from 5th September to 12th September 2015 with the help of different book seller to celebrate teacher's day.
- E-books and E-journals facility through INFLIBNET N-List is provided to the students and staff for research purpose.
- Automation of library is done with the help of SLIM-21 software to provide OPAC system.
- The library will continue to remain open from 8.00 am to 8.00 pm for the benefit of the students.

4.2.2 Provide details of the following :

- **Total area of the library (in Sq.Mts.)**

Total area of the Library is 5496 square feet.

- **Total seating capacity**

Seating capacity of Library is of 135 students. Additional reading space is provided during exams in room no. 43 besides the library.

- **Working hours (on working days, on holidays, before examination days, during examination days, during vacation) Layout of the library (individual reading carrels, lounge area for browsing and relaxed reading, IT zone for accessing e-resources):**

The Library is kept open from 8.00 am to 8.00 pm on all working days except Sundays and Public holidays.

The College Library is established on the second floor of the College building. Reference section, Periodicals, newspaper section is available for all readers.

E-resources are accessible at on-line exam room centre. Major section of the Library is occupied by Reference room where all books are stored.

New arrival of books is displayed in the showcase.

4.2.3 How does the library ensure purchase and use of current titles, print and e-journals and other reading materials? Specify the amount spent on procuring new books, journals and e-resources during the last four years.

Library ensures purchase and use of current titles and journals with the help of teacher's recommendation and students suggestions are also taken in account while purchasing the books. Journals are arranged on periodical racks to provide facility of current and old issues. Books are arranged as per Dewey Decimal Classification scheme which are displayed on the shelves to locate the books. Library has open access facility.

Amount spent on procuring new books, journals and e-resources during the last four years are as follows:

Library Holdings	2011-12		2012-13		2013-14		2014-15		2015-16	
	No.	Value (In Rs.)	No.	Value (In Rs.)	No.	Value (In Rs.)	No.	Value (In Rs.)	No.	Value (In Rs.)
Text Books	469	58,054	259	29,019	162	17,505	445	50,305	1339	164079
Reference Book	71	46795	54	28611	120	92979	43	23913	355	1774552
Journals / Periodicals	14	56,860	15	36,610	11	41,740	11	13,810	13	15,810
e-resources/ NLIST	-	-	-	-	-	-	58	Free resources	1 year	5000
Any other (specify) Braille Magazine	-	-	-	-	-	-	-	-	1	1000

4.2.4 Provide details in the ICT and other tools deployed to provide maximum access to the library collection?

- OPAC
- Electronic Resource Management package for e-journals
- Federated searching tools to search articles in multiple database
- Library Website
- In-house / remote access to e-publications
- Library automation
- Total number of computers for public access
- Total number of printers for public access
- Internet band width / speed ☐ 2mbps ☐ 10mbps ☐ 1gb (GB)
- Institutional repository
- Content management system for e-learning
- Participation in Resource sharing networks /consortia (like Infilbnet)

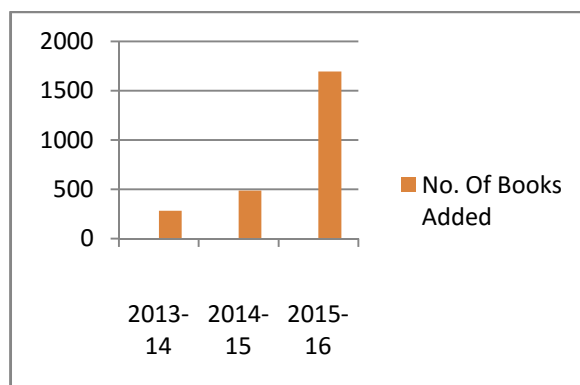
The Library is continuously upgrading its facilities and structures to cope up with advances in ICT. We keep user friendly environment in Library.

- **OPAC:** Library services are automated with the help of SLIM 21 software. The SLIM 21 modules presently implemented at Library are catalog system, serial control system and web-aware OPAC.
- **Electronic Resource Management package for e-journals:**
The access to e-journals is provided at on-line centre which is located near Library. The package consists of free e-books and e-journals. INFLIBNET N-List e-journals are also available. CD-ROMS which are along with the books are available for the use of the teachers and students.
- **Library Website:** The information about the College Library is provided on the college website: www.sydenham.ac.in
- **Library automation:** Automation of library is done with the help of SLIM-21 software of OPAC system.
- **Total number of computers for public access:** Ten computers are facilitated from on-line centre for the use of Library and they are connecting through LAN.
- **Total number of printers for public access:** One printer is provided for the student use.
- **Internet band width:** Internet access is given in wired mode which has speed of 4 mbps with optic fiber connectivity through MTNL.
- **Participation in Resource sharing networks /consortia (like Infilbnet):**
Resource sharing is with SIMSREE library and subscription for E-books and E-journals from INFLIBNET.

4.2.5 Provide details on the following items:

- Average number of walk-ins
The Average number of walk-ins is **25639 per year**.
- Average number of books issued / returned
48 per day.
- Ratio of library books to student enrolled
The Ratio of library books to student enrolled is **17:1**
- Average number of books added during last three years

	2013-14	2014-15	2015-16
No. of Books Added	282	488	1694
Average No. of Books Added per year	822		



- Average number of login to opac (OPAC)
The Average number of login to OPAC is **21(Per Day)**
- Average number login to e-resources
The Average number login to e-resources is **15 (Per Day)**
- Average number of e-resources downloaded / printed
Average number of e-resources downloaded / printed is 25 per month.
- Number of information literacy training organized
Number of information literacy training organized is **4**.
- Details of “weeding out” of books and other material
Old torn books, out off syllabus books are weeded out through write off committee. Approval of subject expert is taken and books are written off and disposed. General Periodicals and newspapers are also disposed off.

4.2.6 Give details of the specialized services provided by the library

- Manuscripts: Not applicable.
- Reference
Reference services are provided with the help of updated reference collection.
- Reprography
Reprography service is provided to the students.
- ILL (Inter Library Loan Services)
Inter Library Loan Services are kept with Sydenham Institute of Management Studies, Research and Entrepreneurship Education (SIMSREE).
- Information deployment and notification (Information deployment and notification)
A separate notice board has being maintained for displaying various information about library services. Library notices are also displayed on digital notice board, kiosk and website.
- Download
Download services are available for the teachers and students from subscribed e-resources i.e. N-list and open access resources.

- **Printing**
Printing services are provided to those who need it.
- **Reading list / Bibliography compilation**
Automation Bibliography is generated with help of cataloguing module of SLIM21 software.
- **In-house / remote access to e-resources**
In house accesses to e-resources are provided.
- **User Orientation and awareness**
Orientation of fresh users is conducted by the Librarian for ensuring the efficient utilization of the Library services. Special Orientation about SLIM21 software is also demonstrated to the users.
- **Assistance in searching database**
Library staff assists to search and retrieve information from library collection e-resources etc.
- **INFLIBNET / IUC facilities**
INFLIBNET services i.e. N-list are made available to teachers and students for academic purpose.
- **Digital Library of Government of Maharashtra is available. The IP Address is 49.248.122.20/login.**

4.2.7 Enumerates on the support provided by the Library staff to the students and teachers of the college.

- OPAC Service provided to search the Library holdings.
- Library staff helps teachers and students to search out required information for their use.
- Library staff helps and guides the students in their project work. They also provide assistance to the PG students for their reference work. Faculties who are pursuing their Ph.D. are also provided reference books, e-books and e-journals in the Library.
- The demonstration session is organized to familiarize the students and faculty with utilization of e-resources.
- The books are classified with the help of Dewey Decimal Classification Scheme. Labels are displayed on the shelves that make easy to retrieve the books.
- New arrival of books is displayed in the showcase.
- Digital e-Library which started for the all government colleges in Maharashtra in year 2013-14. Library encourages faculty and students to use it.
- The Librarian provides letter of recommendation to the faculty if they wish to join any other library for research work.

4.2.8 What are the special facilities offered by the library to the visually / physically challenged persons? Give details.

- Braille magazine is subscribed for visually challenged students.
- Special assistance is provided to the physically challenged students. The staff of the Library helps such students to locate and issue the required books.

4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services. (What strategies are deployed by the Library to collect feedback from users? How is the feedback analyzed and used for further improvement of the library services?)

- Suggestion Box is kept in the Library to get feedback.
- User orientation done regularly to collect feedback.
- Library gets feedback from students for the various resources. These feedbacks are discussed in advisory committee meetings to take the decisions.
- From the student's feedback, it was realized that the students require extra timings during examination and hence the Library is kept open from 8.00 am to 8.00 pm on all working days.

4.3 IT Infrastructure**4.3.1 Give details on the computing facility available (hardware and software) at the institution.**

- Number of computers with Configuration (provide actual number with exact configuration of each available system)
- Computer-student ratio
- Stand alone facility
- LAN facility
- Wi-Fi facility
- Licensed software
- Number of nodes / computer with Internet facility
- Any other

Configuration Details of the Computers

Serial No.	Processor Details	RAM	Hard Disk	Operating System
1	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
2	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
3	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
4	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
5	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
6	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
7	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
8	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
9	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
10	Intel Core 2 Duo E7400	GB	50 GB	Windows OS

11	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
12	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
13	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
14	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
15	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
16	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
17	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
18	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
19	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
20	Intel Core 2 Duo E7400	GB	50 GB	Windows OS
21	Intel Core 2 Duo E7400	GB	50 GB	Windows OS

Serial No.	Processor Details		Hard Disk	Operating System
1	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
2	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
3	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
4	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
5	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
6	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
7	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
8	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
9	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
10	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
11	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
12	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
13	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
14	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
15	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
16	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
17	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
18	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
19	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
20	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
21	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
22	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
23	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
24	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
25	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
26	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
27	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
28	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
29	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
30	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
31	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
32	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
33	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
34	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1

35	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
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41	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
42	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
43	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
44	Intel Core i5 3470 HP Pro		2 TB	Windows 8.1
45	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
46	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
47	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
48	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
49	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
50	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
51	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
52	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
53	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
54	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
55	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
56	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
57	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
58	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
59	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
60	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
61	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
62	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
63	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
64	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
65	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
66	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
67	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
68	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
69	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
70	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
71	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
72	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
73	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
74	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
75	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
76	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
77	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
78	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
79	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
80	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
81	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1
82	Intel Core i5 3470 HP Pro	4 GB	2 TB	Windows 8.1

The above mentioned computers are used in the computer laboratory to conduct S.Y.BCom and T.Y.BCom practicals and examination.

Configuration details of Laptops:

Serial No.	Manufacture/ Processor Details	RAM	Hard Disk	Operating System
1	Dell	4 GB	320 GB	Windows 7
2	Dell	4 GB	320 GB	Windows 7
3	Dell	4 GB	320 GB	Windows 7
4	Dell	4 GB	320 GB	Windows 7
5	HP	4 GB	320 GB	Windows 7
6	Lenovo	4 GB	320 GB	Windows 7
7	Dell	4 GB	320 GB	Windows 7
8	Acer	4 GB	320 GB	Windows 7

Computers with Internet & Wi-Fi Facility:

- 1 Desktop in Principal's Office
- 10 Desktops in College Office
- 50 Desktops in Online Center(Used by Faculty & Students)
- 1 Desktop in University Examination Room
- 1 Desktop with M.Com (Evening) and NCCMP Course Coordinator
- 2 Desktops in NAAC/IQAC Cabin with Wi-Fi
- 3 Desktops in BMS Office with Wi-Fi
- 15 Desktops in BBI Office including their Lab with Wi-Fi
- 20 Desktops in Computer Lab at ground floor.
- 4 Digital display screens and 5 kiosks

LAN Facility:

- The College office computers are connected with LAN facility similarly Computers in Laboratory has LAN facility

Licensed Software:

- Windows 7 and 8.1 Operating System
- Microsoft Office
- SLIM-21 Software

Number of nodes / computer with Internet facility – 112 (Including digital display screens and kiosks)

4.3.2 Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?

The computer and internet facility has been provided to the faculty on the campus. The college has provided cabins/cubicles to the faculty which is a unique feature in Sydenham College. The faculty is provided with computers in their respective cabins and internet facility is provided in the online center. Few computers in the online center are made available to the students to fill online scholarship/free ship forms and to give mock online tests.

The internet facility is provided by MTNL and the plan is to take 8 Mbps line for the college which will provide faster connectivity to complete the work.

4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

Sydenham College is committed to maintain a well equipped state of the art IT infrastructure.

IT infrastructure:

The college has implemented various plans for upgrading and initiating IT infrastructure. Kiosk and digital screens were installed in all floors which give information about admissions, examination, events and current happening in the college. The Kiosk gives information to the students as and when required. Most of the classrooms are upgraded into smart classrooms.

Associated facilities:

- CCTV's are installed in all the classrooms, auditorium, staff room, college office, BBI and BMS office, Computer laboratory, canteen, all corridors and main gate for better security of the students and staff. The internet facility is provided by MTNL and the plan is to take 8 Mbps line for the college which will provide faster connectivity to complete the work.
- Upgraded website of the college was launched on 1st May 2016 on the occasion of 'Maharashtra Day'.
- The college has also launched its own mobile app which gives up to date information to students and various stake holders.
- College has installed solar panels on the terrace. This helps in energy conservation in the college.

4.3.4 Provide details on the provision made in the annual budget for procurement, up gradation, deployment and maintenance of the computer and their accessories in the institution (year wise for last four years).

Items	2012-13 (In Rs.)	2013-14 (In Rs.)	2014-15 (In Rs.)	2015-16 (In Rs.)
Procurement	-	-	-	-
Up gradation	-	-	-	-
Deployment	96,000/-	24,000/-	-	-
Maintenance	67,213/-	1,166,28/-	49,000/-	65,850/-
Total	16,3213/-	14,0628/-	49,000/-	65,850/-

* Development of on line examination centre, procurement of digital screens, kiosks, copiers, printers, scanners and laptops are done through DPDC and other grants.

4.3.5 How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching / learning materials by its staff and students?

The college has a total of 103 desktops out of which 21 are used in the computer laboratory for conducting practicals and 82 computers are deployed in college. 50 Desktops in Online Center are used by Faculty & Students. 10 desktops are used in the college office for administrative work. Information Kiosks and digital display boards have been installed in the college to provide information to the students. Faculty is provided desktops in their cabins/cubicles. The newly recruited Class IV staff is also well versed in use of computers. A college mobile app is launched which helps to get notices and information to the students.

The Library has also subscribed e-journals and e-books which help the faculty and students to gather required information for teaching, learning and research.

4.3.6 Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching –learning resources, independent learning, ICT enabled classrooms / learning spaces etc.) by the institution place the student at the centre of teaching-learning process and render the role of facilitator for the teacher.

The College has set up an online center near the library which is used by both faculty and students so as to access online reading material, e-books, e-journals, information about various scholarships etc. helps to enhance teaching and learning activities.

The students are encouraged to prepare projects and give Power point presentation. The faculties under self financing courses are encouraged to prepare presentations for their lectures. Most of the classrooms are converted into SMART Classrooms.

4.3.7 Does the Institution avail of the National Knowledge Network connectivity directly or through the affiliating University? If so, what are the services availed of?

The college has subscribed to INFLIBNET N-List to avail of the National Knowledge Network connectivity. The faculty is provided with the password to access e-literature.

4.4 Maintenance of Campus Facilities

4.4.1 How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and upkeep of the following facilities (substantiate your statements by providing details allocated during last four years)?

Sr. No.	Items	2012-13	2013-14	2014-15	2015-16
a.	Building	-	-	-	-
b.	Furniture	-	-	-	-
c.	Equipment	30,24,960/-	-	37,64,293/-	-
d.	Computers	1,01,53,500/-	-	-	-
e.	Vehicles	-	-	-	-
f.	Any other	69,91,800/-	1,43,000/-	47,39,384/-	1,25,00,000/-

4.4.2 What are the institutional mechanisms for maintenance and upkeep of the infrastructure, facilities and equipment of the college?

Sydenham College is a Government of Maharashtra run Institution. There is a PWD Office in the campus which looks after the maintenance of the following:

- Entire College building, plumbing and electrical maintenance
- Principals Chamber, Staff room , College office, all classrooms, Library, BBI & BMS office, canteen, students common room, girls common room, auditorium, all toilets, faculty cabins/cubicles, gymkhana.
- Air conditioners in the college

The Garden in the premises is maintained by the college staff. Separate gardener is also appointed to maintain it.

The Computers, laptops, cooler, water purifier, photocopy machine, printers, CCTV, digital display screens and Kiosks are maintained through annual maintenance contract.

4.4.3 How and with what frequency does the institute take up calibration and other precision measure for the equipment / instrument?

Sydenham being a Commerce college does not have highly sophisticated laboratory equipments/instruments which are required in a typical science college. However the annual maintenance contracts are given regularly.

4.4.4 What are the major steps taken for location, upkeep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?

In Mumbai city there is an uninterrupted power supply (24/7) and generally there are no voltage fluctuations and hence damage to computers, laptops, photocopy machines etc. does not takes place. The Electric Power is supplied by BEST (Brihan Mumbai Electric Supply and Transport). There is a separate substation in the premises.

Regarding water supply the college has separate motor room and water is supplied by the Municipal Corporation. The college has provided coolers and RO water purifiers for provision of safe drinking water.

4.4.5 Any other relevant information regarding Infrastructure and Learning Resources which the college would like to include.

The College has taken positive steps to promote and make the institution student friendly. Major changes have taken place in the past few years which reflect the requirements of the changing times.

- Well maintained Garden in the college premises, which has created green and healthy environment in the campus.
- Consumption of tobacco in any form in the college is strictly prohibited. Library with books, reference books, journals, magazines and newspapers.
- Online Center with broadband facility for both staff and students.
- Computer laboratory with 21 computers.
- Air conditioned and state of the art facilities in the College auditorium.
- Cool drinking water with RO purifier.
- Subsidized canteen on the ground floor.
- Air conditioned and state of the art facilities in the College Conference Room.
- First Aid Kit in the college office and gymkhana.
- Cricket pitch at Oval Maidan.
- Air conditioned Staff Room.
- Digital display screens and KIOSKS.

- Active College Societies: Dramatics Society, Performing Arts Society, Marathi Wangmay Mandal, Hindi Sahitya Mandal, Social Service League, Sydenham Co-operative Stores and Sydenham Computer Center.
- Active NSS unit of 100 students.
- Active Gymkhana Unit.
- Life Long Learning & Extension Unit of Mumbai University.
- Two Sanitary Pads Vending machine in Girl's washroom.

Criteria - V

Student Support & Progression



CRITERION- V: STUDENT SUPPORT AND PROGRESSION**5.1 Student Mentoring and Support**

Students, teachers and non-teaching staff are the important segments of any institute. In Sydenham College all these three segments work in harmony, which has led to success of this hundred year old institution. Our college is devoted to holistic task of student progression and their activities.

5.1.1 Does the institution publish its updated prospectus/handbook annually? If 'yes', what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?

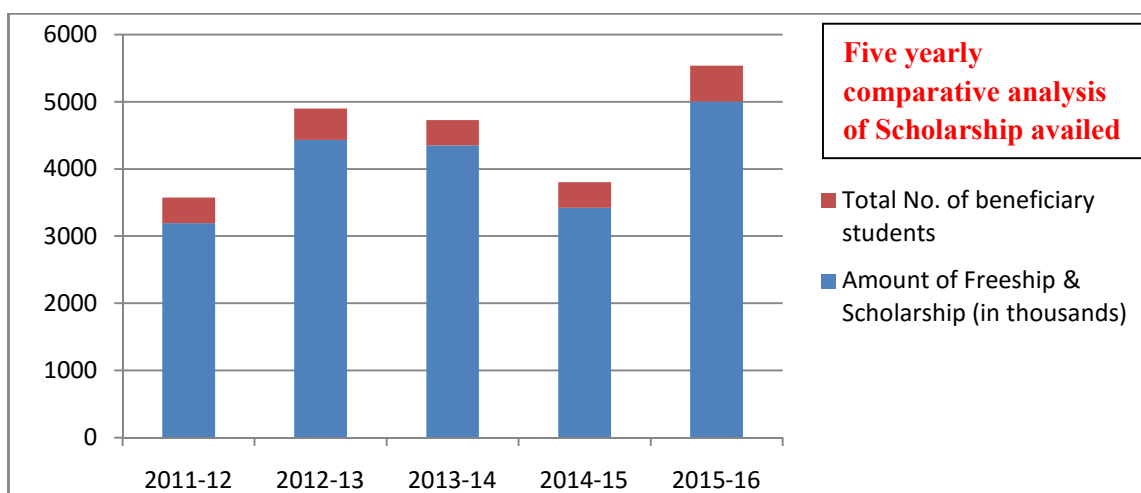
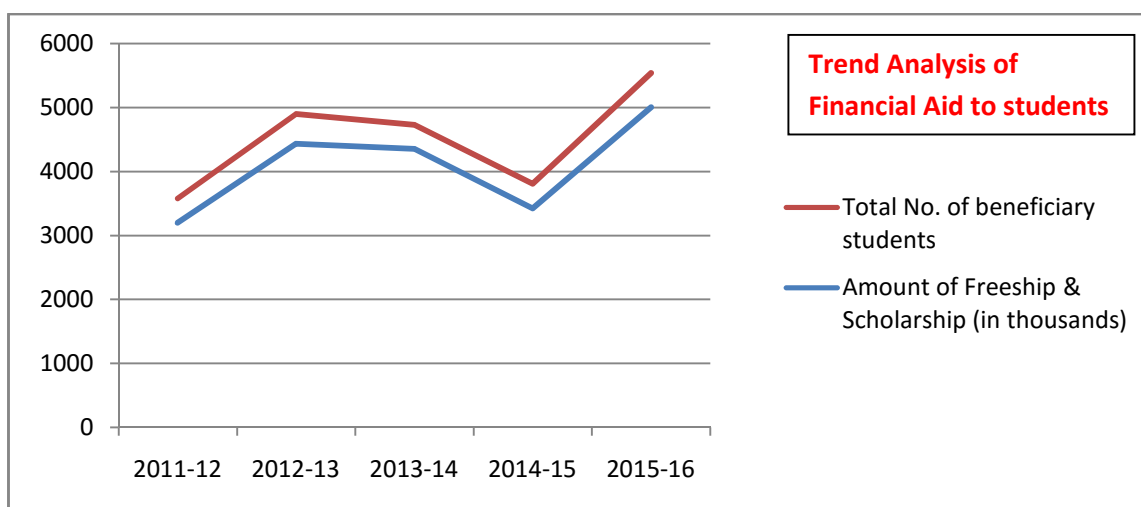
Yes, the College publishes its prospectus annually. The college publishes its mission, vision and motto of the college. Besides this, it also disseminates the information through advertisements in local or regional newspapers as well as on its website. The prospectus contains information regarding the goals, profile and facilities of the college; various courses offered, their regulations and eligibility conditions, scholarships and free ships, discipline, code of conduct and various support facilities. The admission process is carried out strictly as per the rules and regulations of the University of Mumbai and Government of Maharashtra. Fee structure is as per the norms of the University which is affordable to students. The college has qualified faculty members, who have been appointed by MPSC (Maharashtra Public Service Commission). The prospectus also provides the information regarding the Placement Cell of the college and hostel facility for both boys and girls. Along with this we give information about the various statutory bodies and societies which are run by the college such as Dramatics Society, Marathi Wanghmay Mandal, Hindi Sahitya Mandal, Annual Magazine Society, NSS, SSL and The Golden Jubilee Memorial Lectures. At the entry level of all programmes the demand ratio of students for admission is about 3.92 (1:3.92 is suggested) which reflects the commitment and accountability of the institute towards student community. It is a part of our mission, vision and motto.

5.1.2 Specify the type, number and amount of institutional scholarships / freeships given to the students during the last four years and whether the financial aid was available and disbursed on time?

As ours is a Government college right from the beginning a number of Government and institutional scholarships and freeships like S.C., S.T., N.T., O.B.C., Physically Handicapped, E.B.C., etc. are made available promptly to the students. Apart from this, KPMG Scholarships which are associated with the college also provide the financial aid to the needy students. The entire process of disbursement of financial aids is transparent and special efforts have been made to make it easier for the students to avail the same. Amount sanctioned for all these scholarships for the students is directly transferred to their bank accounts. Along with these scholarships, college provides financial aid through various scholarships and freeships to the needy students.

2011-2012					
Freeship	Amount	No. of students	Scholarship	Amount	No. of students
OBC	85375	25	OBC	221064	47
OBC	6122	2	OBC	303067	17
OBC	13322	5	OBC	18583	3
			OBC	35112	2
	104819	32		577826	69
VJNT	41039	12	VJNT	59346	12
VJNT	6342	2	VJNT	52003	3
VJNT	32562	2	VJNT	68404	4
			VJNT	8562	2
			VJNT	4331	1
	79943	16		192646	22
SBC	17595	5	SBC	50762	12
SBC	20382	2	SBC	89025	5
			SBC	5381	1
	37977	7		145168	18
SC	189296	54	SC	660965	62
SC	543754	34	SC	38706	6
SC	22087	7	SC	61550	10
SC	27578	8	SC	366067	17
SC	32663	6	SC	19003	3
SC	14581	1	SC	16422	2
SC	15881	1	SC	12592	2
			SC	34980	3
	845840	111		1210285	105
2012-2013					
Freeship	Amount	No. of students	Scholarship	Amount	No. of students
VJNT	141827	17	VJNT	40558	8
			VJNT	96086	6
	141827	17		136644	14
OBC	441846	56	OBC	914867	107
	441846	56		914867	107
SBC	98256	16	SBC	128784	17
	98256	16		128784	17
SC	883619	102	SC	119785	18
SC	4611	1	SC	667642	32
			SC	278015	15
			SC	608864	72
			SC	6361	1
	888230	103		1680667	138

2013-2014					
Freeship	Amount	No. of students	Scholarship	Amount	No. of students
VJNT	97191	7	VJNT	14242	2
VJNT	48845	3	VJNT	87245	5
			VJNT	28850	6
			VJNT	4981	1
			VJNT	177350	10
	146036	10		312668	24
OBC	161938	18	OBC	592641	71
	161938	18		592641	71
SBC	66622	8	SBC	75425	5
SBC	33590	2	SBC	52840	10
			SBC	105650	6
	100212	10		233915	21
SC	531273	33	SC	41254	4
			SC	1028493	53
			SC	228760	30
			SC	52187	7
			SC	7081	1
			SC	220153	53
			SC	127626	6
			SC	126948	8
			SC	441900	24
	531273	33		2274402	186
2014-2015					
Freeship	Amount	No. of students	Scholarship	Amount	No. of students
OBC	355570	41	OBC	772585	78
	355570	41		772585	78
SBC	111496	14	SBC	187051	22
	111496	14		187051	22
SC	874310	89	SC	788685	113
	874310	89		788685	113
VJNT	73326	7	VJNT	257176	21
	73326	7		257176	21
2015-2016					
Freeship	Amount	No. of students	Scholarship	Amount	No. of students
OBC	528950	60	OBC	1099500	135
	528950	60		1099500	135
SBC	118810	12	SBC	253330	29
	118810	12		253330	29
SC	1215140	124	SC	1383590	136
	1215140	124		1383590	136
VJNT	107150	14	VJNT	296060	27
	107150	14		296060	27



5.1.3 What percentage of students receives financial assistance from state government, central government and other national agencies?

Students receiving financial Assistance from different Agencies –

Year	Percentage of students getting financial assistance from state government, central government and other national agencies
2012-13	16.38 %
2013-14	13.77 %
2014-15	9.30 % (remaining amount is under consideration)
2015-16	Under Consideration

5.1.4 What are the specific support services/facilities available for

- Students from SC/ST, OBC and economically weaker sections
- Students with physical disabilities
- Overseas students

- Students to participate in various competitions/National and International
- Medical assistance to students: health centre, health insurance etc.
- Organizing coaching classes for competitive exams
- Skill development (Spoken English, Computer literacy, etc.,)
- Support for “slow learners”
- Exposures of students to other institution of higher learning/corporate/business house etc.
- Publication of student magazine

Students from SC/ST, OBC and economically weaker sections:

Hostel Facility & Freeship/Scholarship – The College provides support services or facilities for the SC, ST, OBC and economically weaker students. e.g.: The College provides the facility of Hostel for the S.C., S.T., N.T., O.B.C., economically backward and general students behind the college premises only. The College provides the facility of Freeship/Scholarship for S.C., S.T., N.T., O.B.C students as per government rules. The college conducts remedial lectures for needy students.

- **Students with physical disabilities:** The institute has made available physically disabled students friendly facilities in the premises like ramps and elevators for an easy access to the class rooms. Provision of Wheel Chair will be provided if needed in an emergency. They are also provided extra time and writer is provided by NSS unit during exams as per the guidelines of Mumbai University. The extension unit of the college has recorded books for blind students in association with NGO Snehankit. Braille magazine is made available in college library for the visually impaired students of the college as well as outsiders.
- **Overseas Students:** The College provides air concession facility to the students by Air India.
- **Students to participate in various competitions:** The students are consistently encouraged through various societies of the college to participate in various State and National level competitions such as One-act play competition, performing arts, debating, elocution, sports meet, paper presentation etc. Students participate in these events are given financial aid for registration fees along with T.A. and D.A. expenses.
- **Medical assistance to students:** The institute organizes medical checkup facility to the students every year. The students of first year also get the facility of medical checkup. All the students in the institute have been provided with group insurance cover of Rs.50, 000/-.
Doctor on Call: Dr.Varade on ‘A’ Road, adjacent to the college building is available for staff and students. Within 2 km radius of college three major hospitals namely Bombay Hospital at Marine Lines, St. George Hospital C.S.T. and Gokuldas & Tejpal Hospital C.S.T.

- **Student Counseling Support:** Students are given counseling regarding academic, financial and infrastructure matters. The college offers counseling services to students by undertaking Orientation programmes, counseling session during admissions, parents meet etc.
- **Skill Development:** In S.Y.B.Com and T.Y.B.Com many students choose computer programming as their optional subject and the faculties apart from conducting regular practical sessions, students are also taught MS-Office, Tally and basic documentation. The placement cell in association with industry experts organizes mock sessions of group discussion, personal interview, dress code and presentation skills for the final year students who register for placements. This helps the students to understand the requirements of corporate sector. Professors, who teach M.Com students, take compulsory presentation of projects from the students, so as to develop their communication and presentation skills. Many of the M.Com students are new to us and the faculties take interest in developing their skills. The department of English conducts extra sessions for the students who are weak in English language, soft skills. From the academic year 2016-17, The Skill Development Unit of the college has introduced various skill development courses like; Certificate programme in Communications, Certificate programme in Self- Management in collaboration with Podar Eduspace and Australian Centre for Vocational Training and Certificate Programme in Financial Market in collaboration with the American Financial Academy. Efforts are made to develop various skills among students by motivating and assisting them in organizing various academic and cultural events like mock trading and moot court, one act play, flash mob dance, street play etc.
- **Support for “slow learners”:** For the benefit of slow learners remedial coaching classes are arranged by concerned subject teachers.
- **Exposures of students to other institution:** Institute organizes oral coaching centre for the CA, CS, ICWA, General Knowledge and Competitive Examinations like MPSC, UPSC, Banking, NET and SET to the students. The placement cell in association with industry experts organizes mock sessions of group discussion, personal interview, dress code and presentation skills for the final year students who register for placements. This helps the students to understand the requirements of corporate sector. Reputed Corporate Companies like; KPMG, Kotak Mahindra, Royal Bank of Scotland, Capital First, etc. regularly visit the campus and recruit the final year students based on their performance of written test, group discussion and personal interview. Every year, the departments of Commerce, Foreign trade, BMS and BBI conduct industrial visit for their students so as to give exposure to them at the actual factory/establishment level. The students of NCCMP are given training with National Stock Exchange. Similarly the students of BBI and BMS are also taken for a visit to RBI and SEBI. An alumni panel discussion was also organized for the current students with few of our outstanding alumni so as to

make the students aware about the needs of the industry.

- **Publication of student magazines:** The College publishes a magazine known as A-Mag.

5.1.5 Describe the efforts made by the institution to facilitate entrepreneurial skills, among the students and the impact of the efforts.

The College develops entrepreneurial skills among the students in the following ways.

- Industrial visits are arranged every year to prominent industries.
- Alumni Meets are arranged in which renowned entrepreneurs and eminent scholars are invited to share their experiences with the students.
- To promote Startup India Campaign introduced by Hon'ble Prime Minister Shri. Narendra Modi recently and to develop the eco system which will help to promote entrepreneurial skill among the youth,
The BMS Department organized a programme 'YOUNTRE 16' on 2nd February 2016 which was an inter collegiate event based on the idea of entrepreneurship. Various activities related to stock market, start-up ideas, etc. was organized. These efforts reflect in the confidence of students particularly in the self employment process. Feed-back of alumni has shown that considerable students have benefitted from these efforts. Two girl's students Roshni Dubash and Moazza Qureshi currently from M.Com have started their own business in cotton dress materials (Unstitched). The entity is known as The Ethnic Store (BFFGS) in Mumbai. The Extension Unit of Sydenham College promoted them.
- Sweet Sugar Entertainment (Event Company) *S2E*. It's an event company started up by one of our student Ashish Bhosale. He brought up the company in the year 2010 and since then his company has been organizing and handling events. Whether it is Birthday party or a corporate party, from marriage to college festival/events and concerts, they manage every possible event. Sweet Sugar Entertainment was the title sponsor for CrankDat'15 and CrankDat'16.
- AZOCTO: Event Management Company formed in 2015 by our T.Y.BCom. student Siddharth Prasad.

5.1.6 Enumerate the policies and strategies of the institution which promote participation of students in extracurricular and co-curricular activities such as sports, games, Quiz competitions, debate and discussions, cultural activities etc.

- Additional academic support, flexibility in examinations.
- Special dietary requirements, sports uniform and materials

Extra –Curricular Activities:

Sports: Sports and games facilities for the overall development of the students are available on the campus. The college Gymkhana is located at North-West part of the college campus. Physical Director's office of Gymkhana is in this part of the campus. The Chess Room is located adjacent to it. The outer area also serves as the Basketball court and other outdoor games of gymkhana. The North-East part of the campus has the facility for the indoor games like Carom, Table Tennis and students Gymnasium. East side of the campus has a Volley Ball Court. The North side of the campus has a newly constructed air conditioned Gymnasium for Staff. The college has its own Cricket pitch at Oval Maidan Churchgate and the Annual Athletic Meet is organized at University Pavilion Ground, Marine Lines. The college gives opportunity of additional exam for the students who represents various cultural events, NSS and sports. These students can also take advantage of additional examination if needed. The college also provides refreshment to the students during tournaments and practice session. Cricket kit, Track suits are given to the players.

Auditorium: The College Auditorium is named as Dr.Babasaheb Ambedkar Sabhagruh, who was a faculty of the college. It was renovated in 2013 with the state of the art facilities like air conditioning, inbuilt sound and lighting system separate green rooms with attached washroom for ladies and gents, entry and exit doors as per the norms, inbuilt projector and screen, plush executive seats and fire extinguishers. The auditorium has a seating capacity of 450 guests. The auditorium is acoustically designed for better sound effects.

Canteen: The Sydenham Canteen is one of the oldest canteens amongst south Mumbai colleges. It is located on the ground floor of the college building and has a spacious area of around 2000 sq.ft. The canteen staff prepares various delicacies right from South Indian food to Chinese and Punjabi dishes at reasonable rates and good quality. The canteen also provides a hangout for the students after their lectures. Many students use the canteen facility for preparing their college projects and discussing various college activities. The canteen was renovated in 2013 through the fund generated from DPDC, Mumbai. The canteen has separate sitting area, kitchen area and storage area thereby making it a safe place. Separate place has been marked for the college staff during lunch time. The canteen also takes order for refreshments and lunch during seminars and conferences. The canteen has facility of electric points for use of laptops and mobile charging points and a television.

Cultural Activities: The cultural committee of the college is headed by senior faculty and having students' representative from all the courses. They conduct variety of cultural activities throughout the year and also encourage the students to participate in cultural activities in the college. The Extension Unit of the college participates in the UDAAN festival organized by Mumbai University.

BROUHAHA: An intercollegiate festival of the college, which act as a catalyst to develop qualities like leadership, marketing, communication, logistics, assertiveness, time management and money management, group dynamism etc in students.

Girl's Forum: A self defense programme was organized which educated girls about various techniques to prepare themselves to face any unforeseen situation or attack that may occur in routine day to day life.

Hindi Sahitya Mandal (HSM) : It promotes Hindi language and literary work among the students. Its musical event, Dhoon, provides opportunity to the budding artists of the college to execute their talents.

Marathi Wangmay Mandal (MWM) : Marathi Wangmay Mandal serves students on various fronts. It organizes cultural programmes like 'Jallosh' in Marathi which promote Marathi language and culture. It also celebrates various Maharashtrian festivals like 'Gurupurnima', 'Makarsankranti' etc. to introduce the rich Maharashtrian flavour to all the students thus serving as the Maharashtrian Cultural Ambassador in the college.

Sydenham College Co-operative Stores (Co-ops) Being a Commerce College, a co-operative store is solely managed by students which promote hardcore business skills among students. It is based on the principle of co-operation and follows the policy of "No profit, No loss". The aim of the stores is to provide services to the students by giving them firsthand experience in areas like marketing, management, publicity, public relations and accounting.

The Annual Magazine Committee (A- Mag): A-Mag publishes the annual magazine of the college with multilingual sections. Besides this, it organizes a photo-session- "Say Cheese" for the teaching faculty and non-teaching staff, as well as all the societies of the college.

The Dramatics Society (DS) : The Dramatic Society aims at promoting theatre by organizing various plays. It puts up plays not only on the stage of Sydenham Auditorium but also performs street plays on burning issues concerning the society. The members of the Dramatic Society participate in various drama competitions organized by other colleges affiliated to the University of Mumbai.

The Social Service League (SSL) : The League undertakes the social activities within and outside the college. It has established linkages with the Spastics Society of India, CRY, Tata Memorial Hospital and the G.T. Hospital. Each year it organizes a blood donation camp. Its motto is, "Not Me but You" and upholds it to the last word. The league has patronized a School in Waki villages near Dahanu Road. This society has successfully inculcated a sense of social responsibility amongst the youth in the college.

The Placement Cell: It had organized Career Fair which gives information about various courses & careers after 12th & Graduation. It also arranges Campus Placements. Last year's placements were made in companies like Edelweiss, J. P. Morgan Chase, E&Y, TCS, Citi Group, Deutsche Bank, KPMG, Directi, A. F. Fergusson, Royal Bank of Scotland, Capital First etc.

The Performing Arts Society: The society conducts musical programme 'CrankDat' at phoenix High Street, Lower Parel, Mumbai.

The college encourages students to participate in extra-curricular activities including sports, games, quiz competitions, debate and discussions and cultural activities by providing them preference in the admission process, extra-coaching classes, guidance, flexibility for internal examinations, travel support, free access of Gym, prizes, cash awards and certificates. For the University players, tracksuits and financial incentives, special dietary arrangements e.g. fruits, juice and energetic supplements etc are also provided by the institute.

Co-Curricular Activities:

Women Development Cell: The College has a very active Women Development Cell (WDC) which has organised numerous activities in the college to sensitize the female and male students about sexual harassment. Self defence programme, personal hygiene, talk on legal Rights of women, lecture on gender sensitization, workshop Camp on women well being, Poster making competition, one day work shop on eve of women day celebration, book exhibition, a talk on Women Empowerment, a lecture on Awareness of Bank Scheme and LIC Scheme for women.

Lecture on gender sensitization with topic of "Sexual Harassment at work place" was organized on 11.09.2014. On the eve of woman day celebration, workshop was organized on Women rights, Investment opportunities, Home-made medicine and yoga session. A Talk was given on Women Empowerment by Smt. Neela Satyanarayan (Ex. Election Commissioner - MS) & Smt. Pragati Bankhele (Journalist). Health & hygiene camp on women well being was organized. The WDC also allowed the self help group to set up stalls of their products on Women's day free of cost.

NSS: Since 24th September, 1969, NSS unit is functioning in the College, with current enrolment of 100 students. This society of our college helps to develop leadership, physical, social and emotional qualities of the students. NSS conducts activities like leadership development camp, *yoga*, *shramdan*, street plays, visit to orphanage, old age home, blood donation camp, annual rural camp etc which is a skill development package that unfolds the hidden qualities of the students.

The students who represent the college at University, State and National level are provided with an additional internal and theory examination if they miss the regular exam due to such events as per the Mumbai University Guidelines.

Whenever students represent the college in various sports activities like Cricket and Football the required kit is provided to the students.

Extension Unit: The college has started the Extension Unit of the Life Long Learning and Extension Unit of Mumbai University from 2015-16. The students undertake various projects like Status of women in society and association with an NGO *Snehanhit* working for the blind children.

5.1.7 Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such as UGC-CSIR-NET, UGC-NET, SLET, GATE / CAT / GRE / TOFEL / GMAT / Central /State services, Defense, Civil Services, etc.

Library and study room facilities are provided to the students. There is a provision of guidance to the students appearing for CA, CS, NET, SET and other competitive examinations of State and Central services.

- The college regularly provides oral coaching for professional course like C.A. and C.S.
- College Library has a collection of the guidance books and magazines of various competitive exams; UPSC, MPSC, SET, NET, GRE, Banking exams, LIC etc which provides guidance to the students.
- College provides facilities to conduct various competitive examinations like MPSC, UPSC and NDA.
- Seminars and workshops were conducted by foreign universities like Buckingham University, UK, in January 2016 which was arranged by IQAC, who provided in depth details about their various Masters Programmes. This is a boon for students who wish to pursue their career abroad.
- The faculty of the college regularly provides information to the students of S.Y.BCom and T.Y.BCom for civil services and other examinations, which helps the students to be motivated and have understanding of the need of appearing for such exams.

5.1.8 What type of counseling services are made available to the students (academic, personal, career, psycho-social etc.)

The Counseling is done regularly by the teaching faculty, students are given counseling regarding academic, personal, career, psycho-social, financial and infrastructure matters. Students are guided to choose appropriate courses for making their career as per employment opportunities. Students are also guided for competitive examinations like CA, CS, NET, SET, MPSC and UPSC. The

placement cell of the college organizes mock session on group discussions and online test for understanding appropriate career for the students.

Apart from this students are also offered counseling regarding problems related to health and hygiene.

Our college has Women's Development Cell. It organizes various lectures and workshops of experts to guide and enlighten girl students. It also organizes various functions, days and capsule courses to boost up girl students about soft skills and life skills.

Anti ragging campaigns are arranged. Posters which are making students aware of this cognizable offence are suitably displayed in the college campus. Our college has Women's Redressal Cell which has been formed according to **Vishakha Guidelines of Hon'ble Supreme Court** which consists of a Co-ordinator, Secretary, one male professor, one woman member from an NGO, two women members from non-teaching staff of the college.

The Women Development Cell had organized a 3 days certificate course "Empowerment of Girls to face the social Challenges of 21st Century" in collaboration with Bhartiya Jain Sanghatana Pune from 22nd February to 24th February 2016. This course helped the girls to develop confidence, positive thinking, and also about career and emotional issues.

5.1.9 Does the institution have a structured mechanism for career guidance and placement of its students?

If 'Yes', details on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers (list the employers and the programme).

The College organizes industrial visits and provides placement opportunities for the students. This provides the platform for the students to understand their career profiles. In academic year 2015-16, IQAC had organized seminar of 'Buckingham University' which is a foreign University. This seminar was on the PG and UG courses available in the university. IQAC also conducted a seminar by inviting 'FLAME University' from Pune; a private University which also conducted a seminar about various UG and PG courses available in their campus.

The Placement Cell invited few companies in 2015-16 like; First Capital, Kotak Securities, Royal Bank of Scotland, Karur Vysya Bank, and Wipro. These firms conduct test, group discussions and interview for candidates.

List of Students Placed in various companies

NAME	NAME OF THE COMPANY	YEAR
Supreet Dhakkar	Essar group	2009
Pooja Jain	Essar group	2009
Mandvi	DBS BANK	2010
Akash Sabnis	KPMG	2010
Sumit Rathod	KPMG	2010
Rohit Kadam	KPMG	2010
Gaurav Shah	KPMG	2010
Shashank Tamgadge	KPMG	2010
Anuja Sakhare	KPMG	2010
Pradnya Dharaskar	KPMG	2010
Saili Vibhute	KPMG	2010
Nikita Kothari	KPMG	2010
John Julie	KPMG	2010
Dhillon Neha	KPMG	2010
Lavina Kadam	Morgan and Stanley	2011
Zainuddin	Geojit PNB Paribas	2011
Chinmaye	Geojit PNB Paribas	2011
Sneham	Geojit PNB Paribas	2011
Pritesh	Geojit PNB Paribas	2011
Mini	Geojit PNB Paribas	2011
Harish	Ernst and Young	2011
Sagar S.	Ernst and Young	2011
Amisha N.	Ernst and Young	2011
Akshata K.	Ernst and Young	2011
Ayush G.	Ernst and Young	2011
Neeyati M.	Ernst and Young	2011
Sonali Gokal	KPMG	2011
Divya V.	KPMG	2011
Karan Paul	KPMG	2011
Manjushah Nair	KPMG	2011
Shipra Mantri	KPMG	2011
Hitesh Bohra	KPMG	2011
Shashank Jain	KPMG	2011
Divya Vimla	KPMG	2011
Shikha Pandey	KPMG	2011
Sidhi Aras	KPMG	2011
Alok Rathod	KPMG	2011
Deepika Mittal	KPMG	2011
Sonali Gokal	KPMG	2011
Munira Soni	KPMG	2011
Chinmaya Nerkar	KPMG	2011
Arjit Nagpal	KPMG	2011

Jyoti Singh	Protivity	2012
Rahul Garg	Ansapak Pvt Ltd	Ansapak Pvt Ltd
Tasneem Nulwala	Ansapak Pvt Ltd	Ansapak Pvt Ltd
Paras Patel	Ansapak Pvt Ltd	Ansapak Pvt Ltd
Shermin Karedia	NVS brokerage	
Priya Shenoy	KPMG	2014
Mhd. Virani	KPMG	2014
Divya Jain	KPMG	2014
Jothsiana George	KPMG	2014
Satya Jaiswal	KPMG	2014
Peter	KPMG	2014
Mugdha Supal	DGM Property Solutions	2014
Sanket Puranik	DGM Property Solutions	2014
Snehanka	Ernst Young	2014
Aishwarya Yadav	Ernst Young	2014
Karan Yagnik	Ernst Young	2014
Ashit Rajoria	Ernst Young	2014
Adhishree Sawant	Ernst Young	2014
Akshita Mehta	Oberoi Hotels	2014

5.1.10 Does the institution have a student grievance redressal cell? If yes, list (if any) the grievance reported and redressed during the last four years.

Yes, there is a Students Grievance Cell as well as Women's Grievance Cell, but no major Grievances are there in the College.

5.1.11 What are the institutional provisions for resolving issues pertaining to sexual harassment?

The College has setup a Women Grievance Redressal cell, which is a statutory committee comprising of seven members. This cell looks into such issues if any. Up till now there has been no such case. The members are:

1. Dr. Anjali Alekar (President)
2. Smt. Smita Kuntay (Secretary)
3. Dr. S.S. Dhure (Male faculty representative)
4. Dr. T. B. Gadhave (Male faculty representative)
5. Smt. Nilima Patkar (NGO representative)
6. Smt. Shubhangi Dalvi (Office staff representative)
7. Smt. Manisha Sonawane (Office staff representative)

5.1.12 Is there an anti-ragging committee? How many instance (if any) have been reported during the last four years and what action has been taken on these?

Yes, there is an Anti-ragging Committee in the college formed according to the rules of University of Mumbai which comprises of six members. The rules and regulations of anti-ragging are mentioned in the college prospectus and also have been displayed in the college. There have been no such cases in the last four years. The members are:

1. Dr.S.D.Singh (Co-ordinator)
2. Shri M.R.Telgote (Member)
3. Dr. A.A.Alekar (Member)
4. Smt. S.R.Kuntay (Member)
5. Smt. M.K.Patel (Member)
6. Smt. S.Dalvi (Office Suprintendent)

5.1.13 Enumerate the welfare schemes made available to students by the institution.

The following are the welfare schemes for the students:-

1. Scholarships and free-ships assistance to the students belonging to reserved categories.
2. Group Insurance Policy
3. Railway Concession and free railway season tickets for girls
4. Endowment Scholarships and subject prizes to meritorious students. The list of ***College Endowment Awards*** is as follows :
 - i. The H.N. Kamat Memorial Prize for the Highest Marks in F.Y.B.Com.
 - ii. The Sir Kikabhai Premchand Prize for passing F.Y.B.Com 2015 with Highest Marks in Business Economics
 - iii. The Prof. D.S. Desai Memorial Prize for passing F.Y.B.Com 2015 with Second Highest Marks in Business Economics.
 - iv. The Prof. R.M. Joshi Memorial Prize for passing S.Y.B.Com 2015 with Highest Marks in Fundamentals of Management and Finance.
 - v. The R.B. Bhargava Prize for passing T.Y.B.Com 2015 with Highest Marks in Management and Production Planning.
 - vi. The Prof. U.V. Desai Prize for passing S.Y.B.Com 2015 with Highest Marks in Business Law.
 - vii. The R.R. Nabar & Company Golden Jubilee Prize for passing S.Y.B.Com 2015 with Highest Marks in Business Economics.
 - viii. The K.H. Gupta Prize for standing First at T.Y.B.Com.
 - ix. The Billimoria Gold Medal for passing T.Y.B.Com 2015 with Highest Marks in Financial Accounting and Audit.

- x. The A.D. Shroff Memorial Prize for passing M.Com 2015 with Highest Marks in Banking and Finance.
- xi. The Prof. D.S. Desai Memorial Prize for passing S.Y.B.Com 2015 with Second Highest Marks in Business Economics.
- xii. Cawasji Dinshaw C.I.E. Adenwala Prize for the Best Penman.
- xiii. Dr. K.R. Mahishi Essay Prize for Proficiency in English.
- xiv. R.D. Tata Memorial Essay Prize for the Best Essay on Foreign Trade of India.
- xv. The Maharaja Takhtsinghji of Bhavnagar Prize for the Best Essay on Indian Economy.
- xvi. Sultan Chenoy Prize for the best Essay on Banking.
- xvii. The Kantikumar Poddar Trophy for securing Highest Marks in Business Management in T.Y.B.Com.
- xviii. The Swapna Bendre Memorial Prize for Standing First in T.Y.B.Com.
- xix. The College Council Award for securing a position in the Merit List at the H.S.C. Examination 2015.
- xx. The College Endowment Award in memory of PROF TANANAN for securing a position in the Merit List at the Mumbai University T.Y.B.Com Examination.
- xxi. The Council Award for Standing First in M.Com I & II at university level.

The College Endowment Scholarships are:

- i. The Maharaja Takhtasinghji of Bhavnagar Scholarship for Standing First in H.S.C. 2015 among the College Students.
- ii. The Pragji Purshottam Bhatia Memorial Scholarship for Standing First in H.S.C. 2015 among College Students.
- iii. The R.D. Tata Memorial Scholarship for standing First in F.Y.B.Com 2015
- iv. The R.D. Tata Memorial Scholarship for being 1st four in Order of Merit among the Parsi students of F.Y.B.Com 2015.
- v. The Limdi Scholarship for Performing in the F.Y.B.Com Examination 2015.
- vi. The Maharaja Takhtasinghji of Bhavnagar Scholarship for Standing First in F.Y.B.Com Annual Examination 2015.
- vii. The Prof. Beri Memorial Scholarship for standing First in F.Y.B.Com 2015.
- viii. The R.D. Tata Memorial Scholarship for standing First in S.Y.B.Com 2015.
- ix. The R.D. Tata Memorial Scholarship for securing 1st four positions in the Order of Merit among the Parsi Students of S.Y.B.Com 2015.
- x. The Percy Anstey Memorial Scholarship for S.Y.B.Com 2015.
- xi. The Limdi Scholarship for Performing in the S.Y.B.Com Examination 2015.
- xii. The Limdi Scholarship for Securing Highest Marks in Business Management at T.Y.B.Com 2015.
- xiii. The R.D. Tata Memorial Scholarship for standing First in H.S.C. 2015.
- xiv. Prof. D.S. Desai Memorial Sports Scholarships for 2015
- xv. F.E Merchant scholarship for highest marks in business law among Male Students.

- xvi. F.E. Merchant scholarship for highest marks in business law among Female Students.

Golden Jubilee Trust Scholarships

T.Y.B.Com

- The Bank of Baroda Scholarship
- The Bank of Baroda Scholarship
- The Burmah Shell Scholarship
- The Central Bank of India Scholarship
- The Chimanlal Parekh Scholarship
- The Jadhavji Hansraj Parekh Scholarship
- The Golden Jubilee Trust Scholarship
- The Golden Jubilee Trust Scholarship

S.Y.B.Com

- The Sir Vithaldas Thackersay Scholarship
- The K.S. Iyer and Company Scholarship

The Khatau Cables Scholarship

- The Mafatlal Gagalbi Scholarship
- The M.M. Wadia Scholarship
- The Prof. Percy Anstey Scholarship
- The Golden Jubilee Trust Scholarship
- The Golden Jubilee Trust Scholarship

F.Y.B.Com

- The Bank of Baroda Scholarship
- The Bank of Baroda Scholarship
- The Burmah Shell Scholarship
- The Central Bank of India Scholarship
- The Chimanlal Parekh Scholarship
- The Jadhavji Hansraj Parekh Scholarship
- The Golden Jubilee Trust Scholarship

S.Y.J.C.

- The Golden Jubilee Trust Scholarship for standing First in F.Y.J.C. in 2015

F.Y.J.C.

- The Golden Jubilee Trust Scholarship for being admitted with the Highest Marks in the Class 10th to THE SYDENHAM COLLEGE OF COMMERCE AND ECONOMICS in the year 2015.

GOLDEN JUBILEE SUBJECT PRIZES

Year	Subject
M.Com II	Advanced Accounting & Financial Management
	Banking and Finance
	Research Methodology
M.Com I	Strategic Management
	Economics Of Global Trade & Finance
	Banking and Finance
	Advanced Financial Accounting
T.Y.B.Com	Financial Accounting And Auditing
	Business Management And Administration
	Business Economics
	Export Marketing
	Marketing And Human Resource Management
	Computer Systems
	Direct And Indirect Taxes
	Elements Of Operational Research
S.Y.B.Com	Business Economics
	Business Law
	Management & Finance
	Accounting And Financial Management
	Advertising
	Computer Systems
	Mass Communication
	Foundation Course II
	Economic Systems
F.Y.B.Com	Foundation Course
	Business Communication
	Environmental Studies
	Business Economics
	Accounting And Financial Management
	Mathematics And Statistics
	Business and Service Sector
	B.M.S
T.Y.B.M.S	Highest Marks
S.Y.B.M.S	Highest Marks
F.Y.B.M.S	Highest Marks
	BBI
T.Y.B.B.I.	Highest Marks
S.Y.B.B.I.	Highest Marks
F.Y.B.B.I.	Highest Marks
	FOREIGN TRADE COURSE
	Advanced Diploma in Foreign Trade
	Diploma in Foreign Trade
	Certificate Course in Foreign Trade

5. Three hostels; Savitribai Phule Girls hostel at Charni Road and Telang Hostel for Girls at Churchgate and Government Colleges Hostel for Boys at Churchgate.
6. Book bank.
7. Flexibility in fee payment for needy students.
8. Library facility to the students from 8 a.m. to 8 pm throughout the year.
9. Hygienic and nutritious food is available at reasonable prices in the canteen and cafeteria. A committee comprising of staff members is formed at the college level.
10. Sports facilities like Cricket Pitch at Oval Maidan, basketball court, volleyball court, chess, carom, table tennis and gymnasium.
11. Separate Girls Common Room.
12. Installation of two Automatic Sanitary Vending Machines with burner.
13. Internet facility for the students in the Online Computer Center.

5.1.14 Does the institution have a registered Alumni Association? If ‘yes’, what are its activities and major contribution for institutional, academic and Infrastructure development?

The College has an active Alumni Cell which organizes Alumni meets from time to time. The Alumni of the college interacts with the Principal, faculty, current students for providing quality inputs. On 8th December 2015 an Alumni Get-together was organized jointly by Alumni Cell and IQAC in the Conference Hall where by students from 1954 Batch to 2012 Batch attended the Get-together. The Alumni Cell of Sydenham College jointly with IQAC organized Alumni Panel Discussion on 11th January 2016 in the College Auditorium for the benefit of current students.

