



## YEARLY STATUS REPORT - 2023-2024

<b>Part A</b>	
<b>Data of the Institution</b>	
<b>1.Name of the Institution</b>	The S.I.A College of