The Panel included prominent Alumni members like Mr. Anand Dhuri, a Investment Consultant, Mr. Nehal Desai, Industrialist, Mr. Mohan Ranade, Senior Advocate and Mr. Vishal Gholap, Visiting Faculty BMS. Around 300 students from B.Com, M.Com, BMS and BBI attended the event. They were guided on personality development and Etiquettes.

NSS had organized one hour session by Shri. Suhyog Banthia (Alumni) on “Make a Tribe Smile” by focusing on problems faced by Tribal people and what efforts can be taken to tackle these problems. He also regularly visits schools at Dahanu and provide them with stationary and other assistance.

5.2 Student Progression:

5.2.1 Providing the percentage of students progressing to higher education or employment (for the last four batches) highlight the trends observed.

Student Progression	%			
UG To PG	Average 60 %			
PG To M. Phil.	-			
PG To Ph.D.	-			
Employed	2012-13	2013-14	2014-15	2015-16
Campus Selection	-	1.81%	3.17%	2.92%
Other than campus recruitment	4%	6.88%	11.44%	-

The students after completing their Graduation, many of them go for post graduation; while some of them, go for jobs. The college has two batches of M.Com, one is the morning batch and other is evening batch. Many of the students in the evening batch are working and that batch is generally preferred by the working students. The placement cell sends invites through email to the companies to participate in placement drives. The placement session commences from the month of August every year.

5.2.2 Provide details of the programme wise pass percentage and completion rate for the last four years (cohort wise / batch wise as stipulated by the University)?

Furnish programme-wise details in comparison with that of the previous performance of the same institution and that of the colleges of the affiliating University within the city/district.

Academic Year	Title of the Programme	Total no. of Students appeared	Division				
			Distinction %	I %	II %	III %	Pass %
2014-15	M.Com.	124	Not Awarded by the University of Mumbai	15.32	21.77	45.96	83.08
	B.Com.	504		13.69	56.55	15.28	85.52
	BBI	92		66.30	66.30	0	88.04
	BMS	108		30.55	30.55	12.96	63.88
2013-14	M.Com.	125		31.20	40.00	20.00	91.20
	B.Com.	497		57.89	23.27	5.08	86.24
	BBI	76		28.95	42.11	23.68	94.74
	BMS	95		23.17	35.78	13.68	72.63
2012-13	M.Com.	178		21.91	42.13	14.04	78.08
	B.Com.	617		76.82	13.29	1.62	91.73
	BBI	58		53.45	5.17	17.24	75.86
	BMS	66		57.57	13.63	0	71.21
2011-12	M.Com.	136		29.41	41.91	0	85.29
	B.Com.	509		87.62	4.91	13.97	92.53
	BBI	58		74.14	8.62	15.52	98.28
	BMS	60		0	73.33	6.67	80.00

The result of T.Y.BCom. on an average for the past four years is 89%, while that of M.Com. on an average for the past four years is 84% which shows the performance to be excellent. In case of Self Financed courses, the performance of T.Y.BBI (B.Com Banking & Insurance) on an average for the past four years is 89%, while that of T.Y.BMS (Bachelor of Management Studies) on an average for the past four years is 72%.

For the academic years 2014-15 & 2015-16 the College got the approval from Mumbai University of 20% and 10% respectively increase in the total number of seats of first year B.Com due to great demand from the students.

5.2.3 How does the institution facilitate student progression to higher level of education and /or towards employment?

The College has an active Placement Cell which conducts placement activities for the students. The College organizes industrial visits and placement opportunities for the students. This provides a platform for the students to understand their career profiles. Foreign Universities like Buckingham University conducted the seminar on the PG and UG courses available. Flame University from Pune, a private University also conducted a seminar about various UG and PG courses available. Both the seminars were organized by IQAC in the academic year 2015-16.

The Placement Cell invited few companies in 2015-16 like; First Capital, Kotak Securities, Royal Bank of Scotland, Karur Vysya Bank. These firms conduct test, group discussions and interview for candidates.

For Students who go abroad for higher education, the college faculty provides recommendation letter to the students which is submitted to the foreign Universities. The college provides transcript to these students as well.

5.2.4 Enumerate the special support provided to students who are at risk of failure and drop out?

Faculties conduct regular class tests (oral and written) and maintain student progression in each test. Mentoring of weak students is also undertaken. Bridge course for vernacular students is also conducted. Faculties also conduct case studies competition to check the IQ Level of the students and take necessary and corrective steps for weak performing students. Government schemes for financially backward students are implemented. Students are tracked according to the performance in the examination and are counseled by the faculty whenever needed. Similarly, faculty guides the students to select proper optional subjects during the admission session.

5.3 Student Participation and Activities

5.3.1 List the range of sports, games, cultural and other extracurricular activities

available to students. Provide details of participation and program calendar.

The College encourages students to participate in various sports and games under University of Mumbai. The following is the programme calendar of the various events held in last four academic years.

Year 2015-16

Sr. No.	Name of the Events	No.of students Participated	Date of the Tournaments
1	Tug of War (M & W)	24	08/08/2015
2	Table Tennis (M & W)	10	10/08/2015
3	Aquatic (M & W)	--	17/08/2015
4	Chess (M & W)	06	20/08/2015
5	Badminton (M & W)	10	23/08/2015
6	Football (M & W)	18	01/09/2015
7	Volleyball (M & W)	24	28/09/2015
8	Kabaddi (M & W)	--	29/09/2015
9	Gymn. & Malkhamb (M & W)	02	30/09/2015
10	Basketball (M & W)	24	05/10/2015
11	Baseball (M & W)	--	19/10/2015
12	Archery (M & W)	--	30/10/2015
13	Boxing (M & W)	--	01/11/2015
14	Athletics (M & W)	02	07/11/2015
15	Cricket (M & W)	16	17/11/2015
16	Tennis (M & W)	04	21/11/2015
17	Judo (M & W)	--	24/11/2015
18	Power Lifting (M & W)	--	28/11/2015
19	Carrom (M & W)	07	07/01/2016

Year 2014-15

Sr. No.	Name of the Events	No.of students Participated	Date of the Tournaments
1	Tug of War (M & W)	24	01/08/2014
2	Table Tennis (M & W)	10	01/08/2014
3	Chess (M & W)	06	17/08/2014
4	Aquatic (M & W)	--	20/08/2014
5	Cross Country	--	22/08/2014
6	Badminton (M & W)	10	01/09/2014
7	Football (M & W)	18	10/09/2014
8	Gymn. & Malkhamb (M & W)	02	20/09/2014
9	Volleyball (M & W)	24	22/09/2014
10	Handball (M & W)	--	29/09/2014
11	Kabaddi (M & W)	--	07/10/2014
12	Basketball (M & W)	24	17/10/2014

13	Cricket (M & W)	16	28/10/2014
14	Shooting (M & W)	--	09/11/2014
15	Athletics (M & W)	02	15/11/2014
16	Power Lifting (M & W)	--	13/12/2014
17	Best Physique (M)	--	13/12/2014
18	Boxing (M & W)	--	20/12/2014
19	Tennis (M & W)	04	27/12/2014
20	Carrom (M & W)	07	07/01/2015
21	Taekwondo (M & W)	--	15/01/2015
22	Judo (M & W)	--	20/01/2015

Year 2013-14

Sr. No.	Name of the Events	No.of students Participated	Date of the Tournaments
1	Chess (M & W)	06	29/07/2013
2	Table Tennis (M & W)	10	05/08/2013
3	Badminton (M & W)	10	10/08/2013
4	Swimming (M & W)	--	16/08/2013
5	Football (M & W)	18	26/08/2013
6	Judo (M & W)	--	20/09/2013
7	Volleyball (M & W)	24	03/10/2013
8	Basketball (M & W)	24	07/10/2013
9	Cricket (M & W)	16	22/10/2013
10	Archery (M & W)	--	25/10/2013
11	Athletics (M & W)	02	16/11/2013
12	Softball (M & W)	--	26/11/2013
13	Tug of War (M & W)	24	20/12/2013
14	Carrom (M & W)	07	30/12/2013

Year 2012-13

Sr. No.	Name of the Events	No.of students Participated	Date of the Tournaments
1	Chess (M & W)	06	26/07/2012
2	Table Tennis (M & W)	10	02/08/2012
3	Badminton (M & W)	10	09/08/2012
4	Swimming (M & W)	--	13/08/2012
5	Water Polo (M)	--	25/08/2012
6	Football (M & W)	18	27/08/2012
7	Basketball (M & W)	24	15/10/2012
8	Kabaddi (M & W)	--	03/10/2012
9	Volleyball (M & W)	24	22/10/2012
10	Handball (M & W)	--	29/09/2012
11	Judo (M & W)	--	14/09/2012
12	Half Marathon (M & W)	--	06/10/2012
13	Cricket (M & W)	16	20/11/2012
14	Athletics (M & W)	02	03/11/2012
15	Best Physique (M)	--	01/12/2012
16	Tennis (M & W)	04	29/10/2012

17	Boxing (M & W)	--	28/11/2012
18	Malkhamb (M & W)	02	03/11/2012
19	Carrom (M & W)	07	17/12/2012
20	Taekwondo (M & W)	--	15/12/2012
21	Tug of War (M & W)	20	20/12/2012

Cultural Activities

Year	Event	Level
2015-16	Youth festival Hindi one act play third place Participation in Skit	University of Mumbai
	Adorea Blog writing :first place Face of the year award Best CL award Participated: dance event , Fashion show etc	NM College event, Mumbai
	Umang Street dance, Bollywood dance.	Wilson college event, Mumbai
	Persianna Best CL Award Nail art : 2 nd place Street : 2 nd place Face painting :2 nd place Debate 1 st place Fashion show 3 rd place	BJCC College, Mumbai
2014-15	Youth Fest: One Act Play, Skit.	University of Mumbai
	UMANG Street Dance, Bollywood Dance, Performing Events, etc.	N M College, Mumbai
	Adorea Fashion show, dance events, literary events, etc.	Wilson College, Mumbai
	Talash Best CL Award Mangerial events, Fashion Show	Jaihind College, Mumbai
	Tsunami First Prize: Fashion Show	Mithibai College, Mumbai
	Alegria Literary Events, Management Event, Performing Event Won many prizes	Bhavan's College, Mumbai
	Street Play NSS on social issues at various places	NSS Event

5.3.2 Furnish the details of major student achievement in co-curricular, extracurricular and cultural activities at different levels; University / State / Zonal / National / International, etc. for the previous four years.

The students actively participate in various co-curricular, extra-curricular and cultural activities conducted at various levels.

Year	Event	Level
2015-16	Youth festival Hindi one act play third place Participation in Skit also	University of Mumbai
	Adorea Blog writing :first place Face of the year award Best CL award Participated: dance event , Fashion show etc	NM College event, Mumbai
	Umang Street dance, bollywood dance.	Wilson college event, Mumbai
	Persianna Best CL Award Nail art : 2 nd place Street : 2 nd place Face painting :2 nd place Debate 1 st place Fashion show 3 rd place	BJCC College, Mumbai
2014-15	Youth Fest: One Cat Play. Skit.	University of Mumbai
	UMANG Street Dance, Bollywood Dance, Performing Events, etc.	N M College, Mumbai
	Adorea Fashion show, dance events, literary events, etc.	Wilson College, Mumbai
	Talash Best CL Award Mangerial events, Fashion Show	Jaihind College, Mumbai
	Tsunami First Prize: Fashion Show	Mithibai College, Mumbai
	Alegria Literary Events, Management Event, Performing Event Won many prizes	Bhavan's College, Mumbai
	Street Play NSS on social issues at various places	NSS Event

5.3.3 How does the college seek and use data and feedback from its graduates and employers, to improve the performance and quality of the institutional provisions?

The college has collected feedback regularly from the students. This feedback is about the teaching in the classroom. From the academic year 2015-16, the college has collected feedback regarding college office and library service as well. This feedback is collected from the regular B.Com and M.Com courses and also from self financed courses of BMS and BBI. Constructive feedback is analyzed by feedback committee and corrective measures are implemented from time to time. The college has an active placement cell which maintains contact with the prospective employers as well as current employers. This helps to understand the need of the companies as well as seek an improvement.

5.3.4 How does the college involve and encourage students to publish material like catalogues, wall magazines, college magazine, and other material? List the publications/ materials brought out by the students during the previous four academic sessions.

The Annual Magazine committee is formed by the College. There is Professor in Charge and three Committee members. There are student representatives who collect articles, photographs, poems and other information from the teaching faculty and students. The articles are edited by the editorial team and then are published in the magazine. The annual magazine committee calls all the teaching, non-teaching staff, college societies, and various committees for an annual photograph in the basketball court premises. The College magazine has been a recipient of Late Professor Chandgadkar Trophy.

BROUHAHA an intercollegiate festival is celebrated every year in the month of December. The students prepare various materials like brochure, invitation card for the same.

The Social Service League of the College had organized “Ek Koshish” to support and encourage the talent of differently abled persons and children from orphanage. The SSL had prepared a brochure for the same.

5.3.5 Does the college have a student Council or any similar body? Give details on its selection, constitution, activities and funding.

As per the University of Mumbai norms, the Students’ council is constituted by nomination on merit basis. The Mumbai University releases the circular every year. There is no external funding for the students council.

5.3.6 Give details of various academic and administrative bodies that have student representatives on them.

Students are actively involved in various activities of the college. The following are the various societies which are run and managed by the students of the College. Each society has a Professor in Charge to guide the students in various activities conducted by them.

Alumni Cell:

1. Dr. Anjali Alekar – Prof. in charge
2. Dr. Sunil Singh
3. Dr. Ritesh Singhal
4. Smt. Shabana Khan
5. Mr. Nehal Desai (President)
6. Mr. Anand Dhuri (Alumni Member)
7. Mr. Pranny Nigotiya (Alumni Member)
8. Mr. Uday Sathe (Alumni Member)
9. Mr. Mohan Ranade (Alumni Member)
10. Ashish Bhosale (Student representative)
11. Sumaiya Selot (Student representative)
12. Roshni Dubash (Student representative)

BBI Society:

1. Dr. Sunil Shete – Prof. in charge
2. Prof. M. Hasan
3. Omkar Kangne (Student representative)
4. Abhishek Shinde (Student representative)
5. Deepti Guge (Student representative)
6. Samreen Qureshi (Student representative)

Girl's Forum:

1. Dr. Saumitra Sawant – Prof. in charge
2. Smt. Smita Kuntay
3. Smt. Radhika Iyer
4. Dr. Asha Dhure
5. Smt. Shaban Khan
6. Saileen Warangh (Student representative)
7. Sumaiya Selot (Student representative)

Gymkhana Committee:

1. Dr. Saumitra Sawant – Prof. in charge
2. Dr. Shriniwas S. Dhure
3. Shri. Sagar Kotkar
4. Shri. Mahendra Telgote
5. Smt. M.K. Patel
6. Shri. M. S. Loni

7. Sumaiya Selot (Student representative)
8. Sarthak Mangaonkar (Student representative)
9. Yogi Naik (Student representative)

Hindi Sahitya Mandal (HSM):

1. Dr. Asha Dhure – Prof. in charge
2. Smt. Shabana Khan
3. Dhruv Lad
4. Rahul Chavda

Marathi Wangmay Mandal:

1. Dr. Saumitra Sawant – Prof. in charge
2. Prof. Shabhana Khan
3. Prof. Mahendra Telgote
4. Pranav Gaikwad (Student representative)
5. Saileen Warang (Student representative)
6. Shreya Kadam (Student representative)

N.S.S.:

1. Prof. Mahendra Telgote – Programme Officer
2. Prof. Radhika Iyer
3. Dr. Nanda Pandhrikar
4. Prof. Rajendra Mali
5. Prof. Sagar Kotkar
6. Dr. Anil Chougule
7. Prof. Shabhana Khan
8. Raja Aditya Gawalia (Joint Chairperson)
9. Nitesh Jha (Joint Chairperson)
10. Jusin D'rosario
11. Shreya Dolhare
12. Kheval Desai
13. Aman Jangid

Sydenham Foreign Trade Association:

1. Dr. Saumitra Sawant – Prof. in charge
2. Prof. Shabhana Khan
3. Prof. Jharna Kalra
4. Prof. M. Hasan
5. Shreya Kadam (Student representative)
6. Samiksha Agrawal (Student representative)

Sydenham College Co-operative Stores:

1. Prof. Radhika Iyer - Prof. in charge
2. Dr. Anil Chougule
3. Shri. K.N. Avhad
4. Aditya Venkatesh (Student Representative)
5. Pracheta Vals (Student Representative)
6. Samiksha Agarwal (Student Representative)
7. Abhishek Shinde (Student Representative)

The Internal Quality Assurance Cell (IQAC):

1. Dr. Annasaheb Khemnar – Chairperson
2. Dr. Ritesh Kumar Singhal – Co-ordinator
3. Dr. Sunil Shete – Member
4. Dr. Shrinivas Dhure – Member
5. Dr. Sunil Singh – Member
6. Dr. Anil Chougule – Member
7. Prof. Radhika Iyer – Member
8. Prof. Dr. Madhuri Nichkawade
9. Mr. Pranay Nigotiya – Alumni Member
10. Dr. M.A. Khan- External Member
11. Smt. Neelima Patkar- External Member
12. Smt. Shubhangi Dalvi – Office Staff Representative
13. Ms. Sumaiya Selot- Student representative
14. Mr. Raja Aditya Gowalia- Student representative

The Placement Cell:

1. Prof. M. Hasan – Prof. in charge
2. Prof. Jharna Kalra – Prof. in charge
3. Astha (Student representative)
4. Omkar Kangne (Student representative)
5. Nikhil Sanas (Student representative)

The Social Service League (SSL):

1. Prof. Mahendra Telgote – Prof. in charge
2. Prof. Radhika Iyer
3. Prof. Rajendra Mali
4. Prof. Sagar Kotkar
5. Dr. Anil Chougule
6. Prof. Shabhana Khan
7. Asmita Dorkulkar (Chairperson)
8. Abhishek Shinde (Student representative)
9. Sumaiya Salot (Student representative)
10. Nikhil Sanas (Student representative)

The Dramatics Society:

1. Shri. Nilesh Pathak – Prof. in charge
2. Dr. S. D. Singh
3. Prof. Sagar Kotkar
4. Smt. Shabana Khan
5. Prof. Jharna Kalra
6. Harshvardan Jadhav (Student representative)
7. Shubham (Student representative)
8. Sai Nirvedekar (Student representative)

Sydenham Computer Center:

1. Dr. Sunil Singh – Prof.in –Charge
2. Dr. Ritesh Kumar Singhal
3. Dr. Shriniwas Dhure
4. Dr. Anil Chougule
5. Vatan Mithawala (Chairperson)
6. Ikraa Bade (Vice-Chairperson)
7. Parth Asher (Vice-Chairperson)
8. Mitesh Lotlikar (Treasurer)
9. Akash Kumar (Student Representative)
10. Ketan (Student Representative)
11. Ninad Mathkar (Student Representative)
12. Dhruv Daruwala (Student Representative)
13. Abhishek Vahalkar (Student Representative)
14. Raja Aditya (Student Representative)

Annual Magazine:

1. Dr. Anjali Alekar – Prof-in- Charge
2. Dr. Nanda Pandhrikar
3. Smt. M.K. Patel
4. Smt. Asha Dhure
5. Aditya Venkatesh (Student Representative)
6. Moeza Qureshi (Student Representative)

Women Development Cell:

1. Dr. Anjali Alekar – President
2. Smt. Smita Kuntay – Secretary
3. Dr. Shrinivas Dhure – Male Faculty Member
4. Dr. Tukaram Gadhave – Male Faculty Member
5. Smt. Nilima Patkar – NGO Representative
6. Smt. Shubhangi Dalvi – Class III Representative
7. Smt. Manisha Sonawane – Class IV Representative
8. Sumaiya Salot – Student Representative

Extension Unit:

1. Dr. Anjali Alekar (Teacher-in-charge)
2. Sumaiya Selot (Student Manager)

5.3.7 How does the institution network and collaborate with the Alumni and former Faculty of the Institution.

The College has a Sydenham Golden Jubilee Trust formed by our prominent alumni. The college also organizes Golden jubilee lectures. The Golden Jubilee Trust has helped the College in organizing conference as well as Brouhaha 2015 - an intercollegiate festival. Being an Institution more than 100 years old, the alumni is spread around the world.

The College had organized lectures of some of the prominent alumni like:

Name	Topic	Year
Ms. Meera Sanyal (Ex-CEO Of Royal Bank of Scotland, India. (Golden Jubilee lecture)	Leadership & Empowerment of Women at The grassroots: A recipe for financial Inclusion.	2012-13
Mr. Uday Sathe, C.A	Accounting Standards	2012-13
Ms. Urvashi Dharadhar Senior Manager, Saraswat Bank, Mumbai	Cooperative Banking	2012-13
Mr. Chandrshekar Vaze, C.A.	Budget 2016	2015-16
Mr. Mohan Ranade, Senior Advocate, Bombay High Court	Corporate Social Responsibility	2015-16
Mr. Nehal Desai, Industrilaist, Steel Industry.	Export Marketing, Positive Attitude and Marketing Strategies	2015-16
Mr. Ganesh Achwal	Communication Skills, Mass Communication	2015-16

The Alumni Cell and IQAC had jointly organized a panel Discussion of our alumni with the present students. This panel meet was organized on 8th January 2016 in the College Auditorium. The panel meet discussed questions on personality development, queries on college society working, how to conduct yourself, how to do successful marketing of the events. The panel comprised of members like; Mr. Mohan Ranade, Senior Advocate Bombay High Court, Mr. Nehal Desai, Industrialist, Mr. Anand Dhuri, financial Consultant, Mr. Vishal Gholap, Visiting faculty BMS and E-Commerce and Retail Management Business.

The Golden Jubilee Trust is formed by prominent Alumni, the members are: Mr. Kantikumar Podar (Chairman), Mr. Suresh Kotak, Dr. Annasaheb Khemnar (Principal), Mr. Bansi Mehta, Mr. N. P. Sarda, and Mr. Ajit Gulabchand. They

complement college services like Golden Jubilee Prizes, Golden Jubilee lecture series as well as provide monetary help in organizing Brouhaha 2015, fund for Skill Development Course etc. The Commerce Conference in academic year 2013-14 was also partly financed by Golden Jubilee Lectures.

The alumni meet held in 2013 during the centenary year was attended by around 400 alumni of the college. Some of the alumni had specially arrived from abroad like Mr. Amritlal Shah from Tanzania, Mr. Ranjit Babla from Tanzania, VK Mehta from Dubai, and Mr. Raichuri from USA. Many notable alumni from all over India also attended the alumni meet; Mr. Suresh Kotak, Mr. Daftary, Mr. Uday Sathe, Mr. Snehal Mazumdar, Mr. Anand Dhuri, Mr. Nehal Desai and others.

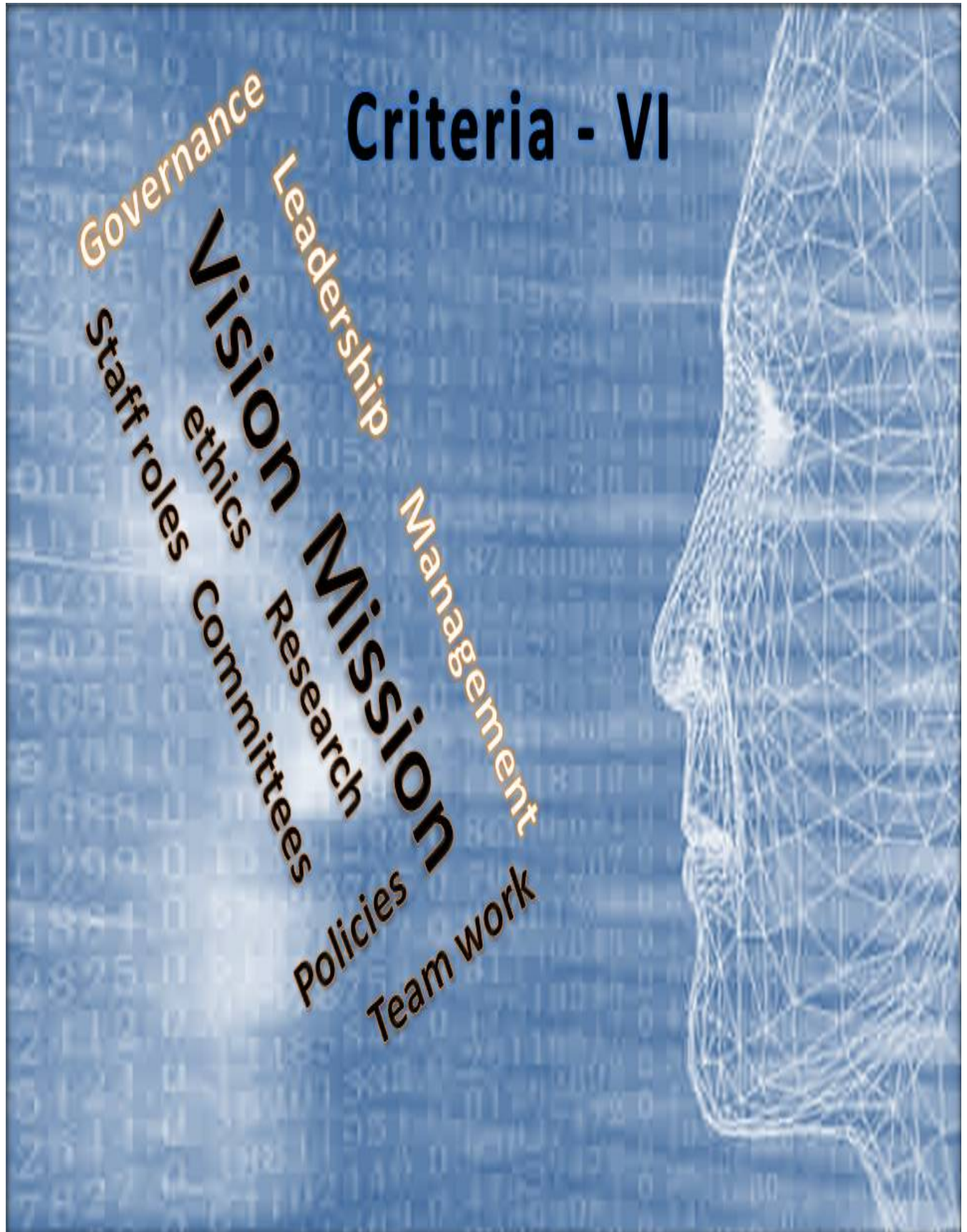
The College invites its former faculty during various programmes and events in the College. This helps to maintain healthy relations with the faculty who have retired from the College after a dedicated teaching service.

The current students and the Alumni have created Facebook Page which helps to communicate various happenings in the College. Some students and Professors have also created a Whatsapp Group which helps to provide information about various events in the College, placement, industrial visits, etc.

College has launched its own mobile app for the convenience of students and faculties. This app provides information about latest notices regarding academics and extra curricular activities.

Any other relevant information regarding student support and progression which the college would like to include.

- Placement Opportunities for students.
- Well equipped Conference Hall & Auditorium.
- BROUHAHA an intercollegiate festival which helps the students to showcase their talents.
- Various Societies which helps students to explore their creative instincts.
- Industrial visits for B.Com, BBI & BMS students.
- Oral Coaching classes for CA & ICWA.
- Women Development Cell & Girls Forum conducts various activities to empower them.
- Well equipped Gymnasium and Gymkhana.
- Active NSS/SSL/Extension Units develop a sense of social responsibility among the students.



Criterion VI: Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 State the vision and mission of the Institution and enumerate on how the mission statement defines the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future, etc.?

Mission: -

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

Vision: -

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 beings and take the society towards new horizons of glorious future.

Sydenham College, the oldest and the first commerce college in entire Asia 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.

College has always been in forefront in fostering comprehensive development of the students in the quest of our mission and vision by focusing not only on academics but also on various facets like cultural, social, emotional and intellectual development of the student. In today's competitive and globalized world, students have to face cut throat competition right from securing admission, pursuing education and gaining employment. So they need to go extra miles in developing added competencies like innovativeness, leadership, business minded, collaboration and team work, communication, creative decision making, problem solving etc.

Sydenham College adopts following strategic guidelines to achieve its vision:

- 1) To endow students with proactive and proficient teaching learning environment.
- 2) To offer creative, innovative and versatile education thereby nurturing and developing students who can sustain universal challenges.
- 3) To inculcate strong intellectual, inter personal, intra personal aptitude in the student for the eventual progress of the nation.

- 4) To develop the overall personality of the students by augmenting their participation in extracurricular activities.
- 5) To increase participation of students in community service activities that enhances their contribution towards society and improves the quality of life of others.
- 6) To sensitize students towards national leaders and freedom fighters, the college celebrates the jayanti (birth anniversary) of noted personalities.

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.

Vision for Future:

Sydenham College has a vision for future which focuses on:

- 1) To revolutionize the millennial generation into ingenious leaders by creating a learning atmosphere that supports inter disciplinary collaboration, facilitates engagement, ensure a culture of mutual trust and integrity
- 2) To sustain the legacy of incorporating the principles of social and community responsibility in students, staff and other stakeholders thereby exhibiting dedication towards continuous development of the society.

6.1.2 What is the role of top management, Principal and Faculty in design and implementation of its quality policy and plans?

Being a government college, all the quality policies and plans of the institution are designed by Government of Maharashtra. As the college is affiliated to University of Mumbai, academic and extra-curricular policies are framed by them and are followed by the college.

Periodic meeting of the Honorable Minister of Higher and Technical Education, Principal Secretary along with Director of Higher education & Principals of various government colleges are held to discuss effective implementation of policies and plans at the college level for providing quality education to the students.

The Director of Higher Education plays a pivotal role in reviewing framed policies and plans which ensures smooth functioning of the institution. Feedback is obtained from college regarding successful implementation of policies.

At the college level, Principal designs various committees keeping in mind the vision and mission of the college. Regular meetings with the teaching and non teaching staff ensure that the academic and administrative strategies are effectively communicated and implemented which lays a concrete route for achievement of objectives and helps the institution to perform efficiently.

Principal and faculties regularly attend meetings and workshops organized by University of Mumbai for effective and efficient conduct of college activities.

6.1.3 What is the involvement of the leadership in ensuring?

- **The policy statements and action plans for fulfillment of the stated mission**

Principal, being the academic leader of the institution participates in various meetings arranged by Secretary, Higher and Technical Education, Govt. of Maharashtra, Director of Higher Education and University of Mumbai. He gives his views and opinions on various plans and policies which are roadmap for accomplishment of stated objectives and mission.

- Principal conducts regular meetings of teaching staff to discuss various plans and policies which are in alignment with the mission of the college.
- Principal as a leader has established several curricular and co curricular committees, varied societies, Local Advisory Committee comprising of faculty members, non teaching staff, Student representative, external members, alumni etc. These committees devise and execute various plans and a review meeting is taken at the end of every year.
- Review meetings of Heads of Department, IQAC members, teaching and non teaching staff are conducted to evaluate the work done and productive feedback is obtained. This ensures whether the framed plans and policies are implemented or not.
- Academic audit is conducted to review departmental progress and to devise quality improvement strategies for the progress of the institution.

- **Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan**

Principal along with IQAC and LAC formulate comprehensive plans and policies for smooth and conducive working of the institution. These plans are oriented towards achievement of goals of the institution.

- Principal and the IQAC formulate various quality enrichment policies.
- Local Advisory committee is formed which assist in devising strategies for attainment of goals and objectives of the college.
- Academic calendar is prepared for curricular and co curricular activities and various plans are devised to complete the tasks on time.

- Faculties prepare teaching plan at the commencement of the year which streamlines the entire teaching learning process.
- Academic and administrative committees are set up which looks after the examination, assessment, infrastructure development, welfare measures etc.
- Structured feedback is obtained from students and necessary modification is done in framing plans and policies for the next year.

- **Interaction with stakeholder**

Sydenham College has long term association with its various stakeholders that acts as a key role in brand building, achieving success and supports various future initiatives. Principal as a leader participates in various activities of the college and interacts with stakeholders.

- Orientation programme for first year students is conducted at the commencement of the year where parents are invited. In this programme we highlight on the glimpses of the functioning of the college and also make them aware of the rules, regulations and policies which help the institution to run smoothly.
- PTA meetings are conducted at the end of the year and they are reported about the student's attendance, performance and progress. Views and opinions are obtained from them for progressive development of the college.
- Alumni suggest and recommend various strategies to improve the overall performance of the institution in the alumni meet.
- Teaching and non teaching staffs are kept informed about developmental, academic, administrative policies.
- Placement committee interacts with various industry people. They assist them in placing meritorious students and bridge the gap between industry and education sector.

In every interaction principal plays a vital role in conveying various plans, strategies to stakeholders and obtaining feedback from them, which are incorporated in formulating plans and policies.

- **Proper support for policy and planning through need analysis, research input and consultations with the stakeholders**

Principal being the leader of the institution ensures his full support in framing policies. Review of various academic and administrative committees helps in obtaining information which acts as a blueprint in framing prospective policies. It is necessary to analyze, evaluate and interpret the feedback obtained from students and other stakeholders as it ensures necessary improvements which paves the way for effective functioning of the institution.

- **Reinforcing the culture of excellence**

The Principal strengthens the culture of excellence in the institution by instigating high performances attitude in the staff as well as students.

College has a conducive climate which assists in engaging the faculties and students, thus aligning every one with the mission of the college.

- Principal being the leader continuously motivates the staff to apply for various major and minor research projects of UGC and University of Mumbai, to participate and publish research articles in various seminars, workshops, conferences, thus promoting research climate in the college.
- Faculties are sanctioned FIP to pursue their PhD's.
- Students organize and participate in various academic and cultural activities which foster holistic development thus ensuring institution's brilliance.
- Administrative staff participates in various training programs which upgrade their knowledge and skills. They are motivated to pursue higher studies thus improving their competencies and performance.
- Various scholarships and prizes at the college level are given to students, which act as a motivating factor to excel in academics as well as co curricular activities.
- Students and faculties are part of various societies and committees, which provides the opportunity to interact and collaborate with each other. This enables a sense of team spirit and strong leadership in them thereby sustaining a culture of excellence.

- **Champion organizational change**

Principal as catalytic leader is the “champion of Change”, who conveys and encourages an affirmative and timely revolution in academic and administrative arena of the institution. This approach proves to be successful for embedding and sustaining transformation in the institution.

Introduction of new courses, training to staff, organizing workshops, cultural & social events brings about constructive change in the attitude of the staff and students thus grooming them to face the challenges of the globalised economy.

To keep the pace with the changing needs of the society various changes are brought in the college like ICT facilities for teaching learning, tie-ups with industry & NGO's, augmenting research activities etc.

6.1.4 What are the procedures adopted by the institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?

Monitoring and evaluating plans and policies are crucial in effective functioning of the institution. Various techniques are adopted for appropriate implementation of strategies:

- Principal conducts regular meetings with the teaching and non teaching staff to review the progress of various works assigned to them.
- Academic calendar and teaching plan are prepared by the faculty for timely completion of the syllabus and other academic activities.
- IQAC meetings are conducted at regular interval to appraise the quality improvement strategies adopted and to assess its impact on working of the institution.
- Various committees' reports are presented to the principal to review the performance and necessary improvements as suggested are employed.
- Structured feedback is obtained from students regarding infrastructure, teaching learning process and other amenities and remedial actions are taken wherever necessary.
- Academic audit is conducted to review departmental progress.
- Local Advisory Committee is constituted at the college level for evaluating various academic and administrative plans and policies.

6.1.5 Give details of the academic leadership provided to the faculty by the top management?

Being a government college and affiliated to University of Mumbai, the Director of Higher Education as well as University gives full freedom and autonomy to promote academic leadership at the college level.

The college develops academic leadership at three stages viz; academic level, research level and at the institutional (administrative) level.

a) Academic Level:

Principal bestows liberty and independence to Heads of the department to design and implement academic strategy and programs. Various academic committees are instituted at the departmental level to monitor successful implementation of plans. Coordinators are appointed for Self Financed and post graduate programs for smooth and efficient conduct of academic activities and chalking out course of action for achievement of objectives. Freedom is given to faculty members to introduce various teaching learning strategies to make teaching more effective. Faculties also act a chairperson, member of board of studies and paper setters at University level which instill in them a sense of academic leadership.

b) Research Level:

To propel inquisitive and research culture among the faculties a Research Cell is set up at the college level. The cell promotes faculties to undertake various minor and major research projects, motivate them to publish research articles, research papers in seminars conferences and in peer reviewed journals. College has framed 'Dnyanvardhini' lecture series and Memorial lectures which helps to develop research culture amongst the faculties and students. Further faculties are also appointed as conveners, organizing secretary of conferences and they have chaired many research sessions. Senior most faculties are also been invited as resource persons in many research conferences and seminars.

c) Institutional Level (Administrative):

College encourages leadership at the administrative level by appointing faculties as chairperson of cultural committees and different societies which are functioning in the college. Faculties are appointed as Government nominee of selection committee at private college which helps to inculcate leadership skills in them. Faculties are assigned additional administrative duties by Director and Joint Director of Higher education viz; Government Custodian for B.Ed exam & Competitive exams, Government nominee for inspection of Private College Infrastructure and Student Enrollment etc.

At the University level teachers are appointed as Member of Local Inquiry Committee, Vigilance squad for University examinations etc.

To add upon faculties at college level are appointed as member of Local Advisory committee who design strategy for infrastructure development, remuneration of temporary staff etc. This committee helps to align strategy completely with the functioning of the institution.

Faculties also get opportunity to apply for various administrative posts like Vice Chancellor, Registrar of University, Director of Higher Education and Joint Director of Higher Education.

Dr.Rajan Welukar, Ex- Vice Chancellor, *Dr.M.A.Khan*, Registrar of University of Mumbai, *Dr.S.S.Shete*, Ex. Joint Director of Higher Education, Pune Region are from Sydenham College.

6.1.6 How does the college groom leadership at various levels?

Leadership is the need of the hour at everyone's radar. Grooming leadership and retaining talented leader is indispensable part of every educational institution. Sydenham is always at the leading edge in doing so. College cultivates leadership steadily among the teaching, non teaching staff and students through continuous efforts.

Teaching Staff:

College fosters leadership proficiency in faculties by sending them for training at *Yashada*, Pune. This training is funded and initiated by Government of Maharashtra for its employees. The programme focuses on soft skills, research activities,

capability profiles which provide insights to inform and guide role articulation and practical strategies that help faculties to develop and improve their academic and intercultural leadership practices. Faculties also attend orientation, refresher and short term courses conducted by UGC which helps to groom academic leadership. At the University level teachers are appointed as Member of Local Inquiry Committee, Vigilance squad for University examinations etc. which instills a sense of leadership.

Faculties are appointed as a chairperson or members of various academic and cultural committees that helps in promoting leadership skills. Senior faculties are appointed as convener/organizing secretary/professor in charge and are given flexibility and liberty in decision making.

Student Level:

Students of our college take active part in organizing an array of cultural and social events. College assists in grooming leadership traits in students by assigning them the post of chairperson of various cultural and extracurricular societies. Further from academic front one student from every class is appointed as class representative to inculcate managerial skills in them. It also develops in them a sense of teamwork. Through N.S.S. / S.S.L. students undertake various social activities and represent the college for various intercollegiate events, which paves the route to become leaders of tomorrow. “*Brouhaha*” – An intercollegiate cultural event is overall organized by students which instills in them a sense of leadership and grooms them to undertake various activities in and outside the college.

Non teaching Staff:

Non Teaching staff is sent for training which is organized by Director and Joint Director of higher education. Some training programmes are also organized at University. At the college level they are assigned specific duties which help them to specialize in their respective task, thus developing leadership skills in them.

6.1.7 How does the college delegate authority and provide operational autonomy to the departments / units of the institution and work towards decentralized governance system?

The college has a congenial environment which allows freedom at multiple levels for efficient working of the institution. It rightly follows the quote by Daniel H. Pink

“Control leads to compliance; autonomy leads to engagement.”

College nurtures employee engagement by entrusting authority and operational autonomy to all departments. HOD’s are given professional freedom to plan a course of action to design teaching plans and strategies, adopt appropriate teaching

learning methods, plan extracurricular activities etc. They have autonomy to organize seminars, workshops, events, undertake research projects etc.

The college has constituted various committees (administrative, academic & co-curricular) where teachers are given flexibility to implement plans, strategies and take appropriate decision for smooth functioning of college activities.

Before taking any decision HOD's, conveners discuss it with the principal of the college.

IQAC up to certain level can take autonomous decision in implementing quality enhancement approach.

6.1.8 Does the college promote a culture a participative management? If 'Yes', indicate the levels of participative management.

Yes.

The college promotes a culture of participative management. All the teaching staff is allowed to take up responsibility, accountability and authority for the work assigned to them. Participative leadership strategy is adopted at the college front which helps to create a healthy work atmosphere. This facilitates improving the morale of the faculties thereby assisting them to design strategy to carry out task effectively and efficiently thus improving overall performance. The levels of participative management are as follows:

- Being a Government college major plans and policy decisions related to finance, infrastructure, appointments, repairs and maintenance etc. are taken by Department of Higher Education, Government of Maharashtra in close co-ordination with Director of Higher Education and Principal.
- At the college level Principal plays a vital role in decision making along with Heads of the Department. Here decision related to seminars, workshops, conferences and academic related matters are taken by conducting meeting at regular intervals.
- The Local Advisory Committee is constituted at college level to discuss and decide various policy matters for smooth and efficient conduct of college activities. It plays a vital role in solving matters related to academic administrative and infrastructure development of the college. This committee comprises of members from teaching and non teaching staff along with principal.
- IQAC makes continuous effort to devise quality enhancement strategies aiming for incessant progress. An IQAC member suggests various strategies for effective functioning of the college and participates in decision making process.
- Administrative, academic and extra-curricular committees which comprises of teaching staff are set up at the college level like steering committee, purchase committee, write off committee, library advisory committee, women development cell, gymkhana committee etc., where faculties freely exchange the

ideas about development plans, their implementation and hurdles (if any). Each and every staff participates in decision making process.

- Regular staff meetings are conducted in each semester to discuss the issues related to academic and extra-curricular activities. Principal encourage faculties to identify performance gaps and set their goals for improving students' results. Teachers develop teaching plan and review it with their Head of Department. This enables faculties to create a customized action for improving their skills.
- Students: Students representatives are appointed for each cultural and extracurricular activity for organizing various events. Class representatives are appointed for each class who act as a connecting link between the students and faculties in case of any petty issues faced by them.
- Feedback is obtained from students regarding teaching learning, infrastructure facilities and other welfare facilities. This helps to take corrective measures wherever required.
- Stake holders like alumni and parents are also encouraged to give their constructive suggestion for improvement of overall performance of the college through alumni meet and parent teachers meeting.

6.2 Strategy Development and deployment

6.2.1 Does the Institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

The college has distinctive quality policy which is developed to achieve the vision and mission of the college.

Quality policy is devised by involving various stakeholders like faculties, administrative staff, students, alumni etc. This strategy will help to create a favorable teaching learning environment, formulate effective teaching strategies, provision of adequate infrastructure, improves employee morale, higher participation of teaching and non teaching staff in college activities. As regards to our mission, the policy is framed keeping students at the forefront by orchestrating activities which will develop optimistic attitude and nurture intellectual proficiency as well as diverse skills to make them more employable. This will stimulate overall development of the students thus making them a responsible citizen.

The Quality policy is appraised and evaluated by conducting meeting and obtaining feedback from IQAC members, teaching, non teaching staff. Corrective measures are taken as and when required.

6.2.2 Does the institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

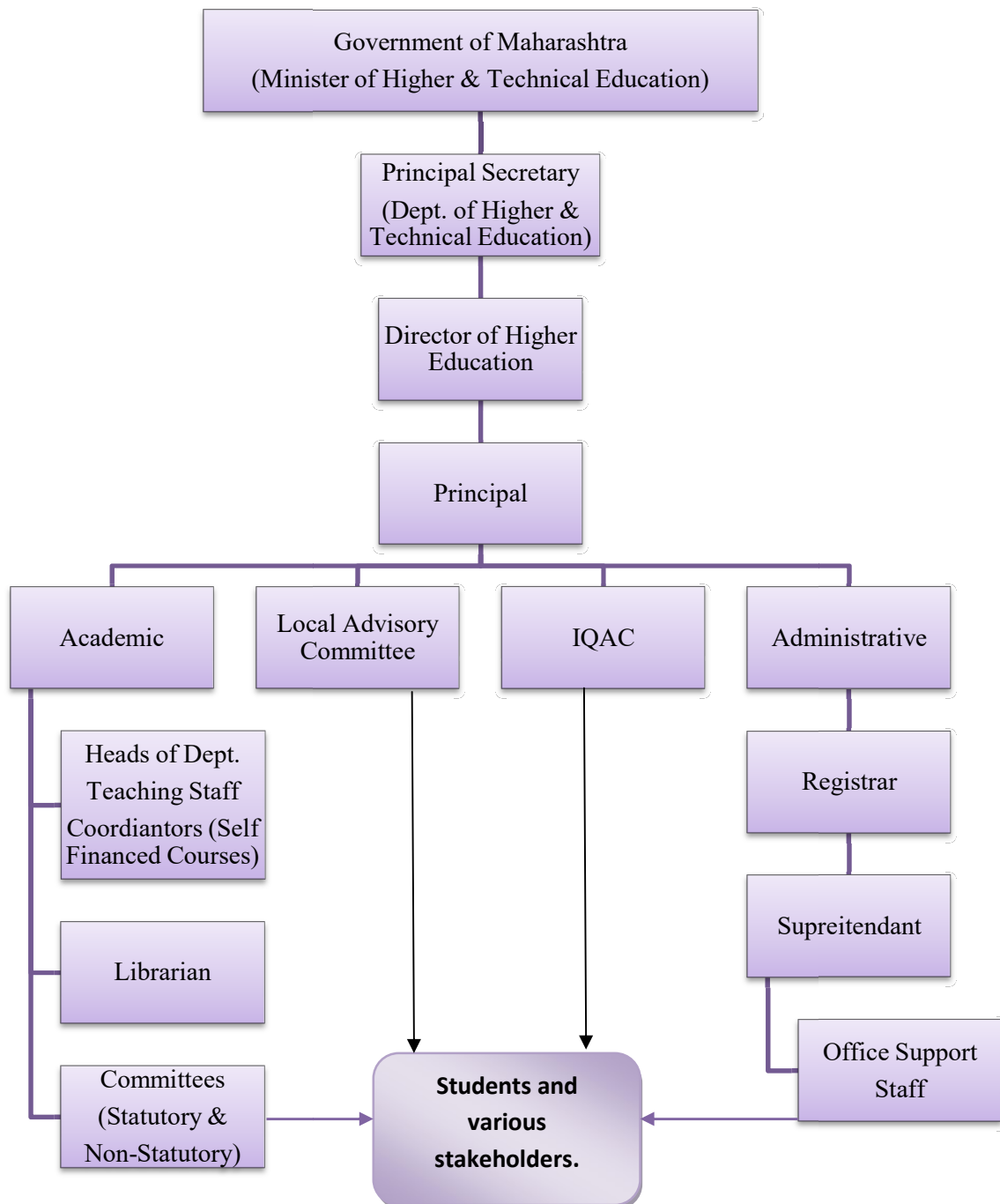
Yes.

Continuous efforts are carried out to devise plans and strategies towards growth and augmentation of the institution. Analysis and evaluation of the plan is done keeping in mind the need of the hour and requirement of the students.

In order to maintain excellent educational standards as per requirement of industry following aspects are included in plans:

- 1) Development of ICT enabled classroom, online centers for effective teaching learning.
- 2) Collaboration with foreign and private universities for deepening and strengthening the skills and knowledge of the students and faculties.
- 3) Introduction of certificate course in cyber security, short term courses in skill development and employability, programs under extension and lifelong learning.
- 4) Developing Research Cell to encourage inquisitiveness and fostering research culture by organizing seminars, workshops, conferences and tie-ups with research based institutes.
- 5) Setting up of *Entrepreneur Cell* to hone entrepreneurship quality and skill in students.
- 6) Applying for additional division of BMS and BBI.
- 7) Installation of electronic podium, digital display screen and kiosk for transmission of information digitally.
- 8) Upgrading library and office by adopting automation and digitization.
- 9) Renovation of college auditorium and BMS office, setting up of conference hall, online exam centre, well equipped gymnasium.
- 10) Upgrading college canteen and installation of RO water purifiers.
- 11) Installation of solar energy panels as a step towards energy conservation.
- 12) Installation of CCTV cameras as a part of campus security.
- 13) Introduction of MCOM with Management specialization.
- 14) *Sevarth* software (developed by Government of Maharashtra) is to be implemented by the college office for calculating and preparing salary bills of teaching and non-teaching staff.
- 15) To get ISO 14000 certification.
- 16) To make college campus eco friendly by adopting go green practices.
- 17) Facilitating Wi-Fi connection in the college premises and launching of college mobile app.
- 18) Organizing lectures, workshops, seminars on women empowerment & gender sensitization.
- 19) Inviting more companies of International repute for on campus recruitment as a part of effective placement drive.
- 20) Setting up of a centre for guidance and counseling for competitive exams.

6.2.3 Describe the internal organizational structure and decision making process.



Sydenham being a government College abides the rules and regulation as laid down by Government of Maharashtra for recruitment, promotion of teaching and non teaching staff. Policy framing of the college is done in consultation with the Director of Higher Education. Principal delegate the academic and extracurricular responsibilities by setting up various committees. Local Advisory Committee, IQAC & Heads of Departments also participate in various decision making area along with the Principal. Administrative activities are managed and controlled by registrar and office support staff.

6.2.4 Give a broad description of the quality improvement strategies of the institution for each of the following

Sydenham College adopts gamut of quality improvement strategies to create a favorable impact on the working of the institution:

• Teaching & learning

Quality improvement strategies are adopted keeping in view students as the core beneficiary. List of innovative strategies implemented by the institution are given below:

- ICT enabled classroom
- Installation of interactive smart boards
- Teaching pedagogy like case study, collaborative learning, formal informal discussion, graphic organizers, student presentation, problem solving techniques are used to strengthen creative and critical thinking in students and make teaching learning process more effective and interactive.
- Games, role play, simulations techniques are used to make learning interactive and interesting for subjects like marketing, HRM, Advertising, Business Communication.
- Service learning technique which coalesces and correlates academic content with social responsibility is employed for teaching subjects like Foundation course, Environmental Studies.
- Business Quiz are conducted by Planning Forum for UG students and moot court, mock trading (stock market) are organized by various departments.
- Faculties adopt latest teaching strategies like decision tree and concept mapping technique for effective teaching of topics and modules.
- Introduction of certificate program on foreign trade, soft skills and NCCMP.
- Organizing industrial visit, field visits, visit to Banks and financial institution for giving practical exposure to students.
- Special mentoring is given to students by organizing guest lectures, seminars and workshops.

- Use of online centre, computer lab, e-books, e-journals, magazines, reference book.
- Provision of INFLIBNET services for faculties and students.
- Constant evaluation and review by obtaining structured feedback from the students at the end of each academic year.
- Faculties attend orientation, refresher courses and various training programmes to update their knowledge and skills.

• **Research & development:**

In order to give greater accentuation for continuous research, initiatives are endeavored by the college to motivate teachers.

- College has set up a Research Cell comprising of following members:

Chairperson: Dr. Annasaheb Khemnagar (Principal)

Members:

- 1) Dr. Saumitra S.Sawant
- 2) Dr. Nanda S. Pandharikar
- 3) Dr. Riteshkumar Singhal
- 4) Dr. Tukaram B. Gadhave

Research Cell guides budding researcher in undertaking research projects and register themselves for Ph.D. programs. Research Cell is equipped with ICT facilities. It also disseminates information about various research funding agencies and promotes interdisciplinary research.

- Faculties are given information about various upcoming National and international conferences, seminars and workshops and are stimulated to participate and present research papers.
- Dr. S.S.Shete is a recognized guide in the subject of Business Policy and Administration at University of Pune and at Sant Gadge Baba Amravati University . Dr.Smt.S.S.Sawant is recognized guide in the subject of Business Management at University of Mumbai. Dr. N. S. Pandharikar is recognized guide at Sant Gadge Baba Amravati University in the subject of Statistics.
- College organizes workshops, seminars and conferences for faculties and students.
- IQAC organizes research based workshop to nurture aspiring researchers. It also encourages faculty to contribute articles towards research journals.
- Library is well equipped with various online journals, magazines, reference books and INFLIBNET software.
- Resource sharing is done with SIMSREE by utilizing their *e-library*, which comprises of unlimited e-books, e-journals, J-GATE *software*. This facility assists our teachers in undertaking research activities.

- **Community engagement:**

Sydenham College is always committed in building long term partnership with community by organizing various activities through NSS, WDC, Extension Unit, Girls Forum and Gymkhana. This helps in building effervescent and secured society through organizing social welfare programs by engaging our faculties and students and leveraging their skills. The various programs for community development and engagement are:

- NSS Students participated in “Vasundhara Bachao- Save the Earth” campaign, by educating the masses about various ways to save the environment.
- Swachh Bharat Abhiyan Campaign was undertaken by the college students at Bandra, Churchgate station and also in and around college vicinity.
- “Saaf Samudra” a beach cleaning drive was conducted by NSS students in collaboration with an NGO *United Way* after Ganesh utsav festival to clean the beaches.
- “Ek Koshish – A desire to live” a community initiative was undertaken by Social Service League of our college which provided a platform to senior citizen, physically challenged, under privileged children, orphans etc to exhibit their talents thus making them realize that strength comes from indomitable will and determination.
- NSS unit of our college had organized a mini marathon under the theme “Save the Girl Child” to create a sense of optimistic feeling towards girl child.
- Women Development Cell of the college had organized a Mini Fair for marketing and selling of eco friendly articles like bags, greetings, homemade beauty products by SHG and women entrepreneurs.
- A workshop on Self defense for girls was organized by Girls forum, to make them aware about various self defense techniques to face unforeseen situation.
- Blood Donation camp, medical camp, Thalassemia check up, free eye check up is organized every year by NSS unit of the college.
- Students render their services during national pulse polio drive.
- Through best practice “*Dignity and integrity: An en route for gender equality*” the college was successful in organizing various activities to sensitize both boys and girls students about gender equality which will pave the way for dignity of both the gender.
- A three days certificate programme on Empowerment of Girls to face the social challenges of 21st century was organized by WDC.

- **Human Resource Management:**

The eminence of any institution depends on the quality of people working in it. HRM activity facilitates proper and effective management of people in the institution which leads to employee engagement. Following HRM functions and policies are followed for effective working of the institution.

- Being a government college, teaching staff appointments are through Maharashtra Public Service Commission following UGC norms and State Government rules. Non teaching staff is appointed through either MPSC or Joint Director of Higher Education, Mumbai Region.
- Newly appointed teaching staff is sent for training at YASHADA, Pune by Government of Maharashtra.
- Orientation and induction programmes are conducted by the Staff Club of the college for the new recruits and new entrants to enlighten them about the college.
- Various welfare facilities are provided to staff like quarters, vehicle loan, computer loan, home loan, renovation loan, group insurance scheme, accident insurance policy, reimbursement of medical bill for self and family members etc. which is also a motivating factor for growth and development of the human resource.
- Non teaching staff is sent for training which is organized by Directorate and Joint Directorate of Higher Education. They are also motivated to improve their educational qualification by pursuing higher studies.
- Faculties are also sanctioned leave for pursuing Ph.D. as per the norms laid down by UGC. Dr. Ritesh Kumar Singhal, Smt. Firdaus Quadri from Department of Economics; Dr. P.A. Pachgade Department of Commerce, Dr. M.B. Bhide, Dr.S.S.Dhure Department of Mathematics and Statistics had availed sabbatical leave under FDP. Two more faculties have been sanctioned FDP to pursue their doctoral program.
- Performance appraisal of the staff is done through confidential reports.
- One day workshop was organized on “Women Wellness” as a part of employee health and wellness measure.
- Trips, excursion, cultural program and sports are organized for teaching and non teaching staffs which are aimed at managing workforce diversity.
- College felicitates teaching and non teaching staff for their special achievement through staff club.
- Duty leave and compensatory leave are granted to teaching and non teaching staff respectively.
- Duty leave is granted to teaching and non-teaching staff for *Vipashyna Shibir* at Igatpuri. This programme deals with meditation, stress management, mind control etc. which helps a person to lead a healthy life.
- Conflicts if any are handled in compassionate manner and disputes are resolved amicably.

- Women Development Cell and Grievance Redressal Cell (both for students and staff) are formed at college level to solve issues amicably.
- **Industry interaction**

In today's globalized economy, giving practical exposure to student is the need of the hour to make them more employable. Thus by interlinking of institution with the industry there has been an exemplary shift from input based learning to experiential learning. This will assist students in learning beyond their curriculum, acquaint them with corporate work environment and make them face competitive job challenges effectively.

- 1) Annual Industrial visits are organized for students of aided and self financing course which promotes experiential learning.
- 2) The placement cell of the college has conducted group discussion and panel interviews for the students through industry experts.
- 3) Our college has tie-up with National Stock Exchange for NCCMP course
- 4) NCCMP students visited the NSE at Bandra Kurla Complex, where they were given demonstration of the live stock market trading. NCCMP course includes 20 hours practical training at Geojit Paribas, at various branches all over Mumbai.
- 5) Alumni who are industrialist are invited to give guest lecture during seminar and workshops. Eg. Nikhil Modi, Uday Kotak, Kantikumar Poddar, Meera Sanyal, Nehal Desai, Pranay Nigothia, Jitendra Gupta, Vijaypath Singhania etc.
- 6) Campus placement drives are conducted in the college. Students are placed in companies of international repute.

6.2.5 How does the Head of the institution ensure that adequate information (from feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the institution?

The overall information is collected from detailed MIS report, committee meetings, IQAC, LAC meetings, departmental meetings and staff meetings.

The minutes of each meeting is well maintained which act as a source of information. Reports are also maintained by each committee and departments as documentary evidence.

Faculties maintain academic calendar, student's attendance report, and student's performance records.

A confidential report of staff is maintained year wise and is sent to Directorate of Higher Education.

College office maintains detailed staff information through employee service book, salary record and leave records of each staff. Staff attendance record is maintained through bio metric machine. Detailed student record is preserved in college office

both manually and digitally. The administrative office maintains information of annual purchase budget, accounts record, audit report etc.

Structured feedback is obtained from students. Further during alumni meet requisite information is collected from them through unstructured feedback.

Website is updated regularly through uploading latest information.

Students also are kept updated about latest happening in the college through website, digital display screen, kiosks, college mobile app. Notices about examination and co curricular activities are displayed regularly.

As Sydenham is a Government college the information collected is disseminated to the Government of Maharashtra through Directorate of Higher Education. During regular review meetings Principal communicates required information about the routine functioning and overall performance of the institution.

6.2.6 How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the institutional process?

College advocates participative management style to run the institution, where employee's involvement in decision making is given prime importance. This is an efficacious approach to leverage human resource. Staffs are bestowed academic and administrative independence for enhancing the institutional process which are stated below:

- Regular staff meetings along with principal are scheduled at the beginning and at the end of each semester. Departmental meetings are also conducted where staff is involved in decisions making.
- Academic calendar is prepared by the staff at the commencement of the session which helps to plan the activities well in advance and achieve desired objectives.
- Various academic and cultural committees are formed wherein staff is provided full independence and support which enables smooth and conducive functioning of the institution thus fostering overall excellence of the college.
- Faculties are motivated to arrange seminars, conferences, and workshops. They are entrusted full functional independence and support from the principal.
- IQAC assists in efficient working by following a rational and emphatic system which stimulates comprehensive development of the institution.
- College has formed Local Advisory Committee comprising of Principal and faculties where vital decision regarding purchase and up gradation of infrastructure, appointments of contract staff and their remuneration, formulate proposal for new expenditure, advice regarding intake capacity are taken.

6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.

Being a government managed college; all the resolutions are made by Department of Higher Education, Government of Maharashtra. Government Resolution regarding sanctioned posts, administrative, infrastructure development etc. are implemented by the college from time to time.

6.2.8 Does the affiliating University make a provision for according the status of autonomy to an affiliated institution? If 'yes', what are the efforts made by the institution in obtaining autonomy?

Yes, Sydenham being affiliated to University of Mumbai, there is a provision for obtaining the status of autonomy. After the reaccreditation by NAAC, the college may apply for the autonomy.

The MHRD, New Delhi has sanctioned Cluster University Scheme under RUSA. The college is under the process of being converted into a Cluster University along with 3 other government colleges of Mumbai.

6.2.9 How does the institution ensure that grievances / complaints are promptly attended to and resolved effectively? Is there any mechanism to analyze the nature of grievances for promoting better stakeholder relationship?

A suggestion box is kept in the college for the students where they can give in writing their grievances. The said grievances if any are forwarded to the respective committee where the grievances are resolved amicably. The college also has Discipline and Grievance Redressal Committee, Anti Ragging Committee, Local Advisory Committee, Women Development Cell, Girls Forum, Discipline committee, Canteen Committee, Infrastructure Committee to resolve respective grievances effectively.

Display board of various committees like Women Development and Grievance Redressal cell, Anti Ragging Committee, Local Advisory Committee are put up in ground floor of the college with respective telephone numbers.

Grievances of teaching and non teaching staff (if any) are discussed with the Principal. He promptly attends and helps the concerned staff to resolve the complaint.

Thus there is effective and efficient mechanism at the college to analyze the nature of grievances for promoting better stakeholder relationship.

6.2.10 During the last four years, had there been any instances of court cases filed by and against the institute? Provide details on the issues and decisions of the court on these.

Following are the court cases filed in last four years:

Sr. No.	Name of the Employee	Case Details & Status
1.	Smt. Rekha Vivek Joshi (Review Application 04/2015 in OA 1263/2010 MAT Mumbai)	Case filed for Promotion from Group B to Group A (MES) service i.e. from Junior to Senior College on the basis of M.Phil. Degree. The Hon'ble MAT held the Applicant ineligible for the promotion as the essential educational qualification not acquired i.e. NET/SLET by the Applicant.
2.	a) Shri. Ketan Pravin Shah(OA 340/2011) b) Shri. Ghanshyam Chimanlal Lalka(OA 341/2011) c) Mrs. Jasmine Divyesh Mehta(OA 342/2011) d) Mr. Ashok Dhirajlal Mehta(OA 343/2011) e) Mrs. Anjali Sunil Dalvi(OA 344/2011) f) Mr. Manoj Mehta(OA 687/2011) g) Mr. Rajesh G. Kukreja(OA 757/2011) h) Mr. Urvish Gunvantlal Parikh(OA 875/2011)	Case filed for regularization of service as a permanent part time teacher from the date of first appointment annual increments should be given and fixation of pay of the applicant. Judgment: The Applicants i.e. the employees will be entitled for continuity of service from the first date of appointment, not be entitled for arrears of monetary benefits and it is liability of the Respondents to pay the salary after a proper refixation including that accruing as a result of the 5 th & 6 th Pay Commission will accrue from 1 st May 2015. Now Government filed Appeal in High Court, Bombay.
3.	Adv. Ashok Kotangale (OA 927/2014 MAT Mumbai)	The Applicant filed Application for regularization of service on the basis of tenure of continuous service for than 3 years. Decision is in the favour of the institution.
4.	a) Dr. Waman Nakhale b) Dr. Asha Dhure	OA 1133/2015. MAT Mumbai Case filed for promotion from Group B (MES) to MES Group A i.e. Junior to Senior College in MAT Mumbai decision pending. (On the basis of Ph.D.) Decision is in the favour of applicants.

6.2.11 Does the Institution have a mechanism for analyzing student feedback on institutional performance? If 'yes', what was the outcome and response of the institution to such an effort?

Yes. College has an effective means to solicit feedback from the students, parents and various stake holders.

At the end of every year, the college obtains structured feedback from the students regarding teaching learning, curriculum, infrastructure, library, gymkhana, canteen

facilities. The feedback is analyzed by Feedback Committee and the report is discussed with the Principal and corrective measures are taken wherever needed.

Feedback is obtained from the parents during parent teacher meet at the commencement and at the end of each year about student's performance.

IQAC obtains feedback from the teaching staff with respect to curriculum, research facilities, organizing seminars workshops, etc.

Informal feedback is also obtained from the alumni during alumni meet arranged by the college.

Recommendations and feedback are discussed with the Principal. Wherever improvement is needed, an interaction meeting is organized along with the Teachers and Head of the Departments to discuss the feedback. Efforts taken by teachers to enhance the quality of their teaching are also appreciated. Necessary guidelines and intimations are given to the concerned staff.

6.3 Faculty Empowerment Strategies

6.3.1 What are the efforts made by the institution to enhance the professional development of its teaching and non teaching staff?

Professional development programs are designed to take both practical and innovative approach to teaching and learning. Formal in service training upgrade the content knowledge and pedagogical skills of teachers, hence teaching staff are encouraged to attend orientation, refreshers courses, seminars, workshops, conferences, short term training programs, soft skill programs etc.

Teaching staff are also encouraged to avail 2 years sabbatical leave under UGC FDP scheme to pursue Doctoral studies.

College has set up Research Committee which stimulates teaching staff to present and publish research papers, undertake major minor research projects.

Faculties are also appointed as resource person at various seminars, workshops and conferences at other colleges/universities which paves the ways for proficient development.

Library staff was sent for training on SOUL software in INFLIBNET and for SLIM 21 software, training is provided at the college library by the software provider.

The College makes efforts for enhancing professional skills amongst its non teaching staff by organizing In-House training programmes like computer literacy, change management, communication skill, and training on accounting software. Non teaching staff was sent to training on MIS, e-scholarship, First year online admission process.

Teaching and non teaching staff are also motivated to participate in various courses at college level viz; NCCMP, Courses on soft skill.

6.3.2 What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?

Sydenham College adopts diverse strategies to empower the faculties to harness their ability and skill and boost their proficient development. Apart from customary teaching learning activity teachers are appointed as chairperson or members of different academic and cultural committee which enhances their leadership and managerial skills.

- Faculties are appointed as paper setters, examiners, moderators, member of flying squad which enhances their academic and assessment skills.
- Teachers attend curriculum revision workshop which provides them an opportunity for curriculum designing.
- Faculties are assigned election duty through which they fulfill national responsibility.
- Being a government college, faculties are entrusted with administrative responsibilities by Director and Joint Director of Higher Education like, Government nominee for conducting B.Ed entrance examination, Panel member of private college teaching staff appointment, Government Inspector for student Enrolment verification and infrastructure development inspection of private colleges, which gives them broader exposure.
- Faculties are provided training on Smart interactive board, kiosk, and digital boards as a part of ICT training which enhances their technical skills.
- Library staff is provided training on library operations and software.
- Administrative staff is provided in-house training. Director of Higher Education also arrange training programme for non teaching staff every year at Pune.
- New appointed faculties are given training at YASHADA, Pune which enhances their leadership proficiencies thus enabling them to accept new responsibility and challenges effectively.
- Orientation and refresher courses: Faculty of the college is encouraged to attend orientation and refresher courses conducted by the UGC Academic Staff College. Similarly, newly recruited faculty is sent for training at YASHADA at Pune.

6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

The college adopts following mechanism to evaluate the performance of the faculties:

- *Self Appraisal Form* is duly filled by each faculty where they mention their special achievements, class wise results and student's performance, subject wise attendance of the students.

- *Yearly Confidential Report* is prepared to evaluate the performance of the faculties. They are assigned scores for every trait by the Principal and the report is sent to Director of Higher Education.
- *Structured feedback* is obtained from the students to evaluate teaching learning performance of each faculty. On the basis of feedback report, effectual endeavors are adopted by teachers to enhance the quality of their teaching.
- The faculty also submit the Career Advancement Scheme form under “*Performance Based Assessment System*” (PBAS) of UGC as prescribed in its regulations of June 2009. The university has developed an “Academic Performance Indicator” (API) system which is based on PBAS System developed by the UGC.
- *Self appraisal form and yearly confidential report* is duly filled by non teaching staff. Principal appraise the performance and submit the report to higher authorities. Recommendations are made for placing them to higher post or cadre. A copy of the confidential report with remarks mentioned by principal is given to the staff.

6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?

Performance appraisal and confidential reports are submitted by principal to Director of Higher Education. On the basis of individual report put forwarded, Director gives feedback with remarks on confidential report. A copy of confidential report is given to concerned faculty. In case of any adverse remarks, faculty is given a chance to prove his/her stand.

Apart from PBAS form, confidential report is also considered for promotion and placement of the faculty.

6.3.5 What are the welfare schemes available for teaching and non teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

College provides various welfare schemes to motivate and encourage teaching and non teaching staff so that they contribute effectively towards development of the institution.

The following is the list of welfare facilities which are provided to the staff:

1. Staff quarters
2. Maternity and Paternity leave
3. Pension and gratuity scheme
4. Group Insurance Scheme
5. General Provident Fund & National Pension Scheme (for new appointment after 2005)

6. Computer Loan, Housing Loan, Vehicle Loan
7. Gymnasium Facility
8. Leave Travel Concession
9. Festival Advance
10. Medical Reimbursement facility
11. Accident Policy
12. Uniform and Laundry Allowance to non teaching staff

Almost all the teaching and non teaching staff from aided section have availed these welfare facilities in the past four years which has added to institutional effectiveness.

6.3.6 What are the measures taken by the Institution for attracting and retaining eminent faculty?

Being a Government college, all the appointments are made through Maharashtra Public Service Commission.

- 1) Faculties who are appointed for Senior Collegiate Branch are conferred the status of Class I Gazatted Officers which is prominent motive for attracting prospective candidate.
- 2) Provision of various welfare schemes is also a pull strategy for potential applicant.
- 3) Senior college faculty who holds a Doctoral degree has an opportunity for higher post in administration viz; Joint Director of Higher Education, Director of Higher Education, Principal, OSD etc.

Other vital factors that attract and retain competent faculty are:

- Job security, a lucrative factor for retaining faculty.
- Conducive and Healthy work culture.
- Prospects for career development opportunities.
- Work Life balance.
- Good salary package.
- An opportunity to contribute towards educational institution which leads to welfare of the society and national development.

6.4 Financial Management and Resources Mobilization

6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?

Institution has a transparent and effectual method for tracking optimum deployment of available financial resources. This aids in efficient planning and implementation of financial budget, which helps to make precise decisions, exhibit accountability thus improving peripheral trustworthiness.

College receives financial resources from the State Government, District Planning and Development Council (DPDC), UGC, fees collected from students of various courses etc for endeavoring various tasks.

Budget is prepared by the administrative staff after consulting the Principal, Heads of Department, Local Advisory Committee, Infrastructure Development Committee and Purchase committee.

Funds are allocated on the basis of prioritization of activities like college development and student welfare. Entire budget allocation process is transparent and clear. Quotations are invited from various dealers for infrastructure development, purchase of books and stationery etc. and the most competitive quotation is given the contract. Purchasing is done as per the rules and regulations of Finance Department, Government of Maharashtra.

6.4.2 What is the institutional mechanism for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliances.

Audit of self financed courses (BMS & BBI) is done by chartered accountant annually.

College external Audit is conducted by Auditor General, Government of India and the auditor of Government of Maharashtra.

The last audit for the period of 2009-10 to 2013-14 was conducted from 13/02/2015 to 20/02/2015 and following discrepancies/objections were reported:

- a) Discrepancies in cash book balance and pass book balance.
- b) Non provision of expenditure reconciliation certificate.
- c) Records of few expenses not found.
- d) Lapsed amount (which includes student deposit for library and caution money) to be deposited in government account.

Auditor's suggestions were complied upon immediately by the college.

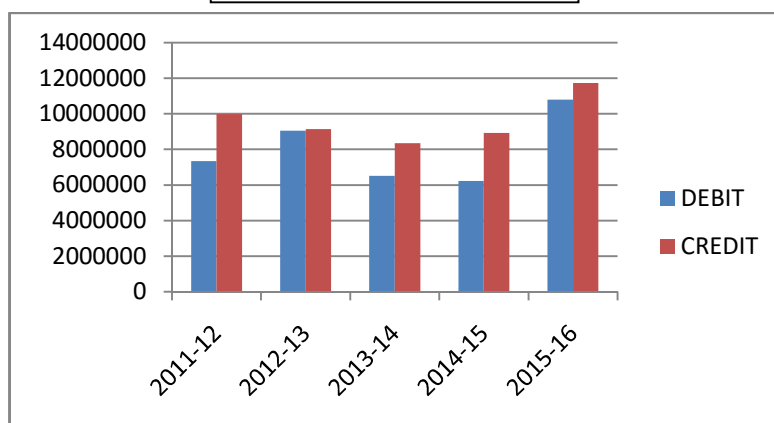
6.4.3 What are the major sources of institutional receipts / funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund / corpus available with institutions, if any.

As per the Reserve Bank of India Personal Ledger Account Statement

Account No. 01514601098 (6184006005)

Financial Year	Debit (Rs.)	Credit (Rs.)
2011-12	73,44,608	99,89,603
2012-13	90,60,339	91,39,799
2013-14	65,22,696	83,50,611
2014-15	62,20,223	89,34,360
2015-16	1,08,04,279	1,17,33,699

Financial Information



The audit of income and expenditure is done by the Directorate of Audit and Treasury, Mumbai Region.

6.4.4 Give details on the efforts made by the institution in securing additional funding and the utilization of the same (if any)

- 1) Golden Jubilee Trust: has provided the funds to Skill development Rs.2.5akh, for Brouhaha Rs. 50,000 and actual amount of conducting Memorial Lectures.
- 2) Gymnasium was renovated by funds sponsored by MLA Annie Shekar in the year 2012.

6.5 Internal Quality Assurance System (IQAS)

6.5.1 Internal Quality Assurance Cell (IQAC)

- a. Has the institution established an Internal Quality Assurance Cell (IQAC)? If ‘yes’, what is the institutional policy with regard to quality assurance and how it contributed in institutionalizing the quality assurance process?**

The IQAC was established in the year 2014.

The current committee comprises of following members:

Dr. Annasaheb Khemnar	:	Chairperson IQAC
Dr. Ritesh Kumar Singhal	:	Co-ordinator IQAC
Dr. Madhuri Nichkawde	:	Member IQAC
Dr. Sunil S. Shete	:	Member IQAC
Dr. Shriniwas Dhure	:	Member IQAC
Dr. Sunil D Singh	:	Member IQAC
Dr. Anil R Chougule	:	Member IQAC
Mrs. Radhika R Iyer	:	Member IQAC
Mr. Pranay Nigotiya	:	Alumni Member
Mrs. Neelima Patkar	:	External Member
Dr. M.A.Khan	:	External Member
Smt. Shubhangi Dalvi	:	Office Staff representative
Ms. Sumaiya Selot	:	Student Representative
Mr. Raja Aditya Gawalia	:	Student Representative

Quality assurance of the institution is an incessant and ongoing process; IQAC plays a dominant role and support in maintaining and improving quality system. It also suggests various quality enhancement strategies which helps the institution to accomplish its mission.

IQAC conducts gamut of quality enhancement activities like

- 1) Preparation of AQAR and submitting the same to NAAC.
- 2) Organizing workshops, seminars for faculties and students.
- 3) Encouraging research inquisitiveness in faculty by motivating them to present and publish research papers in national and international conferences, seminars and journals.
- 4) To give suggestions regarding up gradation of infrastructure facilities.
- 5) To advocate latest teaching learning methods to improve the process of learning.
- 6) It motivates faculties to update and augment their knowledge by attending various workshops, orientation, refresher courses, short term courses etc.
- 7) To obtain structured feedback from the students.
- 8) To organize career guidance and counselling lectures jointly with placement cell.
- 9) To conduct regular meetings with research cell, gymkhana and cultural committee.

b. How many decisions of the IQAC have been approved by the management / authorities for implementation and how many of them were actually implemented?

Decisions taken by IQAC are always in consultation with the Principal. Most of the decisions are directed towards professional development of the students and faculties. Decisions approved are stated below:

ACADEMIC:

- 1) Establish entrepreneur cell to promote young budding entrepreneur towards self employment.
- 2) Organize seminars in collaboration with foreign and private universities. IQAC conducted two seminars in collaboration with Buckingham University and Flame University. They highlighted various under graduate and master programs which students can pursue in those foreign universities.
- 3) IQAC in collaboration with research cell conducted workshop on Synopsis writing for upcoming research scholars.
- 4) Remedial lectures for underperforming students.
- 5) Workshop on NET/SET for M.Com Students.

INFRASTRUCTURE:

- 1) An independent cabin for IQAC, for effective and efficient functioning.
- 2) Installation of digital boards, kiosk, digital lectern.
- 3) Installation of LCD projectors in majority of classrooms.
- 4) Installation of RO water purifiers.
- 5) Proposal to set up Commerce Lab and Language Lab.
- 6) Setting up of Wi-Fi connection in the college campus.

Majority of the recommendations suggested by IQAC are approved by the principal and implemented. IQAC has also recommended Green Audit and ISO certification, which is going to be executed very soon.

c. Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.

IQAC has informal external members who contribute immensely towards proficient development of the institution.

- Dr. M.A.Khan, Registrar, University of Mumbai (Ex-faculty of the college) guided the teaching staff regarding various aspects of IQAC and NAAC. He motivated the staff to undertake minor research projects of Mumbai University and thus cultivating research culture in the college. He conducted one hour session for MCom students on various statistical tools and techniques used for conducting research.
- Mrs. Neelima Patkar, former faculty from the department of English, currently working with two NGOs; Women's Graduate Junior, Maharashtra Women's Council.
- Shri Kantikumar Poddar, an eminent alumnus and noted industrialist has sanctioned funds through Golden Jubilee Trust for setting up conference room with state of art facilities. As per the suggestion of the Principal Dr. Annasaheb Khemnar, the trust is also funding a range of programs on *skill development and employability* with the skill development unit of college to enhance soft skills of the students to make them more employable. One such three days certificate program was organized by Women Development Cell on *Empowerment of Girls* to face the challenges of 21st century.

d. How do students and alumni contribute to the effective functioning of the IQAC?

Alumni and students play a significant role in comprehensive development of the institution by supporting immensely in various initiatives undertaken by the college.

IQAC has one alumni member Shri Pranay Nigotiya contributing effectively towards various curricular and co-curricular activities. They support IQAC in organising seminars, workshops, guest lectures, and placement activities. Informally other alumni like Shri Kantikumar Podar, Shri Uday Kotak, CA Uday Sathe, CA Vishnu Kanhere, CA Mukund Chitale, Shri Rajeev Poddar etc. assist the institution by giving constructive suggestions, financial support, mentoring, job shadowing, and providing scholarships to meritorious students.

IQAC also has student member Ms. Sumaiya Sehlot and Mr.Raja Aditya Gawalia who act as a connecting link between the student community and the college. Student feedback is a major source of information regarding teaching learning, library, canteen, office administration and infrastructure facilities. IQAC considers their suggestions for improvement.

Sydenham is fortunate to have dedicated students and committed alumni who assist IQAC in smooth conduct of its operations, thus supporting the institution in attainment of its mission and vision.

e. How does the IQAC communicate and engage staff from different constituents of the institution?

Engaging various stakeholders is necessary to understand different perspectives. This can be considered as credible proof of successful outcomes. IQAC involves all the people from various segment of the institution. It comprises of different stakeholders which are mentioned below:

- 1) Principal as *Chairperson*
- 2) Senior Faculty as *Coordinator*
- 3) Six faculties as *members*
- 4) Administrative staff
- 5) *One Alumnus*
- 6) Student Members
- 7) LAC representative
- 8) NGO representative
- 9) External Representative

IQAC periodically conducts meeting with various stakeholders for planning and implementing quality improvement strategies. It also obtains feedback, productive suggestions, and recommendations for quality enhancement and sustenance.

6.5.2 Does the institution have an integrated framework for quality assurance of the academic and administration activities? If 'yes', give details on its operationalisation.

Yes, the college has an integrated structure which enhances the overall functioning of the institution.

- Principal: reviews the progress of each committee, cultivate leadership quality in faculties and students, delegates responsibilities
- Heads of Department: Reviews departmental progress, allocation of workload, monitors student's performance thus ensuring effective teaching learning.
- IQAC conducts various activities; develop a system for consistent and catalytic action to improve the academic and administrative performance of the institution.
- LAC- Local Advisory Committee assist in appointments of contractual staff, formulate new proposals for infrastructural development, advices regarding increasing intake capacity, budget allocation etc. All the decisions are taken after consulting the principal.

- Curricular and Co curricular committee: Committees like Admission, Examination, Centralized Assessment Programme & Result, PTA, Cultural, Placement Cell, NSS, WDC, and Girls Forum undertake the responsibilities allocated to them, thus ensuring effective conduct of college activities.
- Teaching and non teaching staff: Faculties adopt latest teaching learning methods thus enhancing and enriching teaching process. Registrar monitors and evaluates the functioning of the administrative work through constant reviews.
- Research Cell: Cell promotes research culture in the college and motivates staff and students to become more research oriented.

6.5.3 Does the institution provide training to its staff for effective implementation of the Quality Assurance procedure? If ‘yes’, give details enumerating its impact.

College organizes workshops, seminars for its teaching and non teaching staff to enhance and update their knowledge and skill, promote job satisfaction, improve confidence thereby ensuring accomplishment of institutions goals.

Staff also participates and attends workshop and seminar organized by various other colleges which enrich their knowledge.

Training programmes where the staff participated are cited below:

- Mr. Sandesh Sawant, Junior clerk was sent for training related to *sevarth*, service book updation.
- Mr. Dastagir Shaikh was sent for training related to e-scholarship
- Smt. Karmarkar, Kum Sujata Gawde, Shri Sandeep Thorat attended training program organized by MKCL for online submission of student’s form of First Year bachelor program.
- One hour training programme on basic computer literacy was organized by Sydenham Online Centre for Class IV staff.
- A practical workshop on use of fire extinguishers was conducted for support staff in February 2014.
- Mrs. Yamuna Sanap was sent for departmental training at Pune from November 2013 to December 2013.
- One hour session on “Managing Change effectively” was conducted by Dr. Ritesh Singhal, which focused on how to adapt change in a positive way.
- Mr. Rajendra Mali, Mr. Sagar Kotkar, Dr. Tukaram Gadhave attended training program organized by YASHADA at Pune. This helped them to enhance both academic and administrative knowledge enabling them to gain competitive advantage.
- Dr. Ritesh Singhal and Dr.S.S.Sawant had attended one day Workshop on “Role of Academic Audit and Documentation for NAAC” organized at K J Somaiya in Dec.2014.

- Dr. Ritesh Singhal has completed 07 days short term course in Soft Skill organized by UGC Academic Staff College, University of Mumbai in Oct. 2014.
- Dr. Sunil Singh has completed short term course in Mathematics at SVN Institute of Technology, Surat in Sept. 2015
- Dr. Anil Chougule, Prof Rajendra Mali and Prof Mahendra Telgote, NSS Programme Officer and members attended one day orientation program on NSS organized by University of Mumbai.
- Dr. AbhayKhamborkar participated in workshop on SPSS at Government Vidharbha Institute of Science and Humanities, Amravati.
- Faculties from all departments attend syllabus revision workshop.
- Smt. Swati Phadke, Librarian, had attended workshop on INFLIBNET for SOUL software Training at Ahmedabad.
- Smt. Asha Ratnakar, Director of Physical Education conducted one hour Yoga session in collaboration with Ambika Yog Kutir.
- Orientation programme under Department of Lifelong Learning and Extension was organized by Dr. Anjali Alekar in Sydenham College; More than 50 faculties from various colleges across Mumbai participated in the programme.

6.5.4 Does the institution undertake Academic Audit or other external review of the academic provisions? If ‘yes’, how are the outcomes used to improve the institutional activities?

The institution does undertake academic audit as it assists in analyzing the strategic ideas of the college’s academic activities. It helps in knowing the effectiveness of quality enhancement strategies which helps in achieving the mission of the college. Academic audit is conducted in two ways:

Internal Audit and External Audit.

a) Internal Academic Audit:

Internal academic audit is conducted by Principal and Heads of the department in the form of departmental presentation and review meetings of each academic committee. It highlights on various innovative teaching learning methods, research activities, and curricular activities. Each department showcases activities undertaken throughout the year, Lesson plan prepared by the faculty according to academic calendar.

Internal audit also includes review of student performance, placements, feedback from students, faculties and alumni follow up of IQAC activities etc.

This audit helps in continuous enhancement in the teaching learning process and working of the institution by engaging faculties, students and various stakeholders.

b) External Academic Audit:

Being a government college, external audit is conducted by Director of Higher Education. It examines various college activities and programmes and ensures

whether those are conducted in a proper manner which assists in accomplishing the objectives of the college. It scrutinizes various administrative policies, overview of roles and responsibilities of staff, analysis of innovative teaching learning techniques adopted, NAAC/IQAC functioning, research activities undertaken by staff, guidance and counseling for students, workshops seminar and conference organized by the college, industry tie-ups etc. It also evaluates whether the programmes conducted for academic enhancement are really effective in revolutionizing teaching.

The Local Inquiry Committee constituted by University of Mumbai, conducted audit of Self Financed Courses to continue the affiliation granted to run these courses. (BMS, BBI)

The recommendations suggested by external auditor are incorporated effectively which helps in smooth functioning of the institution.

6.5.5 How is the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/regulatory authorities?

Internal quality assurance mechanisms are in line with the prerequisite of various external agencies like University of Mumbai, Director of Higher Education, and NAAC.

The instructions given by these agencies are strictly adhered from time to time, thus ensuring quality mechanism.

6.5.6 What institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operation and outcome?

College faculties adopt various strategies to enhance teaching learning process and Principal continuously evaluates the methodologies adopted and suggests directions and action for further development. Following methods are implemented for appraising the teaching learning process.

- Regular Departmental meetings to develop action plan, lesson plan, review of syllabus, examination pattern, analysis of subject wise student's performance and results.
- IQAC conducts various lectures and workshop for enhancing the teaching learning process. It regularly reviews the teaching learning through staff meeting and student feedback.
- Remedial lectures for underperforming students.
- Use of ICT techniques for effective teaching like LCD projectors, online centers, interactive smart boards.
- Structured feedback from students regarding academic and infrastructure facilities.

- Field visits and industrial visit to give practical exposure to students.
- Arrange workshop and seminars.
- Confidential reports and PBAS forms of teachers are prepared and constructive feedback are given to them.
- College Mobile App is launched in which students are given link to various educational videos.

Feedback is analyzed and corrective action is taken.

6.5.7 How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?

College communicates its quality assurance policies to various external and external stakeholders by adopting following techniques:

- Important notices are displayed on prospectus, college notice boards, website, digital boards, Mobile App and kiosk unit.
- Parent Teacher meetings are conducted to give overview of student's performance and attendance. Orientation program is organized at the commencement of the year and parents are invited for the same.
- Principal conducts meeting of teaching and non teaching staff and evaluate various developments.
- Publishing Annual magazine by A-Mag, which includes reports of each society and achievement of students and faculties.
- IQAC conducts regular meetings of the members and communicates various quality enhancement strategies.
- Alumni meetings are conducted and progress of the college is conveyed to them and suggestions given by them are considered positively for further professional development.



Criteria - VII

Innovations & Best Practices

Criterion VII : INNOVATIONS AND BEST PRACTICES

7.1 Environment Consciousness

Environment preservation is one of the most pivotal factors in today's progressive world and has to be given utmost importance to achieve sustainable development of the economy. College adopts various eco friendly practices to preserve the environment thus contributing to the endurance of the mother earth in a friendly way. College acts as a catalyst in conserving the environment by involving all students, faculties and other stakeholders in this initiative.

7.1.1 Does the Institute conduct a Green Audit of its campus and facilities?

Sydenham College has a colloquial system for conducting green audit. College adopts every possible effort to preserve the environment by adopting eco friendly practice like reduced use of paper, saving water and electricity, installation of solar panels etc. NSS conducts variety of activities in and outside the college to preserve the environment. Review of each activity is taken by the principal, programme officer and university. Recommendations proposed by them are implemented from time to time.

7.1.2 What are the initiatives taken by the college to make the campus eco-friendly?

Energy conservation

Sydenham College has embraced an energy efficient mechanism. Efficient use of energy makes a positive impact on our environment and assist in making the campus more eco friendly. Following are energy conservation methods adopted in the college;

- Highly ventilated classrooms with huge windows & natural light assist in saving electricity.
- Students are asked to switch off the lights and fans when not in use.
- Canteen uses thermostat appliances like flask to store tea, coffee and milk thus contributing to energy conservation.
- Class representative are made responsible to switch off lights and fans after the completion of lectures.
- Minimum use of air conditioners.
- Installation of solar panels on the terrace of the college to save the electricity consumption.

Use of Renewable energy:

- One hour session on *Use of Solar Geysers: A Small Step towards energy saving* was conducted by SSL Unit of the college. Students, faculties and people from the vicinity participated in the session.
- Faculties are encouraged to use stairs rather than elevators.
- Use of CFL bulbs.

Water Conservation:

- Students and faculties are encouraged to save water.
- Posters and notices to save water are displayed in the campus.
- Survey was conducted by NSS volunteers in the societies nearby the college to know about the water consumption and report was submitted to the coordinator.
- Leaking taps are replaced immediately

Check dam construction

- During the annual rural camp at Dahanu, NSS students had constructed *Vanrai Bandhara*; bunds across small stream using gunny bags of sand to reduce the force of water and thus increasing penetration of water in the farm and conserving water for farming.

Efforts for Carbon neutrality

- Car pooling is done by faculties and students to reduce carbon foot print.
- One hour lecture was organized to maintain their vehicle which will be a step towards carbon neutrality.
- Majority of the staff travel by railways which is a major footstep towards carbon neutrality.
- Paper Shredder is used to shred old papers which can be reused.

Plantation

- College garden is well maintained & more plants were planted in the college to make it more eco friendly.
- 2,000 saplings were planted by the Principal, Staff and students on 01st July as a part of *Van Mahotsav* Celebration.
- Mosquito repellent plants were planted to drive away mosquitoes naturally.
- Seedlings were distributed at schools to promote plantation of more plants.
- Students planted small plants in the vicinity, thus promoting green environment.
- NSS annually conducts Tree Plantation Drive. Students plants more than 200 saplings.

Waste management

- Separate dustbins are kept for dry and wet waste.
- Zero waste is followed by students and faculties.

- Canteen waste and dry leaves are used as manure for trees.
- Sanitary vending machine along with burners is installed in ladies washrooms.

E-waste management:

- Electronic items like computers, laptops, printers, that are obsolete are discarded responsibly by following government norms.
- One hour workshop was conducted on e-waste management by NSS in collaboration with Mrs. Ramita, an NGO Member.

Other eco friendly Initiatives:

- Notices regarding examinations, scholarships are sent via email or by social networking sites to make less use of paper.
- Teachers as well as students are encouraged to make use of jute and paper bags and to avoid plastic bags.
- During renovation and construction everything is recycled.
- Students and teachers are encouraged to reduce, re-use and recycle.
- NSS Students participated in “Vasundhara Bachao- Save the Earth” campaign, by educating the masses about various ways to save the environment.
- Students created awareness about using organic colours to play eco friendly holi.
- Natural bio degradable colours are used during rangoli competition.
- Paper bags were distributed to devotees during Ganesh festival for disposing Nirmalya thus discouraging plastic bags.
- Swachh Bharat Abhiyan Campaign was undertaken by the college students at Bandra, Churchgate station and also in and around college vicinity.
- “Saaf Samudra” a beach cleaning drive was conducted by NSS students in collaboration with a NGO *United Way* after Ganesh utsav festival to clean the beaches.
- Plates made of dry leaves and paper are used in canteen which helps in saving water and at the same time helps in reducing the use of plastic plates.
- NSS unit had organized a rally on *No Honking* day to curb noise pollution.
- NSS unit has a tie up with an NGO, *United Way*, for making a commitment towards maintaining a cleaner, greener and healthier Mumbai by participating in various environmental activities.
- Women Development Cell of the college had organized a Mini Fair for marketing and selling of eco friendly articles like bags, greetings, homemade beauty products by SHG and women entrepreneurs.
- Using both sides of the paper.
- Obtaining rough papers from Xerox centers and using it optimally.
- Faculties demand e-bank statement from the bank thus moving towards paperless communication.
- As a part of go green activity, guest for any event were given potted plant as a token.

- Printers were also changed to latest models with functions to prevent misprints and as the result the number of unnecessary printouts could be reduced.
- NSS had organized one hour session on “Save Mangroves- Prevent Floods”
- NSS student had visited various Ganapati Pandals and homes and made them aware about the importance of immersion of Ganesh idols in artificial ponds. This will help in curbing water pollution.
- Street play was organized by college students at Churchgate and Nariman point on Traffic and Air pollution.
- News paper are collected by students which is further recycled.
- Faculties use mobile app, email and SMS as a communication tool for giving assignments and projects thus promoting paperless communication.
- Used answer books are recycled.
- Students are promoted to take notes electronically for some topics. (PPT)

Thus College adopts various green initiatives thus focusing on concrete solutions for various environmental issues thus making mother earth a convivial place.

7.2 Innovations

7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the college.

- Pre admission forms were filled on-line by F.Y.B.Com. / BMS/ BBI students. This enabled the college, to keep exact record of the applications received and keeping a track of students admitted.
- “Hands on training” was given to the First Year BCOM, BMS, and BBI committee members regarding online admission procedure of Mumbai University for smooth conduct of admission task.
- Beside this, the admission process for other classes has also been computerized wherein information of students was stored in database.
- Effective teaching with the help of ICT tools and techniques.
- Field visits and industrial visits were arranged to give practical exposure to students
- Faculties make use of various teaching strategies like team teaching, experiential learning to give in depth understanding of topics. Faculties also adopted latest teaching strategies like decision tree and concept mapping technique for effective teaching of topics and modules.
- Focus on Peer learning, participatory pedagogy.
- Scaffolding technique was used for the cognitive growth of the students.
- Portable classroom presentation kit and caller mike were purchased for effective teaching learning.
- Major renovation work of classrooms was done.

- Installation of interactive smart boards.
- Electronic display notice board on all floors and college office.
- Information kiosks were installed on all floors of the college which provides detailed information about academics to students as well as faculties.
- Online Exam centre was inaugurated, which was a step towards paperless exams. It also aids students and faculties to take up online courses, give mock test for management entrance and competitive exams etc. Further students can fill their e-scholarship and free ships form online.
- Renovation of auditorium into a state-of-the-art room has much needed space to conduct various social, cultural and academic events.
- Co-operative Society of the college had organized World Consumer Rights Days which created awareness among students, faculties and staff about various rights as a consumer.
- *Sevarth* software (developed by Government of Maharashtra) is implemented by the college office for calculating and preparing salary bills of teaching and non-teaching staff. Staffs are given their respective username and password which assist them in procuring online monthly salary statement.
- All the fund transfers and payments are made through NEFT, which has reduced the paper work and made the process faster.
- Mobile App is launched which give details of latest notices regarding examinations, results, cultural events etc to the students.
- College has tied up with State Bank of India (Churchgate branch) for online payment of fees of various courses.
- Few Teachers have created WhatsApp group with the students which has made transmitting of academic information with great ease.
- A well maintained conference room is renovated with state of art facilities which assist in conducting various seminars, workshops, placement meetings etc.
- Personal Computers and Laptop are given to staff for inculcating research activities.
- Library has been renovated with facilities for both students and staff. Library timing has been extended from 8 am to 8 pm for the benefit of student's community.
- Aluminum grills are fixed in the college corridors as a safety measure for students. It has also reduced the nuisance and mess created by birds which is a step towards hygiene.

7.3 Best Practices

7.3.1 Elaborate on any two best practices in the given format at page no.98, which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.

BEST PRACTICES - I

1) Title: Nurturing holistic development of students

2) Goals:

- a) To develop all round personality of the students
- b) To keep students engage in various academic and extracurricular activities to mould their personality.

3) Context:

- a) Our institution plays a prominent role in overall growth of the students, prepares and strengthens them to face the challenges and competition of the outside world.
- b) It is the need of the hour to have a versatile personality that will cater the current industrial need. Our college provides a platform to develop skills like marketing, logistics, leadership, emotional behaviour, communication, resilience which goes beyond their academics and helps student to climb the ladder of success.

4) Practices:

- a. **NSS:** This society of our college helps to develop leadership, physical, social and emotional qualities of the students. NSS conducts activities like leadership development camp, yoga, shramdhaan, street plays, visit to orphanage, old age home, blood donation camp, annual rural camp etc which is a skill development package that unfolds the hidden qualities of the students.
- b. **Co-operative stores:** Being a commerce college, a co-operative store is solely managed by students which promote hardcore business skills among students.
- c. **College Gymkhana:** It fosters physical development through various indoor and outdoor sporting events. It also helps in augmenting a sense of true sportsmanship in students. Further college also has well equipped gymnasium which paves the way for healthy lifestyle both among students and faculties. Participation in various intra and inter-collegiate events which develop a sense of healthy competition in the minds of the students.
- d. **PSDS:** Public Speaking and Debating Society of the college conducts elocution, essay writing, debates which helps students to gain confidence and excel the art of public speaking. Further it also helps in improving and enhancing communication and analytical skills. It provides the students an arena for freedom of speech and expression. The society conducts annual ex- tempore program “Aapki Awaaz” in which students are given topic on various social, academic and economic issues where they get a platform to showcase their views & opinions.
- e. **Student Council:** An apex body of students which inculcates leadership qualities and a sense of team spirit in the students. It functions as per the guidelines issued by University of Mumbai.

f. Performing Arts Society and Dramatic Society: Helps to develop cultural skill of the student by organising various stage and theatre events.

g. BROUHAHA:

An intercollegiate festival of the college, which act as a catalyst to develop qualities like leadership, marketing, communication, logistics, assertiveness, time management and money management, group dynamism etc in students. In Brouhaha 2015 apart from cultural events emphasize was on academics by organising various conferences and workshops.

5) Evidence of Success:

Developing multi skills of the students through academic and extracurricular events have gone a long way in providing a big edge over other job seekers. Students are actively involved in various social service activities by collaborating with NGO's. Development of soft skills in students helps to attract sponsorships for intercollegiate festival and many celebrities agree to be a part of various events. Nurturing these skills has played a major role in transforming the students to a highly desirable and prospective employee. Thus, the institution has achieved success in correlating learning experiences with practical exposure to students.

6) Problems encountered and Resources required:

1. Few of the first generation learners hesitate to participate in various extracurricular activities due to lack of time & confidence as they have to shoulder family obligation and responsibilities.
2. It is a formidable task for the students to change the mindset of the society when they undertake any social service programme. e.g. Student had to face tough times during their visit to annual rural camp to change the approach of the people towards superstitions.
3. Students perception towards academics has changed. They focus on quantitative approach rather than qualitative approach.

BEST PRACTICES - II

1) **Title:** *Dignity and integrity: An en route for gender equality*

2) **Goals:**

- a) To promote equality and eliminate discrimination on the basis of gender.
- b) To change the mindset of both male and female students towards gender discrimination.
- c) To sensitize both boys and girls students about gender equality which will pave the way for dignity of both the gender.
- d) To enlighten students about human rights.

3) **Context:**

Gender equality is the pivotal factor that cannot be overlooked. In order to achieve sustainable development in our Indian society, it is the need of the hour to raise awareness about gender equality in all arenas. Women are more likely to be deprived of their basic rights. So in order to nurture gender equality it is critical to involve both men and women.

Sydenham College has always been in forefront in providing equal opportunity and exposure to both men and women, thus favouring gender equitable society.

4) **Practices:**

a) **LAADLI:**

NSS had organised LAADLI campaign in the slum area to make the people aware about various schemes of the government for girl child so that they can avail such benefits. This will be stepping stone towards changing the mindset of the people towards girl child.

b) **Campaign against female foeticide:**

“Save the Girl Child” a drive against female foeticide was conducted by SSL unit of the college. Students performed street plays and sensitize people towards concerns of the girl child. A mini marathon with the theme of “Save the Girl Child” was organised which focussed on ill effects of sex determination and female foeticide.

c) **Guest Lecture:**

“Know your consumer rights” was conducted for all female faculties and students to make them aware about various consumer rights for women. The lecture was conducted by Smt. Leela Gokhale; member of Mumbai Grahak Panchayat.

d) Essay / Poetry / Elocution / Poster making competition:

- PSDS organised essay writing competition on topics like Dowry Deaths, celebrating the birth of girl child, child marriage, Work Life Balance.
- Poetry recitation on “Aai” (Mother) was organised by Marathi Wangmay Mandal. Eminent poet Arun Mhatre and Poetess Rashmi Deshpande recited poems on mother and enlightened students and faculties as to how mother is the prominent figure in our family.
- Hindi Sahitya Mandal organised elocution competition on topic “Beti Padhao – Desh Bachao” on 14th November 2014. Many students expressed their views on significance of educating the girl child and how educated and empowered girls play a crucial role in overall development of the economy.
- On 08.12.2014, poster making competition was organised by BBI on Gender Discrimination.

e) WDC programme :

- Lecture on gender sensitization with topic of “Sexual Harassment at work place” was organised on 11.09.2014.
- On the eve of woman day celebration, workshop was organised on Women rights, Investment opportunities, Home-made medicine, yoga session.
- A Talk was given on Women Empowerment by Smt. Neela Satyanarayan (Ex. Election Commissioner - MS) & Smt. Pragati Bankhele (Journalist).
- Health & hygiene camp on women well being was organised.
- Three days certificate program was organized by Women Development Cell on *Empowerment of Girls* to face the challenges of 21st century.
- A workshop on Safety Measures for use of Domestic LPG was conducted in March 2016.

f) Girl’s forum:

A self defence programme was organised which educated girls about various techniques to prepare themselves to face any unforeseen situation or attack that may occur in routine day to day life.

g) Activity in association with self help group:

- Fair & Book exhibition was organised in association with different SHG’s on women related books, handicrafts etc.

h) “Jaagar Jaanivaancha”:

Government of Maharashtra has launched a programme “Jaagar Jaanivaancha” an initiative towards changing the mindset of people towards girl’s education thus promoting gender equality. Sydenham College students and staff actively participated in the programme.

i) College fosters gender equality by providing equal opportunity to both girls and boys in various cultural, sports and academic activities. Chairpersons and co-chairperson of various committees are appointed by rotation and girls are given opportunity to lead various events and societies.

5) Evidence of Success:

It is noteworthy that Sydenham college promotes gender equality which can be seen from the below mentioned evidences.

1. Girls are always in forefront to lead as the chairperson of various societies and committees. NSS unit is mostly lead by girl students and the overall enrolment of girls is also much higher than boys. Thus there is greater participation of girl students in decision making of different societies.
2. Girls actively participate in various sports activities and have won prizes at regional, state and national level. Sydenham Gymkhana provides sportive and safe environment which promotes more enrolment of girls in sports and athlete activities.
3. Government policy of 33% reservation for female students is followed during admission process. Apart from this the enrolment of girls in UG and PG course are more as compared to boys.
4. The NSS unit had conducted an awareness campaign at Dahanu, regarding various schemes of the government for girl's education and welfare to the tribal people. As an indicator of success it was found that within a span of one year many parents were sending their girl children to school and were availing the benefits of free education, mid meals programme etc.

6) Problems encountered and Resources required:

1. Difficult to change the mindset of people residing in slum area towards empowerment of women. Men in the slum area proved to be aggressive when our SSL unit explained them about various welfare measures for women.
2. Changing the outlook of some rural and tribal people towards promoting girl child is a herculean task. They are unwilling to change their attitude as they feel it is a burden to develop a girl child.
3. It requires a continuous and ongoing endeavour to promote a gender equity based society. After the various awareness campaign which promotes gender equality it has been found by the faculties and students that the positive effects of these campaigns fade away within short span of time, rather than creating a lasting impact.
4. Some of the girls of our college have to shoulder additional household responsibility; hence they are not very active in college activities.
5. During a medical camp organised for girl students, it was found that girls lack nutritious diet which is one of the reason for trimming participation in various sports activities.

Principal's Profile**Name** : **Dr. Khemnar Annasaheb Sakharam****Qualification** : M. Sc., Ph. D., F.A.P.S., F.K.I.A., M.E.S.Group-A.**Designation** : Principal**Date of birth** : July 05th, 1964., Age – 54 Yrs.**Permanent address** : At post: Mandve Bk., Tal – Sangamner, Dist – Ahmednagar.

Maharashtra (India). Pin - 422 619. Phone no. 02425-275166.

Present address : 501, Asawari , Near Marine Drive Police Station, Dinshaw

Waccha Road, Churchgate , Mumbai-410020

Phone: (O) 022-22871452, (R) 022-22844439

Academic Qualification:

Exam.	Year	University	Subjects	Marks	Class
B.Sc.	1986	Pune	Botany (Principal) Chemistry (Subsidiary) Zoology (Subsidiary)	86.56%	1 st Class with Distinction
M.Sc.	1988	Pune	Botany (Plant Physiology)	66.95%	1 st Class.
Ph.D.	2004	Pune	Botany (Plant Physiology)	-	-
MS-CIT	2004	MS-BTE	Information Technology	81.00%	1 st Class with Distinction

- *'Recipient of Gold medal of Pune University in 1986 in recognition of stood first in the merit list of B. Sc.*
- *'Recipient of National Merit Scholarship'* at M.Sc. from the Government of Maharashtra.
- *'Young Technologist Award'* by Science and Technology Park, University of Pune.
- *'Stood First in Selection Merit list of Director / Principal, Maharashtra Education Service Group-A' of MPSC.*
- *Passed MPSC Examination for three times 1988, 2006 and 2008.*
- Honoured with *'Academic Leader Award'* by Deogiri Vally Institute of Information Technology (DVIIT) Foundation, Aurangabad.
- Honoured with *'Adarsh Shikshak Puskar'* by LIC of India, Aurangabad.
- Honoured with *'Guru Gaurao Puskar'* by Rotary Club, Aurangabad.
- Honoured with *'Rashtriya Vidya Samman Puskar'* by Economic Growth Society of India, Delhi.
- Honoured with *'Shiksha Rattan Puskar'* by India International Friendship Society , New Delhi.

- Honoured with '*Best Educationist Award*' by India International Institute of Education and Management , New Delhi.
- **Teaching Experience: 27years**

Sr.No.	Name of the College.	Duration.
1.	Rayat Shikshan Sanstha's R.B.Narayanrao Borawake College, Shrirampur, Dist: Ahmednagar.	20/06/1989 to 30/09/1989. (Junior College teacher)
2.	Rayat Shikshan Sanstha's Laxmibai Bhaurao Patil Mahila Mahavidyalaya, Solapur, Dist: Solapur.	1/10/1990 to 31/07/1991. (Lecturer in Senior College)
3.	Rayat Shikshan Sanstha's Arts, Science&Commerce College, Lonand, Tal-Khandala, Dist: Satara.	1/08/1991 to 31/08/1993 (Lecturer in Senior College)
4	Rayat Shikshan Sanstha's Arts, Science & Commerce College, Ramanandnagar, Tal- Tasgaon, Dist: Sangali.	1/09/1991 to 31/05/1993 (Lecturer in Senior College)
5.	Rayat Shikshan Sanstha's R.B.Narayanrao Borawake College, Shrirampur, Dist: Ahmednagar.	1/06/1993 to 21/08/2008 (Reader in Botany)

- **ADMINISTRATIVE Experience: 08 years**

1.	Government College of Arts and Science, Aurangabad.	22/08/2008 to 06/05/2014 (Principal)
2.	Sydenham College of Commerce and Economics, B-Road, Churchgate, Mumbai-4100020	07/05/2014 to Till date (Principal)
3.	The Institute of Science, Madam Cama Road, Mumbai-4000032	01/06/2014 to Till date (Director)
4.	Shikshan Shulka Samitee, Government of Maharashtra, Mantralaya, Mumbai.	Member
5.	Academic Council, Hafkin Institute , Mumbai	Member
6.	Dr. Homi Bhabha Cluster University, Mumbai proposed under RUSA, Gov. of India.	Chief Coordinator

Participation in Teaching programmes:

Sr.No.	Name of Teaching Programme	Place	Duration	Grade if any
1.	Orientation Programme	Academic Staff College, University of Pune.	1/06/1994 to 28/06/1994	'O'
2.	Refresher Course	Shivaji University, Kolhapur.	15/11/1996 to 6/12/1996.	-
3.	Refresher Course	Padmashri Vikhe Patil College, Pravaranagar, Loni kd., Dist: Ahmednagar	25/06/2002 to 15/07/2002	'O'
4.	Refresher Course	New Arts, Commerce and Science College, A.nagar.	31/03/2004 to 20/04/2004	'A'
5.	Fundamental Administrative Training	Yashwantrao Chavhan Academy of Development Administration, Pune	9/02/2009 to 13/02/2009	-

Publications Contributed:**Books:**

1. Plant Physiology, 1997, Shruti Publication, Yashwantnagar, Loni Kd., Tal : Rahata, Dist: Ahmednagar (M.S.). Pin: 413 709
2. Plant Biotechnology, 1997, Shruti Publication, Yashwantnagar, Loni Kd., Tal – Rahata, Dist: Ahmednagar (M.S.). Pin: 413 709

Research Papers:**I - Presented:**

1. A paper entitled "Exploitation and Utilization of seaweed from the coast of Maharashtra as liquid fertilizer." Presented in UGC-SAP Seminar on Plant resources from Western Maharashtra: Present status and measures for Conservation, On 28th March 2001.
2. A Paper entitled 'Low Cost Seaweed Liquid Fertilizer' presented in 1st SciTech Showcase as Young Technologist Show on 7th April 2001 while Science and Technology Park of University of Pune find our research as novel technology.
3. A paper entitled "influence of seaweed Liquid Extract On Seed germination and seedling growth in Fenugreek (*Trigonella foenum-graceum* L.)" presented at 'State level Conference on Biotechnology, Biodiversity and Environmental Aspects' held at padmashri Vikhe Patil College, Pravaranagar. At. Loni kd., Tal-Rahata, Dist:Ahmednagar on 27 th February 2003.
4. A paper entitled "Enhanced Vitamin C levels in Fenugreek (*Trigonella foenum-graecum* L.) treated seaweed liquid extract." Presented at 'state level Conference on Biotechnology,

Biodiversity and Environmental Aspects' held at Padmashri Vikhe Patil College, Pravara, At. Loni kd., Tal-Rahata, Dist:Ahmednagar on 27 th February 2003.

5. A paper entitled "Studies on therapeutic uses of plants from shrirampur tahsil, Dist: Ahmednagar (M.S.)-413 709, Part-I at 'National Conference on Recent Advances in Microbial and Environmental Biotechnology' held at C.T.Bora College, Shirur. Dist: Pune on 22th and 23rd March 2003.
6. A paper entitled "Elemental composition of some selected seaweeds from the coast of Maharastra" presented at 'National Conference in Plant Sciences' on 10-12th March 2004.
7. A paper entitled "Effect of seaweed Liquid Extract on Ascorbic acid content in Fenugreek (*Trigonella Foenum- L.*)" presented at 'National Conference in Plant Sciences' on 10-12th March 2004.
8. A paper entitled 'The Effect of Seaweed Liquid Extract 'Sagarsanjivani' on the growth and yield of tomato (*Lycopersicon esculentum* L. cv S-5715). presented at in '**Innovation 2007**' two Days Conference for Pune University Teachers organized by Board of C ollege and University Development, University of Pune on 19th & 20th November 2007.
9. A paper entitled 'Effect of Seaweed Liquid Extract on the activity of Oxidative enzymes in Fenugreek (*Trigoella foenum-graecum* L.) at **State level seminar on Botany: Science and Environment** Organized by Department of Botany, S. S. G. M. College, Kopergaon, Dist: Ahmednagar on 19th and 20th December 2007.
10. A paper entitled 'Standardization of Ayurvedic leaf drug *Gymnema sylvestre* (Retz.)R. BR. EX SCHULT at UGC sponsored **State level Conference on Recent Trends in Mycology, Plant Pathology and Microbial Biotechnology** Organized by Department of Botany, Vinayakrao Patil College,Vaijapur,Dist:Aurangabad during September 26-27,2008.
11. A paper entitled 'Effect of Seaweed Liquid Extract on the activity of Oxidative enzymes in Fenugreek (*Trigoella foenum-graecum* L.) at **State Level seminar in Botany: Science and Environment** Organized by Department of Botany, Milind College, Aurangabad on 19th and 20th December 2009.

II Papers Published:

1. A paper entitled "Elemental composition of some selected seaweeds from the coast of Maharastra"published in *Trajectory*(13):26-42
2. A paper entitled "Effect of seaweed Liquid Extract on Ascorbic acid content in Fenugreek (*Trigonella Foenum- L.*)" published in *Trajectory*(14):21-38

III-Communicated for Publication:

1. A paper "Enhanced Vitamin C levels in Fenugreek (*Trigonella foenum-graecum* L.) treated seaweed liquid extract" is communicated for publication in the proceeding which will suppose to publish a special issue of *Seaweed Research and Utilization*.

2. A paper entitled "Taxonomic, Biochemical and Elemental Studies on porphyra vietnamensis Tanaka et. P.H. Ho. Bangiales, (Rhodophyta) from Maharashtra" is communicated for publication in *Phycos*.
3. The Effect of Seaweed Liquid Extract 'Sagarsanjivani' on the growth and yield of tomato (*Lycopersicon esculentum* L. cv S-5715). Communicated for publication in *Advances in plant Sciences*.
4. Biochemical analysis of some fresh water algae from Maharashtra. Communicated for publication in *Advances in plant Sciences*.

Research Projects:

1. Completed a major project (A joint activity of the department) "One time nonrecurring grant for strengthening the Botanical garden" (Rs.3,00,000/-) sponsored by Ministry of Environment and Forest, Government of India, New Delhi. (Lead the role in getting sanction of the project from Ministry of Environment and Forest (MOEF).
2. A minor research project (Rs.75,000/-) entitled "Testing the potential of an organic fertilizer 'Sagarsanjivani' thus developed on some selected vegetable and flowering plants" sponsored by the University Grants Commission on 23/03/2004 Ref. No. F.47-238/2003.
3. Completed a Research project (Rs. 1,50,000) entitled "To study the effect of organic fertilizer sagarsanjivani on some selected crop plants" sponsored by the BCUD, University of Pune.

Novel Research Findings of the Research:

- ❖ Developed seaweed based purely organic, ecofriendly liquid fertilizer.
- ❖ Stimulates plant growth by providing essential trace elements, nutrients and growth.
- ❖ The promising herbaceous liquid fertilizer tested for its better performance.
- ❖ Improves overall health of the plant.
- ❖ Stimulates plant growth by providing essential trace elements, nutrients and growth promoting hormones.
- ❖ It can be used with all types of plants for maximum and high quality yield.
- ❖ Early Flowering and fruiting.
- ❖ High yielding with large and improved fruit quality.
- ❖ A novel herbal preparation (Stable for many years) is formulated and tested on:
 - a) Fenugreek (Methi)
 - b) Okara (Bhendi)
 - c) Groundnut
 - d) Capsicum (Mirchi)
 - e) Marigold (Zendu)
 - f) Tomato.

In treated plants, the tests revealed –

- ❖ The preparation was found safe for applications as foliar sprays and through soil.
- ❖ Effective even at very low dose (100 / 100mL / M²)
- ❖ A boost in general growth and vigor, CO₂ assimilation rates, early maturity and improved yield (40-55% more over control).
- ❖ Fertilizer use efficiency.
- ❖ A purely organic Herbal preparation for insect molting and disease resistance. (Tested in Fenugreek, Marigold, Capsicum, Groundnut and Okara)
- ❖ Delay senescence, long reproductive life and Disease tolerance.
- ❖ More cost effective as compared to commercially available seaweed liquid fertilizers, which are imported.
- ❖ Can reduce the burden on foreign exchange.
- ❖ *Science and Technology Park, University of Pune has selected this project as New technology (Recommended as Best product for patent) and presented in SciTech showcase on 7th April 2001. Since then the project is on website (www/unipune.ernet.in) of University of Pune.*

Research Guidance:

Provided research guidance to the M.Sc. students of Department of Botany, University of Pune and Padmashree Vikhe Patil College, Pravaranagar, Loni Bk. Tal – Rahata, Dist :Ahmednagar, for completion of their research projects for the partial fulfillment of M.Sc. degree.

Research Co-ordinator:

Working as Research Co-ordinator at Ashwin Rural Ayurvedic College and

Research Center, Manchi Hill, Ashwin Bk., Tal: Sangamner, Dist- Ahmednagar.

Membership of Research Institutes

- 1.Fellow of Academy of Plant sciences.
- 2.Fellow of Krishnamurthy Institute of Algology.
- 3.Life Member of Advances in Plant sciences.
- 4.Life Member of Indian Hydrobiology.
- 5.Member of Plant Physiology
- 6.Member Botanical Society of India
- 7.Member, Academic Council, Haffkin Institute, Mumbai.

Worked as Resource Person:

- a) 'Medicinal plants and their role in Ayurvedic preparations' in workshop "Role of Medicinal plants in human health" organized at Ashwin Rural Ayurvedic College on 9th December 2001.

- b) 'Use of Organic Fertilizer in Indian Agriculture' in 'Shetkari Melawa' jointly organized by Mahatma Phule krishi Vidyapeeth, Rahuri and Vimal Fertilizers Padhegaon, Tal: Shrirampur, Dist: Ahmednagar dated 29th December, 2002.
- c) 'Trends in Science and Technologies' for the students of S.S.C. of Yashwant Vidyalaya, Padhegaon, Tal:Shrirampur, Dist: Ahmednagar dated 29th December 2002.
- d) 'Need of Organic Farming' in Teachers training programme on Seed Technology, Dairy Science and Poultry Production organized by Government of Maharashtra at R.B.Narayanrao Borawake College, Shrirampur, dated 7th January 2003.
- e) 'Role of plants in preparation of Ayurvedic Medicines' in N.S.S. camp organized at Pimpri lawki Ajampur By Ashwin Rural Ayurvedic College, and Research Center, Manchi Hill, Ashwi Bk., Tal:Sangamner, Dist:Ahmednagar dated 25th January 03.
- f) 'Ayurvedic preparations and Human health' in N.S.S. Camp organized at Ukkalgaon, Tal: Shrirampur. Dist: Ahmednagar by R.B.Narayanrao Borawake College, Shrirampur, Dist: Ahmednagar on 3rd December, 2003.
- g) 'Use of Lower plants as Food Fodder and Fertilizer' in Lecture Series Sponsored by University of Pune under Quality Improvement Programme at M.J.S. College, Shrigonda, Dist: Ahmednagar, 12th January 2005.
- h) 'Challenges before Indian Agriculture' in Lecture Series Sponsored by University of Pune under Quality Improvement Programme at Ramesh Firodia Colege, Sakur, Tal: Sangamner, Dist: Ahmednagar, 13rd February 2005.
- i) 'Organic Farming' in winter Camp of N.S.S. student and Farmers of Malewade, Tal: Shrirampur, Dist: Ahmednagar.
- j) 'Organic Farming –the Domestic and Global Demand- the need of time' in the Staff Academy R. B. Narayanrao Borawake College, Shrirampur, Dist Ahmednagar. 17/12/2007.
- k) 'Challenges before youth in 21st century' in winter camp of N.S.S student organized at Ashwi Bk. By Ashwin Rural Ayurvedic College and Research Center, Manchi Hill, Ashwin Bk., Tal: Sangamner, Dist: Ahmednagar.
- l) 'Use of Biotechnology and Information Technology to save the Environment in the 21st Century' in Staff Academy, at R. B. Narayanrao Borawake College, Shrirampur, Dist Ahmednagar, Maharashtra on 12th October 2007.
- m) 'Key Performance Indicators to achive Academic Excellance in Higher Education' organized by Department of Higher and Technical Education,Government of Maharashtra at Government B. Ed. College, Auragabad.

- n) Key Performance Indicators to achieve Academic Excellence in Higher Education organized by Department of Higher and Technical Education, Mantralaya, Mumbai.
- o) Best Practices in Governance and Leadership in State level Seminar sponsored by NAAC at Rayat Shikshan Sanstha's Radhabai Kale Mahila Mahavidyalaya, Ahmednagar.
- p) Delivered a lecture on 'Use of Seaweed Liquid Fertilizer in Agriculture' in Scientist Lecture series organized by Department of Botany, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- q) Organic Farming –the Domestic and Global Demand- the need of time' in the National Conference organized by Rayat Shikshan Sanstha's Dada Patil College, Karjat, Dist Ahmednagar.

Lectures delivered in the capacity of Chief guest:

- a) Addressed a speech on the occasion of Fifty-sixth Independence Day 'Ceremony' in the capacity of Chief guest at Ashwin Rural College, Manchi Hill, Ashwi Bk., Tal: Sangamner, Dist: Ahmednagar.
- b) Delivered the lectures as and when invited at Padmashree Vikhe Patil College, Pravaranagar for M.Sc. Botany (Plant Physiology).
- c) Delivered the guest lectures at Ashwin Rural Ayurvedic College, Manchi Hill, Ashwi Bk., Tal: Sangamner, Dist: Ahmednagar.
- d) Delivered the guest lecturer on occasion of Inauguration of 'Science Association' at Babasaheb Ambedkar College of Arts, Science and Commerce, Kolhar, Tal: Rahata, Dist Ahmednagar.
- e) Delivered a speech in the capacity of chief guest on occasion of Karmaveer Bhaurao Patil Birth Anniversary Programme organized by Rayat Shikshan Sanstha's Mahatma Phule College, Pimpri, Pune.
- f) Delivered a speech in the capacity of chief guest on occasion of Inaugural function of Annual Gathering at Saint Zaviour English Medium School, Aurangabad.
- f) Delivered a speech in the capacity of chief guest on occasion of farewell function of M. Sc. Students at Department of Chemistry, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- g) Delivered a speech in the capacity of chief guest on occasion of Annual Prize Distribution function of Rayat Shikshan Sanstha's Yashwantrao Chauhan Institute of Science, Satara.

Conferences/ Seminars / Workshops/ Symposia Attended:

1. A seminar in Botany held on 25th and 26th June 1992 organised by Yashwantrao Chavhan Institute, satara.
2. A workshop on **"Applied Botany"** on 7th and 8th February 1994 at Yashwantrao Mohite College, Pune.
3. A seminar on **"Recent advances in Botany"** on 12th and 13th March, 1996 at P.V.P. College, Pravaranagar.
4. A workshop on **"S.Y.B.Sc. Botany Syllabus** on 21st and 22nd December, 1996 at P.V.P. College, Pravaranagar.
5. A workshop on **"Implementation of revised syllabus"** at B.Sc. level" on 7th and 8th October, 1997 at Sangamner College, Sangamner.
6. A workshop on **"S.Y. and T.Y.B.Sc. Botany Syllabus"** on 20th and 21st December, 1997 at Arts, Science and Commerce College, Deolali Camp, Nashik.
7. A workshop on **"T.Y.B.Sc Botany Syllabus** on 9th and 10 th March, 1999 at New Arts, Science and Commerce College, Ahmednagar.
8. A workshop on **"Biometrics and Computer Applications"** on 14th and 15th March, 1999 at P.V.P. College, Pravaranagar.
9. Participated in Indian Science Congress organized by University of pune during January 3-7, 2000.
10. A Seminar on **"Plant resources from Western Maharashtra: Present status and measures for Conservation"** organized by Department of Botany, University of Pune on 27th and 28th March 2001.
11. A Seminar on – **"Role of Information Technology in Biological Sciences"** at department of Botany, University of Pune on 22nd December 2000.
12. Attended a National conference on **"Biotechnology and Development of Indian Agriculture"** at Faculty of Agricultural Science, Yashwantrao Chavhan Maharashtra Open University, Nashik on 27th June 2001.
13. Worked as Co-ordinator of workshop entitled **"Role of Medicinal plants in human life"** organized by Ashwin Rural Ayurved College and research centre, Manchi Hill, Ashwi Bk., Tal- Sangamner, Dist: Ahmednagar on 9th December 2001.
14. Worked as Convener in a workshop on **"Discussion and framing of F.Y.B.Sc. Botany syllabus"** organized by Department of Botany, R.B.Narayanrao Borawake College, Shrirampur on 13th Feburary 2002.
15. Attended a workshop on **Revision of S.Y.B.Sc. Botany Syllabus** organized by P.V.P College, Pravaranagar, Tal-Rahata, Dist: Ahmednagar.
16. Attended **State level conference in Botany:Biotechnology, Biodiversity and Environmental Aspects**. Organized by P.G. Department of Botany, P.V.P.College, Pravaranagar, Tal- Rahata, Dist: Ahmednagar on 25th and 26th February 2003.

17. Attended **National Conference on recent Advances in Plant, Microbial and Environmental Biotechnology** organized by C.T.Bora College, Shirur, Dist: Pune on 22nd and 23rd March 2003.
18. Attended the Seminar on **Challenges in Higher Education** organized by Pune University and College Teacher's Organization at R.B.Narayanrao Borawake College, Shrirampur. Dist: Ahmednagar.on 18th August 2003.
19. Attended the **Symposium on Internal Quality Assurance** organized by M.U. College of Xommerce, Pimpri, Pune on 20th November 2003.
20. Attended the Seminar on **Role of lower plants in food, fodder and Fertilizer** organized by Pune University and M.J.S. College, Shrigonda, Dist: Ahmednagar.
21. Attended **National conference on plant Sciences** organized by P.G. Department of Botany, P.V.P. College, Pravaranagar, Tal- Rahata, Dist: Ahmednagar. On 10, 11 &12 th March 2005.
- 22.Participated in workshop on 'A agenda on National Agricultural Policy' organized by S. M. B. S. T. College, Sangamner on September 7, 2006.
- 23.Attended and actively participated in seminar on Right to the Information Act-2005 organised by Pune University and College Teacher's Organization at Ahmednagar on September 17,2006.
24. Attended State level Two days Seminar on '**Role of Colleges in Community Develoment**'sponsored by NAAC and organized by Sangamner College, Saghamner on 29th and 30th September 2006.
- 25.Participated in 30th National Summit of Marathi Arthshatra Parishad organized by R. B. N. B. College, Shrirampur, Dist. Ahmednagar during November 26-28, 2006
26. Attended One Day Seminar entiteled "**Recent Advances in Botany** organized by Department of Botany, Arts, Science and commerce College, Satral, Tal- Rahuri, Dist: Ahmednagar on 31st January 2007.
27. Participated in two Days workshop on "**Discussion on proposed F.Y. B. Sc. Botany Syllabus**" organized by Department of Botany, Agasti Arts, commerce and Dadasaheb Rupawate Science College, Akole, Dist: Ahmednagar. On 7th & 8th December 2007.
28. Participated in '**Innovation 2007**' two Days Conference for Pune University Teachers organized by Board of College and University Development, University of Pune on 19th & 20th November 2007.
29. Participated in **State level seminar on Botany: Science and Environment** Organized by Department of Botany, S. S. G. M. College, Kopergaon, Dist: Ahmednagar on 19th and 20th December 2007.
30. Participated in **State level Seminar on Soil and Forest Conservation** organized by Department of Botany,Arts, Commerce and Science College, Sonai,Dist: Ahmednagar during 19th and 20th September 2008.
31. Participated in **UGC sponsored State level Conference on Recent trends in Mycology,Plant Pathology and Microbial Biotechnology** organized by department of Botany, Vinayakrao patil College, Vaijapur, Dist: Aurangabad on 26-27September 2008.
32. Participated in **State Level seminar in Botany: Science and Environment** Organized by Department of Botany, Milind College, Aurangabad on 19th and 20th December 2009.

33. Participated in **XI International Conference of International Organization of Plant Biosystematists *Evolution of Plants from tropical to high mountain ecosystem: Focus on Asia*** organized by Department of Botany, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad during September 02-04, 2010.

34. Participated in **two day workshop on Academic Autonomy** on August 1-2, 2016 at Vidyanagari, Mumbai University, Mumbai Organized by Rashtriya Uchchatar Shiksha Abhiyan (RUSA) Department of Higher and Technical Education, Government of Maharashtra in collaboration with Department of Economics, University of Mumbai.

Seminar / Workshops Organized:

Name of the Seminar/Workshop	Role	Sponsoring Agency	Date	Place
Role of Medicinal plants in human life	Co-Ordinator	Eklavya Gramin Shikshan Sanstha, Ashwi Bk., Sangamner, Dist: Ahmednagar.	9 th December, 2001	Ashwin Rural Ayurved College and Research Centre, Manchi Hill Sangamner, A. Nagar.
Discussion and Framing of F.Y.B.Sc Botany Syllabus	Convener	University of Pune	13 th February., 2002.	R.B.Narayanrao Borawake College, Shrirampur, Dist: Ahmednagar
A Workshop in T.Y.B.Sc Botany Practical	Co-Ordinator	University of Pune	18 th & 19 th March 2005	R.B.Narayanrao Borawake College, Shrirampur. A. Nagar
A Workshop on Right to the Information Act	Co-Ordinator	University of Pune and Teacher's Organisation (PUCTO)	17 th September 2006	New Arts, Science and Commerce College, A. Nagar
A Workshop on Capacity building in womens management in Higher Education	Chief Organizer	University Grants Commission	9 th to 12 th September 2009	Government College of Arts & Science, Aurangabad
National Conference on Effect of Environmental Pollution and its effect on Living Organisms	Chief Organizer	UGC, MOEF, CSIR, Department of Earth Sciences Delhi and Dr. BAMU, Aurangabad.	9 th to 11 th December 2009.	Government College of Arts & Science, Aurangabad

Participation in Co-curricular activities:

1. Member, Agriculture Committee, Rayat Shikshan Sanstha, Satara.
2. Chief Rector, Gents hostel from June 1994 to May 1999.
3. Chairman, Sagvan prakalp from June 1994 to May 1999.

4. Chairman, Sagvan prakalp committee from June 2003 to 2008
5. Co-ordinator, Earn and Learn Scheme from 2003 to 2008.
6. Chairman, College Campus beautification committee from 2003 to August 2008.
7. Member, Steering committee of NAAC.
8. Coordinator, Teaching Department Internal Quality Assurance Cell.
9. Coordinator, Internal Quality Assurance Cell of the college.
10. Member, Advisory committee for College Internal Quality Assurance Cell.
11. Chairman, Botanical garden committee.
12. Chairman, UGC proposal Committee.
13. Chairman, Vruksharopan and Vrukshasavardhan committee.
14. Member, Discipline committee.
15. Chairman, Discipline committee.
16. Member, Students Welfare committee.
17. Member, Hostel Committee.
18. Member, Steering Committee.
19. Public Relation Officer under RTI Act 2005.
20. Coordinator, Best college Award committee.
21. Subject Expert in Selection Committee for Lecturers appointed by University of Pune.
22. Worked as Government nominee in Selection Committee for Principals in private educational institutes.
23. Worked as a Chairman of the Peer Team formed by Department of Higher and Technical Education, Government of Maharashtra to achieve Academic, Administrative and Financial Excellence in Government Institutes in Maharashtra.

Participation in Extension work / Community services:

1. Monthly donation of Rs. 100/- towards Krutdnyata Nidhi to Rayat Shikshan Sanstha, Satara Since 2000.
2. Donated Rs. 42,157/- to Rayat Shikshan Sanstha, Satara.
3. Donated Rs.11101/- to Maharogi Seva Samiti, Warora, Anandvan, Dist: Chandrapur.
4. Donated Rs.5,000/- to Adv. Raosaheb Shinde Pratisthan, Shrirampur, Dist: Ahmednagar.
5. Donated Rs.2,151/- to St. Lukes Hospital, Shrirampur, Dist: Ahmednagar.
6. Contributed in funds to Killari Earth quake, Gujraht Earth quake, flood affected people in Andhrapradesh.
7. Donated Rs. 2100/- to Maharogi Seva Samiti, Warora, Anandvan, Dist: Chandrapur.
8. Contributed in funds to flood affected people in Gujarat and Maharashtra.

Participation in Corporate life:

1. Member, Local Managing Committee, Aswin Rural Ayurved College, Manchi Hill, Ashwi Bk., Tal- Sangamner, Dist: Ahmednagar.
2. Research Co-ordinator, Aswin Rural Ayurvedic College and Research Center, Manchi Hill, Ashwin Bk., Tal- Sangamner, Dist: Ahmednagar.
3. Worked as President of **PUCTO Local unit**, a professional body of teacher's organization from 1996-1998.
4. Worked as **Member of District committee of PUCTO** Ahmednagar 1996 to 1998.
5. Working as a **General Secretary of 'Ahmednagar District Botany Association**.
6. Worked as **Secretary of PUCTO local unit**, a professional body of teacher's organization.
7. Worked as **General Council Member of Ahmednagar District committee of PUCTO** Ahmednagar.
8. **Worked as Executive Council Member of Pune University College Teachers Organisation (PUCTO).**
9. Worked as **Vice-President, Pune University College Teachers Organisation (PUCTO).**

Place: Mumbai

(Dr. Annasaheb S. Khemnar)

Evaluative Report of Departments

3. Evaluative Report of the Departments

The Self-evaluation of every department may be provided separately in about 3-4 pages, avoiding the repetition of the data.

Department of Commerce

1. Name of the department: **Commerce Department**
2. Year of Establishment: 1913
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): **UG, PG.(BCom, MCom,)**
4. Names of Interdisciplinary courses and the departments/units involved: NA
5. Annual/ semester/choice based credit system (programme wise): CBSGS
6. Participation of the department in the courses offered by other departments: **Bachelor of Management studies (BMS), BCom (Banking and Insurance), Certificate Program in Foreign Trade.**
7. Courses in collaboration with other universities, industries, foreign institutions, etc.
NCCMP (in collaboration with National Stock Exchange), Oral Coaching classes for CS, ICWA.
8. Details of courses/programmes discontinued (if any) with reasons: NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	02	02
Asst. Professors	07	07

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of Commerce:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Pradeep Pachgade	M.Com, M.Phil., B.Ed, Ph.D.	Associate Professor	Commerce	26	--
Dr. Sunil Shete	M.Com, M.Phil., B.Ed, Ph.D.GDC& A	Associate Professor	Commerce	26	07
Dr.S.S.Sawant	MCom, MPhil, PhD.	Assistant Professor	Commerce	22	--
Dr. Anjali Alekar	MCom, MPhil, PhD.	Assistant Professor	Commerce	19	--
Mrs. Radhika Iyer	MCom, B.ed, SET	Assistant Professor	Commerce	12	--
Prof Smita Kuntay	MCom, MPhil, B.ed	Assistant Professor	Commerce	22	--
Prof.V.G.Chawale	MCom, MPhil, B.ed	Assistant Professor	Commerce	20	--
Dr. T.B.Gadhawe	MCom, MPhil, B.ed, PhD.	Assistant Professor	Commerce	30	--

Department of Law:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Prof Sagar Kotkar	LLM, NET, PGDHR	Assistant Professor	Business Law	05	--

Department of Accountancy:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
CA Ketan Shah	FCA	Part time Assistant Professor	Accountancy	22	--
CA G.L.Lalka	FCA	Part time Assistant Professor	Accountancy	22	--
CA Urvish Parikh	FCA, CS, ICWA MCom	Part time Assistant Professor	Accountancy	20	--
CA Rajesh Kukreja	FCA,CS, LLB MCom, SET	Part time Assistant Professor	Accountancy	20	--
CA Jasmine Mehta	FCA, CPA	Part time Assistant Professor	Accountancy	19	--
CA Ashok Mehta	FCA	Part time Assistant Professor	Accountancy	19	--

11. List of senior visiting faculty: **NA**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **10%**
13. Student -Teacher Ratio (programme wise):

BCom	120:1
MCom	60:1

14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:
Sydenham college has integrated and common administrative office for the all the departments. Thus there is no separate academic and administrative staff for individual department.

15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG.
PhD:

PhD.	MPhil	PG
05	07	09

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **NIL**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **03 Minor Research Projects Funded by UGC; Rs. 85000/-, Rs. 80,000/-, Rs.45,000/-**
18. Research Centre / facility recognized by the University: **YES**
19. Publications: (annexure A)
- * a) Publication per faculty
 - * Number of papers published in peer reviewed journals (national / international) by faculty and students :

Annexure A

DR. P.A.PACHGADE

Head of Department, COMMERCE

2004-2005

- Participated in the works shop commerce paper iii on 9th feb. 2004 at lala lajpatrai college of commerce & economics.
- Participated in xith maharashtra state commerce conference held on 14 & 15 feb.,2004 at bnn college bhivandi.
- Attended one day seminar on human rights violation in the context of weaker section at i.y.college jogeshwari (e) on 1st sept. 2004
- Attended the faculty development programmed organized by ICFAI University on 24th Nov, 2004.
- Participated in the two days International commerce conference on emerging issues in international scenario management of business, industries, investors, protection, banking & financial sector reforms, challengers & oppertunities. organized on 21st feb, 2005. at University of Mumbai.
- Participated one day seminar on Emerging Trends in Trade & Commerce held on 2nd Sept, 2005. organized by the University Department of Commerce SNDT Women's University, Mumbai – 20.
- Attended one day workshop on personal and Interpersonal effectiveness at Ismail Yusuf College on 22nd Oct, 2005.
- Attended one day seminar on “The Contribution of Colleges to the making of

Mumbai University A glance through 150 years". Jointly organized by the Department of History, Ismail Yusuf College, and the Indian Council of Social Science Research Mumbai held on 26th Nov, 2005

2005-2006

- Participated in the U.G.C. sponsored National Conference organized by the Department of English, held on 25th Feb, 2006. at Ismail Yusuf College.
- Participated in the half -day seminar on evaluation of effectiveness of centralize Assessment project and Moderation on the quality of assessment .on 7-12-2006 at prahladrai Dalmia lions College of Commerce and Economics

2006-2007

- Attended & Successfully Completed the refresher course sponsored by UGC from 12th Feb,2007 to 3rd March, 2007.

2007-2008

- Participated in the International Conference on "Issues In International Scenario SEZ and BPO" organized on 6th and 7th Dec, 2007.
- Participated in the workshop on "New Syllabi and Paper Pattern of Business Management Subjects of the M.Com Course" on 8th Dec, 2007 at Tolani College of Commerce.
- Paper Presented on topic -"Corporate governance-New initiatives" in a UGC Sponsored National level Seminar on topic " Emerging Issues in Corporate governance " organised by S.K. Somaiya College on 7th and 8th February , 2008 (ISBN:978-93-81361-87-0)

2008-2009

- Corporate Governance New initiatives P.NO. 215 On 7-2-2008 To 8-2-2008 (ISBN NO.978-93-81361-87-0)

2009-2010

- Paper presented on topic-"Global Recession and Network Economy Challenges and Strategies " an international commerce and management conference by University of Mumbai, on 17th and 18th December, 2009
- Paper presented on topic-" Goods and Service Tax" in a 2 days UGC Sponsored Multi-Disciplinary State level Seminar organized by Maharshi Dayanand Education Society's M.D. College on 16th and 17th January,2010

2010-2011

- Emerging Trends In Indian Retail Management 10-2-2011 To 11-2-2011 p..No. 34 (Isbn No.978-93-80697-62-8)
- Paper presented on topic-"Banking Services in India-Challenges and Opportunities" in 2-days Maharashtra state Commerce Conference organized by Department Of Commerce ,Mahatma Basweshwar College, Latur on 26th and 27th November,2010
- Convener for and organized a 2- days UGC Sponsored Nation-level Seminar on "Emerging Trends in Indian Retail Management " at Sydenham College on 10th and 11th February , 2011.
- Paper Presented on topic -"Emerging Trends in Indian Retailing" in a 2- days UGC Sponsored Nation-level Seminar on "Emerging Trends in Indian Retail

Management " at Sydenham College on 10th and 11th February , 2011 (ISBN:978-93-80697-62-8)

2011-2012

- Role of Alternative Banking in India P.No.249 (ISBN: 978-81-920045-7-0)
- Paper presented on the topic-"Role of Alternative Banking in India" in an International Conference by Department of Economics and Post-graduate research centre, AKI's Poona College of Arts ,Commerce and Science ,Pune (ISBN: 978-81-920045-7-0)
- Paper published on topic- "Marketing Strategies of Indian Insurance Company - The Changing Phase" in Global Journal Of Management Application published by Sir. M. Visvesvaraya Institute of Management Studies And Research in January-March, 2012 (IISN:2249-345X)

2012-2013

- The Changing Face Of Sugar Industry In India P.No.230 on 18-10-2013 to 19-10-2013 (Isbn No 978-93-82880-66-01)
- Paper published on topic-"The Changing Phase of ICT in Indian Higher Education System-The Road Ahead" in Global Journal Of Management Application published by Sir. M. Visvesvaraya Institute of Management Studies And Research in April- June, 2012 (IISN:2249-345X)
- Paper presented on the topic-"The Changing Face of Sugar Industry in India" in a 2- days UGC Sponsored Nation-level Seminar on "Emerging Trends in Commerce and Management" at Sydenham College on 18th and 19th October , 2013 (ISBN:978-93-82880-66-0)

2013-2014

- Attended a 3-days workshop on the topic -"Research Methodology for Management and Statistical Analysis using Excel and SPSS" at Dr.Punjabrao Deshmukh Institute Of Management Technology and Research,DNC,Nagpur from January 13-15,2014

2014-2015

- Paper presented on the topic Students Unrest social Issues. On 4/1/2014 (National Level Seminar)
- Paper presented on globalization and culture Interface in India On 19/4/2014 (National Level Conference)
- Paper presented on Skill development for self development. On 11/4/2014 to 12/4/2014 (International Conference)
- Paper presented on Business Models form-Banking On 14/1/2015 (International Conference)
- Paper presented on Challenges of India Business Enterprises On 20/2/2015 (International Conference)

2015-2016

- Paper presented on An Evaluatory study of Adolescents Education Reproduce

Dr. Sunil S. Shete

Associate Professor Dept. of Commerce

PUBLICATIONS IN INTERNATIONAL RESEARCH JOURNALS -

1. Published a Research Paper on "Power Sector in Maharashtra" in International Journal of Research with ISSN 2231 - 6124, Volume 1 (1), Jul - Dec - 2011 by Rizvi Education Society.
2. Published a Research paper on "Business Process Outsourcing (BPO) and India," in ADVANCES IN MANAGEMENT Vol. 2 (9) Sept 2009 with ISSN 0974 - 2611, (Monthly Journal) An International peer Reviewed Monthly Journal dealing with all aspects of Management, Commerce and Economics.
3. Published a Research paper on "AN EMERGING MIDDLE CLASS IN INDIA" in IJMR ISSN:2277-9302 Vol. III, Issue 9 (I), December 2014 An International Journal of Multidisciplinary Research.
4. 4. Published a Research Paper on "A Study of Return in Bombay Stock Exchange" in International Journal of Research Volume 3 (1 Jul-Dec. 2013 ISSN 2231 - 6124.
5. Published a Research Paper on "CLIMATE CHANGE & FOOD PROTECTION A DELIBERATE RIM" in International Journal of Research Volume IV Issue : II, Aug. 2014 ISSN 2231 - 5063.
6. Published a Research Paper on "Role of NGO in Economic Development" in International Journal of Multifaceted & Multilingual Studies, Volume I, Issue I, ISSN : 2350-0476 October 2014.
7. Published a Research Paper on "A21: HR Challenges in the IT Industry" in International Conference on Worldview of Development: Challenges & Alternative Paradigm ISBN : 978 - 93-8996-539-1 March 2012.

RESEARCH PUBLICATIONS IN (NATIONAL AND STATE LEVEL JOURNALS)

1. Published a Research paper on "Development of International Airports In Public & Private Partnership in India," in WIRC BULLETIN, Vol. 37 No. 8, August 2009. (Monthly Bulletin) This paper is jointly written by me & Mr. Ritesh Kumar Singhal. My contribution is major to this paper.
2. Published a Research paper on "Environmental Mgt." in WIRC Bulletin, Vol. 38 No. 1, January 2010.
3. Published a Research paper on "Environmental Mgt." (Land use Pattern of Dharavi) in WIRC Bulletin, Vol. 38 No. 4, April 2010. (Published jointly with Dr. S. R. Nidagundhi)
4. Published a Research paper on "Working Capital Management - A Study of Maharashtra's Bulk Drugs Listed Companies" In Multi-Disciplinary e-Research Journal Varriorum Vol. - I August 2010.
5. Published a Research paper on "Solid Waste Management and Creation of Slums" - Spatial Analysis of Dharavi, Mumbai in ENTIRE RESEARCH , Vol. 2, Issue - IV Oct. 2010.
6. Published a Research paper in "Mapping Time Management - Journal of Management Research, Vol. II issue 2 December, 2010.

7. Published a Research paper on "Choosing a Right Life Insurance Company" in New Horizons in Social Science Research, 2011.
8. Published a Research paper on "Choosing a Right Life Insurance Company" in New Horizons in Social Science Research, 2011.
9. Published a Research Paper on "The Quantitative Analysis of Demographic Characteristics of Dharavi (Mumbai)" in Research Lines Peer Refereed Interdisciplinary Research Journal ISSN 0975-8941 Volume V. No. 2 December 2012.
10. Published a Research Paper on "Monetary Policy in the Present Context in India" in National Level Seminar on between 6th & 7th February 2015.
11. Published a Research Paper on "Changing Dimensions of Commerce Education in Globalized Era" between 12th & 13th February 2015.

PAPER PRESENTATION IN INTERNATIONAL CONFERENCES:

1. Two day International Commerce conference on "Emerging Issues in International Scenario; Trade, Commerce and Management – a Global Perspective." Organized by University of Mumbai, Department of Commerce, Conducted on 30th & 31st January 2002.
2. Participated & Presented a paper on " Business process output sourcing (BPO) & India in the International commerce & management conference on " Management strategies of Trade , commerce & industries in india , south korea, china & USA. Global perspective organized by university dept of commerce , university of Mumbai on 29th & 30th January.
3. Participated in two day International Conference on "Emerging Issues in Global Economy, Commerce and Management : Challenges and strategies for International Competitiveness" organized by Department of Commerce, University of Mumbai on 1st and 2nd February, 2011, presented a Research Paper on "Problems & Issues in Indian IT's BPO Industry".
4. Participated in the two day International Seminar "Information & Communication Technology as Change Agent in Higher Education" organized by Maharshi Dayanand College of Arts, Science & Commerce College, Mumbai On 3rd & 4th February 2012 Presented Research Paper on "The Changing Face Of ICT In Indian Higher Education System :- The Road A Head".
5. Participated in the International Conference on "Worldview of Development: Challenges and Alternative Paradigm" and presented a paper on "HR challenges in the IT Industry." Organized by Department of Arts, Science & Commerce, Pune.
6. Participated in the one day International Conference on "Worldview of Development: Challenges & Alternative Paradigm" organized by Poona College, Department of Economics (Post Graduate and Research Centre, Pune On 9th to 11th March 2012, Presented Research Paper on "HR Challenges in IT Industry".

RESEARCH PUBLICATIONS IN (NATIONAL AND STATE LEVEL SEMINARS, WORKSHOP PROCEEDINGS)

1. Published a Research paper on Effects of the entry of foreign Retail players on the retailers of India.
2. Published a Research paper on "Change Detection and Urban Sprawl Using GIS and Remote Sensing A case study of Junnar City, Pune (MS)" in ISBN: 978-93-81354-40-7 SUSTAINABLE RURAL DEVELOPMENT WITH INCLUSIVE APPROACH 3rd to 5th Dec. 2012.
3. Published a Research Paper on "Corporate Social Responsibility (CSR) for Development of Environmental Awareness" in National Level Seminar on Emerging Trends in Commerce & Management between 18th & 19th October 2013.
4. Published a Research Paper on "Role of IQAC in Quality Enhancement in Commerce Colleges" in National Conference between January 30-31 & February 1, 2014, M.E.S. Garware College of Commerce, Pune in Vol. I.
5. Published a Research Paper on "BLACK MONEY - Can We Ever Get it Back into India" in National Level Seminar on Monetary Policy in the Present Context in India between 6th & 7th February 2015.
6. Published a Research Paper on "Monetary Policy in the Present Context in India" in National Level Seminar on between 6th & 7th February 2015.
7. Published a Research Paper on "Changing Dimensions of Commerce Education in Globalized Era" between 12th & 13th February 2015.

Conferences, Seminar & Workshops Attended With The Details Of Paper Presentation:-

- * Two-day symposium on HIV / AIDS on "Children leaving in the world of AIDS".
Organized by Sydenham Institute of Management Studies, Research & Entrepreneurship Education and NSS unit of University of Mumbai, conducted on 6th & 7th March 1998.
- * Two day state level conference on "Review and Prospects of Commerce Education in Maharashtra". Organized by Sydenham College of Commerce & Economics, and University of Mumbai sponsored by UGC conducted on 18th & 19th September 1998.
- * Two day State level conference on "Challenges before the Indian Industry in New Millennium." Organized by Sydenham College of Commerce & Economics conducted on 29th & 30th August 2003. Participated in Open-Discussion Session
- * Attended Special Orientation Programme, on Value Education, Conducted by Academic Staff College, Pune from 28th February 2003 to 27th March 2003.
- * Two day state level Commerce Conference on "Excellence in Commerce Education; A Global Challenge", organized by A PAJBSU Mandal's B.N.N.

College, Bhiwandi Sponsored by XVth Maharashtra State Commerce Conference held on 14th & 15th February 2004. Two papers are presented on

- I) Capital & Financial Markets-Emerging Issues.
- II) Entrepreneurship among the Weaker Section in India.

- * Two days State level Seminar on “India – THE GLOBAL BRAND”. Organized by H.R. College of Commerce & Economics in association with Indian Merchants Chamber, Mumbai sponsored by UGC, held on 18th & 19th August 2004.

Paper presented on Insurance – The sunshine Decade.

- * Two day National level seminar on Impact of “GAT in respect of HIGHER EDUCATION AND FINANCIAL SERVICES” organised by BMCC College, Pune Sponsored by NACC, held on 6th & 7th December 2004.
- * National Seminar on “DEVELOPMENT OF SMALL SCALE INDUSTRIES IN THE ERA OF GLOBALIZATION” held on 19th November 2005, organized by Dr. D.Y. Patil School of Business Management Studies, Pune.

Seminar on “Disaster Management – Socio – Economic Implications” held on 27th January 2006.

State level Two Day Seminar on “New Trends in Customer Relationship Management”. Organised by Indrayani Mahavidyalaya, Talegaon Dhabade, Dist Pune held on 30th, 31st January 2006. Presented a paper on “Developing Strategies for CRM”.

National level three day Seminar on “Nature & Scope of Commerce Education in India” Presented a paper on “Challenges before Commerce Education” held on 16th, 17th, 18th February 2006, organized by Arts & commerce college, chakan , sponsored by University of Pune

- Participated in the one day conference on “Special Economic Zone. “A Boon or a Bane “ organized by KPB Hinduja college of commerce Mumbai on 25th August 2007.
- Participated & Presented a paper on “ Development of International Airports in the two day UGC sponsored National seminar on ‘ development issues in the changing scenario at Birla college Kalyan on 28th & 29th March 2009.
- Participated & presented a paper on ‘ Government policies and regulation frame work in UGC sponsored two day state level seminar on FDI in retail sector. Organized by B M Ruia Girls College, Mumbai on 17th & 18th April 2009.
- Participated in the one day workshop on “Case Study” held on 1st October

2009 jointly organized by R. A. Podar College & Mumbai conference teaching also claim.

- Chaired One Session UGC Sponsored National Level Seminar on World Recession in the Context of Indian Economy held on 5th & 6th March, 2010 organised by K.M.C. College, Khopoli (Raigad).
- Participated in the Two day National level Seminar on “Emerging Trends in Indian Retail Mangement” Organized by Sydenham College of Commerce & Economics, Mumbai – 400 020 on 10th & 11th February, 2011, presented Research Paper on “Emerging Trend in Indian Retail Management”.
- Participated in the two day National Conference on “The Wal-Mart way : Growth of organized Retailing in Emerging Economics Challenges & Prospects organized by Asian School of Management, Pune On 25th & 26th February 2011. Presented a Research paper on Effects of the entry of Foreign large retail players on the retailers of emerging markets.
- Participated in the one day National Conference on “Emerging Trends in Indian –commerce organized by B. M. Ruia Girls’ college On 12th March 2011. Presented a Research Paper on, “Innovations and Trends in E – Insurance.”
- Participated in the National Level Seminar “Indian Economy and Disaster Management” participated as a Resource person. Organised by Shiv Chatrapati Arts & Commerce College, Wadgaon (Bk.) Pune.
- Participated in the National Level Conference on “Role of IQAC in Quality Enhancement in Commerce Colleges” presented a paper entitled “Teachers Education for Quality Enhancement.” Organized by Garware College of Commerce, Pune – 4.1
- Participated in the National Level Seminar on “Emerging Trends in Indian Commerce and Industry” organized by Modern College of Arts, Science and Commerce, Shivajinagar, Pune 5.
- Participated in the National Level Seminar on “Changing Dimensions of Commerce Education in Globalized Era” organized by Samajbhushan Ganpatrao Kalbhor Mahavidyalaya, Loni Kalbhor, Pune.
- Participated in the National Level Seminar on “Monetary Policy in the Present Context in India” organized by Poona College, Pune.

BOOKS PUBLISHED:-

- * Co-authored two text books for FYJC of Organisation of Commerce published by Reliable Publications, Mumbai, in 1993-94 & 1994-95.
- * Co-authored one textbook of SYJC of Book keeping & Accountancy published by Reliable Publications, Mumbai, in 1994-95.

- * Advanced Banking and Finance – IV (Monetary Policy) M.Com. – I (Sem. – II) in Success Publications.
- * Corporate Accounting in “Diamond Publications”
- * Organizational Behavior B.C.A. (Sem. – Ii) In Success Publications.
- * Corporate Accounting In “Diamond Publications”
- * Cost & Works Accounting (Paper – I) In “Diamond Publications”
- * Cost & Works Accounting (Paper – Ii) In “Diamond Publications”
- * Financial Market And Institutions In India In “Success Publications”
- * Human Resource Management In “Success Publications”

Dr. SAUMITRA SAWANT, ASSISTANT PROFESSOR

RESEARCH PAPER PUBLISHED & PRESENTED –

2011-12

1. Paper published & presented on " An Economic Analysis of Mango Pulp agro based industry in Ratnagiri Dist.- Maharashtra " at International Conference organized by Poona College of Arts, Sci, & Com, Pune on 27th April 2011. pp 252 to 256 (ISBN 81920045-7-0)
2. Paper presented on "The Changing Face of ICT In Indian Higher Education System" at International level seminar organized by MD College of Arts, Commerce & Science, Mumbai, on 3rd and 4th Feb. 2012
3. Paper published & presented on "Challenges in Adoption of IFRS in the World" at National level seminar organized by Somaiya College, Mumbai, on 7th and 8th Feb. 2012 pp 143-145 (ISBN 93-81361-87-8)

2012-13

1. Paper published on "New Teaching and Learning Technologies - Challenges and Success" UGC sponsored national seminar organized by Model College, Dombivli, on 23rd Jan. 2013 pp 20-27 (ISBN 978-93-83105-98-4)
2. Paper published on "Indian Financial System - The Road Ahead" National level Conference organized by SN. Arts & Commerce College, Sangamner, Dist. Ahmadnagar, on 15th and 16th March 2013 pp 56-58 (ISBN 978-93-80984-55-1)

2013-14

1. Paper published & presented on "FDI In Indian Retail Sector - Challenges & opportunities ' National level seminar organized by Poona College of Arts, Commerce & Science Pune, on 7th Apr. 2013 pp 242-246 (ISBN 978-93-89965-46-9)
2. Paper published on “An Exploratory Study of Consumer Perceptual Frame Work Within a Retail Store “ Asia Pacific International Conference organized by Sydenham Institute of Management Studies Mumbai, on 27th Dec. 2013 (ISBN 978-93-5062-342-8)
3. Paper published on "Issues of FDI In Indian Higher Education System at National conference organized by Post Graduate and Research Dept., St. Peter College,

Kolenchery, Kerala, on 30th and 31st Jan. 2014 pp 192-194 (ISBN 978-93-5156-043-2)

4. Paper published & Presented on "Women Empowerment And Higher Education" organized by Vivek college, Mumbai, on 15th Feb. 2014 pp 20-26, (ISBN 978-93-83072-18-7)

2014-15

1. Paper Presented on "Right to Education In India - The Road Ahead" at national level conference organized by Dept. of Commerce, University of Mumbai and Kamladevi College of Arts and Commerce, Mumbai on 19th April 2014. Pp413-416 (ISBN 978-53-83072-21-7)
2. Paper Presented on "Woman Participation and Managing poverty through SHGs" at International conference organised by Dept. of Life Long Learning , University of Mumbai Jointly with B. M. Amlani College Mumbai on 14th Jan. 2015, pp 72-76 (ISBN 978-93-83072-69-9)
3. Paper Presented on "Innovation and Challenges in the way of E-Banking" at international conference organised by DTSS College jointly with University of Mumbai on 20th Feb. 2015, pp 493-496 (ISBN 978-93-83072-70-5)

2015-16

1. Paper published on "Role of Green Microfinance in India – "A Road Map to Success" at National Seminar organised by Smt. B. M. Ruia Mahila Mahavidyalaya, Mumbai on 24th Apr. & 25th Apr. 2015, pp 186-189 (ISBN 978-93-84869-56-4)
2. Paper Presented on "A Holistic Study of Stress Level in School Children with Special Reference to Kolhapur District" at National Conference organised by Pragati College of Arts & Commerce, Dombivli on 02nd Sept. 2015. pp 47-50 (ISBN 978-93-83342-17-4)

Recognised as a teacher of University of Mumbai for the Phd. (Commerce) degree in Business Management letter dated on 9th June 2015.

Minor research project submitted on "A Study of Job Satisfaction of Female Employees in Selected Service Sector of Mumbai". Grant sanctioned by Academic planning and development unit University of Mumbai.

Dr Anjali Alekar, Assistant Professor

Published papers in journal:

- A) Title : women entrepreneurs in beauty salon industry in mumbai: problems and prospects .page no. 64-67
journal : international journal of reasearch vol 2jan-june 2013
issn/isbn no. issn2231-6124
author : main author
january 2013

- B) pradhan mantri jan-dhan yojna page no 20
journal : ijmr jaihind education society
issn/2277-9302
author: first
february 2015
- C) women safety at work place page no.104
ijmr
iisn/2277
author: main author
september 2013
paper published in conference proceeding:
- A) the role of surface in urban cities with special reference to mumbai
international conference in elphinstone college
macmilan isbn/10:230-63066-09
isbn:978
author : second
30th and 31st january 2007
- B) fast food retail industry in india
national seminar by sydenham college
isbn/ 978 – 93-80697-62-08
main author
february 2011
- C) growth & challenges of medical tourism page no .266
poona college international conference
isbn-978-93-8996-539
no of author : first
march 2012
- D) net banking
sydenham college national seminar
main author
18&19oct 2013
Ongoing research project: minor research project :
“Exploring the business ventures for aspiring women entrepreneurs in upcoming town cities in the state of Maharashtra .
funds : 45000/ 11th may 2015

training programmes:

- A) 19/09/2005 to 19/10/2005 orientation program organised by ugc academic college , mumbai.
- B) 8/10/2012 to 27/10/2012 refresher course organised by ugc academic college , mumbai
- C) 6/2/2012 to 25/02/2012 refresher course ugc academic college, mumbai
- D) 6/12/2015 to 26/12/2015 refresher course, mumbai.

chairmanship at international conference: Changes , challenges & consequences in commerce , management .organised by institute of b.m. & research & choice , international interdisciplinary conference on 16 th september 2013.

paper presented in conference / seminars:

- A) title : increasing contribution by women in the economy at national seminar organised by lala college on women entrepreneurship on 9th 2008
- B) commerce education & industry , national conference organised by chakan shikshan mandal pune on 16,17,18,19 feb 2006
- C) retail marketing and economic growth , state level seminar organised by b.m.ruia college on fdi in retail sector on 17,18 april 2009.

Mrs. Radhika Iyer, Assistant Professor

1) "Retail Franchising in India: Fast Food Industry" UGC sponsored National Level seminar at Sydenham college on 10th, 11th Feb. 2011, "Emerging Trends in Indian Retail Management"

ISBN: 978-93-80-697-62-8

2) Retail Category Management UGC sponsored National Level seminar at Sydenham college on 10th, 11th Feb. 2011, "Emerging Trends in Indian Retail Management" ISBN: 978-93-80-697-62-8

3) Employee Engagement: A Holistic Approach to foster conducive work environment. UGC sponsored National Level conference on "Emerging Trends in commerce & management" ISBN: 978-93-82880-66-0

4) Organizational Relation for retention of employee at International Conference on Challenges for Sustainable Development at KPB Hinduja College. ISBN: 2277-9310

5) Strategic Management of Human Resource Two Day National Level Conference on "Management Mantras and Challenges in the next decade" ISBN: 978-93-83072-23-1

6) Capability Building: An approach to develop Internal Leadership Talent at International Conference on Contemporary Issues in Leadership And Management at HansRaj Maahvidyalay

7) "Will India be able to outrace china?" 'Emergence of India as a global Economic super power: fiction or future' at POONACOLLEGE OF ARTS, SCIENCE AND COMMERCE PUNE

8) Strategic Management of HRM for international competitiveness" at International Conference on Strategic management in global scenario: challenges & opportunities conducted by University of Mumbai

9) "Democracy and Development – A true Perspective" International Conference on Worldview of Development: Challenges & Alternative Paradigm at Poona College of Arts, Science and Commerce Pune

10) Presented paper titled: Gamification: A seamless device for HR industry at International conference on commerce, management, IT and social science organised by MVM's college of commerce and science in March 2015

11) Awarded OUTSTANDING RESEARCH PRESENTATION at International conference on Innovative trends in entrepreneurship in new millennium at University Campus Aurangabad in January 2015.

12) Presented paper on Employment, Employability and Quality in higher education, at UGC sponsored National Conference at People's college Nanded in Feb. 2015

13) Approval of Minor Research Project by University Grants commission. Topic: A comparative study of Work environment and Employee Engagement in SBI and AXIS bank with reference to Mumbai city April 2015

Name: Prof. : Smita R. Kuntay

Designation: Assistant Professor

Information about Research Papers presented in Conference/Seminars/Workshop

Sr. No.	Title of the Paper	Title of the Conference	Organized	International/National/State/Regional	Date
1.	Retail Category Management ISBN: 978-93-80697-62-8	Emerging trends in Retail Management	Sydenham College & Golden Jubilee Trust	National Level Seminar	10.02.2011
2.	Retail Franchising in India: Fast Food Industry	Emerging trends in Retail Management	Sydenham College & Golden Jubilee Trust	National Level Seminar	11.02.2011

	ISBN: 978-93-80697-62-8				
3.	Micro Finance: A tool for sustainable development	Emerging trends in Commerce, Business & Management	University of Mumbai	International Conference	25 th & 26 th Feb 2012
4.	Talent Management : The key to employee Retention ISSN: 1964-2014	Talent Management for leaders of the Next Generation	Bharati Vidyapeeth University, Pune	International Conference	7 th March 2012
5.	Retailing the rising sector in rural India	Extention Education & Rural Communities	Dept. of Lifelong Learning & Education University of Mumbai ICSSR & Amlani College	International Conference	6 th & 7 th April 2013
6.	Job Shadowing ISBN: 978-93-82880-66-0	Emerging Trends in Commerce Management	Sydenham College & Golden Jubilee Trust	UGC Sponsored National Level Conference	18 th & 19 th October 2013
7.	Talent Management in India ISSN: 2088-9039	World Empowerment & Sustainability Congress	Confederatio n of Indian Commission (INAAR & IGCCIA)	International Interdisciplinary Conference	February 2015
8.	Product Development Strategies of Life Insurance Companies in India	International Conference on Commerce, Management, IT & Social Sciences ISSN: 2277-9302	MVM College, Mumbai	International Conference	February 2015
9.	The Role of Talent Management in an Organization	Role of Human Resource in the Development of an Organization ISSN: 2321-9831	Department of Commerce & Research Centre, Pune &	State Level Seminar	2 nd & 3 rd February 2016

	: An Indian Perspective	Issue VIII, Volume I January-June 2016	Gramonnati Mandal's Arts, Commerce & Science College, Narayangaon, Pune		
10.	The Role of LIC towards Corporate Social Responsibility	2 nd Multidisciplinary International Conference on Commerce, Management, IT & Social Sciences Make in India: Strategies, Opportunities & Challenges	MVM College, Mumbai	International Conference	27 th February 2016

- ❖ Research Paper published in International Journal of Gramonnati Mandal's Arts, Commerce & Science College, Narayangaon, Pune IRICMSS(International Research Journal of Commerce, Management & Social Sciences)

Title of the Paper: "SWOT Analysis of Distribution Channels used by Life Insurers in India"

ISSN No.: 2321-9831, Issue VI, Volume I, July-December 2015.

- ❖ Registered for Ph.D. in Savitribai Phule University, Pune.

Date of Registration: 4th August 2014.

Shri Chawale Vijay Gangadharrao, Assistant Professor.

Academic Achievements:

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
B. COM.	BAMU University, Aurangabad	1989	IInd
M. COM.	BAMU University Aurangabad	1991	Ist
M .Phil.	SGB Amravati University, Amravati	13 July 1993	Ist
Ph.D.	SGB Amravati University, Amravati	Registration done	
M.S.C.I.T	Maharashtra Technical Education	2001	Ist

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	SGB Amravati University, Amravati	02.02.2015 to 28.02.2015	UGC
2	Refresher Course	SP Pune University, Pune	01.10.2015 To 21.10.2015	UGC

Papers Published in Peer Reviewed Journals.

Sr. No.	Title with Page No.	Journal	Whether National/ International	ISSN/ ISBN No.	No. of Co-authors	Whether you are the main author	Date
1	Women Entrepreneurship Pg. 250-254	International Journal of Management and Economics, vol.1, no.5, Jan. 2013	No	ISSN 2231-4687	Nil	Yes	2012-2013
2	The Role of National Housing Bank in Indian Scenario Pg. 63-65	International Research Journal of Commerce and Business Vol. II, Issue 7 (I), Oct. 2013	No	ISSN 2277-9310	Nil	Yes	2013-2014
3	Emerging Trends In Next Millennium Pg. no. 17-21	MNDC Journal of Arts and Science Vol. 1, Issue 1, Jan 2015	No	ISSN 2394-1480	Nil	Yes	2014-2015

Full Paper published in Conference proceeding:

Sr.No.	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co-authors	Whether you are the main author	Date
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1	Franchise Retailing in India Pg. no. 185-189	Emerging trends in Indian Retail Management	ISBN 978-93-80697-62-8		YES	10 & 11 th February 2011
2	“An overview of Internet Banking in India” Pg. 331-335	Emerging trends in commerce and Management,	ISBN 978-93-82880-66-0		YES	18 & 19 th October 2013
3	“ A study of no-performing assets in Commercial banks” Pg. 286-289	Recent Trends in Sectorial development and their impact on the Indian economy,	ISBN: 978-93-83072-19-4		YES	21 & 22 nd February 2014

Paper Presented in Conference/Seminars/workshop/Symposia:

Sr. No.	Title of the Paper	Title of the Conference, Seminar	Organised	Inational/ State/ Regional/	Date
1	“ENERGY: Engine of Economic Development”	Public finance and public policy On 3 rd and 4 th Jan. 2014	Ramnarain Ruia college, Matunga (e), Mumbai	National	2013-2014
2	Indian IPO market: An overview	UGC sponsored Development of capital Market in India’s Current Scenario: Challenges and Opportunities On 29 th Jan 2014	Vikas College, Kannamwar Nagar-2 Vikhroli (e), Mumbai - 400083	National	2013-2014
3	Marketing Strategies In Banking Industry	New Horizons in Business Economics and Management On 21 st and 22 nd February 2014.	SIES College, Nerul, New Mumbai	National	2013-2014

Dr.Tukaram Gadhave, Assistant Professor

- 1) An analytical study of marketing of Banking services of SBI and HDFC Bank in Borivali suburb Mumbai in "IJMRA" International Journal of marketing and technology
- 2) A comparative study of marketing of services of SBI and HDFC Bank in Borivali region "SMR" INTERNATIONAL JOURNAL
- 3) Marketing of banking services of SBI and HDFC Bank in Borivali region in "ENTIRE RESEARCH" NATIONAL JOURNAL
- 4) Career opportunities in retail sector in India PG in "RESEARCH LINK"
- 5) Human resource Management in "SMR" INTERNATIONAL JOURNAL
- 6) "Careers in Indian retailing" in Emerging trends in Indian retail management at Sydenham college ISBN: 978-93-80697-62-8
- 7) "Impact of Information technology on financial marketing- The changing corridors" at Sydenham College ISBN: 978-93-82880-66-0
- 8) Undertaken Minor Research Project of University of Mumbai. Title: "Consumer perception towards financial services of SBI in Mumbai. Funds Sanctioned: Rs. 25000/-
- 9) Provided Action Research Guidance to 73 MPhil aspirants.
- 10) "Banking Services in India challenge and opportunities at Maharashtra state Commerce Association 23 rd annual conference.
- 11) "Micro finance an effective tool of poverty" at UGC Sponsored two days state level seminar on "MICRO FINANCE AND IT'S IMPACT ON RURAL , AREA" in ARTS, COMMERCE AND SCIENCE COLLEGE ,SHIVLE, TAL MURBAD DIST. THANE
- 12) "Railway Network and development of economic Infrastructure in India" 65th All India commerce conference of Indian commerce Association at K.P.B. HINDUJA college of commerce Mumbai
- 13) "International trade and Horticulture" UGC SPONSORERED NATIONAL SEMINAR ON "HORTICULTURE & MARINE EXPORT IN INDIA" MAHARSHI DAYANAND COLLEGE OF ARTS, SCIENCE AND COMMERCE .MUMBAI
- 14) A Cost Effective Solution To Reduce Disaster Losses in Developing Countries: Hydro – Meteorological Services, Early Warning & Evacuation: COST-BENEFIT ANALYSIS IN PERSPECTIVE TO GLOBAL TRENDS at Thakur College of Science and Commerce

- * Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
- * Monographs
- * Chapter in Books
- * Books Edited
- * Books with ISBN/ISSN numbers with details of publishers
- * Citation Index
- * SNIP
- * SJR
- * Impact factor
- * h-index
- 20. Areas of consultancy and income generated: NIL
- 21. Faculty as members in
 - a) National committees:
 - b) International Committees:
 - c) Editorial Boards: Dr. Sunil Shete is a member on the editorial board of IRJMS
- 22. Student projects
 - a) Percentage of students who have done in-house projects including inter departmental/programme: 100%
 - b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: NIL
- 23. **Awards / Recognitions received by faculty and students:**
 - 1. Mrs. Radhika Iyer Awarded Outstanding Research Paper Presentation at International conference on Innovative trends in entrepreneurship in new millennium at University Campus Aurangabad in January 2015.
 - 2. Dr. Anjali Alekar Received Best Research Paper Award at International Conference organized by SIES College in 2016.

Prizes to students in the subject of Commerce

1. The Prof. R.M. Joshi Memorial Prize for passing S.Y.B.Com with Highest Marks in Fundamentals of Management and Finance
2. The R.B. Bhargava Prize for passing T.Y.B.Com with Highest Marks in Management and Production Planning.
3. The Prof. U.V. Desai Prize for passing S.Y.B.Com with Highest Marks in Business Law.
4. The Billimoria Gold Medal for passing T.Y.B.Com with Highest Marks in Financial Accounting and Audit
5. The A.D. Shroff Memorial Prize for passing M.Com with Highest Marks in Banking and Finance.
6. The Kantikumar Poddar Trophy for securing Highest Marks in Business Management in T.Y.B.Com
7. The Limdi Scholarship for Securing Highest Marks in Business Management at T.Y.B.Com
8. F.E Merchant scholarship for highest marks in business law
9. Golden jubilee subject prizes

24. List of eminent academicians and scientists / visitors to the department

1) CA Shri Mukund Chitale	6) Smt. Seeta Desai
2) CA Shri Uday Sathe	7) Shri Govind Shrikhande
3) Shri Deepak Ghaisas, Entrepreneur	8) Shri Ajit Joshi, CEO- CROMA
4) Shri Kantikumar Podar	9) Shri Bharat Nadkarni
5) Smt. Urvashi Daradhar	10) Shri Firoze Shroff
11) CA Banshi Mehta	12) CA Shri Nitin Bhatt
13) Shri Suresh Kotak	14) Dr. Rajan Velukar
15) CA Shri N.O.Mehta	16) Shri Rajeev Podar
17) Dr. B.Mungekar	18) Dr.Sukhdeo Thorat
19) Dr. Narendra Jadhav	

25. Seminars/ Conferences/Workshops organized & the source of funding

a) National

Workshop	Seminar	Conference
01 Funded by College	01 Seminar Funded By UGC and Sydenham Golden Jubilee Trust	01 Conference Funded By UGC and Sydenham Golden Jubilee Trust

b) International: NIL

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
FYBCOM	3000	629	263	366	85%
SYBCOM	546	546	286	260	90%
TYBCOM	538	538	240	298	90%
M.COM I	600	241	117	124	100%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
BCOM	90%	10%	NIL
MCOM	96%	04%	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

Students from Our College appear for competitive exam and many of them have cleared MPSC, NET, and SLET Exams.

NET/SLET: 06

**a) Radhika Iyer b) Shaikh Nigaar c) Asma Tabani d) Nimisha Agarwal
e) Anita Singh e) Usha Bhandare f) Vishnu Bhandare**

29. Student progression

Student progression	Against % enrolled
UG to PG	80%
PG to M.Phil.	--
PG to Ph.D.	--
Ph.D. to Post-Doctoral	--
Employed - Campus selection - Other than campus recruitment	15% 65%
Entrepreneurship/Self-employment	20%

30. Details of Infrastructural facilities

a) **Library:**

The College has a centralized library, which has wide range of text books, magazines, journals, reference books, e-journals related to commerce and management. Apart from this, commerce department has small library situated in Head of the department room.

b) **Internet facilities for Staff & Students:**

Staff and students avail internet facilities at Computer Lab and at online centre (library). Individual faculty is provided with separate desktop.

c) **Class rooms with ICT Facility:**

12 classrooms are ICT enabled. College has a conference room which is well equipped with ICT facility like Projector, interactive star board, laptops.

d) **Laboratories:** Computer lab

31. Number of students receiving financial assistance from college, university, government or other agencies:

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts

1) Students aspiring for CA were guided by Chartered Accountant Miss Lakshmi Ganeshan, GVK International Airport by giving preparation inputs on CPT and IPCC intermediate examinations. She also gave brief presentation on “Options in legal and Accounting Standards”.

2) A Lecture on “Adopting Innovative CSR at Institutional Level” was Conducted by DR. Khuspat Jain from Ismail Yusuf College in Sept. 2012.

3) A guidance lecture NET/SET was conducted for MCom students in January 2013.

4) One day session was conducted on “Career Opportunities in Civil Services” by Dr. M. B. Bhide, Director, State Institute of Administrative Careers and Shri. Bhushan Deshmukh, free lancer, consultant.

6) Research cell had organised one day workshop on Preparation of Research Proposal and Various funding agencies. Dr. Arvind Luhar (PhD Guide KPB Hinduja College) guided the participants.

7) NSS had organized one hour session by Shri Suhyog Banthia on “Make A Tribe Smile”, by focusing on problems faced by tribal people and what efforts can be taken to tackle those problems.

- 8) One hour guidance lecture was organized for TYBCOM students on “How to score higher marks” in Feb 2013
- 9) Nehal Desai Export management, marketing, positive attitude
- 10) Vasanthi Rajdhyaksha: Latest trends in commerce syllabus
33. Teaching methods adopted to improve student learning:
Apart from class room teaching following methods are adopted:
- 1) PowerPoint Presentation
 - 2) Group Discussion, group learning
 - 3) Role Play
 - 4) Industrial Visit
 - 5) Games
 - 6) Online link
 - 7) Question bank
 - 8) Bridge lesson and remedial coaching
34. Participation in Institutional Social Responsibility (ISR) and Extension activities:
- The students are actively engaged in various social service activities by actively participating in NSS and SSL. College also has extension unit of Mumbai University (DLLE) which runs various courses of social importance.
35. SWOC analysis of the department and Future plans (proposed commerce lab and language lab, interdisciplinary journal)

Strengths	Weakness
<ol style="list-style-type: none"> 1. Well qualified and Dedicated faculties 2. Faculties and students share good rapport with each other. 3. Out of 8 faculties, 5 are PhD holders and remaining are pursuing PhD. 4. Always lend a helping hand towards weaker students 5. Perfect blend of traditional teaching learning method with contemporary techniques. 6. Healthy and friendly relations between all staff 7. Felicitation at departmental level for faculties achievements 	<ol style="list-style-type: none"> 1. Large student teacher ratio pose a difficulty in giving one to one attention to students 2. Syllabus completion is a herculean task as the syllabus is vast and time frame is limited.

Opportunities <ol style="list-style-type: none">1. More number MoU's with industry people2. To introduce M.COM with Management specialization3. Introduction of more courses with UGC support4. To introduce more field visits to industries to give practical exposure to students5. To start undergraduate programme of BCom with Accounting and Finance6. To be a part of cluster University under RUSA.	Challenges: <ol style="list-style-type: none">1. Subjects are more theoretical rather than practical oriented2. Students who pursue professional course like CA, ICWA, CS along with conventional B.Com course are opting for distance education.3. Threats from mushrooming new and foreign universities.
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Department of Economics

1. Name of the department: **Economics**
2. Year of Establishment: **1913**
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)- **B.Com. & M.Com. in Banking and Finance, M.Com. in Advanced Accountancy**
4. Names of Interdisciplinary courses and the departments/units involved-
F.Y.B. Com. Foundation Course Paper –I and S. Y.B. Com. Foundation Course Paper –II include interdisciplinary topics like, Human Rights, Ecological concerns.
However, as per University, a professor with social science background can teach this subject.
5. Annual/ semester/choice based credit system (programme wise):- **Credit Based Semester Grading System (CBSGS) divided into a total of six semesters for B.Com. & Four semesters for M.Com.**
6. Participation of the department in the courses offered by other departments- **B.Com. , M.Com. ,BMS, BBI, NCCMP.**
7. Courses in collaboration with other universities, industries, foreign institutions, etc.--**Nil**
8. Details of courses/programmes discontinued (if any) with reasons- **Nil**
9. Number of Teaching posts

	Sanctioned	Filled
Professors	-	-
Associate Professors	01	01
Asst. Professors	04	03

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for
Prof.Firdaus S. Quadri	M.A.&M.Phil in Economics	Associate Professor	Regional Economics/ Lab.Economics	26	-
Dr.Ritesh Kumar Singhal	M.A.,SET&Ph.D in Economics	Assistant Professor	International Economics &Industrial Economics	19	-
Dr.A.R.Chougule	M.A.,NET,M.Phil, Ph.D in Economics	Assistant Professor	Monetary Economics	10	-
Prof.Rajendra V.Mali	M.A.&SET in Economics	Assistant Professor	Agriculture Economics	1	-

11. List of senior visiting faculty- Nil
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty:-**Foundation Course 20 % and Business Economics 20%**
13. Student -Teacher Ratio (programme wise): B.Com-1:120, M.Com-1: 60
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:**Nil**
15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG.
Ph.D:02(Assistant Professor), M. Phil: 02(Assistant Professor),M.A:-04(Assistant Professor),
16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received- UGC Minor Project has been applied for by Dr. Anil R.Chougule, the sanctioned is awaited.
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received-**Nil**
18. Research Centre / facility recognized by the University-**Nil**
19. Publications:
19. Publications:
- * a) Publication per faculty

- * Number of papers published in peer reviewed journals (national / International) by faculty and students

a) Publication per faculty

1. Smt. Quadri Syeda Firdaus

Academics Attainment

- M.A. Economics Marathwada University Aurangabad - 1982
- M. Phil. Regional Economics Special Paper Dissertation on “ Inter-District Economic Disparity in Marathwada Region” 1986
- Worked as Lecturer in Economics for one year in Maulana Azad College, Jubilee Park, Naokhanda Palace, Aurangabad, 1984-85
- Worked as Research Assistant for the Research project “ Socio- economic Survey to Assess the Repaying Capacity of Farmers to Repay Land Reshaping Loans in the Jayakwadi Command Area” October 1988-1989
- Diploma in Information Technology conducted by National Resource Centre of-C-DAC, May 1989-July 1999
- Certificate Course in Personality Development and Communication Skills- British Institutes, Mumbai (1 Week long) May 2005

Orientation and Refresher Courses

- Orientation Course on National Service Scheme from aug-17 to 28, 1992, Training Orientation and Research Centre, Tata Institute of Social Science
- Orientation Programme** 17-9-1991 to 19-10-1991, Academic Staff College Bombay University
- Refresher Course-I Economics, 8-12-2001 to 31-12-2001, Academic Staff College, University of Mumbai
- Refresher Course- II Economics, 1-12-2003 to 20-12-2003, Academic Staff College, University of Mumbai
- Refresher Course- III Interdisciplinary: Economics/Sociology/ Social Work – 8-10-2007 to 27-10-2007

A-Publications:

- **Full paper published** 1-‘Issues of Autorickshaw Commuters in Aurangabad City: A case Study’ Business Dimensions: An international Journal of Research & innovation, ISSN 2347-2737(Print), ISSN 2348-2745(Online)

Chapters in Books- nil

– Additional Responsibility

- Government Nominee for Staff Selection 2007
- Coordinator of Self- Finance Course ‘Banking and Insurance’ from 7-5-2007 to 20-3-2009
- Conductor B.Ed. CET at Elphinstone College of Arts, Science and Commerce, Mumbai, 2007
- Govt. Supervisor B.Ed. CET Mumbai, 2011
- Govt. Nominee for Verification of Documents in MMK College of Com. & Economics, and L K Advani Law College, Liking Rd. Bandra, West from 13 to 21 Oct. 2015
- College Coordinator for RUSA since: May 2015: Prepared the Institutional Development Plan and Detailed Project Report: Creation of a University by Conversion of College in a Cluster
- M.Com. Coordinator, Morning Batch for the year 2015-16
- Venue Officer for LAW CET, Edu Surge Thane on 19-6-2016
- Worked as Member of Pay Fixation Committee for Economics, appointed by the DHE : 4-7-2016

Chair Person/ Secretary/ Member of various committees

- Member:** Panel of Text Books Editors, Hindustani Prachar Sabha, Charni Rd. Mumbai- 2004 to- 2007
- Member:** Boards of Reviewers for research journal ‘ Nawa-e- Adab’ of Urdu Research Centre, Anjuman-e-Islam, CST, Mumbai 2004 to 2006
- **Secretary:** Information Dissemination Cell for “Federation of ‘All Minority Organisations” FEMA- Form 2008 to 2010

Seminar / Symposia participation

- 2 Day National Seminar on “Fostering Global Competencies among Students in HEIs” at Birla College of Arts Science and Commerce, Kalyan. 24 an 25 Feb. 2007
- Worked for and Participate in “Seminar on Minority Education” – FEMA- 26 Oct.2008
- Participated in ‘Human Rights Violation in Context of Weaker Sections” on the occasion of Human Right’s Day, Conducted by Ismail Yusuf College and The CENTRE OF Society and Secularism, Mumbai, 1 Sep. 2004.
- “Economics Symposium: Current Economic Scenario, Some Important Issue”, Narsee Monji College of Com. and Economics, 9 Feb. 2013
- One Day Work Shop on “Creation of University by Conversion of College in a Cluster” 24 Sep. 2015, organised by RUSA Govt. of Maharashtra

- “The Rise of New Russia” 2 Day, Multi Disciplinary International Conference organised by the Center for Central Eurasian Studies, University of Mumbai and Shailendra Education Society, Mumbai, 29, 30 Jan 2016

- One Day India- Japan Cooperation Conference, organised by the Observer Research Foundation, Mumbai, 9Feb 2016.

Chair Person / Member of College Committees:

- Central Assessment Programme- F.Y.B.Com. (CP)

- Chair Person of Students Societies:

- Annual Magazine Society

-Performing Arts Society

- Planning Forum and Dyanvardhini Society

Sr.No. (1)	Title with Page No. (2)	Journal Title (3)	ISSN/ISBN No. (4)	No. of Co- authors (5)	Whether you are the main author (6)	Peer Review	Date
1	Issues of Autorickshaw Commuters in Aurangabad City: A case study,. Page no. 59-77.	Business Dimensions	2348- 2737	--	yes	No	2013- 2014

2. Dr. Ritesh Kumar Singhal**Academic Achievements:**

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
M.A. (Economics)	University of Mumbai	1997	-
SET	UGC. New Delhi	Dec. 1998	-
Ph.D.	University of Pune	July 2011	-

Orientation & Refresher Courses

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	University of Pune	24-01-2005 to 20-02-2005	UGC
2	Refresher Course-I	University of Mumbai	09-12-2005 To 30-12-2005	UGC
3	Refresher Course-II	University of Mumbai	10-12-2007 To 29-12-2007	UGC
4	Refresher Course-III	University of Mumbai	30-10-2011 To 19-11-2011	UGC
5	Short Term Course in Soft Skills	University of Mumbai	13-11-2014 To 19-11-2014	UGC

Full Paper published in Conference proceeding

Sr.No	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co-author	Whether you are the main author	Date
1	'Impact on savings due to changes in GDP & rate of interest in India' pg. no. 855-858	'International conference in Technological Education Institute, Greece on Applied Economics' 15 th -17 th May 2008	978-960-89054-2-9	-	Yes	2008-09 17 th May 2008
2	'Medical Tourism – India's next sunshine sector' Page nos. 242-244	UGC sponsored International Conference at Poona College 'Emergence of India as a global Economic super power: fiction or future' 27 th April 2011	978-81-920045-7-0	-	Yes	2010-11 27 th April 2011
3	'Financial Inclusion in India' pg. no. 104-107	UGC sponsored national seminar at Symbiosis College 'Inclusive growth in India' on 17,18 th Feb 2012	978-81-921046-0-7	-	Yes	17,18 th Feb 2012 2011-12
4	'Strategic Management for entrepreneur	'International conference at ASM Institute on Ongoing	978-81-921445-1-1	-	Yes	03 rd & 04 th March 2012

	rs with respect to Porter's Five Forces. Pg. no. 643-648	Research in management and IT' 03 rd & 04 th March 2012.				2011-12
5	Health Insurance in India with respect to Pure Health Insurance Companies . Pg. no. 187-192.	UGC sponsored International Conference at Poona College on 'worldview Development : challenges and Alternative paradigm' 9 th to 11 th March 2012	978-93-8996-539-1		Yes	9 th to 11 th March 2012 2011-12
6	Need for fiscal consolidation in India' pg.no.119-121	UGC sponsored National Level Conference at St. Mira's College on 'Advances in Research in Commerce & Economics, Innovations, Statistical Applications, 4 th & 5 th January 2013.	978-81-925782-0-0	-	Yes	4 th & 5 th January 2013. 2012-13
7	Customer Satisfaction - Survival Mantra for the Telecom Industry. A Case Study of Factors Influencing Customer	UGC sponsored National Level Seminar, "Emerging Trends in Indian Retail Management" 18 th and 19 th October 2013 by Sydenham College,	978-93-82880-66-0	02	No	18 th and 19 th October 2013. 2013-14

	Satisfaction pages 90-96.	Mumbai				
8	A New Wave of Private Banking in India pages 158-163	International conference at ASM Institute on Ongoing Research in management and IT' 10 th & 11 th January 2015.	978-93-84916-77-0	-	Yes	10 th & 11 th January 2015. 2014-15.
9	Increase in FDI and Life Insurance Sector. Pages 157-159	UGC sponsored National Level Conference at Chetana's College of Arts, Commerce & Economics on 'Innovative Practices & Applications in Commerce, Trade & Management. 22 nd & 23 rd January 2015.	2250-2025	-	Yes	22 nd & 23 rd January 2015 2014-15
10	'Ethical or faith based Investment: A Case study of The Church of England' pp. 170-173	UGC sponsored National Level Seminar at BM Ruia Girls College on 'Investing in a sustainable Future: Integrating Environmental, Social and Governance Factor'. 24 th & 25 th April 2015.	978-93-848-69564	-	Yes	24 th & 25 th April 2015 2014-15
11	Indian Women: Her Economic and Social	UGC sponsored National Level Conference at Pragati College on '25 th July	awaited		Yes	25 th July, 2015

	Participation	2015.				
12	Curriculum Development: A Perspective . Pp 72-75	UGC sponsored National Level Conference at Pragati College on '2 nd September 2015	978-93-83342-17-4	-	yes	2-9-2015.
13.	Trends in Foreign Institutional Investment in India. PP. 55-58	UGC sponsored National Level Conference at Chetana College on '9 th January 2016	Shodh chetna, A National Research Journal (A Referred Journal) volume 1, Issue No.3, January-March 2016.	-	Yes	9-01-2016
14	Green Investments in India : Need of the Hour	Global Images of India, International conference 22 Feb.2016 at KM Agrawal college, Kalyan	International Journal, 74-78	No	-----	2231-5063 with Impact Factor : 3.4052 (UIF)

Papers Published in Peer Reviewed journals (National, International)

Sr. No.	Title of Paper with page no.	Name of Journal	Whether National/International	No. of Co-authors	Whether you are the main author	ISBN/ISSN Number	Volume & Year
1.	Development of International Airports in Public-Private-partnership in India (page nos. 4-9)	WIRC (ICWAI) Bulletin, August 2009	National	02	No	-	August 2009

2	'Choosing a Right Life insurance Company' (page nos. 94-97)	New horizons in Social Science Research, Volume 1 (1) December 2011	National	02	No	978-93-81361-01-6	Volume 1 (1) December 2011
3	'Effects of the entry of foreign Retail Players on the Retailers of India' (page nos. 312-314)	New horizons in Social Science Research, Volume 1 (1)2011, December 2011	National	02	No	978-93-81361-01-6	Volume 1 (1) December 2011
4	'Power sector in Maharashtra' (pg. 52-56)	International Journal of Research, 2011	International	02	No	2231-1-6124	Volume 1 (1) July-December 2011
5	'Where Engagement Leads, Performance Follows' (page nos. 44-47)	Sydenham Management Review- the Research Journal, 2011	National	-	Yes	2249-9490	Volume 1 Issue 1 October 2011
6	'Human Resource Training and Development' page no. 158-161	Global Journal of Management Application, January-March 2012	International (refree d journal)	-	Yes	2249-345x	Volume II No (1) January-March 2012
8	Information Asymmetry, IPOs & Small Savings. Page no. 24-26	International Journal of Research, Vol 3 (1) Jul-Dec 2013	International	-	Yes	2231-6124	Volume 3 (1) July-December 2013
9	Venture Capital Financing pp. 10-16	SIES Journal of Management	International	-	Yes	0974-2956	Vol 11, Issue 1 , March2015
10	Quasi Public Good & Toll Tax: A case study of Mumbai-Pune Expressway. Pp 1 -5	International Research Journal of Multidisciplinary Studies, A Monthly Double- blind	International	02	No	2454-8499	Volume 1, Issue IV, November 2015

		Reviewed Open Access International Journal. Volume 1, Issue IV, November 2015					
11	Issues Related to Primary Health Centres in Maharashtra State	Prerna Journal	Volume 6, No. 2 015/01	01	yes	2319-989X	Dec 2015
12	Green Investments in India : Need of the Hour	Global Images of India	International Journal , 74-78	No	-----	2231-5063	22 Feb.2016 with Impact Factor : 3.4052 (UIF)

Chapters in Books:

Sr. No. (1)	Title with Page No. (2)	Book Title (3)	ISSN/IS BN No. (4)	No. of Co-authors (5)	Whether you are the main author (6)	Peer Review	Date
1	Challenges Before Life Insurance Companies In India(PG.NO.9 9-110)	New Vistas In Commerce And Management (Adhyayan Publishers And DistributorS (New Delhi)	978-81-8435-143-9	-	yes	YES	2009-2010

Minor Research Project: Applied for Minor Research Project of University of Mumbai for the academic year 2016-17 as the Principal Investigator on A Comparative study of Inflation Rate (Consumer Price Index) of India with BRICS nations from 2006-2015.

Additional responsibility as a.....

Sr.No.	Position / Post	Date
1	IQAC and NAAC Coordinator Sydenham College	2014 onwards
2.	Member of Examination Vigilance Squad, University of Mumbai	2011-12
3	Joint Chief Conductor for University of Mumbai Examinations at Siddharth College and JaiHind College	2013-14

Invited Lectures/Training

Sr.No. (1)	Title (2)	Organised (3)	Date (4)
1	Indian Macro Economic Issues	Maharashtra Audit Office, Mumbai	2007-08

Name of faculty: Dr. Anil R. Chougule**Academic Achievements:**

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
M.A. Economics	Shivaji University, Kolhapur	1999	-
NET	UGC. New Delhi	Dec. 2000	-
M. Phil	Shivaji University, Kolhapur	Awarded 2003	A Grade
Ph.D.	Shivaji University	May,2013	-

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	University of Mumbai	29-01-2013 to 26-02-2013	UGC
2	Refresher Course	University of Mumbai	04-12-2014 To 24-12- 2014	UGC

Papers Published in Peer Reviewed Journals.

Sr. No .	Title with Page No.	Journal	Whether National/ Internation al	ISSN/ ISBN No.	No. of Co- authors	Whether you are the main author	Date
1	Structural changes & market efficiency of BSE. Page no.109 to	Sydenham Management Review,vol.2,I ssue-1	National	2249-9490	02	yes	Dec 2012

	115	Oct.2012,					
2	Growth and development of Indian securities market during post economic reforms, page no 15-21	Golden Research Thought vol.2,Issue-vi/DEC.2012,	International	2231-5063	02	yes	Dec 2012
3	'A Study of Returns in Bombay Stock Exchange' page no.	Rizvi Journal, International Journal of Research Vol 3 (1) July-	International	2231-6124	02	yes	November 2013
4	Comparative Analysis of BSE with National & International Stock Exchanges' pg. 79-88	Opinion-International Journal of Business Management Vol. 3 No. 2 Dec.	International	2277-4637	-02	yes	December 2013
5	A Comparative study of BSE &NSE' Pg no.	Dept. of Economics, Dayanand Arya Kanya Mahavidyalya, Nagpur, Research journal 'Visheleshaka'	National		02	yes	December 2012

Full Paper published in Conference proceeding:

Sr.No	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co-authors	Whether you are the main author	Date
1	'Role of Media in Socio-Economic Development of India' Pg.no. 72-85	UGC sponsored National level Seminar on 'Media and Society' organized by Solapur University,	978-93-83183-12-8	2	Yes	25 th & 26 th April 2013
2	A Study of the Relationship between Macroeconomic Variables & Stock Prices (Sensex)' Pg no.209-213	UGC Sponsored National Level Seminar on Recent Trend in Commerce & Management organised by Sydenham College of Commerce & Economics, Mumbai	9789382880660	2	Yes	18 th & 19 th November 2013
3	'Rainbow Revolution in Indian Agriculture'	at ICSSR, NABARD & UGC sponsored National Level Seminar on Indian Agriculture organized by Mohanrao Patil Mahavidyalaya, Boragaon, and Dist. Sangli		No	Yes	24 th & 25 th January 2014
4	A Comparative Study of Financial	Published in 'Shodh-Chetana' quarterly	ISSN (2454 - 1877)	2	Yes	

	Performance of BSE & NSE	research journal by Chetana's Hazarimal Somani College of Commerce and Economics. Vol.no1 pp.31-36				July-September 2015,
5	Religion wise inclusive growth in India	UGC sponsored National Level Seminar at BM Ruia Girls College on 'Investing in a sustainable Future: Integrating Environmental , Social and Governance Factor'.	978-93-84869-56-4	02	Yes	24 th & 25 th April 2015
6	Gender equality and women empowerment in Indian banking sector	UGC sponsored National Level Conference at Pragati College on 25 th July 2015.	Awaited	-	Yes	25 th July 2015
7	A study of Rural employment condition in China and India	National seminar on changing condition of rural labour in India at Vivekanand College , Kolhapur	978-81-921350-7-6			28 & 29 August 2015

Chapter published in Book

Sr.No. (1)	Title with Page No. (2)	Book Title (3)	No. of Coauthors (5)	Whether you are the main author (6)	Date
1	Economic Ideas of Alfred Marshall, page no.148-155	History Of Economic Thought, Text Book Edited By DR.J.F. PATIL , for T.Y.B.A. Shivaji university Kolhapur YEAR : 2008-09	02	NO	2008-09
2	Economic Ideas of Alfred Marshall, page no.148-155	History Of Economic Thought, Text Book Edited By DR.J.F. PATIL , for T.Y.B.A. Solapur university solapur YEAR : 2008-09	02	NO	2014-15
3	Corruption Prevention ACT	Corruption prevention Act text book edited by Dr. J. F. Patil For M.COM- II, Paper- 12	Awaited		

Paper Presented in Conference/Seminars/workshop/Symposia:

Sr. No.	Title of the Paper	Title of the Conference, Seminar	Organised	Inational/ State/ Regional/	Date
1	Economics of Jaggery Making : A case study of Majagaon Devethane Village	National level seminar on Jaggery marketing in india	Dept of economics Shivaji University Kolhapur	National	23 rd and 24 th March 2002
2	Fiscal crises of state governments in India	One day seminar	Dept of economics Shivaji University	University level	25 th March 2003

			Kolhapur		
3	FDI in retail sector: Issues & implications	“Recent trends in Indian retail management” organized by	Sydenham college	National	2009
4	‘Relevance of Gandhiji’s Ideas on Gender Equality and Women’s Empowerment,	Women empowerment	Kamala College Kolhapur	National	Sep 2014

Invited Lectures

Sr.No. (1)	Title (2)	Organised (3)	Date (4)
1	Social Challenges & Role of Youth	Abinav College of Commerce and Economics , Bhayander	2008-09
2	An Introduction To Indian Stock Market	School of Social Science Dept. of Economics Solapur University Solapur	24-02-2015
3	Investors Awareness	Investors Awareness Programme organized by ICSI at Oral classes Center Sydenham College	2011
4	Development of Indian stock market during post reform period	Warana Mahavidyalya Aitawade Khurd , Tal. Sangali, Dist. Kolhapur	2012

Additional responsibility

Sr.No. (1)	Position / Post	Date
1	Programme Officer and Member of NSS unit of Sydenham College	2008 to till date
2	Co coordinator of ICSI & ICWI Oral classes , Sydenham College	2008 to Till Date
3	Internal examiner for Ph.D thesis at Solapur University	2015 and 2016
4	A member of Syllabus Committee 11 th & 12 th Std. HSC board , Pune	2008

Minor Research Project: Applied for Minor Research Project of University of Mumbai for the academic year 2016-17. Topic: Investors’ perception towards stock market: A case study of Mumbai city

4: Shri. Rajendra V Mali

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
M.A. (Economics)	University of Pune	June 2008	-
SET	UGC. New Delhi	Nov.2011	-

Published papers in Journals

Sr.No. (1)	Title with Page No. (2)	Journal (3)	ISSN/ISBN No. (4)	No. of Co- authors (5)	Whether you are the main author (6)	Peer Review	Date
1	Issues Related to Primary Health Centres in Maharashtra State	Prerna Journal	2319-989X, Volume 6, No.2015/01	01	No	Yes	Dec 2015

Minor Research Project: Applied for Minor Research Project of University of Mumbai for the academic year 2016-17 as the Co- Investigator on A Comparative study of Inflation Rate (Consumer Price Index) of India with BRICS nations from 2006-2015.

- * Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
- * Monographs
- * Chapter in Books
- * Books Edited
- * Books with ISBN/ISSN numbers with details of publishers
- * Citation Index
- * SNIP
- * SJR
- * Impact factor: 01
- * h-index

- * a) Publication per faculty
- * Number of papers published in peer reviewed journals (national / international) by faculty and students
- * Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
- * Monographs: Nil
- * Chapter in Books: **Dr. R. K. Singhal & Dr. A. R. Chougule**
- * Books Edited: **Nil**
- * Books with ISBN/ISSN numbers with details of publishers: **Nil**
- * Citation Index: **Nil**
- * SNIP: **Nil**
- * SJR: **Nil**
- * Impact factor:
- * h-index: **Nil**

20. Areas of consultancy and income generated-Nil

21. Faculty as members in-

- a) National committees b) International Committees c) Editorial Boards.... NIL

22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/programme:-1) 100% of students submit project for 40 marks in the subject of Economics of Global Trade & Finance for M.Com.I
2) The following projects were submitted by the students of Labour Welfare & Practice;
a) Assorted Diamond Sorting Industry projects for workers working conditions b) Girl child labour project by collecting primary data.(2006-07) c) Problems of worker in construction industry.(2008-09). d) Administration and working of labour department, Govt. of India e) Problems of Domestic workers in Mumbai area.
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories /Industry/ other agencies:
The Placement Cell of the college invites corporate companies for campus recruitment. The students of B.Com. take Written Test, participate in Group Discussions and Personal Interview.

23. Awards / Recognitions received by faculty and students

1. The Prof. D.S. Desai Memorial Prize for passing F.Y.B.Com with Second Highest Marks in Business Economics.
2. The R.R. Nabar & Company Golden Jubilee Prize for passing S.Y.B.Com with Highest Marks in Business Economics.
3. The Prof. D.S. Desai Memorial Prize for passing S.Y.B.Com with Second Highest Marks in Business Economics.
4. The Maharaja Takhtsinghji of Bhavnagar Prize for the Best Essay on Indian Economy
5. Golden jubilee subject prizes
6. The R.R. Nabar & Company Golden Jubilee Prize for passing S.Y.B.Com with Highest Marks in Business Economics.
7. The Sir Kikabhai Premchand Prize for passing F.Y.B.Com with Highest Marks in Business Economics

24. List of eminent academicians and scientists / visitors to the department- Mrs. Meera Sanyal, Shri. Deepak Parekh, Shri. Suresh Kotak, Shri. Uday Kotak, Shri Madhu Dandvate, Shri Kumar Ketkar, Shri. Dr. Abhay Pethe, Dr. Neeraj Hatekar, Dr. Radhakrishnan, Dr. Narendra Jadhav, Dr. Sukhdev Thorath, Dr. Mahendra Deo, Dr. Ajit Ranade, Shri Achyut Godbole, Dr. B. Mungekar, Dr. H S Hashmi.

25. Seminars/ Conferences/Workshops organized & the source of funding

- a) National-National level conference organized in 2003.
- b) International

26. Student profile programme/course wise:(2015-16)

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
F.Y.B.Com.Foundation Course- I Sem. I& II	3000	629	263	366	85
Foundation Course-II, Sem. III & IV	546	546	286	260	90
Economic System- Sem. III & IV	11	11	08	03	100
Labour Welfare & Practices Sem. V & VI	10	10	7	3	100

Business Economics I & II	3000	633	368	265	82
Business Economics III & IV	546	546	286	260	87
Business Economics V & VI	538	538	240	298	86
Economics of Global Trade and Finance I & II	600	241	117	124	100

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of the student From the same state	% of students from other States	% of students from abroad
B.Com.	572 (90%)	57 (10%)	-
M.Com.	231 (96%)	06 (04%)	-

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?- Nil

29. Student progression

Student progression	Against % enrolled
UG to PG	80%
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	
- Campus selection	15%
- Other than campus recruitment	65%
Entrepreneurship/Self-employment	20%

30. Details of Infrastructural facilities:

a) Library: The College Library is well endowed with books and journals

national and international repute, which the common source for students of all department and faculty. New books are added to the collection by filling required information in requisition form. There is common library for the college. Required books are ordered by filling the requisition form.

b) Internet facilities for Staff & Students: Teaching faculty and students are provided internet access in the Online Centre situated inside the Library.

c) Class rooms with ICT facility: 08 Class Room have the facility

d) Laboratories: NA

31. Number of students receiving financial assistance from college, university, Government or other agencies: Students receive the scholarship and freeships facilities as per the Government and Mumbai University norms.
32. Details on student enrichment programmes (special lectures / workshops / Seminar) with external experts: The Department of Economics faculty gets the opportunity to organize the Golden Jubilee Memorial Lectures. Reputed personalities are invited for the same; Meera Sanyal, Achyut Godbole, Dr. Ajit Ranade, Suresh Kotak, Uday Kotak, Dr. Narendra Jadhav, Dr. Bhalchandra Mungekar, Deepak Parekh .
33. Teaching methods adopted to improve student learning-
The students of F.Y.B.Com. are encouraged to solve case studies in the subject of Business Economics. This helps the students to develop their thinking power over a wide range of issues. The students of foundation course are encouraged to read books on social issues, personality development, stress and conflict etc .The students of M. Com. are given projects to link theory and practice. The faculty makes the teaching and learning process better by organizing quiz, play method, general knowledge questions etc. Students with Learning and Visual Disabilities are provided with every possible help and care.
34. Participation in Institutional Social Responsibility (ISR) and Extension activities –
Students regularly participates in Nation Service Scheme, Social Service League. Various activities such as, Blood Donation, shram daan, books donation, traffic awareness drives, medical camp at Dahanu for local residents , they visit night shelter for street children(New Marine Lines Stn.) offer them food and sweets and spend quality time with them. They participate regularly in Cleanliness drives at Churchgate Station, within and around the College.
Students also participate in extension activities such as community projects, survey on status of women in society. Recording the study matter for visually impaired students in association with Snehankit which helps visually impaired people.
35. SWOC analysis of the department and Future plans

Strength:

1. Fully qualified and competent faculty, two have doctorate.
2. Students with diverse background but receptive.
3. Faculty's rapport is good with students and faculty of other departments.
4. Economics department organises Memorial Lectures and Essay Competition on three diverse areas of Indian economy.
5. Remedial lectures and extra attention to slow learners

Weakness:

1. Non availability of UG and PG Degree in Economics at present.
2. Unfavourable student –teacher ratio of 120: 1, faculty is over burden with examination and assessment work where ratio of answer books- assessor goes up to 550:1; twice a year.
3. Absence of national/ international exchange of faculty.
4. Emphasis on Class room and theoretical teaching-learning at UG.
5. Lack of command over English, which is the medium of expression.

Opportunities:

1. Autonomous department
2. Connect the students to the real world economy by consultancy and internship.
3. Sponsorship and recruitment of students by industries.
4. Faculty exchange facility with Department of Economic University of Mumbai, JNU and London School of Economics.
5. More than one paper of economics at all three levels of UG and both years of PG.

Challenges:

1. To provide an environment of innovation and skill development that will help students in their future economic and social engagement.
2. To enhance the analytical ability of assessing national and global issues and arriving at feasible solution.
3. To tackle with large number of students with equal attention and competency on one – to - one basis.
4. Autonomy in Curriculum designing and evaluation process.

Future plans:

1. To Bring out the Department brochure.
2. To have departmental library that will provide at hand research facilities to faculty.
3. Publish Journal of Economics for Economics Faculties in Mumbai Colleges.
4. To commit to take up research project by each member of department.

DEPARTMENT OF ENGLISH1. Name of the department: **Dept.of English**2. Year of establishment : **1913**3. Names of Programmes / Courses offered : **B.Com**(UG,PG,M.Phil.,Ph.D.,Integrated Masters; Integrated Ph.D., etc) : **UG**4. Names of interdisciplinary course and the departments/ units involved : **B.Com**5. Annual /Semester/ choice based credit system(programme wise) : **CBSGS**6. Participation of the department in the courses offered by other departments: **N.A.**7. Courses in collaboration with other universities, industries, foreign institutions, etc: **N.A.**8. Details of courses programmes discontinued (if any) with reasons : **N.A.**

9. No of Teaching Posts-

	Sanctioned	Filled
Professors	-----	-----
Associate Professors	-----	-----
Asst. Professors	02	01

10. Faculty profile with name qualification designation specialization, (D.Sc./D.Litt/Ph.D./M.Phil)

Name	Qualification	Designation	Specialization	No of Years of Experience	No. ofPhd students guided for the last 4 years
Shri. Mahendra Telgote	MA(English), NET SET	Asst. Professor	Commonwealth Literature	10

11. List of senior visiting faculty:

12. Percentage of lectured delivered and practical classes handled

(programme wise) by temporary faculty: 25% 1) Priya Pawaskar (MA English, M.Phil, SET)

13 Student Teacher ratio (programme wise) : Business communication: 1:120,

Mass Communication: 1:30

14 Number of academic support staff (technical) and

Administrative staff; sanctioned and filled: **N.A.**

15 Qualification of teaching faculty with Dsc/D.Litt/Ph.D/MPhil/PG: 1 PG Teachers

Shri. Mahendra Telgote : MA (English), NET, SET

16 Number of faculties with on going projects from a) National b) International

funding agencies and grants received : Nil

17 Departmental projects funded by DST-FIST; UGCDBT, ICSSR, etc. and total grants

received : Nil

18. Research Centre /facility recognized by the university : Nil

19. Publications:

- a) Publication per faculty:
- Number of papers published in peer reviewed journals (National /International) by faculty and students : Nil

- Number of publication listed in International Database for Eg:Web of Science,Scopus,Humanities International Complete,Dare Database-Internatinal Social Sciences Directory,EBSCO,etc.): Nil
- Monographs: Nil
- Chapter in books: Nil
- Books Edited: Nil
- Books with ISBN/ISSN numbers with details of publishers
- Citation Index: Nil
- SNIP: Nil
- SJR: Nil
- Impact Factor: Nil
- H-index: Nil

20. Areas of consultancy and income generated: Nil

21. Faculty as members in

a) National Committees b) International Committees C)Editorial Boards: Nil

22 Students projects

a) Percentage of students who have done in-house projects including inter departmental/programmes : 60%

b) Percentage of students placed for projects in organizations outside the institution i.e. in Research Laboratories /Industry/other agencies: Nil

23 Awards/ Recognitions received by faculty and students: **Nil**

24 list of eminent academicians and scientists/ visitors to the departments: Prof. Dr. Aniket Jaavre (former head, dept of English, Pune University), Prof. Dr. Shobha Ghosh (Head, Mumbai University), Dr. Shobha Shinde (Head, Comparative Studies in North Maharashtra University), Dr. Z.N. Patil (Dean, Central Institute of English and Foreign Languages, Hyderabad), Prof. Abdus Sattar (ex- faculty), Prof. Mrs. Neelima Patkar (ex-faculty)

25 Seminars/ conferences/workshops organized & the source of funding.**NIL**

a)State Level b) National c)International: NIL

26) Student profile programme/course wise:

Name of the Course /Programme (refer question no. 4)	Applications received	selected	Enrolled		Pass Percentage
			* M	* F	
FYBCOM Business Communication	F.Y.B.Com.Busine ss Communication- I Sem. I& II	3000	263	366	85%
SYBCOM Mass Communication	30	30	10	20	100

*M= Male * F=Female

27. Diversity of students

Name of the course	% of students from same state	% of students from other states	% of students from abroad
B.Com.	572	57	-

28. How many students have cleared National and State competitive examinations such as NET, SLET GET, Civil Service Defence Services etc. -NA

29. Student Progression: N.A.

Student Progression	Against % enrolled
UG to PG	-
PG to Mphil	-
PGto PhD	-
Phd to Post-Doctoral	-
Employed Campus selection - Other than Campus Recruitment	-
Entrepreneurship/Self -employment	-

30. Detail of infrastructure facilities

- a) Library : Common college library.
- b) Internet facilities for staff and students : Yes. On line Centre -50 PC
- c) Class rooms with ICT facility : Most of the classrooms have ICT facility.
- d) Laboratories : Proposed Language Laboratory.

31 Number of students receiving financial assistance from college, university, government or other agencies: the facility is available for the entire college.

32 Detail on student enrichment programmes (special lectures/workshops/seminars)

with external experts: Mrs Paromita Chakraborty, Prof. Dileep Chavan,

33 Teaching methods adopted to improve student learning:

Audio-Visual aids, Group Discussions, Lecture on IELTS and TOEFL.

34 Participated in institutional social responsibility : NSS,SSL

35 SWOC analysis of the department and future plans

STRENGTHS:

- 1) Department of English has been a renowned dept.
- 2) Literary activities are held for the students
- 3) Department of English conducts lectures for improvement of communication skill for the vernacular medium students.
- 4) Department of English gives platform for the students by motivating them for activities and projects like short film making, Documentaries related to social issues. The best short films of students are screened in the auditorium.
- 5) Dept. of English has screened world famous movies for making teaching-learning process- interactive and interesting.
- 6) Dept. organizes Spoken English sessions for the non- teaching employees.

WEAKNESSES :

- 1) Dept. has two posts sanctioned for subject English but one full time post remains vacant.
- 2) Dept. of English doesn't have multimedia room because of the space crunch.
- 3) Being Commerce college, the scope for literature is limited.
- 4) Dept. Of English doesn't have own Projector, screen, Audio and PA System needed to show case videos, presentations, films.

OPPORTUNITIES:

- 1) Dept. Of English can collaborate with other colleges and premier institutes and can organize programmes like literary festivals.
- 2) Dept. Of English can collaborate with production houses and can give students access to the opportunities in film making, cinematography, photography, direction, editing, script writing Workshop on the same can be organized and students would be given first hand experience in the said area.
- 3) Dept. of English can arrange lecture on overall personality development.
- 4) Dept. of English can arrange multi-lingual poetry festival for teachers and students across Mumbai.
- 5) Dept. of English can invite eminent personalities from abroad to deliver lectures.
- 6) Dept. Of English can organizes study tours at media houses, press etc.
- 7) The Department can invite poets from Marathi literature.

CHALLENGES:

- 1) The spread of private coaching class culture is one of the challenges to the college and Department too. Dept. of English has to over come it.
- 2) Students depends much on the online information and content rather than the classroom discussions. They are to be exposed to the beauty of language and impact of good communication.
- 3) Nowadays students give professional subject priority and are less inclined to subjects like business communication. They are to be attracted towards such subjects.
- 4) The 'attractive salary oriented' subjects and courses influence the minds of the students. The students to be made aware of the benefits of communication and of effective spoken English.

FUTURE PLANS :

1. To start BMM (Bachelor's Course in Mass Media)
 2. To start Diploma Course in Foreign Languages.
-

Department of Mathematics and Statistics

1. Name of the Department : **Mathematics and Statistics Department**
2. Year of establishment : **1913**
3. Name of Programmes/Courses offered (UG,PG,M.Phil.,Phd.,Integrated Masters ; Integrated Phd etc.) : **UG**
4. Name of interdisciplinary / Courses and the departments/Units involved : Nil
5. Annual / Semester / Choice based credit system(Programme wise):**CBSGS**
6. Participation of the department in the courses offered by other departments:
BMS, B. COM IN BANKING & INSURANCE
7. Courses in collaboration with other Universities, Industries, Foreign institutions, etc.: NIL
8. Details of courses/programmes discontinued(If any) with reasons
: **NA**
9. Number of teaching Posts

	Sanctioned	Filled
Professors	-----	-----
Associate Professors	03	03
Asst. Professors	03	02

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Lit./Ph.D./MPhil., etc.)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Manoj B. Bhide	M.Sc., M.Phil Ph.D.	Associate Professor	Applied Statistics	33	-
Dr.M.M. Nichkawade	M.Sc., M.Phil Ph.D.	Associate Professor	Sampling Theory	33	-
Dr.Sunil D. Singh	M.Sc., Ph.D.	Assistant Professor	Mathematics	21	-
Dr.Shriniwas S. Dhure	M.Sc. Ph.D.	Assistant Professor	Mathematics	19	-
Dr. N.S. Pandharikar	M.Sc., M.Phil Ph.D., PGDCS	Associate Professor	Statistical Inference	30	06 (M.Phil)

11. List of senior visiting faculty.: **NIL**
12. Percentage of lectures delivered and practical classes handled (Programme wise) by temporary faculty.: **20%**
13. Students – Teacher ratio(Programme wise): **B. Com. : 120:1**
14. Number of academic support staff (Technical) and Administrative staff; sanctioned and filled.: **Academic Support:Sanctined:01, Filled:01**
15. Qualification of teaching faculty with D.Sc ./D.Lit./Ph.D./MPhil./P.G.

PhD.	MPhil	PG
05	03	05

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received. : **NIL**
17. Departmental Projects funded by DST-FIST; UGC, DBT, ICSSR, etc. and total grants received.: **NIL**

18. Research Centre/Facility recognized by the University.: **NO**
19. Publications:
 - a) Publication per faculty: **Annexure A**
 - Number of papers published in peer reviewed journals(National/International) by faculty and students
 - Number of publications listed in International Database(for eg. Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc.)
 - Monographs
 - Chapter in Books
 - Books edited
 - Books with ISBN/ISSN numbers with details of publishers
 - Citation Index
 - SNIP
 - SJR
 - Impact factor
 - h-index

BOOK Edited: 01, Editorial Board of International Journal of Research
ISSN 2231-6124
20. Areas of consultancy and income generated: **NA**
21. Faculty as members in
 - a) National committees
 - b) International committees
 - c) Editorial Boards....

Editorial Board: 02
22. Student Projects
 - a) Percentage of students who have done in-house projects including inter departmental/programme.: **40%**
 - b) Percentage of students placed for projects in organizations outside the institution i. e. in Research Laboratories/Industry/other agencies: **NIL**
23. Awards/Recognitions received by faculty and students:

Golden jubilee subject prizes for highest marks in Mathematics and Statistics.
24. List of eminent academicians and scientists/visitors to the department
List of eminent academicians:
 1. Dr. Vishnu Kanhere: C. A. consultant and academician, Mumbai

2. Dr. M. A. Khan: Registrar, Mumbai University
3. Dr. N. N. Pande: Principal, P. D. Lions College, Malad
4. Dr. B. P. Mishra: HoD, Department of Mathematics, Parel
5. Dr. A. Pedgaonkar, HoD, Department of Mathematics, Institute of Science, Mumbai

25. Seminars/Conferences/Workshops organized and the source of funding

a) National :

National Level Workshop on Total Quality Management held in October, 2012. Funding Agency: UGC

b) International :

Nil

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
FYBCOM	3000	629	263	366	85%
SYBCOM	146	120	56	64	88%
TYBCOM	410	300	142	158	90%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
BCOM	90%	10%	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?: N.A.

Many students of our department join M. Com., M.B.A., C.A., C.F.A. Banking Sector P.O., LLB, Civil Services, Defense services etc. Some of them cleared NET, SET.(About 10%)

29. Student progression

Student progression	Against % enrolled
UG to PG	60%
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed <ul style="list-style-type: none"> • Campus selection • Other than campus recruitment 	20% 70%
Entrepreneurship/Self-employment	10%

30. Details of Infrastructural facilities

- a) Library: **College has main library**
- b) Internet facility for staff and students: **In the Computer Laboratory and On Line Centre**
- c) Classrooms with ICT facility: **YES**
- d) Laboratories: **Computer Laboratory**

31. Number of students receiving financial assistance from college, university, government or other agencies:

32. Details on student enrichment programmes (special lectures/workshops/seminar) with external experts.:
Special Lectures (Maths, Statistics and Computer Programming, SPSS, Six Sigma Vedic Maths)

33. Teaching method adopted to improve student learning.:
Tutorials, counseling and guidance, remedial lectures are given to underperforming students,. Use of smart board in the laboratory.

34. Participation in institutional Social Responsibility(ISR) and Extension activities.
Yes. Through NSS, SSL, DLLE.

35. SWOC Analysis of the department and future plans

Strength:

1. Dedicated and motivated faculty members working as a team.
2. All the staff members with a Doctorate degree.
3. The Head of the department has the additional charge of The Director of SIMSREE, one of the most prominent Business School in Maharashtra. He also has the additional charge of The Director of SIAC, which trains students for competitive examination for UPSC aspirants.
4. The members of the staff are actively involved in academics, extracurricular activities, IQAC, Examination and Result work, Gymkhana and other social activities.
5. The members of the department extend valuable support in pursuing their research work.

Weakness :

1. Being commerce college there is no scope in P.G. teaching so we cannot use a qualification to the fullest of abilities . Secondly P.G. teaching is prerequisite for guiding M.Phil. & Ph.D.
2. It is desired that academic contribution like submitting research papers at National and International Journals can be increased.

Opportunities:

1. A very demanding subject combination of Mathematics, Statistics and Economics can be introduced.
2. Short course on Statistical Tools like SPSS, Vedic mathematics can be introduced.

Challenges:

1. Being the oldest commerce college in Asia, it is necessary to offer courses which are relevant in the present situation to be a lead in providing jobs in education.

Future Plans:

1. Active participation of the faculty members in training the students opting for C. A., C. S., I. C. W. A., etc.
2. To motivate and train the students for the national level competitive examinations like UPSC and state level like MPSC.

Annexure A

Dr. Manoj Bhide :

1. "Spotting and Forecasting Consumer Trends", National Level Conference on "Retail Management ", at Sydenham College in Feb 2011
2. "Booming Medical Tourism in India", 2011

Dr. Madhuri Nichkawade :

1. "A New Rule for entering a variable in the basis in Revised Simplex Method", Bulletin of Pure and Applied Sciences, Vol. 15, Issue-2, pp 217-236, 1996
2. "Study of Rise in the Body Temperature due to exercise in different seasons, for different health conditions and different age groups", Vidarbha Journal of Science, Vol. 5, No. 3-4, pp 51-59, 2010

Dr Sunil Singh

1. "Structural change and Market Efficiency of BSE, Sydenham Management Review, Vol.-2, Issue 1, pp 109-114, ISSN 2249-9490, 2012.
2. "On Certain Transformation Formulae of Ordinary Hypergeometric Series, using Laplace Transform", Journal of Ramanujan Society of Mathematics and Mathematical Science, Vol. 1, No. 1, pp117-120, ISSN2319-1023, August 2012.
3. "Conjugugate WP Bailey pairs and Transformation Formulae for Basic hypergeometric series", Vol.1, No. 2, pp33-42, ISSN 2319-1023, December, 2012
4. "Effect of Hallcurrenton MHD free convection flow with heat and mass transfer pasta vertical porous plate", International Journal of Research, Rizvi College, Vol. 2, ISSN 2231-6124.
5. "Transformation Formulae for polybasic Hypergeometric Series", Journal of Ramanujan Society of Mathematics and Mathematical Science, Vol. 2, No. 1, pp73-84, ISSN2319-1023, July, 2013.
6. "On Bilateral Biailey Transform and its Applications", Journal of Ramanujan Society of Mathematics and Mathematical Science, Vol. 2, No. 2, pp53-60, ISSN 2319-1023, January, 2014.
7. " On Transformation Formulae for q-series", Journal of Ramanujan Society of Mathematics and Mathematical Science, Vol. 3, No. 1, pp15-30, ISSN2319-1023, July, 2014.
8. "On WP Bailey pairs and Transformation Formulae for q- hypergeometric series", South East Ahsian Journal of Mathematics and Mathematical Science, Vol. 11, No. 1, pp 39-46, ISSN 0972-7752, April 2015.

9. "A Note on Confluent Hypergeometric Series", Journal of Ramanujan Society of Mathematics and Mathematical Science, Vol. 4, No. 1,
10. ISSN 2319-1023, 2015.

Dr. Shriniwas S. Dhure

1. "On Cardinality of the Group of Weak Fuzzy Automaton Isomorphisms", International Journal of Computer Applications, 2013, 84 (10), pp 01-08. ISSN 0975-8887 (Impact Factor – 0.821)
2. "Lattice theoretical aspects of fuzzy Mealy machine", Annals of Fuzzy Mathematics and Informatics, 2014, 8 (1), pp 73-87. ISSN 2093-9310 (Impact Factor – 1.1147)
3. "On characteristic semigroup of state (input) independent fuzzy automata", Annals of Fuzzy Mathematics and Informatics, 2014, 8 (3), pp 393-408. ISSN 2093-9310 (Impact Factor – 1.1147)
4. "On singly generated fuzzy automata", Proceedings of National Conference on Recent Advances in Mathematics and its Applications (RAMA-2013), Feb. 2013, pp 214-221. ISBN 978-81-8424-821-0.
5. "Properties of weak fuzzy automaton homomorphisms on single input fuzzy automata", Proceedings of National Conference on Recent Applications of Mathematical Tools in Science and Technology (RAMT-2014), May.2014, pp III-25 – III-33. ISBN 978-93-82588-41-2.

Dr.Nanda S.Pandharikar

1. "A Problem" , *Statistica Neerlandica*, Vol.55,Nr.3,2001(Netherland)
2. "With And Without Replacement Policies: A Comparison", International Journal Of Mathematical Sciences And Technology, Vol.33, No.4, 600-608, 2002.(U.S)
3. "Population Maxima Studies Of Nitocra Lacustris", Trends In Life Sciences , Vol.18(2)69 71, 2003, India
4. " Milk Production In India", Current Science, Vol 86, No. 10, May 25, 2004.. " Cotton Scenario In India", Current Science, Vol 87, No. 1, July 10, 2004
5. "Cotton Scenario In India", Current Science vol.87, No.1. 2004 India
- 6 "One More Example Of A Pair Of Uncorrelated But Dependent Random Variables", Pure And Applied Mathematika Sciences, Vol.LXI no. 1-2, 2005, India.
- 7 "Interesting Pair Of Random Variables", *Gujarat Statistical Review 2006* , India.
- 8 " Standard Deviation: Interpretation And Use", Vidarbha Journal Of Science, Vol. 4, No. 3-4, Pp 9-12, 2009.
- 9 "Still Will You Play A Pay Win Game?", Vidarbha Journal Of Science, Vol. 5, No. 1-2, Pp 72-75, 2010.

- 10 "Sequential Pattern Mining With Progressive Database", Vidarbha Journal Of Science, Vol. 5, No. 3-4, Pp 31-37, 2010.
- 11 "Comparative Study On Aquatic Depollutioning Of Cattle Dungsfor Mass Culture Of Zooplankton", 2010,Vidarbha Journal Of Science ,Vol. 5, No. 1-2, .50-53,India.
- 12 "Population Cencus And General Awareness",Vidarbha Journal Of Science, Vol.5, No. 3-4, 25-30, 2010.
- 13 "Inclusive Growth In Fisheries An Overview", seminar Volume of National Seminaron "Inclusive Growth:Perspective And Challenges,65-71, 2011.
- 14 "Two New Pascal Type Triangles And Their Association With Coin Tossing Experiment", International Journal Of Agricultural And Statistical Sciences,Vol.8,329-333, 2012, India.
- 15 Lines Of Regression : One Interesting Result, ,Vidarbha Journal Of Science, Vol.6, No. 3-4, 25-30, 2012, India
- 16 "Index Of First Order Independence Within The Set Up Of Markov Dependence", International Journal Of Management Studies, Statistics And Applied Economics(Ijmsae), Vol.2, No.1),Pp 15-20, (June,2012).
- 17 "Changes In Area & Production Of Sugarcane In Maharastra Using Fisher-Pry Model", Vidarbha Journal Of Science, Vol.7, No. 3-4, 12-20, 2012, India.
- 18 "Study Of Correlationusing Bayes Approach Under Bivariate Distribution", Feb,2014, International Jaurnal Of Science,Engineering &Technologyresearch,Vol. 3.Issue 2, 286-293, Feb.2014.
- 19 "Assessment Of Knowledge Regarding Computer Literacy Among Medical Students", International Journal Of Current Medical And Applied Sciences, 7(1), 59-62 ,June,2015.

LIBRARY

1. Name of the Department :-SYDENHAM COLLEGE LIBRARY
2. Year of establishment :- 1913
3. Is the Department part of a college/Faculty of the university?
Yes. Department is the part of the college.
4. Names of programs offered (UG, PG, Pharm D, Integrated Masters; M.Phil., Ph.D., Integrated Ph.D., Certificate, Diploma, PG Diploma, D.M./M.Ch., Super specialty fellowship, etc.) :-
The UG and PG regular courses are run by the college. The library has the facility of reference books for Ph.D
5. Interdisciplinary programs and departments involved. : NA
6. Courses in collaboration with other universities, industries, foreign institutions, etc.
N. A.
7. Details of programs discontinued, if any, with reasons. : NA
8. Examination System: Annual/Semester/Trimester/Choice Based Credit System. N. A.
9. Participation of the department in the courses offered by other departments.
N. A.
10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/others)

	Sanctioned	Filled
Professor		
Associate Professor/Reader		
Assistant Professor	01	01
Lecturer		

11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance.

Name	Qualification	Designation	Specialization	No. of Years of Experience
Shri Unmesh A. Nangre	B. Sc. , M. Lib. I. Sc. M. Phil.	College Librarian	Lib. Sc.	18 Yrs.

12. List of senior Visiting Fellows, adjunct faculty, emeritus professors.

N. A.

13. Percentage of classes taken by temporary faculty – program-wise information.

N. A.

14. Program-wise Student Teacher Ratio.

N. A.

15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual.

	Sanctioned	Filled	Actual
Support Staff (Technical)	09	09	04
Administrative Staff	03	01	01

16. Research thrust areas as recognized by major funding agencies.

N. A.

17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

Nil

18. Inter-institutional collaborative projects and associated grants received

a) National collaboration b) International collaboration

N. A.

19. Departmental projects funded by ICMR; DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.

Nil

20. Research facility / centre with

N. A.

- state recognition
- national recognition
- international recognition

21. Special research laboratories sponsored by / created by industry or corporate bodies.

N. A.

22. Publications:

- * Number of papers published in peer reviewed journals (national / international)
- * Monographs
- * Chapters in Books
- * Books edited
- * Books with ISBN with details of publishers
- * Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, Medline, etc.)
- * Citation Index – range / average
- * SNIP
- * SJR
- * Impact Factor – range / average
- * h-index

23. Details of patents and income generated.

N. A.

24. Areas of consultancy and income generated.

N. A.

25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad.

N. A.

26. Faculty serving in

- a) National committees b) International committees c) Editorial Boards d) any other (specify).

N. A.

27. Faculty recharging strategies (Refresher / orientation programs, workshops, training programmes and similar programmes).

Name of faculty: Shri. Nangre Unmesh Ashokrao

Academic Achievements:

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
M.Phil	Alagappa University, Karaikudi	Awarded 2008	First Class

Orientation Course & Refresher Courses

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	University of Mumbai	03-11-2006 to 02-12-2006	UGC
2	Refresher Course	Rashtrasant Tukadoji Maharaj Nagpur University	01-10-2008 to 21-10-2008	UGC
3	Refresher Course	Dr. Babasaheb Ambedkar Marathwada University	02-01-2010 to 23-01-2010	UGC

Worked as a.....

Sr.No.	Position / post	Date
1	Additional Charge of SIMSREE Librarian	July 2013 to September 2014
2	Additional Charge of Institute of Science Librarian	October 2014 to June 2016.

28. Student projects

- percentage of students who have taken up in-house projects including inter-departmental projects.

N. A.

- percentage of students doing projects in collaboration with other universities / industry / institute.

N. A.

29. Awards / recognitions received at the national and international level by

N.A.

30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.

N. A.

31. Code of ethics for research followed by the departments.

N. A.

32. Student profile program-wise:

Name of the Program (refer to question no. 4)	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
N. A.	N. A.	N. A.		N. A.	

33. Diversity of students

Name of the Program (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
N. A.	N. A.	N. A.	N. A.	N. A.

34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE, USMLE, PLAB, GPAT, NCLEX, CGFNS, IELTS and other competitive examinations? Give details category-wise.

N. A.

35. Student progression

Student progression	Percentage against enrolled
UG to PG	N. A.
PG to M.Phil, DM / M Ch / DNB	N. A.
PG to Ph.D.	N. A.
Ph.D. to Post-Doctoral	N. A.
Employed	N. A.
<ul style="list-style-type: none"> Campus selection Other than campus recruitment 	
Entrepreneurs	N. A.

36. Diversity of staff

Percentage of faculty who are graduates	
of the same university	-----
from other universities within the State	01
from universities from other States	-----
from universities outside the country	-----

37. Number of faculty who were awarded M. Phil., DM, M Ch, Ph.D., D.Sc. and D.Litt. during the assessment period.

01 (Prof Unmesh Nangre, Librarian was awarded M. Phil. in 2008)

38. Present details of departmental infrastructural facilities with regard to

a) Library

Total Area	5496 sq. feet
Reading Room Capacity	135 Students
Books	62524
Journals	30
Newspapers	Business Newspapers (English): 03 Regular Newspapers (English): 05 Regular Newspapers (Marathi): 04 Regular Newspapers (Hindi): 01
Magazines	12
Computers for Staff (library work)	04
Printers	02
Reprography Machine	01
Timings	8.00 a.m. to 8.00 p.m. (Sunday Closed)

b) Internet facilities for staff and students:

Internet facility is provided for the staff and students in the adjoining Online Centre of the library.

c) Total number of class rooms- N.A.

d) Class rooms with ICT facility and 'smart' class rooms: N.A.

e) Students' laboratories: N.A.

f) Research laboratories: N.A.

39. List of doctoral, post-doctoral students and Research Associates

a) from the host institution/university. N. A.

b) from other institutions/universities. N. A.

40. Number of post graduate students getting financial assistance from the university.
N. A.

41. Was any need assessment exercise undertaken before the development of new program(s)?

If so, highlight the methodology.

N. A.

42. Does the department obtain feedback from

- a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?
- b. students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?
- c. alumni and employers on the programs offered and how does the department utilize the feedback?

The Library obtains the feedback from the Faculty and the Students. The feedback has helped to improve the services of the library. There was a request from the students to increase the timings of the library for all days (inclusive of 2nd & 4th Saturdays). The college decided to extend the timings on all days from 8.00 a.m. to 8.00 p.m. There was also a request from the students to provide internet facility in the library, which was accepted by the college and the internet facility is provided in the Online Centre. Taking into account that there are few blind students in the college, the library has provided Braille magazines for them. The faculty had requested for a separate enclosure for reading work. The college library has provided separate space for the teaching faculty.

43. List the distinguished alumni of the department (maximum 10).

N. A.

44. Give details of student enrichment programs (special lectures / workshops / seminar) involving external experts.

N. A.

45. List the teaching methods adopted by the faculty for different programs including clinical teaching.

N. A.

46. How does the department ensure that program objectives are constantly met and learning outcomes are monitored?

N. A.

47. Highlight the participation of students and faculty in extension activities.

N. A.

48. Give details of “beyond syllabus scholarly activities” of the department.

N. A.

49. State whether the program/ department is accredited/ graded by other agencies? If yes, give details.

N. A.

50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.

The library provides the e-books and e-journals for better understanding of the subject and advance knowledge of the recent trends in areas of Accounts, Economics, Commerce, Maths & Statistics, and English.

51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

STRENGTHS:

- Spacious.
- Infrastructure available.
- Well equipped online centre with internet facility for students and staff.

WEAKNESSES:

- Less support staff.
- Dual responsibility given to Assistant Librarian

OPPORTUNITIES:

- Digital library

CHALLENGES:

- Improve digital collection.
- To motivate students to read books

52. Future plans of the department.

- Digitization of rare books.
- Book Bank scheme for backward & economically backward students.

GYMKHANA

1. Name of the department: **Gymkhana**
2. Year of Establishment: 1913
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): NA
4. Names of Interdisciplinary courses and the departments/units involved: NA
5. Annual/ semester/choice based credit system (programme wise): NA
6. Participation of the department in the courses offered by other departments: NA
7. Courses in collaboration with other universities, industries, foreign institutions, etc. NA
8. Details of courses/programmes discontinued (if any) with reasons: NA
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	01	Retired but post not filled yet
Asst. Professors	--	--

Dr. Saumitra Sawant Asst. Prof. Commerce Dept. is currently working as an In-charge Physical Director of Gymkhana

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of Gymkhana:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Saumitra Sawant (I/C Physical Director)	M.Com, M.Phil, Ph.D	Assistant Professor	Business Management	21	--

11. List of senior visiting faculty: **Dr. Kendre, Physical Director, University of Mumbai.**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **NA**
13. Student -Teacher Ratio (programme wise): **NA**
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

	Sanctioned	Filled
Academic Support Staff	--	--
Administrative Staff	--	02 (Temporary)

15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG.
PhD:

PhD.	MPhil	PG
---	---	--

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **NIL**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **NIL**
18. Research Centre / facility recognized by the University: **NIL**
19. Publications:
 - * a) Publication per faculty: **NIL**
 - * Number of papers published in peer reviewed journals (national / international) by faculty and students :**NIL**
 - * Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
 - * Monographs
 - * Chapter in Books
 - * Books Edited
 - * Books with ISBN/ISSN numbers with details of publishers
 - * Citation Index

- * SNIP
- * SJR
- * Impact factor
- * h-index

20. Areas of consultancy and income generated: **NIL**

21. Faculty as members in

- a) National committees : **NIL**
- b) International Committees: **NIL**
- c) Editorial Boards: **NIL**

22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/programme: **NIL**
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: **NIL**

23. Awards / Recognitions received by faculty and students:

1. Mr. Sarthak Mangaonkar- Won Gold medal in South Asian Skating Championship and selected for World Skating Championship at Thailand in 2015
2. Mr. Sarthak Mangaonkar- Won Gold medal in skating championship.
3. Miss. Bhavishya Singh- Gold Medalist at the 8th Commonwealth Karate Championship 2015. Participated in the 13th Akf Championship 2015 and was ranked 5th at Yokohama, Japan. Gold Medalist at Kai Karate Championship from 2011 to 2015. Silver Medalist at South Asian International Karate Championship 2014.
4. Miss. Rajmudra Loke- National Gold Medalist in Rope Mallakhamb & Yoga had been to teach in Germany to Yoga forum
5. Miss Shivangi Ghate- Played at inter university national level 1st place in 2013-14. Third place at inter university national level 2014-15.
6. Miss. Sayali Mahadik- Received Silver medal at National Aquatic Competition.

24. List of eminent academicians and scientists / visitors to the department - **NIL**

25. Seminars/ Conferences/Workshops organized & the source of funding

- a) National - **NIL**
- b) International: **NIL**

26. Student profile programme/course wise: NA

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	

*M = Male *F = Female

27. Diversity of Students: NA

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
--	--	--	--

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

NIL

29. Student progression: NA

Student progression	Against % enrolled
UG to PG	-----
PG to M.Phil.	-----
PG to Ph.D.	-----
Ph.D. to Post-Doctoral	-----
Employed - Campus selection - Other than campus recruitment	---
Entrepreneurship/Self-employment	-----

30. Details of Infrastructural facilities

a) Cricket pitch at oval maidan, Churchgate

b) Indoor games facilities – Carrom, Basketball, Table Tennis, Chess.

c) Outdoor Games facilities – Cricket, Football, Volleyball, Swimming, Tug of war, Skating, Judo, Rope Mallakhamb and Yoga(students go outside for training), musical chair, etc.

d) Multipurpose Gymnasium.

31. Number of students receiving financial assistance from college, university, government or other agencies:

D.S.Desai Sports Scholarship:

- 1) Bhavishya Singh – FYBMS
- 2) Sarthak Mangaonkar – SYBCom
- 3) Sailee Mahadik – SYBMS
- 4) Shivangi Ghate – TYBCom
- 5) Rajmudra Loke – 12th Std

The Gymkhana provides Sports Suit, kit, travelling allowance and DA.

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts
Yoga Sessions was organized by Ambika Yog kutir for faculty and students.
33. Teaching methods adopted to improve student learning:
Apart from class room teaching following methods are adopted:
Coach is appointed for Football, Cricket etc.
34. Participation in Institutional Social Responsibility (ISR) and Extension activities: NA
35. SWOC analysis of the department and Future plans:

Strength:

- 1) Separate sports quota in admission process.
- 2) Fitness and wellness strategies.
- 3) Advanced sports training by coach.
- 4) Enhancing sports performance among students.
- 5) Participation of students at International and National sports activities

Weakness:

- 1) Non-availability of state of the art indoor and outdoor international standard sports stadium, swimming pool.
- 2) Consultancy services and physical trainers for Gym.

Opportunities:

- 1) To play a key role in knowledge creation for better dynamism and innovation.
- 2) Developing physical education, sports programme and skilled population to meet out the global human resource demand for better socio-economic prosperity.

Challenges:

- 1) Maintenance of quality during expansion.
- 2) Cultivating high level of competitive sports talent.
- 3) Motivating students to participate in the field of different sports activities at international level.

Future Plan:

Work has already started on multipurpose Gym for students.

Self Financed Courses**Department of B.Com in Banking and Insurance**

1. Name of the department : **Sydenham College of Com & Eco (Banking & Insurance)**
2. Year of Establishment : **2003**
3. Names of Programmes / Courses offered (UG, PG, M.Phil, Ph.D, Integrated Masters, Integrated Ph.D., etc) : **Under Graduate**
4. Names of Interdisciplinary Courses and the departments / units involved : **NIL**
5. Annual / Semester / Choice based credit system (Programme wise) : **Semester wise CBSGS (75:25)**
6. Participation of the department in the courses offered by other departments : **Diploma in Foreign Trade/BMS**
7. Courses in collaboration with other universities, industries, foreign institutions etc : **NIL**
8. Details of courses / programmes discontinued (if any) with reasons : **NIL**
9. Number of Teaching Posts :

	Sanctioned	Filled
Professors	--	--
Associate Professors	--	--
Asst. Professors	6	1(Co-ordinator)

10. Faculty profile with name, qualification, designation, specialization, (D.Sc. / D. Litt. / Ph.D. / M. Phil. Etc.)

Name	Qualification	Designation	Specialisation	No. of Years of Experience	No. of Ph.D Students guided for the last 4 Years
Dr. Sunil Shete	B.Ed, M.Com, Ph. D	Prof-In-Charge	Commerce	31	4 (in research)
Prof. Syed Mubashar Hasan	B.Sc, MBA, M.I.R.P.M. Ph.D Pursuing	Co-ordinator	Management	12	

11. List of senior visiting faculty : **As per the list Attached year wise from 2003 to 2015**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty : **50 to 55 Hrs & Practical Lectures : 20 Hrs**
13. Student – Teacher Ratio (Programme wise) : **1:60**
14. Number of academic support staff (technical) and administrative staff ; Sanctioned and Filled : **6 (Six)**

	Sanctioned	Filled
Academic Support Staff	-	-
Administrative Staff	6	6

15. Qualifications of teaching faculty with D.Sc / D. Litt / Ph. D / M.Phil / PG :

Ph. D	M.Phil	PG
8	10	All

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : **N.A.**
17. Departmental projects funded by DST – FIST; UGC, DBT, ICSSR,etc. and total grants received : **N.A.**
18. Research Centre / facility recognized by the University : **as per the entire college**
19. Publications :
 - a) Publication per faculty

- Number of papers published in peer reviewed journals (National / International) by faculty and students :

Sr No.	Papers published in peer reviewed journals - by Prof. S. M. Hasan
1	Paper presented on Direction for growth through career management at Symbiosis between Academic & Corporate world at Bhavan's College in Nov-2012
2	Paper published in International Journal of Business Management & Social Sciences on Advancement in Human Resource Management : Gross Functional Programme by DCB – Volume III
3	A paper presented on Turnaround in Motorola Mobile Devices Business through the human resource level India – in International Commerce and Management Conference, University of Mumbai on 24 th February, 2012
4	A paper presented on the “ The changing Dynamics of Talent Management at International Conference on extension - Education & Rural Committees (ICERC – 2013) Amlani College on 7 th April, 2013
5	Paper published in Govt of Maharashtra Sydenham College of Commerce & Economics – Two days UGC sponsored National Level Seminar on “ Emerging Trends in Retail Management” in February 2011
6	Paper published in National Level Conference Emerging Trends in Commerce & Management at Sydenham College of Commerce & Economics in October - 2013
7	Paper published in Sydenham Management Review – The International Research Journal on “Talent Acquisition – Recruiting & outsourcing process in October, 2013
8	Paper presented on “Retaining and Rewarding Employees” at MVM degree College of

	Commerce & Science, International Interdisciplinary Conference on Commerce, Management, Information Technology and Humanities on 7 th February, 2015
9	A Paper presented on “Empowering Employee Commitment” at International Centre, Goa on March, 2015
10	A Paper presented at State Level Seminar on “Role of Human Resource in the Development of an Organisation” on 3 rd February, 2016
11	Participated at Vidya Bharati Institute of Research & P.G. Studies in Science & Management, Amravati on “Entrepreneurship Development” on 11 th Oct, 1198
12	A Paper Presented on “HR Challenges in the IT Industry” at International conference on “Emergence of India as Global Economic Superpower : Fiction or Future, Pune on 27 th April, 2011

- Number of publications listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database – International Social Sciences Directory, EBSCO host, etc) : **N.A.**
- Monographs : **N.A.**
- Books Edited : **Ongoing (Marketing in Banking & Insurance)**
Rishabh Publication
- Books with ISBN / ISSN numbers with details of publishers :

ISBN NO.	ISSN NO.
978-93-81394-40-3 (Hind Yugm)	ISSN - 2277-9302 Vol. III, Issue 11 (IV), February 2015 (Jai Hind Education Society, Pune)
978-93-8996-539-1 (Institute of Objective Studies, New Delhi)	ISSN – 2321 – 9831- Issue – VIII, Volume – I, January – June – 2016 Prin. S. S. Shewale on behalf of Gramonnati Mandal's , Dept of Com, Arts, Com & Science College Narayangaon, Taluka – Junnar, Dist- Pune
978-93-81394-40-3 (Hind Yugm)	
978-93-82880-66-0 (Excel India Publishers)	
978-93-80697-62-8 (Excel India Publishers)	

- Citation Index : **N.A.**
- SNIP : **N.A.**
- SJR : **N.A.**
- Impact Factor : **N.A.**
- h-index : **N.A.**

20. Areas of consultancy and income generated :

K.M.E. Society's G. M. Momin Women's College : Affiliated to University of Mumbai

Ref. No. GMMWC/Expert/ 298 (a)/13

Subject Expert of BMS to interview the candidates for the post of Asst. Professor

21. Faculty as members in

- a) National Committees b) International Committees c) Editorial Boards

22. Student Projects

- a) Percentage of students who have done in-house projects including inter departmental / Programme : **100 %**
- b) Percentage of students placed for projects in organisations outside the institution i.e. in Research laboratories / Industry / other agencies : **NIL**

23. Awards / Recognitions received by faculty and students :

Golden jubilee prizes for highest marks in FYBBI, SYBBI, and TYBBI

24. List of eminent academicians and scientists / visitors to the department :

1. **Mr. Harold D'costa (Chief of Cyber Crime)**
2. **Dr. Rajan Velukar (Vice Chancellor of University of Mumbai)**
3. **Dr. M. A. Khan (Registrar of University of Mumbai)**
4. **Dr. M. B. Bhide (Director of SIMSREE, Director of SIAC)**
5. **Mr. Jagmohan Barve (International Author & World Renowned Speaker)**
6. **Mr. Bharat Nadkarni (Manager of CSR Activities of TATA)**

25. Seminars / Conferences / Workshops organised & the source of funding

- a) **National : TQM (Workshop)**
 - b) **National Conference on Emerging Trends in Indian Retail Management,**
 - c) **National Level Conference on Emerging Trends in Commerce & Management**
 - d) **International : NIL**
- **The above mentioned seminars/workshops are arranged with the regular college departments**

26. Student Profile Programme / Course wise :

Name of the Course / Programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass Percentage
			Male	Female	
F.Y.BBI	559	142	64	78	69.72
S.Y.BBI	135	135	38	97	67.88
T.Y.BBI	109	109	36	73	83.48

27. Diversity of Students :

Name of the Course	% of Students from the Same State	% of Students from other states	% of Students from abroad
F.Y.BBI – 2004-05	43	16	Nil
F.Y.BBI – 2005-06	50	10	Nil
F.Y.BBI – 2006-07	43	17	Nil
F.Y.BBI – 2007-08	43	16	Nil
F.Y.BBI – 2008-09	48	12	Nil
F.Y.BBI – 2009-10	37	23	Nil
F.Y.BBI – 2010-11	44	16	Nil
F.Y.BBI – 2011-12	69	9	Nil
F.Y.BBI – 2012-13	95	10	Nil
F.Y.BBI – 2013-14	103	17	Nil
F.Y.BBI – 2014-15	133	10	Nil
F.Y.BBI – 2015-16	131	11	Nil

28. How many students have cleared national and state competitive examinations such as NET, SET, GATE, Civil Services, Defence Services etc? : **N.A.**

29. Student Progression :

Student Progression	Against % enrolled
UG to PG	50% Approx
PG to M. Phil.	-
PG to Ph. D	-
Ph. D to Post Doctoral	-
Employed	
- Campus selection	- 45%
- Other than campus recruitment	- 55%
Entrepreneurship / Self-employment	10 – 15 % Approx

30. Details of Infrastructural facilities

- a) Library : **Well Structured & equipped College Library with all facilities & latest updated reference books & journals in a special section for BBI & BMS**
- b) Internet Facility for Staff & Students : **Online Computer Lab and Internet facility for Students and Staff. Computer laboratory in the B.Com (BBI) section.**
- c) Class Rooms with ICT facility : **LCD Projector & Laptop Facility for Students in all classrooms.**
- d) Laboratories : **Separate Computer Lab for students with Internet facility as well in B.Com (BBI) Laboratory.**

31. Number of Students receiving financial assistance from college, university, government of other agencies : Scholarship are provided to the students as per the rules of Government and Mumbai University.

Year	Number of students
2011-12	71
2012-13	109
2013-14	104
2014-15	134
2015-16	161

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts :

1. Psychometric employment ability Test
2. Soft Skill Programme Modules
3. Personality & Grooming
4. Social Corporate Responsibility by Meera Sanyal
5. Workshop on Anti Terrorism & Anti Narcotics Cell by ATS Dept, Mumbai
6. Career in abroad (Edelweiss)
7. A Guest Lecture by Thomas Cook on Careers & Travel & Tourism

33. Teaching methods adopted to improve student learning :

1. Presentation
2. Group Discussion
3. Industrial Visit
4. Case Study
5. Field Study
6. Project Work

34. Participation in Institutional Social Responsibility (ISR) and Extension activities : Yes (NSS, SSL)**35. SWOC analysis of the department and Future Plans :****Strengths :**

1. Advance course related to current market need
2. Syllabus designed as per the market requirement in Banking & Insurance sector.
3. Maximisation of employment opportunities in multinational companies, banking sector, Insurance sector
4. 100 % Placement opportunities in Public and Private Sector
5. Special Placement Cell designed to rope up the companies for the placements
6. Expert faculties are called from the Banking & Insurance sector for guest lectures to share the current prevailing trend with the students apart from the academic syllabus
7. 100 Marks compulsory practical project viva for the T.Y. students to increase their practical approach towards the market. This project increases and enhance the capability and caliber of students as they do the research activity on the given topic through the field survey (i.e. the primary data) and going through the references, magazines, journals, online search (in the form of Secondary data collection) which give them firsthand experience about the subject and make them competent to face the challenges of the market situation in the future.
8. Fully furnished computer lab with internet and wifi facilities for students and staff
9. All time active support staff to help students in their day to day activities i.e. the reason the strength of Banking & Insurance department has increasing every year and we are running two full fledged divisions.
10. Apart from the academics we help the students by providing them the platform in the form of cultural events and management games, so that they can explore their hidden potential by organising such mega events in which they learn to organise, to execute the events successfully by their own which indirectly help in their future to become entrepreneurs and leaders.
11. Well equipped library for easy access to the students centrally governed by the college and we have a separate section for Banking & Insurance department maintained by the librarian.

Weakness :

1. Less awareness about this course in the public

Opportunities :

1. Syllabus designed by keeping the current need of the market.
2. A professional course with 100 % job opportunities
3. Due to the liberalization policy of the government many MNC's and Private Banks are coming up day by day which is creating a huge chunk of recruitment opportunities
4. Banking & Insurance course will provide the future candidate for these companies as this course is fully designed to match their recruitment expectations

Challenges :

1. Vernacular medium students
2. Ongoing fluctuation in the financial sector in the overall world
3. Requirement to upgrade the syllabus content to the more advanced level

Future Plans :

1. Starting Cyber Crime Courses
2. Making smart Classrooms
3. Increasing in the number of companies visiting to the campus for Recruitment
4. Student Oriented Soft Skill Training Programme.

Bachelor of Management Studies

1. Name of the department : **Bachelor of Management Studies**
2. Year of Establishment : **1999**
3. Names of Programmes / Courses offered (UG, PG, M.Phil, Ph.D, Integrated Masters, Integrated Ph.D., etc) : **Under Graduate**
4. Names of Interdisciplinary Courses and the departments / units involved : **NIL**
5. Annual / Semester / Choice based credit system (Programme wise) : **CBSGS(75:25)**
6. Participation of the department in the courses offered by other departments : **B.Com Banking & Insurance \ Diploma in Foreign Trade**
7. Courses in collaboration with other universities, industries, foreign institutions etc : **NIL**
8. Details of courses / programmes discontinued (if any) with reasons : **NIL**
9. Number of Teaching Posts :

	Sanctioned	Filled
Professors		
Associate Professors		
Asst. Professors	06	01 (Co-ordinator)

10. Faculty profile with name, qualification, designation, specialisation, (D.Sc. / D. Litt. / Ph.D. / M. Phil. Etc.)

Name	Qualification	Designation	Specialisation	No. of Years of Experience	No. of Ph.D Students guided for the last 4 Years
Dr.Pradeep A. Pachgade	B.Ed, M.Com, Ph. D	Prof-In-Charge	Commerce	25	0
Prof. Jharna A. Kalra	B.Com., MMS, M.Com,	Co-ordinator	Management	6	-

11. List of senior visiting faculty : **As per the list Attached year wise from 1999 to 2015**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty : **50 to 55 hrs & Practical Lectures : 20 hrs**
13. Student – Teacher Ratio (Programme wise) : **1:60**

14. Number of academic support staff (technical) and administrative staff ; Sanctioned and Filled : **5 (Five)**

	Sanctioned	Filled
Academic Support Staff	-	-
Administrative Staff	5	5

15. Qualifications of teaching faculty with D.Sc / D. Litt / Ph. D / M.Phil / PG :

Ph. D	M.Phil	PG
10	10	All faculties compulsory

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : **N. A**

17. Departmental projects funded by DST – FIST; UGC, DBT, ICSSR,etc. and total grants received : **N. A**

18. Research Centre / facility recognised by the University : **Same as the entire college**

19. Publications :

b) Publication per faculty:

- Number of papers published in peer reviewed journals (national / international) by faculty and students :

Faculty : (Prof Jharna Kalra)

1. A paper presented on “ Innovation and Management “ at National Seminar on Business Opportunities & Innovative Strategies: Breakthrough before you break down on 10th Septmeber,2011.
2. A paper published On “ Retail Category Management” in UGC sponsored UGC National Level seminar on “ Emerging trends in Indian Retail Management” on 11th February,2011
3. A paper presented on “ Strategic Management of Women Entrepreneurs and Entrepreneurship sector in global scenario: challenges & opportunities “ organized by University department of commerce, University of Mumbai on 24th February,2012
4. A paper presented on “ Women Empowerment and Higher Education” at International Seminar on “ Symbiosis between Academia and Corporate World – A step Forward organized by Bharatiya Vidya Bhavan’s Hazarimal Somani College of Arts & Science on 22nd November,2012.
5. A paper published in International Journal of Business, Management & Social Sciences on “ Advancement in Human Resource Management : Cross Functional Program by DCB, November,2012
6. A paper presented on “ Entrepreneurship and Industrialization” organized by Department of Life long & Extension , University of Mumbai , April,2013.
7. A paper published on “ Development Discussion” at UGC national Level seminar “ Emerging Trends in Commerce and Management” on October,2013
8. A paper Published on “ Organizational Excellence through leadership” E- Journal Sydenham Review – The international Research Journal, October,201.
9. A paper presented on "Challenges of Human Resources in context with global scenario: A case study on China " at MVM degree college of commerce & science international interdisciplinary conference on commerce, management, information technology and humanities, February,2015
10. A paper presented on "issues of occupational safety of women at workplace” World Empowerment and Sustainability Congress on 24th January, 2015 at The International Centre Goa
11. A paper published on “ Trends in Human Resource Management” at 2nd Multidisiplinary International; conference on commerce , Management , Information Technology and social sciences,February,2016

- Number of publications listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database – International Social Sciences Directory, EBSCO host, etc) : **N.A.**
 - Monographs : **N.A.**
 - Books Edited : **01 Marketing in Banking And Insurance Rishabh Publications**
 - Published : **01 Costing and Auditing SYBMS SEM IV Seth publications.**
 - Books with ISBN / ISSN numbers with details of publishers :
 - 1. Bhavan's College- ISBN 978-93-81394-40-3 , November, 2012**
 - 2. Sydenham College- ISBN 978-93-80697-62-8, February, 2011**
 - 3. Sydenham College- ISBN 978-93-82880-66-0, October, 2013**
 - 4. E- Journal Sydenham Management Review- The Internal Research Journal – ISSN 2249-9490, October, 2013**
 - 5. Goa International Conference ISSN No-2277-9302**
 - Citation Index : **N.A.**
 - SNIP : **N.A.**
 - SJR : **N.A.**
 - Impact Factor : **N.A.**
 - h-index : **N.A.**
20. Areas of consultancy and income generated : **NIL**
21. Faculty as members in
- a) National Committees b) International Committees c) Editorial Boards : **04**
22. Student Projects
- a) Percentage of students who have done in-house projects including inter departmental / programme : **100 %**
 - b) Percentage of students placed for projects in organisations outside the institution i.e. in Research laboratories / Industry / other agencies : Students go for field study in RBI and BSE.
23. Awards / Recognitions received by faculty and students :
- Golden jubilee prizes for highest marks in FYBMS, SYBMS, and TYBMS
24. List of eminent academicians and scientists / visitors to the department : **Yes**
- 1. Dr. Rajan Velukar (Vice Chancellor of University of Mumbai)**
 - 2. Dr. M. A. Khan (Registrar of University of Mumbai)**
 - 3. Dr. M. B. Bhide (Director of SIMSREE, Director of SIAC)**
 - 4. Bombay Stock Exchange - Ms Jyoti Budhia NCFM trainer**
 - 5. Mr. Bharat Nadkarni (Manager of CSR Activities of TATA)**

25. Seminars / Conferences / Workshops organised & the source of funding

- a) National : **TQM (Workshop)**
- b) **National Conference on Emerging Trends in Indian Retail Management,**
- c) **National Level Conference on Emerging Trends in Commerce & Management**
- d) International : NIL

*These seminars/workshops were held in collaboration with the regular College Departments.

26. Student Profile Programme / Course wise :

Name of the Course / Programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass Percentage
			Male	Female	
FYBMS	1500	144	58	64	90
SYBMS	131	131	54	78	90
TYBMS	115	115	63	52	69.81

27. Diversity of Students :

Name of the Course	% of Students from the Same State	% of Students from other states	% of Students from abroad
FYBMS – 2004-05	54	03	Nil
FYBMS – 2005-06	57	01	Nil
FYBMS – 2006-07	54	02	Nil
FYBMS – 2007-08	50	09	Nil
FYBMS – 2008-09	50	08	Nil
FYBMS – 2009-10	54	04	Nil
FYBMS – 2010-11	57	01	Nil
FYBMS – 2011-12	109	08	Nil
FYBMS – 2012-13	111	05	Nil
FYBMS – 2013-14	96	17	Nil
FYBMS – 2014-15	132	06	Nil
FYBMS – 2015-16	134	14	Nil

28. How many students have cleared national and state competitive examinations such as NET, SET, GATE, Civil Services, Defence Services etc? : **NIL**

29. Student Progression :

Student Progression	Against % enrolled
UG to PG	45% (approx)
PG to M. Phil.	-
PG to Ph. D	-
Ph. D to Post Doctoral	-
Employed	
- Campus selection	45% (Approx)
- Other than campus recruitment	50% (Approx)
Entrepreneurship / Self-employment	10-15% (Approx)

30. Details of Infrastructural facilities

- a) Library : **Well Structured & equipped College Library with all facilities & latest updated reference books & journals, Magazines in a special section for BMS.**
- b) Internet Facility for Staff & Students : **Online Computer Lab and Internet facility for Students and Staff. Computer laboratory of B.Com (BBI) is Used.**
- c) Class Rooms with ICT facility : **LCD Projector & Laptop Facility for Students is available in all classrooms**
- d) Laboratories : **Separate Computer Lab for students with internet facility of B.Com (BBI)**

31. Number of Students receiving financial assistance from college, university, government of other agencies: The financial assistance is given as per the rules of Government and Mumbai University.

Year	Number of Students
2011-12	43
2012-13	52
2013-14	57
2014-15	61
2015-16	72

36. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts

1. Soft Skill Programme for personality and personal grooming for students
2. Social Corporate Responsibility by Meera Sanyal
3. Workshop on Anti Terrorism & Anti Narcotics Cell by ATS Dept, Mumbai
4. Career in abroad (Edelweiss)
5. IMS seminar on how to crack CET and CAT & Gate
6. A Guest Lecture by Thomas Cook on Careers & Travel & Tourism
7. Guest Lectures by Mr H .P Raina, Advocate & Ex member of Planning commission.
8. Special lectures by Dr R P Singh, Director of BPCL

32. Teaching methods adopted to improve student learning :

- PPT Presentation
- Case Studies
- Work Shop
- Guest Lectures
- Field study

37. Participation in Institutional Social Responsibility (ISR) and Extension activities :
NSS, SSL , Extension activity.

38. SWOC analysis of the department and Future Plans

Strengths	Weakness
<ol style="list-style-type: none"> 1. Syllabus designed as per the industry standards with offering specialization in Finance, Marketing & HRM 2. Increasing the number of employment opportunities in multinational companies, Banks, Marketing and media planning 3. 100 % Placement opportunities in top companies 4. Special Placement Cell designed to rope up the companies for the placements 5. Guest lectures are conducted for the students by industry experts working at top position. 6. 100 Marks compulsory practical project viva for the T.Y. students to increase their practical approach towards the market. This project increases and enhance the capability and caliber of students as they do the research activity on the given topic through the field survey (i.e. the primary data) and going through the references, magazines, journals, online search (in the form of Secondary data collection) which give them firsthand experience about the subject and make them competent to face the challenges of the market situation in the future. 7. Presentations and class room interactions enhance the overall personality development of the students. 8. Availability of technical academic support staff 24X 7. 9. Apart from the academics we help the students by providing them the platform in the form of cultural events and management games, so that they can explore their hidden potential by organizing such mega events in which they learn to organize, to execute the events successfully by their own which indirectly help in their future to become entrepreneurs and leaders. 10. Well equipped library for easy access to the students centrally governed by the college and we have a separate section for Banking & Insurance by the librarian. department maintained. 	<ol style="list-style-type: none"> 1. Infrastructure facility 2. Awareness about the importance of placements

Opportunities :

1. The student gets the basic knowledge of various subjects in management.
2. Bachelor of management studies gives a student to apply for post graduate courses.
3. It covers the industry related subjects.
4. With growing market the students will get firsthand knowledge along with practical approach

Challenges :

1. Vernacular medium students
2. Competition oriented market
3. Changing demands of the industry
4. Making the students understand the need for placement
5. Competent and efficient faculties to deal with the specializations introduced

Future Plans:

1. An Holistic approach to the various subject offered
2. Online admission procedure
3. Conducting more guest lectures
4. Streamlining the placements of the college
5. Creating awareness regarding career opportunities after BMS

BMS Visiting Faculty List**2005-2006 FYBMS**

Sr. No.	Name of the Faculty	Subject
1	Prof. B. P. Pandya	Business Law
2	Prof. Smt . N. S Patkar	Effective Communication
3	Prof. K. B. N. Lam	Quantitative Methods-I
4	Prof. R. G. Kukreja	Financial Accounts
5	Prof. Vijay Raj Parekh	Foundations of Human Skills
6	Prof Prashant Pawar	Principles of management
7	Prof N.K. Farooqui	Introduction to Computers
8	Prof T K Karthekeyan	Managerial Economics-I

2005-2006 SYBMS

Sr No.	Name of the Lecturer	Subjects
1	Dr.T. K. Karthykeyan	Managerial Economic-II
2	Smt. Anita Shantaram	Effective Communication-II
3	Smt. N. S. Patkar	Effective Communication-II
4	Shri. Hemen Ruparel	EXIM
5	Shri. G. R. Apte	Managerial Economic-II
6	Shri. Ashish Dikshit	Co-oprative
7	Smt. Jasleen Gupta	Financial Management
8	Shri. Prashant Pawar	Human Resource Management
9	Prof. Vijayraj Parekh	Rural Marketing
10	Shri. H. P. Ranina	Elements of Direct & indirect taxation

2005 – 2006 – T.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Shri. Y. Ramkishen	Co-oprative
2	Shri. Dipak Abhyankar	Financial Management
3	Shri. Sudhir Jadhav	Human Resource Management
4	Shri. R. Krishmoorthy	Rural Marketing
5	Shri. Mohan Mahurkar	Special studies in marketing
6	Shri. Prashant Pawar	International Marketing
7	Smt.Kavita Shukla	Co-oprative
8	Shri. S. P. Das	Special studies in Finance
9	Shri. Y. Ramkishen	Human Resource Management
10	Shri. Arun Mehta	Business ethics & CSR

2006 – 07 – F.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Prof. B. P. Pandya	Business Law
2	Smt. Anjali Dalvi	Financial Management
3	Shri. Vijayraj Parekh	Foundation of Human Skills
4	Shri. S. C. Panandikar	Quantitative Methods-I
5	Shri. O. L. Mandge	Introduction to Computer
6	Prof Prashant Pawar	Principles of Management
7	Smt.Ashwini Salpekar	Effective Communication-I
8	Shri. Manoj P. Devne	EVS
9	Dr. T. K. Karthykeyan	ME-I
10	Smt. Manjiri Kulkarni	IL

2006 – 07 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Shri. Ashok Mehta	Marketing Management
2	Smt. Anita Shantaram	Research Methods in Business
3	Shri. Vijayraj Parekh	Production & Quality Management
4	Dr. T. K. Karthykeyan	Managerial Economics-II
5	Shri. S. Kanan	Strategic management
6	Shri. Prashant Pawar	Material Management
7	Shri. Ashok Mehta	EXIM
8	Smt. Anita Shantaram	Management Accounting
9	Shri. H. P. Ranina	Elements of direct & indirect Taxation
10	Shri. Hemen Ruparel	Research Methods in Business

2006 – 07 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Shri. Dipak Abhyankar	Business Ethics And CSR
2	Smt. Veena Chough	Co-operatives & Rural Markets
3	Shri. R. Krishmoorthy	Human Resource Management
4	Shri. Vijayraj Parekh	Service Sector Management
5	Shri. Prashant Pawar	Finanacial Management
6	Shri. S. Kannan	Operation Research
7	Shri. S. P. Das	International Marketing
9	Smt. Veena Chough	Special studies in Marketing
10	Shri. Arun Mehta	Special studies in Marketing

2007 – 08 – F.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Smt. Manjiri Kulkarni	Business Law
2	Smt. Ashwini Rao	Effective Communication
3	Shri. Vijayraj Parekh	Quantitative Methods-I
4	Shri. Mazhar Thakur	Financial Accounts
5	Shri. M. B. Bhide	Foundations of Human Skills
6	Shri. Rajesh G. Kukreja	Principles of management
7	Shri. T. P. Farooqui	Introduction to Computers
8	Shri. Manoj P. Devne	Environmental management
9	Dr. T. K. Karthykeyan	Managerial EcoI
10	Smt. Manjiri Kulkarni	Effective Communication

2007 – 08 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Shri. H. P. Ranina	Marketing Management
2	Shri. Hemen Ruparel	Research Methods in Business
3	Smt. Anjali Alekar	Production & Quality Management
4	Smt. Aftab Barkat	Managerial Economics-II
5	Smt. Vaibhavi Kulkarni	Strategic management
6	Shri. Mazhar Thakur	Material Management
7	Shri. Vijayraj Parekh	EXIM
8	Shri. Surendra Phatak	Management Accounting
9	Shri. Ashok Mehta	Elements of direct & indirect Taxation

2007 – 08 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Shri. S. B. Patankar	Business Ethics And CSR
2	Shri. Vijayraj Parekh	Co-operatives & Rural Markets
3	Shri. Sudhir Jadhav	Human Resource Management
4	Shri. Surendra Phatak	Service Sector Management
5	Shri. R. Krishmoorthy	Finanacial Management
6	Smt. Parvati Soneji	Operation Research
7	Shri. Rajesh G. Kukreja	International Marketing
9	Shri. Arun Mehta	Special studies in Marketing
11	Smt. Parvati Soniji	Special studies in Marketing

2008 – 09 – F.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Shri. Rajni M. Shah	Business Law
2	Smt. Radhika Iyer	Effective Communication
3	Shri. Bharat Pithadia	Quantitative Methods-I
4	Shri. Mazhar Thakur	Financial Accounts
5	Shri. S. D. Singh	Foundations of Human Skills
6	Shri. Rajesh G. Kukreja	Principles of management
7	Shri. Nitin P. Deshmukh	Introduction to Computers
8	Shri. M. P. Sadekar	Environmental management
9	Shri. Vinod Vaze	Managerial Economics-I
10	Shri. Rajni M. Shah	Business Law

2008 – 09 – S.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Dr. T. K. Karthykeyan	Marketing Management
2	Smt. Anita Shantaram	Research Methods in Business
3	Shri. Mazhar Thakur	Production & Quality Management
4	Shri. Rakesh Yadav	Strategic Management
5	Smt. Jasmine Mehta	Managerial Economics-II
6	Smt. Smita Kuntay	Material Management
7	Dr. S. S. Shete	EXIM
8	Shri. H. P. Ranina	Management Accounting
9	Shri. Hemen Ruparel	Marketing Management
10	Smt. Anjali Alekar	Research Methods in Business

2008 – 09 – T.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Shri. Rajesh G. Kukreja	Business Ethics And CSR
2	Shri. Aftab Barkat	Co-operatives & Rural Markets
3	Shri. Mazhar Thakur	Human Resource Management
4	Shri. Sudhir Jadhav	Service Sector Management
5	Shri. Rajni M. Shah	Finanacial Management
6	Shri. A. K. Aras	Operation Research
7	Shri. R. Krishmoorthy	International Marketing
8	Shri. Arun Mehta	Special studies in Marketing
9	Smt. Parvati Soniji	Special studies in Marketing
10	Smt. Namrata Chindarkar	Business Ethics And CSR

2009 – 10 – F.Y.BMS

Sr No.	Name of the Lecturer	subjects
1	Dr Bharat Pithadia	Business Law
2	Smt Rupa Adatia	Environmental Management
3	Mr Mazhar Thakur	Principles of management
4	Mt Ansari M Nasir	Introduction to computers
5	Dr M B Bhide	Business Statistics
6	Mrs Radhika Iyer	Foundations of Human Skills
7	Mr Nitin Bhatt	Introduction to Financial Accounts
8	Dr T K Karthekayan	Managerial Economics-I
9	Shri Rajesh Kukreja	Introduction to cost accounting
10	Mrs Barkha Agarwal	Computer application in Business
11	Prof Priti Thakkar	Business Environment

2009 – 10 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Mr S M Hasan	Marketing Management
2	Dr Bharat Pithadia	Research Methods in Business
3	Mr Mazhar Thakur	Production & Quality Management
4	Ms Rupa Adatia	Strategic Management
5	Dr T K Karthykeyan	Managerial Economics-II
6	Prof Shital Gharge	Material Management
7	Prof Ansari Nasir	EXIM
8	Prof Urvish Parekh	Management Accounting

2009 – 10 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Mazhar Thakur	Business Ethics And CSR

2	Prof R Krishna Moorthy	Co-operatives & Rural Markets
3	Prof Sudhir Jadhav	Human Resource Management
4	Prof S M Hasan	Service Sector Management
5	Prof Rajesh kukreja	Finanacial Management
6	Prof Vikram Shostri	Operation Research
7	Prof Arun Mehta	International Marketing
8	Prof Sandesh Damle	Special studies in Marketing
9	Prof Anita Mandrekar	Special studies in Marketing

2010 – 11 – F.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Dr A K Khamborakar	Business statistics
2	Dr Bharat Pithadia	Business law
3	Prof Radhika Iyer	Foundations of Human skills
4	Prof Zainab TAnkiwala	Effective Communication
5	Prof Kamlesh Pitale	Introduction to computers
6	Prof Jharna Kalra	Principles of Management
7	Prof Rajesh Kukreja	Introduction to financial accounts
8	Dr T K Karthykeyan	Managerial Eco-I
9	Prof Nimisha Tarwala	Environmental Management
10	Prof Priti Thakkar	Business Environment
11	Prof Barkha Agarwal	Computer application in business

2010 – 11 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Mazhar Thakur	Production & Quality Management
2	Dr Bharat Pithadia	Research Methods in Business
3	Prof R Krishnamoorthy	Co-operative & Rural Markets
4	Prof Rupa Adatia	Strategic management
5	Prof Arun Mehta	EXIM
6	Prof Aditya Bagree	Materials management
7	Prof H. P Raina	Elements of Direct & Indirect Taxatuion

2010 – 11 – T.Y.BMS

1	Prof Mazhar Thakur	Business Ethics And CSR
2	Prof R Krishna Moorthy	Co-operatives & Rural Markets
3	Prof Sudhir Jadhav	Human Resource Management
4	Prof S M Hasan	Service Sector Management
5	Prof Rajesh kukreja	Finanacial Management
6	Prof Vikram Shostri	Operation Research
7	Prof Arun Mehta	International Marketing

8	Prof Sandesh Damle	Special studies in Marketing
9	Prof Anita Mandrekar	Special studies in Marketing

2011 – 12 – F.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Aftab Barkat	Industrial Law
2	Dr Bharat Pithadia	Business Law
3	Dr S D Singh	Business Statistics
4	Prof Zainab TAnkiwala	Business Communication
5	Prof Kamlesh Pitale	Introduction to computers
6	Prof Jharna Kalra	Principles of Management
7	Prof Rajesh Kukreja	Introduction to financial Accounts
8	Dr T K Karthykeyan	Managerial Eco-I
9	Prof Rahul chopra	Environmental Management
10	Prof Radhika Iyer	Foundations of Human skills
11	Prof Meghna Chotaliya	Business Environment

2011 – 12 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Mazhar Thakur	Production & Quality Management
2	Dr Bharat Pithadia	Research Methods in Business
3	Prof R Krishnamoorthy	Cooperatives & Rural Markets
4	Prof Rupa Adatia	Strategic Management
5	Prof Arun Mehta	Production & Quality Management
6	Prof Vikram Mehta	Indirect Taxation
7	Prof H. P Raina	Direct Taxation
8	Dr T K Karthekeyan	Managerial Eco-II
9	Prof M B Thakoor	Management Accounting
10	Prof Vikram Shostri	Materials management
11	Prof Salman Sakarwala	Management Accounting

2011 – 12 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof S M Hasan	Service sector management
2	Prof Arun Mehta	Business Ethics & CSR
3	Prof Vikram Shostri	Elements of Logistics
4	Prof Sudhir Jadhav	Human Resource Management
5	Prof Anita Mandrekar	Special Studies in Marketing
6	Prof Husain Merchant	Special Studies in Finance
7	Prof Gomez Donnel	Indian Management Thoughts & Practices
8	Prof Amin Jhetam	Investment Analysis & portfolio Management
9	Prof Hitesh Motwani	International Marketing
10	Prof Nilesh Rughani	International Finance
11	Prof Sandesh Damle	Special Studies in Marketing

2012 – 13 – F.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Rupa Adatia	Foundations Of Human Skills
2	Prof Sagar Wadekar	Introduction to computers
3	Prof Pooja patil	Industrial Law
4	Prof Ganesh achwal	Business Communication
5	Prof Moeuddin Mithawala	Introduction to finanacial accounts
6	Prof Kubra T K	Business Statistics
7	Prof Hemant Solanki	Business mathematics
8	Prof Vinit Upadhyay	Industrial Law
9	Prof Jharna Kalra	Principles of management
10	Prof S M Hasan	Business Environment

2012 – 13 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Dr Bharat Pithadia	Industrial Law
2	Prof R Krishnamoorthy	Marketing Management
3	Prof Ganesh Achwal	Public relations Management
4	Prof Saher Rajani	EXIM
5	Prof Sadaf sheikh	Production & Quality management
6	Prof Malchom H	EXIM
7	Dr A R Chougule	Managerial Eco-II
8	Dr Neelam Mathur	Managerial Eco-II
9	Prof Vinit Upadhyay	Business law

2012 – 13 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Arun Mehta	International Marketing
2	Prof Rajesh kukreja	Financial Management
3	Prof Saher Rajani	Human Resource Management
4	Prof Kapil Thakore	Special Studies in Finanace
5	Prof Vikram Shostri	Operation Research
6	Prof Anita Mandrekar	Special Studies in Marketing
7	Prof Priti Parekh	Investment analysis & Portfolio Management
8	Prof Sandesh Damle	Special Studies In Marketing
9	Prof S M Hasan	Service Sector management
10	Prof Jharna Kalra	Human Resource Management
11	Prof Hitesh Motwani	Investment analysis & Portfolio Management

2013 – 14 – F.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Vinit Upadhyay	Business law
2	Prof Pooja Thakur	Industrial Law
3	Prof Rupa Adatia	Foundations of Human skills
4	Prof Moinuddin Mithawala	Introduction to cost accounting
5	Dr A R Chougule	Managerial Eco-I
6	Dr T K Karthykeyan	Managerial Economics-I
7	Prof Sagar Wadekar	Introduction to computers
8	Prof Nasir Usmani	Introduction To financial accounts
9	Prof Saher Rajani	Environmental Management
10	Prof Ganesh Achwal	Business Communication
11	Prof Kubra T K	Business Statistics

2013 – 14 – S.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Prof Sadaf Shaikh	Production & Quality management
2	Prof Saher Rajani	EXIM
3	Prof Rajesh Kukreja	Management Accounting
4	Prof Zainab Tankiwala	Public Relation management
5	Prof Ganesh Achwal	Public Relation management
6	Prof Malcom H	EXIM
7	Prof Prasad Naik	Direct & Indirect Taxation
8	DR Bharat Pithadia	Research Methods in Business
9	Prof R Krishnamoorthy	Cooperative & rural Markets
10	Prof Dr Neelam Mathur	Managerial Eco-II
11	Dr A R Chougule	Managerial Eco-II

2013 – 14 – T.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Saher Rajani	Business Ethics & CSR
2	Prof Vikram Shostri	Operation Research
3	Prof Arun Mehta	International Marketing
4	Prof S M Hasan	Service Sector Management
5	Prof Anita Mandrekar	Special Studies in Marketing
6	Prof Priti Parekh	Special Studies in Finance
7	Prof Sandesh Damle	Special Studies in Marketing
8	Prof Prashant Pawar	International Marketing
9	Prof Fatema Mapari	International Finance
10	Prof Vikram shostri	Logistics
11	Prof Vaneeta Raney	Indian Management Thoughts & Practices
12	Prof Kea Thawani	International Finance

2014 – 15 – F.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Prof Sagar Wadekar	Introduction to Computers
2	Prof Vinit Uphadyay	Business Law
3	Dr A R Chougule	Managerial -I
4	Prof Rajesh Asher	Introduction to financial accounts
5	Prof Kubra T K	Business Statistics
6	Prof Kea Thawani	Introduction to cost accounting
7	Prof Prasad Naik	Introduction to cost accounting
8	Prof Rupa Adatia	Foundations of Human skills
9	Prof Vinay Dubey	Computer application in business
10	Prof Jharna Kalra	Principles of Management

2014 – 15 – S.Y.BMS

Sr No.	Name of the Lecturer	Subjects
1	Prof Ganesh Achwal	Public Relation Management
2	Dr Bharat Pithadia	Research Methods in Business
3	Prof R Krishnamoorthy	Co-operative & Rural Markets
4	Prof Saher Rajani	EXIM
5	Prof Sadaf Shaikh	Productivity & Quality Management
6	Prof Kea Thawani	Management Accounting
7	Prof Somiya Geogre	Managerial Eco-II
8	Prof Prasad Naik	Elements of Direct & Indirect Taxation
9	Dr A R Chougule	Managerial Eco-II
10	Prof Jharna Kalra	Strategic Management

2014 – 15 – T.Y.BMS

Sr No.	Name of the Lecturer	Subject
1	Prof S M Hasan	Service Sector management
2	Prof Arun Mehta	Business Ethics & CSR
3	Prof Huzefa	International Finance
4	Prof Vinit Upadhyay	Financial Markets & Operations
5	Prof Anita Madrekar	Special Studies in Marketing
6	Prof Priti Parekh	Investment analysis & portfolio Management
7	Prof Rajesh Kukreja	Financial Management
8	Prof Rajesh Asher	Special studies in Finance
9	Prof Jharna Kalra	Human resource management
10	Prof Vaneeta Raney	IMTP
11	Prof Vikram Shostri	Operation Research

Department of Foreign Trade

1. Name of the department: **Foreign Trade Department**
2. Year of Establishment: 1998
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): UG (B. Com.)
 - a. Certificate Course in Foreign Trade.
 - b. Diploma Course in Foreign Trade.
 - c. Advanced Diploma in Foreign Trade.
4. Names of Interdisciplinary courses and the departments/units involved: Cross Faculty Courses subject like; International Finance, Export Marketing are taught to B.Com, BMS and BBI students. In addition, the faculty from the Department of Commerce, BMS and BBI take lectures and helps in the development of syllabus.
5. Annual/ semester/choice based credit system (programme wise): Annual Exam Pattern.
6. Participation of the department in the courses offered by other departments:
Three of our faculty members take classes in the full time programme on BMS course, BBI course, MCom course in the campus.
7. Courses in collaboration with other universities, industries, foreign institutions, etc.
NIL
8. Details of courses/programmes discontinued (if any) with reasons: NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	--	--
Asst. Professors	--	--

All are visiting faculty members for this vocational course. The course is headed by Dr.Saumitra Sawant who is also a full-time faculty in Department of Commerce.

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of Foreign Trade:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr.Saumitra Sawant	MCom, MPhil, PhD	Assistant Professor	Business Management	21	--
Prof. M. Hasan	BSc,MBA,MIRPL	Assistant Professor	Human Resource Management	09	--
Prof. Jharna Kalra	MCom,MBA	Assistant Professor	Human Resources Management	05	--
Prof.Anita Singh	MCom,NET	Assistant Professor	Business Management	12	--
Prof.Mrunali Chavan	BCom, MBA	Assistant Professor	Marketing	07	--

11. List of senior visiting faculty: **Dr.Saumitra Sawant**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **NA**
13. Student -Teacher Ratio (programme wise):
- Certificate Course in Foreign Trade: 45:1
 - Diploma Course in Foreign Trade: 29:1
 - Advanced Diploma in Foreign Trade: 19:1
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

	Sanctioned	Filled
Academic Support Staff	--	--
Administrative Staff	--	--

15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG. PhD:

PhD.	MPhil	PG
01	01	05

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **National-01**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **The Minor Research Project is funded by UGC but the grant is not received yet.**
18. Research Centre /facility recognized by the University: **NIL**
19. Publications: Dr.Saumitra Sawant

RESEARCH PAPER PUBLISHED & PRESENTED –

2011-12

1. Paper published & presented on "An Economic Analysis of Mango Pulp agro based industry in Ratnagiri Dist.- Maharashtra " at International Conference organized by Poona College of Arts, Sci, & Com, Pune on 27th April 2011. pp 252 to 256 (ISBN 81920045-7-0)
2. Paper presented on "The Changing Face of ICT In Indian Higher Education System" at International level seminar organized by MD College of Arts, Commerce & Science, Mumbai, on 3rd and 4th Feb. 2012
3. Paper published & presented on "Challenges in Adoption of IFRS in the World" at National level seminar organized by Somaiya College, Mumbai, on 7th and 8th Feb. 2012 pp 143-145 (ISBN 93-81361-87-8)

2012-13

1. Paper published on "New Teaching and Learning Technologies - Challenges and Success" UGC sponsored national seminar organized by Model College, Dombivli, on 23rd Jan. 2013 pp 20-27 (ISBN 978-93-83105-98-4)
2. Paper published on "Indian Financial System - The Road Ahead" National level Conference organized by SN. Arts & Commerce College, Sangamner, Dist. Ahmadnagar, on 15th and 16th March 2013 pp 56-58 (ISBN 978-93-80984-55-1)

2013-14

1. Paper published & presented on "FDI In Indian Retail Sector - Challenges & opportunities " National level seminar organized by Poona College of Arts, Commerce & Science Pune, on 7th Apr. 2013 pp 242-246 (ISBN 978-93-89965-46-9)
2. Paper published on "An Exploratory Study of Consumer Perceptual Frame Work Within a Retail Store " Asia Pacific International Conference organized by Sydenham Institute of Management Studies Mumbai, on 27th Dec. 2013 (ISBN 978-93-5062-342-8)
3. Paper published on "Issues of FDI In Indian Higher Education System at National conference organized by Post Graduate and Research Dept., St. Peter College, Kolenchery, Kerala, on 30th and 31st Jan. 2014 pp 192-194 (ISBN 978-93-5156-043-2)

4. Paper published & Presented on "Women Empowerment And Higher Education" organized by Vivek college, Mumbai, on 15th Feb. 2014 pp 20-26, (ISBN 978-93-83072-18-7)

2014-15

1. Paper Presented on "Right To Education In India - The Road Ahead" at national level conference organized by Dept. of Commerce, University of Mumbai and Kamladevi College of Arts and Commerce, Mumbai on 19th April 2014. Pp413-416 (ISBN 978-53-83072-21-7)
2. Paper Presented on "Woman Participation and Managing poverty through SHGs" at International conference organised by Dept. of Life Long Learning , University of Mumbai Jointly with B. M. Amlani College Mumbai on 14th Jan. 2015, pp 72-76 (ISBN 978-93-83072-69-9)
3. Paper Presented on "Innovation and Challenges in the way of E-Banking" at international conference organised by DTSS College jointly with University of Mumbai on 20th Feb. 2015, pp 493-496 (ISBN 978-93-83072-70-5)

2015-16

1. Paper published on "Role of Green Microfinance in India – "A Road Map to Success" at National Seminar organised by Smt. B. M. Ruia Mahila Mahavidyalaya, Mumbai on 24th Apr. & 25th Apr. 2015, pp 186-189 (ISBN 978-93-84869-56-4)
2. Paper Presented on "A Holistic Study of Stress Level in School Children with Special Reference to Kolhapur District" at National Conference organised by Pragati College of Arts & Commerce, Dombivli on 02nd Sept. 2015. pp 47-50 (ISBN 978-93-83342-17-4)

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Recognised as a teacher of University of Mumbai for the Phd. (Commerce) degree in Business Management letter dated on 9th June 2015.

Minor research project submitted on "A Study of Job Satisfaction of Female Employees in Selected Service Sector of Mumbai" . Grant sanctioned by Academic planning and development unit University of Mumbai.

RESEARCH PAPERS PUBLISHED IN JOURNAL –

2011 – 12

1. "Role of woman entrepreneurs - A case study of Mumbai" SMR Journal Volume - I Oct. 2011, pp 83 to 92 (ISSN 2249-9490) *
2. Paper published on "An exploratory study on consumer preference of Tea with reference to Mumbai City" Global journal of management applications Vol. I January 2012 pp 20-28 (ISSN 2249-345X) *
3. Paper published on "An evaluatory, study on Customer Satisfaction of the Services offered by the Banks" Research drops international journal, Vol. 2, March 2012 pp 192 to 200 (ISSN 2331-105X)

2012-13

1. Paper published on "The Changing role of Strategic Marketing In Venture Capital Companies with special reference to India" Global journal of management applications Vol. 2 June 2012 pp 38-44 (ISSN 2249-345X) *
2. Paper published on "Challenges and strategies for Micro finance in India" Entire research journal, Vol. 4 July 2012 pp 97 to 100 (ISSN 0975-5020) *

2013-14

1. Paper published on "Bench Marking - A Key Performance Indicator For Organization" Global journal of management applications, vol. III Dec. 2013 pp 49-51 (ISSN 2249-345X)*
2. Paper published on " Environmental Issues and Sustainable Development In India" International journal of multi-disciplinary research vol. II, Mar. 2014, pp 33-36 (ISSN 2277-9302) *

2014-15

Paper published on " A comparative analysis of quality of work life among the college teachers in Mumbai" International Journal of Business Management and Social Sciences vol. III Issue 9, May 2014, pp 26-28 (ISSN 2249-7463) *

2015-16

1. Paper published on " Women Empowerment Through Microfinance in India with special reference to Mahila Sewa Trust " Journal of Management Research Vol. IV, Issue No. 2, Nov. : Dec. : Jan. : 2015-16, pp 21-24 Special Issue (ISSN 2319-2429)*
2. Paper published on "Role of Higher Education Research in India – A Critical Study" Journal of Management research Vol. – 3, issue – 3, Feb-Apr. 2015, pp 194-196 (ISSN 2319-2429) *

* Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.):NIL

* Monographs: NIL

* Chapter in Books: NIL

* Books Edited: NIL

* SNIP: NIL

* SJR: NIL

* Impact factor: 02

* h-index: NIL

20. Areas of consultancy and income generated: **NIL**

21. Faculty as members in

- a) National Committees: **NIL**
 b) International Committees: **NIL**
 c) Editorial Boards: **NIL**

22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/programme: 100%
 b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: **NIL**

23. Awards / Recognitions received by faculty and students:
NIL

24. List of eminent academicians and scientists / visitors to the department –
 Dr.Kolaprasad, Dr. Anil Kalkundrikar, Dr. A.D.Shinde, Dr.S.S.Shete, Dr.Riteshkumar Singhal

25. Seminars/ Conferences/Workshops organized & the source of funding

- a) National - **NIL**
 b) International: **NIL**

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
Certificate Course in Foreign Trade	73	45	25	20	84.44%
Diploma Course in Foreign Trade	37	29	15	14	96.55%
Advanced Diploma in Foreign Trade	24	19	10	09	100%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
Foreign Trade	70%	30%	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

NA

29. Student progression

Student progression	Against % enrolled
UG to PG	75%
PG to M.Phil.	-----
PG to Ph.D.	-----
Ph.D. to Post-Doctoral	-----
Employed - Campus selection - Other than campus recruitment	-----
Entrepreneurship/Self-employment	-----

30. Details of Infrastructural facilities:-

a) Library: The Department has

common library.

b) Internet facilities for Staff & Students: The students use common internet facilities in Online Computer Centre and Library.

c) Class rooms with ICT Facility: Yes. Most of the classrooms have ICT facility like LED Projector, laptops, Interactive Starboards.

d) Laboratories: **NIL.**

31. Number of students receiving financial assistance from college, university, government or other agencies: N.A.

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts

1) Dr. Anil Kalkundrikar has conducted special lecture on "Recent Amendments of Export & Import Policy in India"

2) Prof. Hasan, Co-ordinator of BBI delivered lecture on a "Financial market-growth and opportunities"

3) Prof. Jharna Kalra, Co-ordinator of BMS organized lecture on "Importance of HRM in Corporate Sector"

4) Dr. Saumitra Sawant, Prof. in charge of Foreign Trade Department guided the students on "Career Opportunities in Corporate Sectors"

Despite having limited time, there is no compromise on the quality or expectations from the students. Each one is expected to complete assignments which include power point

presentation, group discussion and field trips to industrial organization. In order to facilitate the overall personality of the student, the foreign trade department organizes cultural programmes, orientation programmes for newly admitted students, soft skill development, industrial visit and many more extracurricular activities.

33. Teaching methods adopted to improve student learning:
Apart from class room teaching following methods are adopted:
 - 1) Presentation
 - 2) Group Discussion
 - 3) Role Play
 - 4) Industrial Visit
 - 5) Case Study Method
 - 6) PowerPoint Presentation
 - 7) Audio Visual Aids (Films and Videos on Subject related topics)
34. Participation in Institutional Social Responsibility (ISR) and Extension activities

Dr. Saumitra Sawant is the active member of Shri. Tulja Bhavani Bahuuddeshiya Mahila Sahkari Sanstha Maryadit, Kolhapur.

35. SWOC analysis of the department and Future plans

Strengths:

- 1) Consistently outstanding Results
- 2) Active and student oriented faculty members
- 3) Practical oriented syllabus
- 4) Course can be done simulataneously with Bachelor's courses
- 5) Few Colleges provide this Vocational Course

Weakness:

- 1) Time and Space constraint
- 2) Less awareness about the course
- 3) Difficulty in getting expert faculty

Opportunities:

- 1) More Job opportunities
- 2) To organize cross faculty, seminar, workshop, etc.
- 3) Self employment opportunities

Challenges:

- 1) Competition from other add-on courses
- 2) Difficulties in increasing the fees
- 3) To convince parents about the benefits of this course

Future Plans:

- 1) To involve students from MCom
- 2) Giving students experience of small research projects
- 3) To have our own Computer, Internet and Library facility

Department of M.Com (Evening)

1. Name of the department: **M.Com (Evening) Advanced Accountancy and Banking & Finance**
2. Year of Establishment: 1982
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): PG (M.Com Evening)
4. Names of Interdisciplinary courses and the departments/units involved: NA
5. Annual/ semester/choice based credit system (programme wise): Credit Based Semester Grading System (CBSGS)
6. Participation of the department in the courses offered by other departments:
The faculty is visiting for this course. Some faculty members are from this college also.
7. Courses in collaboration with other universities, industries, foreign institutions, etc.
NIL
8. Details of courses/programmes discontinued (if any) with reasons: NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	--	--
Asst. Professors	-	-

- Prof. Dr. Tukaram Gadhave from Commerce Department is the Coordinator for this course. The faculty is purely visiting.

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of M.Com Evening:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Tukaram Gadhawe	M.Com, B.E.D, M.Phil, Ph.D.	Assistant Professor	Commerce	31	--
Dr. Anil R Chougule	M.A. MPhil, NET, Ph.D.	Assistant Professor	Economics	10	
Prof Vijay Chawle	M.Com, B.E.D, M.Phil,	Assistant Professor	Commerce	20	
Dr. Paras Jain	M.Com, Ph.D.	Associate Professor	Commerce	35	--
Dr. Hazare D.S.	M.Com, B.E.D, M.Phil, Ph.D.	Assistant Professor	Commerce	13	

11. List of senior visiting faculty: **NA**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **NA**
13. Student -Teacher Ratio (programme wise): **1:60**
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

	Sanctioned	Filled
Academic Support Staff	-	01 (temporary)
Administrative Staff	-	01 (temporary)

15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG.
PhD:

PhD.	MPhil	PG
04	04	05

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **NIL**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **NIL**
18. Research Centre / facility recognized by the University: **NIL**
19. Publications:
- * a) Publication per faculty
 - 1. Dr. Tukaram Gadhave
 - 1) An analytical study of marketing of Banking services of SBI and HDFC Bank in Borivali suburb Mumbai in "IJMRA" International Journal of marketing and technology
 - 2) A comparative study of marketing of services of SBI and HDFC Bank in Borivali region "SMR" INTERNATIONAL JOURNAL
 - 3) Marketing of banking services of SBI and HDFC Bank in Borivali region in "ENTIRE RESEARCH" NATIONAL JOURNAL
 - 4) Career opportunities in retail sector in India PG in "RESEARCH LINK"
 - 5) Human resource Management in "SMR" INTERNATIONAL JOURNAL
 - 6) "Careers in Indian retailing" in Emerging trends in Indian retail management at Sydenham college ISBN: 978-93-80697-62-8
 - 7) "Impact of Information technology on financial marketing- The changing corridors" at Sydenham College ISBN: 978-93-82880-66-0
 - 8) Undertaken Minor Research Project of University of Mumbai. Title: "Consumer perception towards financial services of SBI in Mumbai. Funds Sanctioned: Rs. 25000/-
 - 9) Provided Action Research Guidance to 73 MPhil aspirants.
 - 10) "Banking Services in India challenge sand opportunities at Maharashtra state Commerce Association 23 rd annual conference.
 - 11) "Micro finance an effective tool of poverty" at UGC Sponsored two days state

level seminar on “MICRO FINANCE AND IT’S IMPACT ON RURAL , AREA” in ARTS, COMMERCE AND SCIENCE COLLEGE ,SHIVLE, TAL MURBAD DIST. THANE

12) “Railway Network and development of economic Infrastructure in India” 65th All India commerce conference of Indian commerce Association at K.P.B. HINDUJA college of commerce Mumbai

13) “International trade and Horticulture” UGC SPONSORERED NATIONAL SEMINAR ON “HORTICULTURE & MARINE EXPORT IN INDIA” Maharshi dayanand college of arts, science and Commerce .mumbai

14) A Cost Effective Solution To Reduce Disaster Losses in Developing Countries: Hydro –Meteorological Services, Early Warning & Evacuation: COST-BENEFIT ANALYSIS IN PERSPECTIVE TO GLOBAL TRENDS at Thakur College of Science and Commerce

2. Dr. Anil Chougule

Academic Achievements :

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
M.Phil	Shivaji University, Kolhapur	Awarded 2003	A Grade
NET	UGC. New Delhi	Dec. 2000	-
Ph.D.	Shivaji University	May,2013	-

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	University of Mumbai	29-01-2013 to 26-02-2013	UGC
2	Refresher Course	University of Mumbai	04-12-2014 To 24-12-2014	UGC

Papers Published in Peer Reviewed Journals.

Sr. No .	Title with Page No.	Journal	Whether National/ International	ISSN/ ISBN No.	No. of Co-authors	Whether you are the main author	Date
1	Structural changes & market efficiency of BSE. Page no.109 to 115	Sydenham Management Review,vol.2,Issue-1 Oct.2012,	National	2249-9490	02	yes	Dec 2012
2	Growth and development of Indian securities market during post economic reforms, page no 15-21	Golden Research Thought vol.2,Issue-vi/DEC.2012,	International	2231-5063	02	yes	Dec 2012
3	‘A Study of Returns in Bombay Stock Exchange’ page no.	Rizvi Journal, International Journal of Research Vol 3 (1) July-	International	2231-6124	02	yes	November 2013
4	Comparative Analysis of BSE with National & International Stock Exchanges’ pg. 79-88	Opinion-International Journal of Business Management Vol. 3 No. 2 Dec.	International	2277-4637	02	yes	December 2013
5	A Comparative study of BSE &NSE’ Pg no.	Dept. of Economics, Dayanand Arya Kanya Mahavidyalya, Nagpur, Research journal ‘Visheleshaka’	National		02	yes	December 2012

Full Paper published in Conference proceeding:

Sr.No	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co-author s	Whether you are the main author	Date
1	'Role of Media in Socio-Economic Development of India' Pg.no. 72-85	UGC sponsored National level Seminar on 'Media and Society' organized by Solapur University,	978-93-83183-12-8	2	Yes	25 th & 26 th April 2013
2	A Study of the Relationship between Macroeconomic Variables & Stock Prices (Sensex)' Pg no.209-213	UGC Sponsored National Level Seminar on Recent Trend in Commerce & Management organised by Sydenham College of Commerce & Economics, Mumbai	9789382880660	2	Yes	18 th & 19 th November 2013
3	'Rainbow Revolution in Indian Agriculture'	at ICSSR, NABARD & UGC sponsored National Level Seminar on Indian Agriculture organized by Mohanrao Patil Mahavidyalaya, Boragaon, and Dist. Sangli		No	Yes	24 th & 25 th January 2014
4	A Comparative Study of	Published in 'Shodh-Chetana'	ISSN (2454 - 1877)	2	Yes	

	Financial Performance of BSE & NSE	quarterly research journal by Chetana's Hazarimal Somani College of Commerce and Economics. Vol.no1 pp.31-36				July-September 2015,
5	Religion wise inclusive growth in India	UGC sponsored National Level Seminar at BM Ruia Girls College on 'Investing in a sustainable Future: Integrating Environmental , Social and Governance Factor'.	978-93-84869-56-4	02	Yes	24 th & 25 th April 2015
6	Gender equality and women empowerment in Indian banking sector	UGC sponsored National Level Conference at Pragati College on 25 th July 2015.	Awaited	-	Yes	25 th July 2015
7	A study of Rural employment condition in China and India	National seminar on changing condition of rural labour in India at Vivekanand College , Kolhapur	978-81-921350-7-6			28 & 29 August 2015

Chapter published in Book

Sr.No. (1)	Title with Page No. (2)	Book Title (3)	No. of Coauthors (5)	Whether you are the main author (6)	Date
1	Economic Ideas of Alfred Marshall, page no.148-155	History Of Economic Thought, Text Book Edited By DR.J.F. PATIL , for T.Y.B.A. Shivaji university Kolhapur YEAR : 2008-09	02	NO	2008-09
2	Economic Ideas of Alfred Marshall, page no.148-155	History Of Economic Thought, Text Book Edited By DR.J.F. PATIL , for T.Y.B.A. Solapur university solapur YEAR : 2008-09	02	NO	2014-15
3	Corruption Prevention ACT	Corruption prevention Act text book edited by Dr. J. F. Patil For M.COM- II, Paper- 12	Awaited		

Paper Presented in Conference/Seminars/workshop/Symposia:

Sr. No.	Title of the Paper	Title of the Conference, Seminar	Organised	Inational/ State/ Regional/	Date
1	Economics of Jaggery Making : A case study of Majagaon Devethane Village	National level seminar on Jaggery marketing in india	Dept of economics Shivaji University Kolhapur	National	23 rd and 24 th March 2002
2	Fiscal crises of state governments in India	One day seminar	Dept of economics Shivaji University Kolhapur	University level	25 th March 2003

3	FDI in retail sector: Issues & implications	“Recent trends in Indian retail management” organized by	Sydenham college	National	2009
4	‘Relevance of Gandhiji’s Ideas on Gender Equality and Women’s Empowerment,	Women empowerment	Kamala College Kolhapur	National	Sep 2014

Invited Lectures

Sr.No. (1)	Title (2)	Organised (3)	Date (4)
1	Social Challenges & Role of Youth	Abinav College of Commerce and Economics , Bhayander	2008-09
2	An Introduction To Indian Stock Market	School of Social Science Dept. of Economics Solapur University Solapur	24-02-2015
3	Investors Awareness	Investors Awareness Programme organized by ICSI at Oral classes Center Sydenham College	2011
4	Development of Indian stock market during post reform period	Warana Mahavidyalya Aitawade Khurd , Tal. Sangali, Dist. Kolhapur	2012

Worked as a.....

Sr.No. (1)	Position / post	Date
1	Programme Officer of NSS unit of Sydenham College	2008- 2011
2	Co coordinator of ICSI & ICWAI Oral classes , Sydenham College	2008 to Till Date
3	Internal examiner for Ph.D thesis at Solapur University	2015 and 2016
4	A member of Syllabus Committee 11 th & 12 th Std. HSC board , Pune	2008

3) Prof Vijay Chawale

Academic Achievements :

Name of Exam	Name of the College/ Uni./ Board	Year of Passing	Grade
B. COM.	BAMU University, Aurangabad	1989	IInd
M. COM.	BAMU University Aurangabad	1991	Ist
M .Phil.	SGB Amravati University, Amravati	13 July 1993	Ist
Ph.D.	SGB Amravati University, Amravati	Registration done	
M.S.C.I.T	Maharashtra Technical Education	2001	Ist

S.No.	Name of the course/ Summer school	Place	Duration	Sponsoring agency
1	Orientation Course	SGB Amravati University, Amravati	02.02.2015 to 28.02.2015	UGC
2	Refresher Course	SP Pune University, Pune	01.10.2015 To 21.10.2015	UGC

Papers Published in Peer Reviewed Journals.

Sr. No .	Title with Page No.	Journal	Whether National/ International	ISSN/ ISBN No.	No. of Co-authors	Whether you are the main author	Date
1	Women Entrepreneurs	International Journal of	No	ISSN	Nil	Yes	2012-2013

	hip Pg. 250-254	Management and Economics, vol.1, no.5, Jan. 2013		2231-4687			
2	The Role of National Housing Bank in Indian Scenario Pg. 63-65	International Research Journal of Commerce and Business Vol. II, Issue 7 (I), Oct. 2013	No	ISSN 2277-9310	Nil	Yes	2013- 2014
3	Emerging Trends In Next Millennium Pg. no. 17-21	MNDC Journal of Arts and Science Vol. 1, Issue 1, Jan 2015	No	ISSN 2394-1480	Nil	Yes	2014- 2015

Full Paper published in Conference proceeding:

Sr.No	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co- author s	Whethe r you are the main author	Date
1	Franchise Retailing in India Pg. no. 185- 189	Emerging trends in Indian Retail Management	ISBN 978-93- 80697-62-8		YES	10 & 11 th February 2011
2	"An overview of Internet Banking in India"	Emerging trends in commerce and Management,	ISBN 978-93- 82880-66-0		YES	18 & 19 th October 2013

	Pg. 331-335					
3	“ A study of no-performing assets in Commercial banks” Pg. 286-289	Recent Trends in Sectorial development and their impact on the Indian economy,	ISBN: 978-93-83072-19-4		YES	21 & 22 nd February 2014

Paper Presented in Conference/Seminars/workshop/Symposia:

Sr. No.	Title of the Paper	Title of the Conference, Seminar	Organised	Inational/ State/ Regional/	Date
1	“ENERGY: Engine of Economic Development”	Public finance and public policy On 3 rd and 4 th Jan. 2014	Ramnarain Ruia college, Matunga (e), Mumbai	National	2013-2014
2	Indian IPO market: An overview	UGC sponsored Development of capital Market in India’s Current Scenario: Challenges and Opportunities On 29 th Jan 2014	Vikas College, Kannamwar Nagar-2 Vikhroli (e), Mumbai - 400083	National	2013-2014
3	Marketing Strategies In Banking Industry	New Horizons in Business Economics and Management On 21 st and 22 nd February 2014.	SIES College, Nerul, New Mumbai	National	2013-2014

* Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database -

International Social Sciences Directory, EBSCO host, etc.): Nil

* Monographs: Nil

* Chapter in Books: 3

* Books Edited: nil

* Books with ISBN/ISSN numbers with details of publishers: 03

* Citation Index: Nil

* SNIP: Nil

* SJR: Nil

* Impact factor: Nil

* h-index: Nil

20. Areas of consultancy and income generated: **NIL**

21. Faculty as members in

a) National committees : **NIL**

b) International Committees: **NIL**

c) Editorial Boards: **NIL**

22. Student projects

a) Percentage of students who have done in-house projects including inter departmental/programme: 100%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: NIL

23. Awards / Recognitions received by faculty and students:
NIL

24. List of eminent academicians and scientists / visitors to the department - **NIL**

25. Seminars/ Conferences/Workshops organized & the source of funding

a) National - NIL

b) International: NIL

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
M.Com I (Evening) Advanced Accountancy	400	60	38	22	100%
M.Com I (Evening) Banking & Finance	350	60	23	37	100%
M.Com II (Evening) Accountancy	-	60	36	20	95%
M.Com II (Evening) Banking & Finance	-	60	21	35	95%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
MCOM	80%	20%	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

NIL

29. Student progression

Student progression	Against % enrolled
UG to PG	----
PG to M.Phil.	----
PG to Ph.D.	----
Ph.D. to Post-Doctoral	----
Employed - Campus selection - Other than campus recruitment	----
Entrepreneurship/Self-employment	-----

30. Details of Infrastructural facilities

- a) Library: The students can refer college library
- b) Internet facilities for Staff & Students: Yes. Computer Lab and Online Centre (Library)
- c) Class rooms with ICT Facility: Yes. Most of the classrooms have ICT facility like LED Projector, laptops, Interactive Starboards.
- d) Laboratories: **NIL.**

31. Number of students receiving financial assistance from college, university, government or other agencies: Financial assistance is provided as per the Government of Maharashtra and University of Mumbai rules.

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts
As all the faculty is visiting, they are expert in their respective field.

33. Teaching methods adopted to improve student learning:
Apart from class room teaching following methods are adopted:
The faculty uses traditional classroom teaching as well as discussion as interactive methods.

34. Participation in Institutional Social Responsibility (ISR) and Extension activities:
Nil

35. SWOC analysis of the department and Future plans

Strengths	Weakness
<ul style="list-style-type: none"> 1. Well qualified and Dedicated faculties 2. Faculties and students share good rapport with each other. 3. Out of 5 faculties, 4 are PhD holders and remaining are pursuing PhD. 4. Always lend a helping hand towards weaker students 5. Perfect blend of traditional teaching learning method with contemporary techniques. 6. Healthy and friendly relations between all staff 7. Felicitation at departmental level for faculties achievements 8. As lectures are in evening, working professionals can also do this course. 9. Good teacher student ratio, makes classroom teaching effective. 	<ul style="list-style-type: none"> 1. Syllabus completion is a herculean task as the syllabus is vast and time frame is limited.

Opportunities 1. More number MoU's with industry people 2. To introduce MCOM with Management specialization 3. Introduction of more courses with UGC support	Challenges: 1. Students who pursue professional course like CA, ICWA, CS along with conventional BCom course are opting for distance education. 2. Threats from mushrooming new and foreign universities.
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Future Plans:

1. To introduce MCOM with Management and E-Commerce specialization.

Department of NSE Certified Capital Market Professional (NCCMP)

1. Name of the department: NSE Certified Capital Market Professional (NCCMP)
2. Year of Establishment: 2010
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): UG (B. Com.): Three Months Certificate Course
4. Names of Interdisciplinary courses and the departments/units involved: NA
5. Annual/ semester/choice based credit system (programme wise): Examination is conducted after completion of course which is multiple choice and as per guidelines of NSE.
6. Participation of the department in the courses offered by other departments: Few faculty members are teaching in B.Com and M.Com courses of the college.
7. Courses in collaboration with other universities, industries, foreign institutions, etc.
NCCMP Course is in collaboration with National Stock Exchange.
8. Details of courses/programmes discontinued (if any) with reasons: NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	--	--
Asst. Professors	-	-

*The College has appointed Dr. Tukaram Gadhave as the Prof-in-charge for the course, who looks after it.

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of NCCMP:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Tukaram Gadhave	M.Com, B.E.D, M.Phil, Ph.D.	Assistant Professor	Commerce	31	--
Dr. Ritesh Kumar Singhal	M.A. SET, Ph.D.	Assistant Professor	Economics	18	
Dr. Santosh Date	B.Sc	Visiting Faculty	Science	25	
Punita Bansal	CA, CS, B.Com	Visiting Faculty	Commerce	20	
Dr. Vishnu Kanhere	FCA, FCMA	Visiting Faculty	Commerce	30	
Manish Balwani	MMS	Visiting Faculty	Management	18	

*The entire faculty is visiting.

11. List of senior visiting faculty: **NA**
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **NA**
13. Student -Teacher Ratio (programme wise): **1:40**
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

	Sanctioned	Filled
Academic Support Staff	-	01 (on temporary basis)
Administrative Staff	-	01 (on temporary basis)

15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG.
PhD:

PhD.	MPhil	PG
02	01	05

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **NIL**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **NIL**
18. Research Centre / facility recognized by the University: **NIL**
19. Publications:

* a) Publication per faculty

1. Dr. Tukaram Gadhave

1) An analytical study of marketing of Banking services of SBI and HDFC Bank in Borivali suburb Mumbai in "IJMRA" International Journal of marketing and technology

2) A comparative study of marketing of services of SBI and HDFC Bank in Borivali region "SMR" INTERNATIONAL JOURNAL

3) Marketing of banking services of SBI and HDFC Bank in Borivali region in "ENTIRE RESEARCH" NATIONAL JOURNAL

4) Career opportunities in retail sector in India PG in "RESEARCH LINK"

5) Human resource Management in "SMR" INTERNATIONAL JOURNAL

6) "Careers in Indian retailing" in Emerging trends in Indian retail management at Sydenham college ISBN: 978-93-80697-62-8

7) "Impact of Information technology on financial marketing- The changing corridors" at Sydenham College ISBN: 978-93-82880-66-0

8) Undertaken Minor Research Project of University of Mumbai. Title: "Consumer perception towards financial services of SBI in Mumbai. Funds Sanctioned: Rs. 25000/-

9) Provided Action Research Guidance to 73 MPhil aspirants.

10) "Banking Services in India challenge sand opportunities at Maharashtra state Commerce Association 23 rd annual conference.

11) "Micro finance an effective tool of poverty" at UGC Sponsored two days state level seminar on "MICRO FINANCE AND IT'S IMPACT ON RURAL , AREA" in ARTS, COMMERCE AND SCIENCE COLLEGE ,SHIVLE, TAL MURBAD DIST. THANE

12) "Railway Network and development of economic Infrastructure in India" 65th All India commerce conference of Indian commerce Association at K.P.B. HINDUJA college of commerce Mumbai

13) "International trade and Horticulture" UGC SPONSORERED NATIONAL SEMINAR ON "HORTICULTURE & MARINE EXPORT IN INDIA" Maharshi dayanand college of arts, science and Commerce .mumbai

14) A Cost Effective Solution To Reduce Disaster Losses in Developing Countries: Hydro -Meteorological Services, Early Warning & Evacuation: COST-BENEFIT ANALYSIS IN PERSPECTIVE TO GLOBAL TRENDS at Thakur College of Science and Commerce

2. Dr. Ritesh Kumar Singhal

Full Paper published in Conference proceeding

Sr.No	Title with Page No.	Book Title	ISSN/ISBN No.	No. of Co-authors	Whether you are the main author	Date
1	'Impact on savings due to changes in GDP & rate of interest in India' pg. no. 855-858	'International conference in Technological Education Institute, Greece on Applied Economics' 15 th -17 th May 2008	978-960-89054-2-9	-	Yes	2008-09 17 th May 2008
2	'Medical Tourism – India's next sunshine sector' Page nos. 242-244	UGC sponsored International Conference at Poona College 'Emergence of India as a global Economic	978-81-920045-7-0	-	Yes	2010-11 27 th April 2011

		super power: fiction or future' 27 th April 2011				
3	'Financial Inclusion in India' pg. no. 104-107	UGC sponsored national seminar at Symbiosis College 'Inclusive growth in India' on 17,18 th Feb 2012	978-81-921046-0-7	-	Yes	17,18 th Feb 2012 2011-12
4	'Strategic Management for entrepreneurs with respect to Porter's Five Forces. Pg. no. 643-648	'International conference at ASM Institute on Ongoing Research in management and IT' 03 rd & 04 th March 2012.	978-81-921445-1-1	-	Yes	03 rd & 04 th March 2012 2011-12
5	Health Insurance in India with respect to Pure Health Insurance Companies . Pg. no. 187-192.	UGC sponsored International Conference at Poona College on 'worldview Development : challenges and Alternative paradigm' 9 th to 11 th March 2012	978-93-8996-539-1		Yes	9 th to 11 th March 2012 2011-12
6	Need for fiscal consolidation in India' pg.no.119-121	UGC sponsored National Level Conference at St. Mira's College on 'Advances in Research in Commerce &	978-81-925782-0-0	-	Yes	4 th & 5 th January 2013. 2012-13

		Economics, Innovations, Statistical Applications, 4 th & 5 th January 2013.				
7	Customer Satisfaction - Survival Mantra for the Telecom Industry. A Case Study of Factors Influencing Customer Satisfaction pages 90-96.	UGC sponsored National Level Seminar, “Emerging Trends in Indian Retail Management” 18 th and 19 th October 2013 by Sydenham College, Mumbai	978-93-82880-66-0	02	No	18 th and 19 th October 2013. 2013-14
8	A New Wave of Private Banking in India pages 158-163	International conference at ASM Institute on Ongoing Research in management and IT’ 10 th & 11 th January 2015.	978-93-84916-77-0	-	Yes	10 th & 11 th January 2015. 2014-15.
9	Increase in FDI and Life Insurance Sector. Pages 157-159	UGC sponsored National Level Conference at Chetana’s College of Arts, Commerce & Economics on ‘Innovative Practices & Applications in Commerce, Trade & Management. 22 nd & 23 rd January 2015.	2250-2025	-	Yes	22 nd & 23 rd January 2015 2014-15
10	‘Ethical or faith based Investment:	UGC sponsored National	978-93-848-69564	-	Yes	24 th & 25 th April

	A Case study of The Church of England' pp. 170-173	Level Seminar at BM Ruia Girls College on 'Investing in a sustainable Future: Integrating Environmental, Social and Governance Factor'. 24 th & 25 th April 2015.				20152014-15
11	Indian Women: Her Economic and Social Participation	UGC sponsored National Level Conference at Pragati College on '25 th July 2015.	awaited		Yes	25 th July, 2015
12	Curriculum Development: A Perspective . Pp 72-75	UGC sponsored National Level Conference at Pragati College on '2 nd September 2015	978-93-83342-17-4	-	yes	2-9-2015.
13.	Trends in Foreign Institutional Investment in India. PP. 55-58	UGC sponsored National Level Conference at Chetna College on '9 th January 2016	Shodh chetna, A National Research Journal (A Referred Journal) volume 1, Issue No.3, January-March 2016.	-	Yes	9-01-2016

b) Papers Published in Peer Reviewed journals (National, International)

Sr. No.	Title of Paper with page no.	Name of Journal	Whether National/International	No. of Co-authors	Whether you are the main author	ISBN/ISSN Number	Volume & Year
1.	Development of International Airports in Public-Private-partnership in India (page nos. 4-9)	WIRC (ICWAI) Bulletin, August 2009	National	02	No	-	August 2009
2	'Choosing a Right Life insurance Company' (page nos. 94-97)	New horizons in Social Science Research, Volume 1 (1) December 2011	National	02	No	978-93-81361-01-6	Volume 1 (1) December 2011
3	'Effects of the entry of foreign Retail Players on the Retailers of India' (page nos. 312-314)	New horizons in Social Science Research, Volume 1 (1)2011, December 2011	National	02	No	978-93-81361-01-6	Volume 1 (1) Volume 1 (1) December 2011
4	'Power sector in Maharashtra' (pg. 52-56)	International Journal of Research, 2011	International	02	No	2231-1-6124	Volume 1 (1) July-December 2011
5	'Where Engagement Leads, Performance Follows' (page nos. 44-47)	Sydenham Management Review- the Research Journal, 2011	National	-	Yes	2249-9490	Volume 1 Issue 1 October 2011

6	'Human Resource Training and Development' page no. 158-161	Global Journal of Management Application, January-March 2012	International	-	Yes	2249-345x	Volume II No (1) January-March 2012
8	Information Asymmetry, IPOs & Small Savings. Page no. 24-26	International Journal of Research, Vol 3 (1) Jul-Dec 2013	International	-	Yes	2231-6124	Volume 3 (1) July-December 2013
9	Venture Capital Financing pp. 10-16	SIES Journal of Management	International	-	Yes	0974-2956	Vol 11, Issue 1 , March 2015
10	Quasi Public Good & Toll Tax: A case study of Mumbai-Pune Expressway. Pp 1 -5	International Research Journal of Multidisciplinary Studies, A Monthly Double-blind Reviewed Open Access International Journal. Volume 1, Issue IV, November 2015	International	02	No	2454-8499	Volume 1, Issue IV, November 2015

- * Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.) :Nil
 - * Monographs: Nil
 - * Chapter in Books: Nil
 - * Books Edited: Nil
 - * Citation Index: Nil
 - * SNIP: Nil
 - * SJR: Nil
 - * Impact factor: Nil
 - * h-index: Nil
20. Areas of consultancy and income generated: **The College has a share of 65% of total fees collected. The remuneration paid to the faculty is from this share.**
21. Faculty as members in
- a) National committees: **NIL**
 - b) International Committees: **NIL**
 - c) Editorial Boards: **NIL**
22. Student projects
- a) Percentage of students who have done in-house projects including inter departmental/programme: Nil
 - b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: NIL
23. Awards / Recognitions received by faculty and students:
NIL
24. List of eminent academicians and scientists / visitors to the department -
N.A.
25. Seminars/ Conferences/Workshops organized & the source of
funding

a) National - NIL

b) International: NIL

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
NCCMP	12	12	08	04	100%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
NCCMP	100%	Nil	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

N.A.

29. Student progression

Student progression	Against % enrolled
UG to PG	-----
PG to M.Phil.	-----
PG to Ph.D.	-----
Ph.D. to Post-Doctoral	-----
Employed - Campus selection - Other than campus recruitment	-----
Entrepreneurship/Self-employment	-----

30. Details of Infrastructural facilities

- a) Library: College has centralized library
- b) Internet facilities for Staff & Students: - online centre
- c) Class rooms with ICT Facility: . LED Projector, laptops, Interactive Starboards.:
YES
- d) Laboratories: **N.A.**

- 31. Number of students receiving financial assistance from college, university, government or other agencies: **Nil**
- 32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts
The faculty is purely visiting. The faculty has expertise in their relevant subject.
- 33. Teaching methods adopted to improve student learning:
Apart from class room teaching following methods are adopted:
The faculty uses power point presentations and discussions. Practical training on trading in stock markets is given to the students at Geojit Paribus.
- 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:
NIL
- 35. SWOC analysis of the department and Future plans:

Strength

- 1. The course is in collaboration with the National Stock Exchange, Mumbai.
- 2. Very Few Colleges in Mumbai provide this course.
- 3. The course is open for all who have completed class XII.
- 4. No age limit.
- 5. Classes are conducted only on Saturdays and Sundays, thereby course can be done by working professionals as well.
- 6. Dedicated faculty.

7. Practical training.

Weakness

1. Retaining visiting faculty.

Opportunities

1. To introduce more courses in collaboration with NSE.
2. To give live demonstration of market trading in college.

Challenges

1. Competition form other add on courses.
2. To get students actively involved in the trading activity.
3. To convince students to invest in stock markets.

Future Plans

1. To expand the course activities in Diploma course.

Skill Development Unit (SDU)

1. Name of the department: Skill Development Unit (SDU)
2. Year of Establishment: 2016
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.): UG (B. Com.): Certificate Programmes in
 1. Communication
 2. Self Management
4. Names of Interdisciplinary courses and the departments/units involved: NA
5. Annual/ semester/choice based credit system (programme wise): Examination conducted after completion of course which is multiple choices and as per guidelines Australian Vocational Training Centre.
6. Participation of the department in the courses offered by other departments: N.A.
7. Courses in collaboration with other universities, industries, foreign institutions, etc.
Skill Development Course is in collaboration with Podar Eduspace and Dynamic Learning Services (Australian Government Certified Body for Vocational Training).
8. Details of courses/programmes discontinued (if any) with reasons: NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	--	--
Associate Professors	--	--
Asst. Professors	-	-

*The College has appointed Dr. Anjali Alekar (Department of Commerce) as the Prof-in-charge for the course, who looks after it.

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Department of SDU has all visiting faculties.

11. List of senior visiting faculty: Mr. Aman Singh
12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty: **The course has components of both academic and practical.**
13. Student -Teacher Ratio (programme wise): **1:50**
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled: NA
15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil / PG. PhD: N.A.
16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: **NIL**
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: **NIL**
18. Research Centre /facility recognized by the University: **NIL**
19. Publications:
- * a) Publication per faculty :

Dr Anjali Alekar, Assistant Professor

Published papers in journal :

- D) title : women entrepreneurs in beauty salon industry in mumbai: problems and prospects .page no. 64-67
journal : international journal of reasearch vol2 jan-june 2013
issn/isbn no. issn2231-6124
author : main author
january 2013

- E) pradhan mantri jan-dhan yojna page no 20

journal : ijmr jaihind education society
issn/2277-9302
author:first
february 2015

F) women safety at work place page no.104

ijmr
iisn/2277
author: main author
september 2013

paper published in conference proceeding:

E) the role of surface in urban cities with special refernce to mumbai

international conference in elphinstone college
macmilan isbn/10:230-63066-09
isbn:978
author : second
30th and 31st january 2007

F) fast food retail industry in india

national seminar by sydenham college
isbn/ 978 – 93-80697-62-08
main author
february 2011

G) growth & challenges of medical tourism page no .266

poona college international conference
isbn-978-93-8996-539
no of author : first
march 2012

H) net banking

sydenham college national seminar
main author
18&19oct 2013

ongoing research project : minor research project

exploring the business ventures for aspiring women entrepreneurs in
upcoming town cities in the state of maharashtra .

funds : 45000/

11th may 2015

training programmes:

E) 19/09/2005 to 19/10/2005 orientation program organised by ugc academic college , mumbai.

F) 8/10/2012 to 27/10/2012 refresher course organised by ugc academic college , mumbai

G) 6/2/2012 to 25/02/2012 refresher course ugc academic college, mumbai

H) 6/12/2015 to 26/12/2015 refresher course, mumbai.

chairmanship at international conference:

changes , challenges & consequences in commerce , management
.organised by institute of b.m. & research & choice , international
interdisciplinary conference on 16 th september 2013.

paper presented in conference / seminars:

D) title : increasing contribution by women in the economy at national seminar
organised by lala college on women entrepreneurship on 9th 2008

E) commerce education & industry , national conference organised by chakan
shikshan mandal pune on 16,17,18,19 feb 2006

F) retail marketing and economic growth , state level seminar organised by b.m.ruia
college on fdi in retail sector on 17,18 april 2009.

* Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.) : Nil

* Monographs: Nil

* Chapter in Books: Nil

* Books Edited: Nil

* Citation Index: Nil

* SNIP: Nil

* SJR: Nil

* Impact factor: Nil

* h-index: Nil

20. Areas of consultancy and income generated: **From the second batch the college will receive a share of 30% of revenue generated.**

21. Faculty as members in

- a) National committees: **NIL**
- b) International Committees: **NIL**
- c) Editorial Boards: **NIL**

22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/ programme: Nil
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: NIL

23. Awards / Recognitions received by faculty and students:
NIL

24. List of eminent academicians and scientists / visitors to the department -

Mr. Kantikumar Podarji) (Industrialist, Mr. Rajeev Podar (Industrialist), Vedica Podar (Founder of Podar Eduspace), Mr. Abhishek Shekhawat (BCCI Certified Umpire), Jitendra Gupta (CEO of Citrus payments), Mr. Suresh Kotak.

25. Seminars/ Conferences/Workshops organized & the source of funding

- a) National - NIL
- b) International: NIL

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass percentage
			*M	*F	
1.Communication	70	50	0	0	100%

*M = Male *F = Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
Communication	100%	Nil	NIL

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

NIL

29. Student progression

Student progression	Against % enrolled
UG to PG	-----
PG to M.Phil.	-----
PG to Ph.D.	-----
Ph.D. to Post-Doctoral	-----
Employed - Campus selection - Other than campus recruitment	-----
Entrepreneurship/Self-employment	-----

30. Details of Infrastructural facilities

a) Library: - Facility is provided

to the students if needed.

b) Internet facilities for Staff & Students: --

c) Class rooms with ICT Facility: . LED Projector, laptops, Interactive Starboards.:

YES

d) Laboratories: **NIL**.31. Number of students receiving financial assistance from college, university, government or other agencies: **Nil**

32. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts

The faculty is purely visiting. The faculty has expertise in their relevant subject.

33. Teaching methods adopted to improve student learning:

Apart from class room teaching following methods are adopted:

The faculty uses power point presentations and discussions. Practical training on concerned topic is given to the students during practicals.

34. Participation in Institutional Social Responsibility (ISR) and Extension activities:
NIL

35. SWOC analysis of the department and Future plans:

Strength

1. Part of Skill India Mission
2. The course fulfills the need of skilled manpower across sectors
3. Helps to generate more employment opportunities of students
4. First college to start this course among sisterly government colleges in Mumbai
5. Personality grooming of students
6. Subsidies fees for the students.
7. Under one roof students can take admissions for various job oriented courses.
8. Along with graduation students can do these certificate programmes.
9. Practical Training provided by experts from corporate sector.
10. Tie up with Corporate House.

Weakness

1. Balancing the timings for conducting these courses along with regular college activities is difficult.
2. Two courses cannot be introduced simultaneously due to lack of classrooms for students.

Opportunities

1. Admission to these courses can be made open to outside college students as well.
2. To have more tie ups with various institutions and organizations.
3. To have the framework of the course as per the requirement of our students.

Challenges

1. Frequent changes in social and economic environment.
2. Convincing students to take admissions along with their regular Graduation course.
3. Taking decision about fee structure so that it becomes affordable to all students.
4. Keeping pace with the frequent changes in technology, curriculum, aspirations of students etc.

Future Plans

1. To expand the course activities in Diploma course.
2. To introduce skill development as a vocational course.

Profile of Non – teaching staff

Office Superintendent

I / C Smt. Shubhangi Dalvi

Senior Clerk

Shri. G.N.Patel

Junior Clerk

- 1) Smt. Sheela Howal
- 2) Shri. Vilas Urekar
- 3) Shri. Sandip More
- 4) Shri. Pravin Khade

Assistant Librarian

- 1) Smt. Geeta Balodi

Librarian Assistant

- 1) Shri. Narayan Borude
- 2) Shri. Somnath Sanap
- 3) Shri. Mahesh Koli
- 4) Smt. Riya Vishe
- 5) Smt. Deepika Khude
- 6) Shri. Gokul Wagh
- 7) Shri. Devdas Salunkhe
- 8) Shri. Subhash Kharat
- 9) Shri. Amol Deshmukh

Peon

- 1) Shri. Arun Shinde
- 2) Smt. Manisha Sonawane
- 3) Shri. Ramdas Baseshankar
- 4) Smt. Seema Agiwale
- 5) Shri. Sanjay Kharat
- 6) Shri. Ganesh Sanap
- 7) Shri. Ajay Patil
- 8) Shri. Sudeep Nikam
- 9) Shri. Laxman Rathod
- 10) Shri. Vinayak Mulik

B.M.S**Clerk**

- 1) Shri. Dastagir Shaikh
- 2) Shri. Sandeep Thorat

Peon

- 1) Shri. Raju Sardar
- 2) Shri. Raju Suradakar

B.B.I**Clerk**

- 1) Kum. Sarla Pujari
- 2) Kum.Sujata Gawade

Peon

- 1) Shri. Vijay Jadhav
- 2) Shri. Anil Paikarav

Contract Basis Employees

- 1) Shri. Sayaji Vatre
- 2) Shri .Tukaram Utekar

Post Accreditation Initiatives

Points as suggested by the Peer Team in 2004.

1. Quality of teachers to be improved.

The peer team in 2004 had suggested making improvement in the quality of teachers. In 2004, there were only two faculty members who had PhDs. After that, the college has encouraged the faculty to take up PhD work on a priority basis. Out of 19 full time faculties in the college today, 13 faculty members have successfully completed their doctorate work (i.e. 68.42%). Four out of six remaining faculties have registered for PhD and the remaining two of them are very soon going to register.

2. More importance on PG Course.

The college gives importance to MCom courses, which runs in two batches: Morning & Evening batch. Both the batches provide specialisation in Accountancy and Banking & Finance. The evening course is specially run for the working professionals. We have experienced and competent visiting faculty for the evening course.

Improvements since 2004 in the College

1. Infrastructure improvement:

Since 2004, there is a marked improvement in the infrastructure of the college. The college celebrated its Centenary Year in 2013. The college building has been renovated. All the classrooms have been provided with new benches, blackboards and most of the classrooms are also equipped with OHP. The college office and the Principal's chamber have also been renovated with new look.

2. NSE Certified Capital Market Professional (NCCMP): A new course was started in 2010. The course is in collaboration with the National Stock Exchange. The duration of the course is three months conducted on Saturday and Sunday evening. The eligibility of the course is class XII. It can be done by anybody as there is no age limit.

3. Online Computer Centre: The Online Computer Centre was started in 2013. Fifty computers of HP are installed in it with internet connections. This facility is used by the staff for research as well as provided to students who want to fill up the scholarship online forms. The online centre is also used to access *e-Journals*.

4. New Auditorium: The Dr. Babasaheb Ambedkar Sabhagriha was inaugurated in 2013. The new auditorium is state of the art, with air-conditioned facility. It has a seating capacity of 450.

5. New Gymnasium: The new gymnasium was inaugurated in 2013. The gymnasium is air-conditioned and the facility has modern equipments and is open for the staff members. Students have a separate gym, near gymkhana.

6. Girls Welfare: In the academic year 2015-16, the College has taken a step ahead in the welfare of girl students in the campus by installing two sanitary vending machines with burner in the girls' washrooms. This facility is available only in few educational institutes across Mumbai.

7. Conference Room: A new conference room was created in room no. 39 second floor. The conference room is air-conditioned with OHP facility. The room has a capacity of around 100 participants.

8. Career guidance for Public Services Exams: The college professors conduct support lectures and provide information about various public services exam for the benefit of the students.

9. Placement Cell: The placement cell of the college is very active. It conducts mock sessions of group discussion, interview questions, dress sense etc. Students of final year are encouraged to apply for the same. Many reputed companies come for selecting the candidates.

10. KPMG Scholarship: Reputed auditing firm KPMG provides scholarship to the needy students of the college after interviewing the students.

11. Digital Display Boards, Kiosks: In 2014-15, Digital display boards and Kiosks were installed in the college. They provide all the information about notices, time table in electronic format to the students.

12. Library Renovation: Library has been taken up for renovation in the year 2016. The renovated library provides better space utilisation and facilities to the readers.

13. Online Admission: Online admission facility is provided to the students of First year with the digital access from Mumbai University.

14. New website: A new and revamped website of the college was launched on 1st May 2016 on the occasion of Maharashtra Day. The new website gives better information about the college and is user friendly.

15. Sydenham College Mobile App: In May 2016, the college launched its own mobile application. This mobile app is easily downloaded from Google Play store. It gives information about college, notices, news etc. The app is useful for the current students and the teaching staff.

16. Department of Life Long Learning and Extension Work: The College has set up the Extension Unit of Mumbai University (DLLE) from the academic year 2015-16. The students take up various activities related to social welfare.

17. Skill Development Unit (SDU): From the academic year 2016-17, the college has set up a Skill Development Unit for making the college youth more skilful and employable in the response to the call given by our Honourable Prime Minister Shri. Narendra Modiji. The college will be conducting two courses in it; *Communication Skill and Self Management*.

18. National Conferences and Workshops: The College has conducted one UGC sponsored National Level three days workshop on Total Quality Management in 2011-12. In 2012-13 and 2013-14 the College has conducted two UGC sponsored National Level Conferences in the area of Commerce.

19. College Office: The college has renovated the office in the year 2011-2012 by optimally utilizing the space. Even the BMS and BBI office have been given a new look which are student friendly.

Annexure – 1
Certificate of Affiliation

Reg-17/shelar roshan new/Nacc Certificate

University of Mumbai

AFFILIATION SECTION
NO. Aff.II/ICD/2015-16/ 851
8TH August, 2015




TO WHOMSOEVER IT MAY CONCERN

This is to certify that Government of Maharashtra's Sydenham College of Commerce & Economics, 'B' Road, Churchgate, Mumbai- 400 020 is affiliated to the University of Mumbai since 1913 and the following courses are conducted in the said college.

Sr. No	Courses	Affiliation (Permanent/ Temporary)	Validity Period
1	B. Com	Permanent	From 1913
2	B. Com (B&I)	Temporary	From 2003-04 to 2015-16
3	B. M. S.	Temporary	From 1999-2000 to 2015-16
4	M. Com	Permanent	From 1925

This Certificate is issued on the request of the Principal of the said College for submitting the same to the NAAC, Bangalore, accordingly.


(Dr. ASHOK H. FARDE)
DEPUTY REGISTRAR

Annexure – 2
2(f) & 12(b)

Mumbai University, Mumbai

Name and address of the college	Status	Year of Estb.	Nature of Affiliation	Teaching Upto	Govt or Non Govt	Aided or Unaided
St. Gonsalo Garcia College of Arts & Comm. Vasai, Dist. Thane - 401 201 Maharashtra	2(f) and 12(B)	1984	Permanent	Bachelor's	Non Government	Aided
St. Joseph College of Arts and Commerce Satpala, P.O. Agashi, Virar (W), Tal. Vasai, District Thane-401 301 Maharashtra	2(f) and 12(B)	1995	Permanent	Bachelor's	Non Government	
St. Tereasa's Institute of Education Santa Cruz (West) Mumbai District Mumbai - 400 054 Maharashtra	2(f) and 12(B)	1973	Permanent	Master's	Non Government	
St. Xavier's College Mahapalika Marg Mumbai - 400 001 District Mumbai Maharashtra	2(f) and 12(B)	1869	Permanent	Master's	Non Government	
St. Xavier's Institute of Education 40 A, New Marine Lines Mumba District Mumbai - 400 020 Maharashtra	2(f) and 12(B)	1953	Permanent	Master's	Non Government	
Sudhagad Education Society's Sheth J.N. Paliwala Commerce College, Science & Arts College Pali Tal. Sudhagad Dist. Raigad - 410 205 Maharashtra	2(f) and 12(B)	1989	Permanent	Bachelor's	Non Government	Aided
Sydenham College of Commerce and Economics Churchgate "B" Road Mumbai - 20 District Mumbai Maharashtra	2(f) and 12(B)	1913	Permanent	Master's	Government	
Tale Vibhag Shikshan Prasarak Mandal's D.G. Tatkare Arts & Commerce College Tal. Tala Dist. Raigad - 402 111 Maharashtra	2(f) and 12(B)	2001	Permanent	Bachelor's	Non Government	Aided

As on 30.06.2016

CPP-I/C

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Annexure – 3

Oval Maidan Pitch Allotment Letter

GOVERNMENT OF MAHARASHTRA

IMMEDIATE

NO: OVM 1080/12522/XVII,
Social Welfare, Cultural Affairs,
Sports & Tourism Department
Mantralaya Annexe, Bombay-32.

Date: 3rd July, 1980.

The Sachivalaya Gymkhana, Bombay,
P.W.D. Sports Club, Bombay,
Director of Industries Sports Club, Bombay.
Govt. Law College, Bombay
✓ Sydenham College, Churchgate, Bombay,
✓ Royal Institute of Science, Bombay,
Elphinstone College, Bombay,
Century Rayon Sports Club, Bombay,
Tata Sports Club, Bombay,
Mafatlal Sports Club, Bombay
Nirlon Sports Club, Bombay.

Sub:- Allotment of Cricket pitches at Oval Maidan

Sir,

I am directed to refer to the Government Resolution, Social Welfare, Cultural Affairs, Sports & Tourism Department No. OVM-1080/XVII, dated 22nd May 1980 on the subject mentioned above, under which the cricket pitches at Oval Maidan have been reallocated to your institution after realignment as detailed in the said Government Resolution. The allotment of cricket pitches is operative for the period of one year from the issue of these orders i.e. from 22nd May, 1980. However, the question of reallocation would be considered by Government at appropriate time.

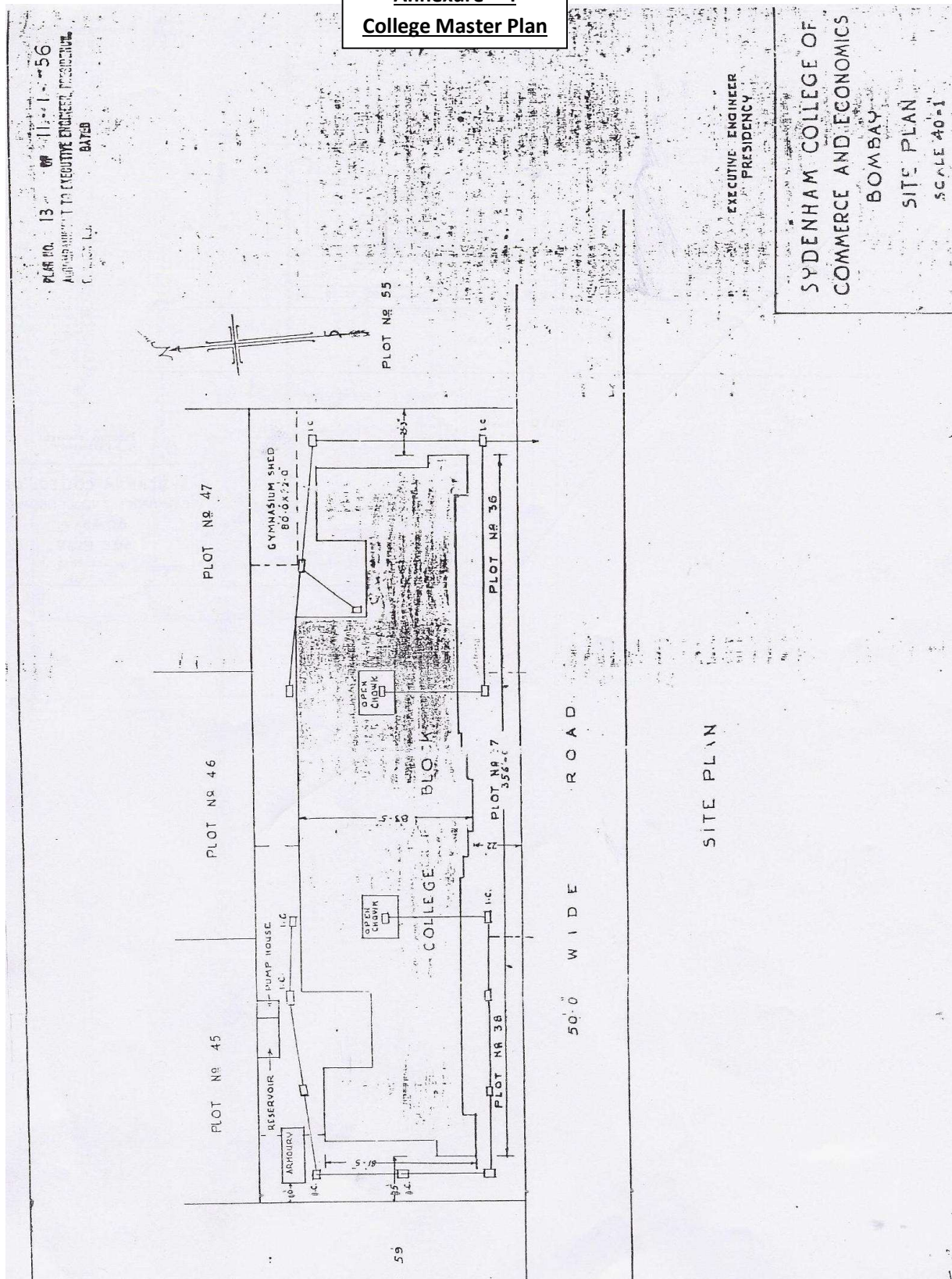
2. It is seen that inspite of accepting responsibility to develop and maintain their cricket pitches and outer fields thereof at their own cost. The respective institutions have not informed Government in this respect. It is also seen that most of the Institutions have also not informed about the steps taken to complete the work in this respect. I am, therefore, to request you to kindly arrange to send your undertaking to the Government by 10th July, 1980 at the most, on otherwise it will be treated that the concerned club/institution is not interested in the cricket pitch allotted. I am also to request you to comply to the other instructions conveyed under the said Government Resolution at your earliest.

Yours faithfully,

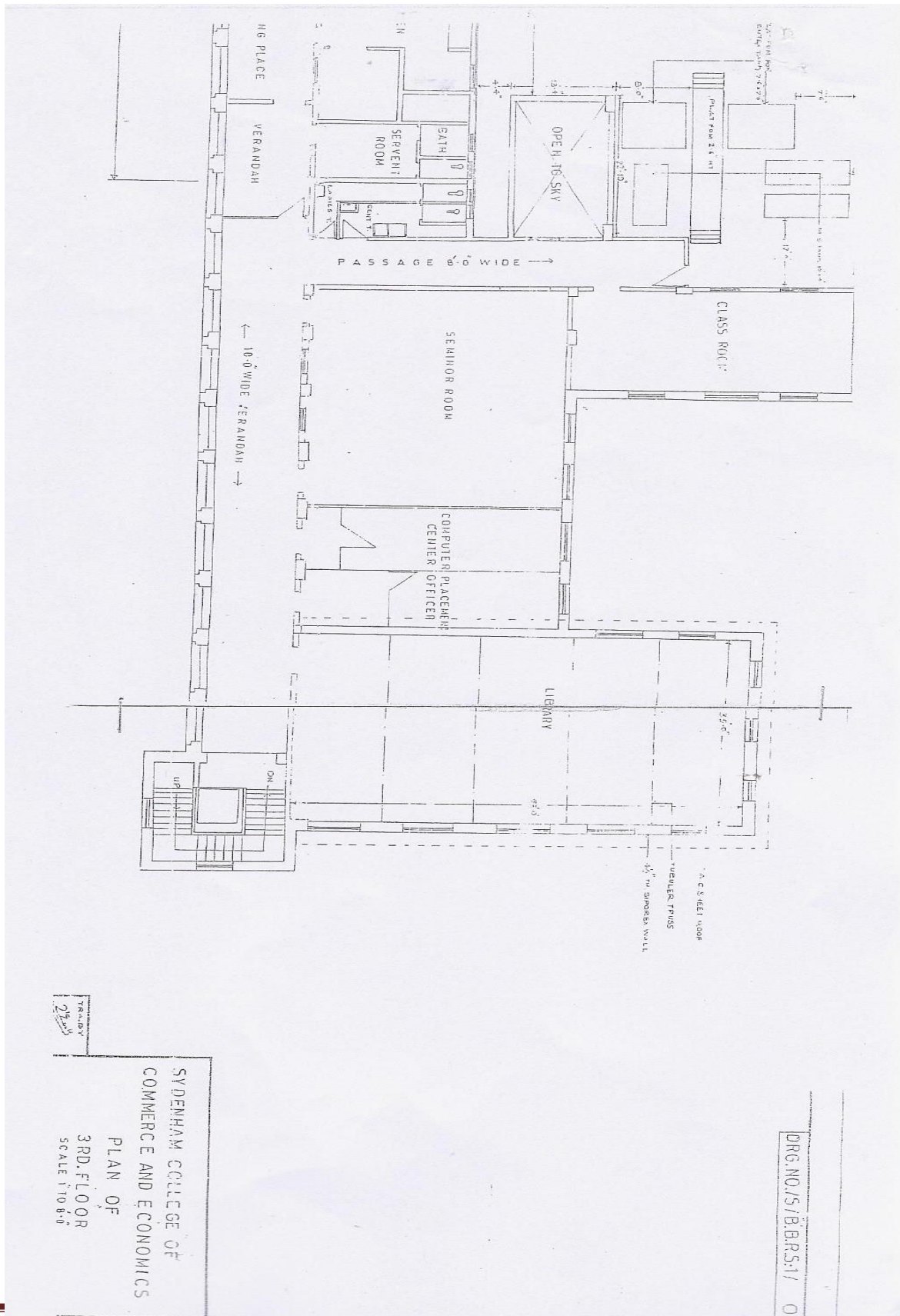
P.V. KHEKALE
(P.V. KHEKALE)
DESK OFFICER

Copy to:-

Annexure – 4
College Master Plan









Date: 4th December 2003.

**DRAFT REPORT OF THE PEER TEAM ON INSTITUTIONAL
ACCREDITATION OF SYDENHAM COLLEGE OF
COMMERCE AND ECONOMICS**

SECTION - A

INTRODUCTION

Sydenham College of Commerce and Economics, Mumbai was established in the year 1913. This College was originally known as Government College of Commerce and subsequently renamed as Sydenham College of Commerce, during the period of the then Governor of Bombay, Lord Sydenham; the architect and driving force behind growth of this College at its formation stage. Lord Sydenham lent the movement the weight of his prestige. Delivering the Convocation Address of the Bombay University in 1909, he said : "India is thrown into competition with other countries in which the higher problems of commerce and industry now receive the most careful attention, and internal development can be powerfully stimulated by the application of scientific methods to private enterprise. I am, therefore, convinced that if we are to provide the necessary training, great benefits will follow and I hope that Bombay will lead the way to the rest of India." The College was affiliated to Bombay University and is fully aided by the State Government. The College has made a beginning on a modest scale with 100 students exclusively for boys. Subsequently, in the year 1922 one lady student Ms. Yasmin K. Surveyor entered the Institution paving the way for other women students to join this Institution, which remains as an important milestone in the history of this College. The significance of this change lies in the fact that the women students in general were discouraged from pursuing higher education in view of the then existing the socio, the political climate in the country. The present institutional climate in Sydenham presents a healthy interpersonnel

M. T. M.

relations characterized by free mixing of sexes – a progressive approach leading to empowerment of women.

The College was shifted from place to place in search of a strategic location and finally succeeded in getting the present prestigious location - Churchgate Railway Station on one side and the beautiful Marine Drive sea-shore on the other side.

The College is endowed with adequate and impressive infrastructure. In the year 1952 the present major building has been constructed, which accommodates Class Rooms, Auditorium, Information Technology Centre, Library and several other facilities for the pursuit of commerce, allied courses and extra-curricular activities. Sydenham is basically single Faculty Institution offering undergraduate course leading to B.Com. degree and post graduate programme leading to M.Com. The M.Com. programme offered in the evening hours is essentially the programme of the University. However, the College is providing the accommodation for class rooms and administrative supervision in view of its relationship with affiliating University. As per the curriculum designed by Bombay University, Commerce is a broad based academic programme with strong foundation courses like Mathematics, Statistics, Computer Education, English, Accountancy and Law. These courses are imparted not only as allied areas, but also as academic pursuits with a view to broaden the professional vision of its product. Recently, the College has introduced a few job oriented programmes like Foreign Trade, Bachelor of Management Studies, Banking and Insurance as optional subjects which form an integral part of broad discipline Commerce.

There are 42 qualified and competent teachers teaching various subjects. About 5 teachers are recruited on temporary basis on a consolidated salary. The College provides residential accommodation for girls and boys in the hostels provided by the Government on sharing basis with two other colleges. The College requested NAAC for its accreditation and submitted the self-study report. In response to

this report, NAAC constituted a peer team consisting of Professor Malla Reddy, former Vice Chancellor of Osmania University, Hyderabad, Prof. C. Tangamuthu, Professor, Department of Economics, Bharati Dasan University, Tamil Nadu as members. The visit was ably coordinated by Dr. Lata Pillai, Advisor, NAAC. The team visited the College on 3rd and 4th December 2003 and examined the infrastructure and several academic inputs required for translating the philosophy of the Institution into reality.

SECTION - B

Criterion-I : Curricular Aspects

The college, being an uni-faculty commerce institution, offers three streams of B.Com. : B.Com. (general), B.Com. (Vocational course in Foreign Trade Practices and Procedures, sponsored by UGC) and B.Com. (with Banking and Insurance), and an M.Com. Besides these Commerce programmes, it has recently started B.M.S. (Bachelor of Management Studies) under self-financing stream. The B.M.S. and M.Com. are treated as University programmes. In the current academic year, a certificate course in Foreign Trade Practices has been started in the place of the Vocational B.Com. programme for which the UGC's support has ceased.

The college deserves appreciation for diversifying/vocationalising its B.Com. programme by offering new applied optional course such as Insurance and Foreign Trade. Given the constraints of affiliating system and of being a government college, the total academic initiative of the college community has its own limitations. In order to overcome these, the college, with its long and creditable record of performance in Commerce education for over nine decades, may opt for autonomous status which may provide the necessary academic freedom to redesign/restructure the curricula and also go in for some more programmes in the thrust areas in the field of management, IT applications and others.

H. J. [Signature]

Some of the teachers being on the Board of Studies have contributed to syllabus up-gradation from time to time. It is quite commendable that a state level seminar on restructuring of Commerce education in Maharashtra was held in the college; the outcome of this Seminar helped revamp the commerce syllabus of the University.

The goals and objectives of the college, have not been specifically stated. The college motto is typically general, "Labour Conquers All". Being a government-run college of Commerce and Economics, the de-facto goal of the institution could be to provide quality education in the disciplines of Commerce and Economics. Economics is now offered as a component under Commerce programme. It may be in tune with the name of the college to think of a separate programme in Economics, with a particular thrust in the emerging areas of International Economics, Environmental Economics and Public Economics. We are happy to note that the college is also thinking on these lines; they have a proposal to start B.Sc. (Economics).

The college can also plan for introducing some additional/ enrichment courses which can be offered outside the regular curriculum, as a Certificate programme, under the label of the college. The availability of more than 40 computer systems, the conduct of an IT course (MSCIT) by the State Government, and of classes run by the Institutes of CA, ICWA and Company Secretaryship in the campus during evening hours provide ample opportunity for those motivated faculty and students to do additional programmes. This good ambience could be further exploited by the college for offering its own Certificate programmes of immediate career relevance.

In fact, the college is so strategically located that it can explore the possibility of offering these short-term skill-enrichment courses under the umbrella for a community college, wherein there would be more flexibility in curricular design, learner eligibility norms and others.

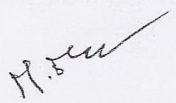
g. S. Kulkarni

Criterion-2 : Teaching, Learning and Evaluation

The teaching-learning process has been quite rigorous and also socially accredited that the college is able to attract students from many parts of the country. Roughly around 50% of the students are from outside the home state of Maharashtra. Most of the students (about 75%) are from business family background. They should have the natural inclination to learn the art of trade and commerce which they can successfully practise in their own enterprises. Hence there seems to be a high motivational factor on the part of these students, generally hailing from elite sections of the society. Thus, the quality of input is perhaps the major strength of this college, thanks to the reputation built over a long period. In order to sustain this special strength, the college may have to strive hard particularly in the emerging context of stiff competition in higher education contributed by the private initiatives from various parts of the country and world over.

The classroom lectures are supplemented by the tutorials, group discussions, industrial visits, project work and seminars. Besides these, the college, thanks to its reputation and strategic location in a leading metropolis, is able to organize guest lectures by eminent economists, bankers, industrialists, stock-market professionals, experts from financial institutions, media personalities and so on. The list of luminaries who have visited and talked to the students is quite impressive indeed over the period.

The teachers are fairly well qualified that two of them are Ph.D.s and eight of them are doing Ph.D. as part-time candidates. As against, 18 permanent teachers, there are 38 temporary/part-time teachers, some of whom are paid on clock hour basis. Steps may be taken by all concerned to recruit more of permanent teachers and avoid the system of temporary appointments on clock hour basis in order to enhance the sustenance of teacher-learned interests. But it is commendable that important subjects like accountancy, taxation, and law are taught by eminent chartered accountants, tax practitioners and

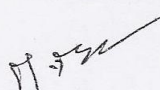


lawyers, thus giving the students an opportunity to become conversant with the practical applications. This has always been a distinguishing feature of this institution. The alumni proudly recall the lectures by very eminent professionals in the past.

The student admission is made on the basis of academic merit, subject to reservation rules of the Government. But the junior college students of this college get precedence in admission. Generally, the college is able to attract the best of the lot that the cut-off marks for admission stops at fairly high level of 75% or so. In a Government college like this, students from underprivileged sections may also be encouraged, who at present seem to feel shy of the elite atmosphere in the campus. The introduction of some formal remedial teaching for them may improve the situation.

The system of assessment of teachers by students ensures a sense of accountability on the part of teachers. The parent-teacher meetings, the weekly tutorials, remedial classes for the weaker students (though only informal) are some of the other bright aspects of teaching-learning in the college. The teachers provide avenues for the students to develop their communication skills through workshops, debates, elocution competitions. There is a special emphasis on training the students in the art of public speaking, group discussions and interview techniques which go long way in building up a successful business career, the key focus of the B.Com/M.Com. programmes.

The evaluation is done by the University through annual/ semester examinations. By way of preparing the students for the University examinations, the college conducts periodical tests/ terminal examinations. The students felt, and rightly so, that the University conducts examinations at the end of every year and thereby improve the rigour of the system. As of now, the first two years of courses are examined at the college level and these marks are not taken into account for summative grading.



The overall performance in teaching, learning and evaluation has been quite appreciable that a good number of students (around 30%) are said to clear the TOFEL, GRE and GMAT and also go abroad for pursuing higher studies.

Criterion-3 : Research, Consultancy and Extension

The college had a research center manned by a Research Assistant during 1964-1980 which was subsequently discontinued. The teachers fully engaged in teaching (most of them UG programme for 20 hours per week) and organizing co-curricular and extra-curricular activities are perhaps not in a position to concentrate on research; nor there seems to be any incentive for them to improve their qualification or be active in research. Their research output is mostly in the form of conference papers and text books at the UG and the pre-degree levels. Some of these books have been well received. With two Ph.D. qualified teachers and eight currently doing Ph.D., a good library and computational facility and its long standing performance, the college deserve to be upgraded as a research center.

There is a tremendous scope for consultancy in this business capital of India, provided the authorities throw open and formalize the consultancy services with adequate incentive mechanism for the teachers. The consultancy services could be better taken up by the teachers perhaps in collaboration with the professionals who are the visiting part-time faculty of the college.

The college has a good record of extension and particularly extra-curricular activities through varied programmes carried out by as many as 22 societies wherein the students take the actual initiative under the overall guidance of the faculty. There is an interfacing of extension and extra-curricular activities in this college. Besides the regular NSS programmes, there is a Social Service League, established in 1971, which has established linkages with the Spastics

11-12

Society of India, CRY, Tata Memorial Hospital and the G.T. Hospital and organize blood donation camps annually. The NSS has adopted a tribal village called Waki near Dhanu Road. The same village has been given a sustained thrust for the last 30 years. The activities in this village include distribution of clothes to the poor, and study materials to the children, temple renovation, provision of wells and water pump etc. The students also undertake cleanliness drive in and around the college periodically, with the enthusiastic participation of the students. The upkeep and maintenance of the college auditorium is taken care of by a committee of students. The affluent parental background comes quite handy in these activities.

Criterion-4 : Infrastructure and Learning Resources

The college campus consists of a massive four storeyed building with a total plinth area of 51,250 sq.ft. The college has the distinct advantage of a strategic location, in between Churchgate Railway Station and beautiful Marine Drive Sea-shore. Besides the well-furnished airy class rooms, there is a 450 seater auditorium.

The college provides hostel accommodation for about 130 boys (as per the allocation to this college) at the common Government colleges hostel and for the girls in two girls hostels located within a radius of 5 kilometers. In a city like Bombay, the provision of hostel accommodation to the needy is a difficult task; the initiatives of the college/governing are commendable.

The sports infrastructure includes a Gymkhana with a multipurpose gymnasium, a small basket-ball court and facilities for indoor games. Within the available space, the college has made some imaginative planning in providing these facilities. Also, the college has hired a cricket pitch at the nearby Oval Maidan.

Among the learning resources, the library deserves a special mention. With a collection of about 46,000 volumes and 30 journals,

M. K.

the library is put to maximum use. Computerisation of library is in progress. The library reading room is kept open from 8 a.m. to 8 p.m.

The IT Centre with 40 terminals and internet connection caters to the faculty, students and administration. Besides this, there are some computers in the department for use by the faculty members. The Computer Centre has established the college web-site and keeps updating it.

A student managed co-operative stores and a Canteen are among the oldest and efficient ones, a college can think of. The Co-operative store has an annual turnover of over Rs.10.00 lakhs through selling books, providing computer facilities and publicity services (to the sister societies of the college).

On the whole, the infrastructure is well maintained and fully utilized almost throughout the day time, right from 8.10 a.m. to 8.30 p.m. The institutes of CA, ICWA, Company Secretary utilize the premises on rental basis for conduct of their sessions in the evenings, while the degree classes and the junior degree classes are held in the forenoons and afternoons respectively.

The college would require additional accommodation and infrastructural facilities if it has to go in for expansion/diversification of its academic programmes.

Criterion-5 : Student Support and Progression

The progression of students to employment or higher studies is very high accounting for about 90%. The drop out rate is just one percent, indicative of the high value attached to the programmes of the college. More than one third of the students, it is claimed, come out successful in GRE, TOFEL and GMAT exams and that most of them go abroad for higher studies. About 20% of the students are estimated to appear for CA, ICWA, CFA and CS examinations. Above all, many of the students have their own family enterprises to be looked after,

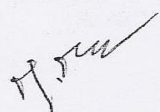
after their commerce/management education. These are great strengths of the institution.

In order to ensure the above progression, the college offers several support services, some of which are unique. One such scheme is Poor Students Educational Relief Fund (PSERSF) which has a long history of over six decades. It begins its activities each year with fund raising inter-collegiate talent event, Diva. The money thus collected is utilized for financial assistance of the poor students. Similarly, a three days exhibition-cum-sale of art items and a charity musical extravaganza are organized annually for fund raising of the PSERF. Thus the students take the initiative of raising funds to be utilized for the support of education of the underprivileged among themselves.

The placement cell is quite active in finding placement for the BMS students. The Planning Forum of the college besides arranging special lectures, organizes STEX (Stock Exchange) Game which gives orientation to students on various aspects of working of stock market through a simulated (mock) stock market. Some of the students get self-employed as stock brokers. Placement talks are regularly organized where top accountancy companies participate and absorb some students for articleship for Chartered Accountancy.

There is no formal mechanism of student counseling or career guidance. But the teachers informally give guidance and counseling as and when the students approach them. The alumni association, notwithstanding a large number of distinguished alumni, has not been very active. A couple of months back, the Alumni Association has been revived. There is a lot of scope to tap this potential for the betterment of the college and sustenance of its image building.

The information regarding the college and its programmes are disseminated through the college web-site and the prospectus brought out annually.



The extra-curricular activities are given the due importance with a view to nurture leadership qualities in the students. As many as 22 societies serve as aegis under which these activities are organized. They include Students' Council, Annual Magazine Committee, Society for Rapport – the students Newsletter, Sydenham Book Circle, Dramatic Society, Performing Arts Society, Public Speaking and Debating Society, Planning Forum, Sydenham Foreign Trade Association, Sydenham Computer Centre, Social Service League, Poor Students Education Relief Fund, Sydenham Audio-Visual Education Society, Nature Club, Auditorium Committee, Co-operative Stores, Hindi Sahitya Mandal and Marathi Wangmay Mandal. All these societies are mostly the student affairs under the overall guidance by the faculty in-charge of the various societies. Going by the active involvement and leadership profiles of the students manning these societies, there is a good culture of provision of services "by students and for the students".

Criterion-6 : Organisation and Management

The organisation and Management of a Government college normally have their own characteristic constraints. Despite this, it is laudable that the college community has taken some initiatives through harnessing support from the distinguished alumni and others. Though not as an alumni association, the alumni and other well-wishers have endowed the following three Trusts with corpus amounts under each of them: Golden Jubilee Trust, the Diamond Jubilee Trust and Amrut Mahatsav Nyas Nidhi. These Trusts contribute towards the general development of the college, including organizing Memorial Lectures delivered by distinguished personalities.

The decision making process is through joint consultation among the teachers. Regular meetings of the HODs are conducted to ensure smooth functioning of the college. The non-teaching staff are required to maintain work-diaries subject to periodical checking.

H. S. S.

The college has thought it fit to introduce BMS programme on self-financial basis, in the light of resource constraint faced by the Government. This programme has resulted in some surplus revenue. The faculty shortage is also managed by hiring the services of temporary faculty, paying them on hourly basis as per Government norms. But, in the long term interests of this historical institution, the authorities would do well filling up atleast some core posts on a permanent basis. For instance, at present, the BMS programme is run exclusively by the part-time/temporary faculty (including the coordinator).

In the current context, an appropriate management system be evolved which is flexible enough to inspire and harness positively the initiatives from the current students, alumni, parents and other well wishers towards the progress of the college. For instance, a formal parent-teacher association could be thought of as an additional structure, as it is obtaining in some other parts of the country.

The college management has a good tradition of inspiring and accommodating individual/group initiatives of the students/faculty in organizing various extra-curricular / student support activities under some structures as registered bodies. The student nominees are selected by non-political screening.

Criterion-7 : Healthy Practices

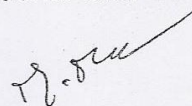
Over the period of nine decades, the college has evolved several healthy practices some of which are mentioned below:

- ❖ Poor Students Educational Relief Fund fund is annually raised by the student efforts and distributed as financial aid to the less privileges among them.
- ❖ The student council PSERF Co-operative Stores bears the overtime payments to the library staff for keeping the reading

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room open beyond the normal hours, on the eve of examinations.

- ❖ Annual Magazine and a student newsletter called Rapport are brought out by the student efforts.
- ❖ A Book Circle established in 1976 organises annual book fair, acknowledged as one of the largest student-managed book-fair in the city. The circle also runs a circulating library.
- ❖ The Dramatic Society since 1948 has been staging plays annually and also take to street plays for spreading some message to the community; some distinguished film artists have emerged from this Dramatic Society.
- ❖ The Performing Arts Society, since 1974 has been organizing regularly Talent Parade, intercollegiate fashion show etc.
- ❖ The Public Speaking and Debating Society organises intra and inter-collegiate competitions in debates, elocution and quiz and also a workshop for personality development.
- ❖ The Planning Forum actively engages itself in making the students aware of current socio-economic scene, developments in the corporate sector and management education; also organizes an intercollegiate workshop, STEX on the nuances of stock exchange.
- ❖ The college co-operative store established in 1921 is one of the most efficiently run organs of the campus; it also organizes an annual three day food festival and puts up annual sale of items of varied youth interest.
- ❖ The management style of college in inspiring and accommodating the initiatives of the students and others under structures as registered bodies.



The major striking aspect of the above practices and others is that they have been carried on continuously without much of interruption, with added zeal and imaginative improvements every year. And most of them are student affairs providing plenty of scope for building up their organizational and entrepreneurial qualities

SECTION - C

OVERALL ANALYSIS

The peer team constituted for assessment of Sydenham College of Commerce and Economics went through its entire history for comprehensive understanding of its genesis, philosophy and the programmes both present and past. There are several achievements to the credit of this Institution and also very significant landmarks which are noteworthy. The College has had the reputation of recruiting the eminent Scholars on its faculty. The fact that Dr. Baba Saheb Ambedkar, the architect of the Indian Constitution, was a Professor of Political Economy and Administration was on the faculty of this Institution speaks volumes about its historical significance. The College also has created history by providing admission to female students in Commerce course, leading to a major transformation in the empowerment and liberation of women from traditional restrictions imposed on them especially before pre-Independence.

In the year 1955, the College was shifted to the present premises which has strategic significance surrounded by most important business companies and commercial institutions, in addition to its close proximity of Churchgate Railway Station and Marine Drive. The College has been successful in identifying and recruiting qualified faculty to meet the challenges of class room instruction and interacting with bright young Scholars. Many talented and bright students seek admission to this Institution in view of its reputation as one of the

oldest prestigious Institutions in the City of Bombay and also for reasons of its strategic location. However, the Sydenham College largely caters to the meritorious students with socially and economically privileged background. Though the admissions are processed by applying the rule of reservation – the policy of the State Government, the location of the College virtually eliminates underprivileged students of Bombay in the matter of admission to this Institution. This situation calls for an indepth analysis on the part of the management i.e. the Government of Maharashtra and an introspection on the part of the faculty to find out a suitable mechanism to take the instruction offered by the Institution to the door steps of the common man and underprivileged.

The College is a single faculty institution. From its inception the range of the curriculum options remain more or less the same with restricted vertical and horizontal expansion. The College has introduced a few job oriented programmes on self-financing basis recruiting guest faculty, a model which appears to be unique to this Institution. In the opinion of the peer team, this College is one of the stable and vibrant with several innovative approaches. The College has created history to the effect that it has produced many young entrepreneurs and fulfilled its responsibility to a large extent. Whether the present model though very innovative, can retain its resilience and continues to be the same in the challenging socio-political climate ? The management, the faculty should seek answers to some of the searching questions one can raise in relation to the new organizational climate.

It is necessary to view this matter from the perspective of paradigm shifts in higher education. While the peer team recognizes that this Institution has played a crucial role as the conscience of the society, the present structure of this Institution has to be modified with a broader frame of reference for curriculum design. Changes in the curriculum should not be notional. They should have pragmatic value.

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In view of this background, the peer team would like to take on record the following recommendations :

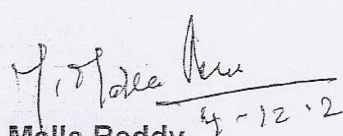
1. The College is an integrated Institution offering both intermediate as well as the degree programmes in the same building. The degree programme is affiliated to Bombay University and forms a part of Tertiary Education. It is necessary to delink the pre-degree programme from the degree level courses.
2. At the degree level there are nearly 2000 students which include Post-Graduate and Under-Graduate Scholars pursuing limited curriculum options in Commerce. Further expansion of the College appears to be restricted. The reasons for lack of expansion of curriculum options and substantial restructuring of the courses need to be examined involving experts from different fields. The peer team is impressed with overall institutional climate and interpersonnel relations.
3. The Government is funding the entire Institution which is a major contribution for the existence and maintenance of the Institution. However, the College does not enjoy academic freedom for want of autonomy, despite emerging trends in the higher education and recommendations of University Grants Commission. The Government of Maharashtra may confer autonomy on some of the selected Colleges for obvious advantages.
4. The College should prepare a master plan for its future development keeping in view the future growth of this Institution.
5. The peer team likes to draw the attention of the College Authority on its policies with reference to Research. We strongly recommend that the College with its rich resources,

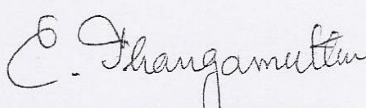
M. S. K.

especially the strength of its alumni, should initiate Research Programmes and strengthen post graduate level education. The peer team recognizes that teachers are known for their commitment and quality of instruction, but for some extraneous reasons, except two, rest of the teachers do not possess Research degree. The management should initiate the steps with regard to quality improvement of the teachers, as are the primary responsibility as the performance and eminence of the Institution depends on the quality of the faculty.

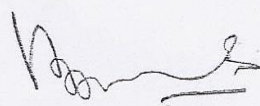
6. The College should explore all possibilities of raising corpus fund by creating a resource mobilization cell. The extension services on the College needs to be strengthened.
7. The peer team noted the active involvement of students in several activities which are indeed extraordinary learning experiences. In the perception of the peer team the college is virtually managed with the participation of its students, guest faculty, more through informal activities – flexible timeframe, financially economical. Therefore, this ought to reflect in budgeting of the Institution and the resource mobilization and savings for the College.
8. The fact that the students invest considerable amount of time in meaningful extra-curricular activities well organized, is a major departure from the conventional teaching-learning system in any given Institution. In this context, it is necessary to note that the College needs to evolve a suitable mechanism for evaluating the students' performance in an informal setting. Scientific evaluation of the success and failure of the students in team oriented non-formal activities pose many challenges. The faculty should debate on this issue and evolve a scientific system of assessment of the students in preparing a comprehensive profile of each student.

The Peer Team is happy to acknowledge the help and cooperation extended by all the constituents of the College, including the students, faculty and the Principal. The Peer Team wishes the College a bright future in tune with its glorious past.


Prof. Malla Reddy
Chairperson
4-12-2023


Prof. C. Tangamuthu
Member

I agree with the observations made in the Report.


Signature & Seal of the
Head of Institution
Sydenham College of Commerce
and Economics, Mumbai - 400020,





Commemorate Postal Stamp of the College



Certificates of Appreciation to NSS Unit from NGO



Conference/Workshop Brochures

<p>PRINCIPAL Dr. (Smt.) M. V. Kagalkar</p> <p>CONVENER Prof. P. A. Pachgade (H.O.D. of Commerce Dept.) Mobile No. 9322285385/ 9867137729</p> <p>MANAGING COMMITTEE Prof. Mrs. K. L. Bhatia Dr. P. T. Godbole Dr. M. B. Bhide</p> <p>ORGANIZING SECRETARY Dr. S. S. Shete Mob. No. :- 9969133480</p> <p>ORGANIZING COMMITTEE Dr. Smt. S. S. Sawant Smt. A. A. Alekar Smt. Radhika Iyer Smt. Smita Kunte</p>	<p>PROGRAMME SCHEDULE 9.30 a.m. to 10.30 a.m. Registration 10.30 a.m. to 11.00 a.m. Inaugural Session Chief Guest : Dr. R. V. Kirdak (Director of Higher Education, Pune) TECHNICAL SESSION - I 11.00 a.m. to 1.00 p.m. Prof. E. V. Swaminathan (HR Consultant and Corporate Trainer) Memory Management and Positive Thinking 1.00 p.m. To 2.00 p.m. LUNCH BREAK TECHNICAL SESSION - II 2.00 p.m. to 3.00 p.m. Mr. S. S. Rana (IRS) (Income Tax Commissioner Mumbai Region) Role of Income Tax Department in the Era of Globalization 3.00 p.m. to 4.00 p.m. Mr. Bharat Nadkarni (Head CSR, TATA POWER) Corporate Social Responsibility Makes Business Sense 4.00 p.m. To 4.30 p.m. TEA BREAK 4.30 p.m. to 5.30 p.m. Dr. Firdos T. Shroff (Director, Chetana' S R.K. Institute of Management and Research) Overview of Banking Sector & Career Opportunities in Banking & Finance Sector 5.30 p.m. to 6.00 p.m.</p>	<p style="text-align: center;"> ACCREDITED 'A' GRADE BY NAAC</p> <p style="text-align: center;">ONE DAY WORKSHOP ON "EMERGING TRENDS IN COMMERCE & MANAGEMENT"</p> <p style="text-align: center;">ORGANISED BY DEPARTMENT OF COMMERCE SYDENHAM COLLEGE OF COMMERCE & ECONOMICS CHURCHGATE, MUMBAI - 400 020. <i>On Tuesday 16th February 2010</i></p> <p style="text-align: center;">VENUE Dr. Babasaheb Ambedkar Auditorium Sydenham College of Commerce & Economics Churchgate, Mumbai - 400 020.</p> <p style="text-align: center;"></p> <p style="text-align: center;">Sydenham College Of Commerce & Economics Tel No. 022-2204 2897 / 022 - 2288 2117 Fax No. 022 - 2287 1452</p>
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<p>ABOUT THE COLLEGE : Sydenham is a unique educational institution for the reason that it has been the first college offering commerce courses in Asia and also because it remained the sole institute to do so for a long time. The reputation of the college as the finest institution for commerce education soon crossed the confines of the country and students from Africa, South-East Asia & the Middle East started queuing up for admission. The institution was fortunate to avail the knowledge and expertise of British and Indian scholars, industrialists, bankers & accountants of repute, who have been on its faculty right from the beginning. Sydenham has always been in the forefront of academic excellence and extra curricular pursuits.</p> <p>THE AIM OF THE COLLEGE (DR. RADHAKRISHNAN'S QUOTATION) "To impart not merely commerce or economic education but full education i.e. to educate the whole man."</p> <p>OBJECTIVES OF THE WORKSHOP :- Following are the broad objectives of the Workshop</p> <ol style="list-style-type: none"> 1) To provide a platform for updating new management techniques. 2) To focus on the crucial role of Income Tax 	<ol style="list-style-type: none"> 3) Corporate Social Responsibility :- Growing needs of the hour in Indian Corporate Sector 4) To know the latest developments in Banking Sector 5) To discuss career prospects in Banking and Finance Sector <p>THE WORKSHOP WOULD COVER THE FOLLOWING TOPICS :-</p> <ol style="list-style-type: none"> 1) Memory management and positive thinking 2) Role of Income Tax Department in the Era of Globalization 3) CSR Makes Business Sense. 4) Overview of Banking Sector 5) Career Opportunities in Banking & Finance Sector <p>REGISTRATION</p> <table border="1"> <tr> <td>Online Registration Email Id :- sydcommerce@gmail.com</td> <td>From 1st February 2010 to 15th February 2010</td> </tr> <tr> <td>On The Spot Registration</td> <td>16th February 2010 at 9.30 a.m.</td> </tr> <tr> <td>Registration Fees</td> <td>Rs. 100/-</td> </tr> </table> <p>Registration form is provided. Photo copies of the form may be taken when more than one entry is to be sent.</p>	Online Registration Email Id :- sydcommerce@gmail.com	From 1st February 2010 to 15th February 2010	On The Spot Registration	16th February 2010 at 9.30 a.m.	Registration Fees	Rs. 100/-	<p style="text-align: center;">REGISTRATION FORM</p> <p style="text-align: center;">ONE DAY WORKSHOP ON "EMERGING TRENDS IN COMMERCE & MANAGEMENT"</p> <p style="text-align: center;">ORGANISED BY DEPARTMENT OF COMMERCE SYDENHAM COLLEGE OF COMMERCE & ECONOMICS CHURCHGATE, MUMBAI - 400 020. <i>On Tuesday 16th February 2010</i></p> <p>Name : _____</p> <p>Name of College : _____</p> <p>Address : _____</p> <p>_____</p> <p>Phone No. : _____</p> <p>Email : _____</p> <p>Date : _____</p> <p>Registration Fees Paid : Rs. 100/- (Rs. One Hundred only.)</p> <p>Signature of the Participant _____ Signature of Principal _____</p>
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PRINCIPAL
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Dr. S. S. Shete
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Dr. W. K. Acharya
Head, Dept. of Commerce, I. Y. College
Dr. Dongardive
Head, Dept. of Commerce, Elphinstone College

ORGANIZING COMMITTEE
Dr. Smt. S. S. Sawant
Smt. Anjali Alekar
Smt. Radhika Iyer
Smt. Smrita Kuntay
Shri. V. G. Chawale
Shri. T. B. Gadhave

PROGRAMME SCHEDULE

Day 1 Thursday 10th February 2011
Registration : 9.00 a.m. to 10.00 a.m.
Inaugural Session :
10.00 a.m. to 12.00 noon
❖ Inaugural Address :-
Chief Guest :
Shri RAJESHJI TOPE
Hon'ble Minister of Higher and Technical Education, Maharashtra State
Guests of Honour :
Dr. RAJAN WELUKAR
Vice Chancellor
University of Mumbai
Shri. KANTIKUMAR PODDAR
Chairman, Golden Jubilee Trust
❖ Key Note Address
❖ Vote of Thanks
TECHNICAL SESSION - I
12.00 noon to 1.00 p.m.
LUNCH BREAK : 1.00 p.m. to 2.00 p.m.
TECHNICAL SESSION - II
2.00 p.m. to 3.30 p.m.
TEA BREAK : 3.30 p.m. to 4.00 p.m.
TECHNICAL SESSION - III
4.00 p.m. to 5.00 p.m.

Day 2 Friday 11th February 2011
TECHNICAL SESSION - I
10.00 a.m. to 11.30 a.m.
TECHNICAL SESSION - II
11.30 a.m. to 1.00 p.m.
LUNCH BREAK : 1.00 p.m. to 2.00 p.m.
TECHNICAL SESSION - III
2.00 p.m. to 3.30 p.m.
TEA BREAK : 3.30 p.m. to 4.00 p.m.
TECHNICAL SESSION - IV & Valedictory Function
4.00 p.m. to 5.00 p.m.

Government of Maharashtra
SYDENHAM COLLEGE OF COMMERCE & ECONOMICS
'B' ROAD, CHURCHGATE, MUMBAI - 400 020.

TWO DAY UGC SPONSORED NATIONAL LEVEL SEMINAR ON 'EMERGING TRENDS IN INDIAN RETAIL MANAGEMENT'

JOINTLY ORGANISED BY
DEPARTMENT OF COMMERCE & GOLDEN JUBILEE TRUST
On 10th & 11th February 2011

PATRON
Dr. R. V. Kirdak
Director of Higher Education, Maharashtra State
PRINCIPAL
Dr. (Smt.) M. V. Kagalkar
CONVENOR
Shri. P. A. Pachgade
(Head, Dept. of Commerce)
Contact No. :- 9322285385

Sydenham college is marching towards its centenary by the year 2013 and it continues to be the pioneer institution for imparting quality education in commerce. It is recognized for its quality teaching to a diverse student population so as to enable them to realize their inherent potential. The aim of this college as stated by Dr. Radhakrishnan: "To impart not merely commerce or economic education but full education. i.e. to educate the whole man". Sydenham College offers Bachelors and Masters Degree program in Commerce. It also offers various professional courses like Bachelors of Management Studies, B.Com (Banking and Insurance), Diploma in Foreign Trade, Oral Coaching classes for ICAI, ICWAI, ICSI etc. Sydenham is the first institute in Maharashtra State to come up with NCCMP course in collaboration with National Stock Exchange and has kept pace with new changes by implementing need based training to bridge gap between industry requirement and conventional education. Sydenham thus provides innumerable opportunities which gives students a holistic exposure for their overall development. Extracurricular activities are also given sizeable importance with the aim of motivating the students to face the challenges of life and thus prepare them so as to gain enough confidence to be entrepreneurial and innovative.

ABOUT THE SEMINAR

Retailing in India is gradually marching its way towards becoming the next boom industry. The whole concept of shopping has altered in terms of format and consumer buying behaviour, ushering a revolution of shopping in India. Modern retail has entered India as seen in sprawling shopping centers, multi storeyed malls and huge complexes offer, shopping, entertainment and food all under one roof. The Indian retailing sector is at an inflection point where the growth of organized retailing and growth in the consumption of the Indian population is going to take a higher growth trajectory. The emerging trends in the Indian organized retail sector are also adding up to the development of the same. The relaxation by the government on regulatory controls on Foreign Direct Investments has added to the process of the growth of the Indian organized retail sector. Alternations in people's lifestyle, growth in income levels, and encouraging conventions of demography are proving favorable for the new emerging trends in the Indian organized retail sector. In "Emerging Trends in Indian Retail Management" seminar, the highlight is on how economic boom has revolutionized the

1) Indian Retail Management – Strategies, trends, growth & opportunities.
2) Supply Chain Management.
3) Recent Developments & Business models in Retail Sector
4) Facilitating the Retail Customer.
5) Trends in Retail Property Development in India.
6) Retail Marketing & Branding.
7) Retail Management Information System (RMIs)
8) Retail Franchising.
9) Human Resource Management (HRM) in Retailing
10) Store Operations & Profitability.
11) Multi-Channel Retailing.
12) Careers in Indian Retailing.
13) Issues & Implications regarding FDI in Indian Retail Market.
14) Network Marketing as a part of Indian Retail Management.
15) Retail Category Management.
16) Internationalisation of Retail.

CALL FOR PAPERS

Research papers are invited in any of the above thrust areas. Full length paper should be sent in A/4 size with single spacing (double spacing between the paragraphs) in Times New Roman with font size 14 for the title, 12 for the text & single column format, to the college address and the soft copy of the paper should be mailed to sydconference@gmail.com.
The abstract should not exceed 150 words and it should include the title, author's name, email id, fax, phone no. & postal address. The manuscript should not exceed 1500 words.
The papers will be scrutinized by a committee of experts and the participants will be informed in advance about the acceptance and non-acceptance of the paper.
The last date of submission of paper is Thursday, 27th JANUARY 2011.

REGISTRATION DETAILS :-

Online Registration Email Id :- sydconference@gmail.com	From 15 th January 2011 to 9 th February 2011
On The Spot Registration (DD/Cash)	10 th February 2011 at 9.00 to 10.00 a.m.
Registration Fee	Rs. 1000/-

ACCOMMODATION :-
Accommodation will be provided at Govt. College Hostel, Churchgate. Since the accommodation is limited, it will be provided on a first-come, first-served basis.

Government of Maharashtra
SYDENHAM COLLEGE OF COMMERCE & ECONOMICS
'B' ROAD, CHURCHGATE, MUMBAI - 400 020.

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JOINTLY ORGANISED BY
DEPARTMENT OF COMMERCE & GOLDEN JUBILEE TRUST
On 10th & 11th February 2011

Name (in block letter)	:-
Designation	:-
Institution	:-
Postal Address	:-
Phone No.	:- (M) (O)
Email ID	:-
Are You Presenting Any Paper	:- Yes/ No
Title of the Paper	:-
No. of Accompanying Persons	:-
Accommodation Required	:- Yes/ No
Delegate Fee paid	:- Rs. 1000/-
D.D. No.	Name of the Bank

The Demand Draft should be drawn in favour of Principal, Sydenham College of Commerce & Economics, Churchgate, Mumbai - 400 020. From any Nationalised Bank payable at Mumbai

Signature of the Delegate _____ Signature of the Principal _____
(Photocopies of Registration Form will be accepted)

ORGANISING SECRETARY

DR. MAYURA MATHANKAR
08055508912

ADVISORY COMMITTEE

PROF. PRADEEP PACHGADE

DR. SUNIL SHETE

DR. SAUMITRA SAWANT

DR. RITESH SINGHAL

PROF. MAHENDRA TELGOTE

DR. M. A. KHAN

ORGANIZING COMMITTEE

DR. SUNIL SINGH
09869309270

DR. ABHAY KHAMBORKAR
09422125033

PROF. REKHA JOSHI
09820506315

PROGRAMME SCHEDULE

DAY 1 : SATURDAY, 20TH OCTOBER, 2012

Registration & Break Fast	: 09.00 a.m. to 10.00 a.m.
Inaugural Function	: 10.00 a.m. to 11.30 a.m.
Keynote Address	: 11.30 a.m. to 01.00 p.m.
Lunch Break	: 01.00 p.m. to 02.00 p.m.
Technical Session-I	: 02.00 p.m. to 03.30 p.m.
Technical Session-II	: 03.30 p.m. to 05.00 p.m.

DAY 2 : SUNDAY, 21ST OCTOBER, 2012

Break Fast	: 09.00 a.m. to 10.00 a.m.
Technical Session-III	: 10.00 a.m. to 11.30 a.m.
Technical Session-IV	: 11.30 a.m. to 01.00 p.m.
Lunch Break	: 01.00 p.m. to 02.00 p.m.
Technical Session-V	: 02.00 p.m. to 03.30 p.m.
Technical Session-VI	: 03.30 p.m. to 05.00 p.m.

DAY 3 : MONDAY, 22ND OCTOBER, 2012

Break Fast	: 09.00 a.m. to 10.00 a.m.
Technical Session-VII	: 10.00 a.m. to 11.30 a.m.
Technical Session-VIII	: 11.30 a.m. to 01.00 p.m.
Lunch Break	: 01.00 p.m. to 02.00 p.m.
Valedictory Function & Distribution of Certificate	: 02.00 p.m. to 04.00 p.m.



GOVERNMENT OF MAHARASHTRA

SYDENHAM COLLEGE OF COMMERCE & ECONOMICS

'B' ROAD, CHURCHGATE, MUMBAI - 400 020.
www.sydenham.ac.in

Est. 1913



UGC SPONSORED
THREE DAY NATIONAL LEVEL WORKSHOP
ON
"TOTAL QUALITY MANAGEMENT"

ORGANISED BY
DEPARTMENT OF MATHEMATICS & STATISTICS
(20TH - 22ND OCTOBER 2012)



DR. MADHURI KAGALKAR
PRINCIPAL

DR. MANOJ BHIDE
CONVENOR

DR. MAYURA MATHANKAR
ORGANISING SECRETARY

PRINCIPAL
Dr. Madhuri. V. Kagalkar

CONVENER
Dr. Saumitra S. Sawant
Mobile No. : 9867212229

ORGANIZING SECRETARY
Dr. T. B. Gadhave
Mobile No. : 9869413091

TREASURER
Prof. Smita Kuntay
Mobile No. : 9029791666

ADVISORY COMMITTEE

Dr. M. A. Khan Registrar, University of Mumbai	Prof. Smt. Ratnakar Dr. M. B. Bhide
Dr. S. S. Shete Joint Director, Higher Education, Pune Region	Prof. P. A. Pachgade Prof. F. Quadri

ORGANIZING COMMITTEE

Dr. Anjali Alekar	Prof. Smita Kuntay
Prof. Radhika Iyer	Prof. V. G. Chawale
Prof. S. G. Raut	Prof. Shabana Khan

PROGRAMME SCHEDULE

Friday 18th October, 2013

Registration :- 9.00 a.m. to 10.00 a.m.
Inauguration :- 10.00 a.m. to 12.00 noon

*** TECHNICAL SESSION – I (ACCOUNTING, FINANCE & TAXATION)**
12.00 noon to 1.00 p.m.
LUNCH BREAK :- 1.00p.m. to 2.00 p.m.

*** TECHNICAL SESSION – II (BUSINESS MANAGEMENT, MARKETING & HRM)**
2.00 p.m. to 3.30 p.m.
TEA BREAK :- 3.30p.m. to 4.00 p.m.

*** TECHNICAL SESSION – III (MATHEMATICAL, STATISTICAL & SCIENTIFIC APPLICATIONS IN COMMERCE & MANAGEMENT)**
4.00 p.m. to 5.00 p.m.

Saturday 19th October, 2013

*** TECHNICAL SESSION – I (IT & E-COMMERCE TRENDS)**
10.00 a.m. to 11.30 a.m.

*** TECHNICAL SESSION – II (BUSINESS ECONOMICS, BUSINESS COMMUNICATION & BUSINESS LAW)**
11.30 a.m. to 1.00 p.m.
LUNCH BREAK :- 1.00p.m. to 2.00 p.m.

*** TECHNICAL SESSION – III (BANKING & INSURANCE)**
2.00 p.m. to 3.30 p.m.
TEA BREAK :- 3.30p.m. to 4.00 p.m.

GOVERNMENT OF MAHARASHTRA
SYDENHAM COLLEGE OF COMMERCE & ECONOMICS
'B' ROAD, CHURCHGATE, MUMBAI – 400 020.
Celebrating 100 years of Academic Excellence

NATIONAL LEVEL CONFERENCE
On
EMERGING TRENDS IN COMMERCE & MANAGEMENT
(Sponsored by UGC)

ORGANISED BY
DEPARTMENT OF COMMERCE & SYDENHAM COLLEGE GOLDEN JUBILEE TRUST
On
18th & 19th OCTOBER 2013

DR. MADHURI KAGALKAR
PRINCIPAL

DR. SAUMITRA SAWANT
(Head Dept. of Commerce)
CONVENER

ABOUT THE COLLEGE
Sydenham College, the first commerce college in Asia, was established on 22nd October 1913. The college is very proudly celebrating its 100 years of academic excellence in the year 2013. It is the pioneer institution to impart quality education in commerce. It is recognized for its quality teaching to a diverse student population so as to enable them to realize their inherent potential. Sydenham College offers courses B.Com, M.Com, BMS, BBI & Diploma in Foreign Trade. The college is recognized as a research centre for Ph.D. in Commerce. The coaching for Professional courses such as CA, CS, ICWA by the respective institutes is available to the students in college premises itself. Sydenham is the first institute in Maharashtra State to come up with NCCMP course in collaboration with National Stock Exchange and has kept pace with new changes by implementing need based training to bridge gap between industrial requirement and conventional education. Sydenham thus provides innumerable opportunities which gives students a holistic exposure for their overall development. As a part of centenary celebrations the college has organized various academic & cultural programmes.

ABOUT THE CONFERENCE
The world economy is progressing at a very rapid pace. Every country has to design and carry out economic reforms to face the challenges before it. India has adopted economic reforms since 1991 and thereafter we have made significant progress in almost every sector. Today, Commerce & Management has become highly technology oriented and sophisticated. Information technology is influencing every walk of business. It has made the world a global village. Corporates are adopting new strategies. Accounting standards are evolved nationally and internationally. There is a growing need for improving the communication skills of business executives & professionals. This conference will provide a platform for the research scholars, academicians, industry professionals to discuss and to find concrete solutions for the changing business environment in the new era.

THRUST AREAS OF CONFERENCE
1) Accounting, Finance & Taxation
2) Business Economics, Business Communication

5) IT & E-Commerce Trends
6) Indian Export Trades
7) Mathematical, Statistical and Scientific applications in Commerce and Management

CALL FOR RESEARCH PAPERS
Research papers are invited in any of the above thrust areas. Full length paper should be sent in A/4 size with single spacing (double spacing between the paragraphs) in Times New Roman with font size 14 for the title, 12 for the text & single column format, in the form of soft copy. The paper should be mailed to sydenhamconference2013@gmail.com. The abstract should not exceed 150 words and it should include the title, author's name, email id, fax, phone no. & postal address. The manuscript should not exceed 1500 words. The papers will be scrutinized by a committee of experts and the participants will be informed in advance about the acceptance and non-acceptance of the paper. The ISBN publication with the selected papers will be released at the valedictory function of the conference. Maximum three authors are allowed for each paper. Individual Registration of all authors (Main author as well as (Co-authors) is mandatory, at least one author should be present in the conference. The researcher should give a declaration, that the research paper is original & it has not been sent for publication elsewhere.

The last date of submission of paper along with the abstract is 25th September, 2013. Paper received after due date will not be accepted.

REGISTRATION DETAILS

Online Registration Email id: sydenhamconference2013@gmail.com	From 2 nd September 2013 to 25 th September 2013
On the Spot Registration (DD/Cash)	18th October 2013 at 9.00 to 10.00 am
Registration Fee	Rs. 2,000/-

ACCOMODATION
Accommodation will be provided at Govt. College Hostel, Churchgate on sharing & First Come First Serve basis as accommodation is limited.

GOVERNMENT OF MAHARASHTRA
SYDENHAM COLLEGE OF COMMERCE & ECONOMICS
'B' ROAD, CHURCHGATE, MUMBAI – 400 020.
www.sydenham.ac.in

UGC SPONSORED NATIONAL LEVEL CONFERENCE
On
EMERGING TRENDS IN COMMERCE & MANAGEMENT

ORGANISED BY
DEPARTMENT OF COMMERCE & SYDENHAM COLLEGE GOLDEN JUBILEE TRUST
ON
18th & 19th OCTOBER 2013

Name (in block letters)	
Designation	
Institution	
Postal Address	
Email ID	
Phone Number:	(M) (O)
Accommodation Required	Yes / No
Registration Fee Paid	Rs. 2,000/-
D.D. No. and Date	Name of the Bank

The Demand Draft should be drawn in favour of **Principal, Sydenham College of Commerce & Economics, Mumbai - 400020.**

Signature of the Delegate Signature of the Principal
(Photocopies of Registration Form will be accepted.)

Address for Communication: BBI Office, Sydenham College of

Permission for additional seats for First Year

University of Mumbai



BY Post/By Hand

No.Aff.II/ICD/2014-15/ 1139

24, July, 2014


To,
The Principal,
Government of Maharashtra
Sydenham College of Commerce & Economics,
'B' Road, Churchgate,
Mumbai - 400 020.

Sir/Madam,

With reference to your letter dated 23/07/2014 requesting for additional seats to the first year Degree course/s, I am directed to inform you that your request has been granted and your college newly permitted to enroll following additional seats for the academic year 2014-15, subject to condition that there shall no increase in the division of the college:-

Name of the Course	No. of additional Seats
F.Y.B.Com.	15% of intake capacity <u>or</u> 72 whichever is less
F.Y.B.M.S.	20% of intake capacity <u>or</u> 24 whichever is less
F.Y.B.Com. (B&I)	20% of intake capacity <u>or</u> 24 whichever is less

Yours faithfully,


(Dinkar Pawar)
Deputy Registrar
Affiliation Section

*Admission Committee
of concerned classes
25/7/14*



Dr. Annasaheb Khemnar, Principal



Teaching Staff



Awards and Appreciation



State-of-art College Auditorium



Classrooms and Computer Centre



College Library



Conference Hall



College Office



Staff Common Room, BBI office and BMS office



Well Equipped Gymnasium



College Canteen

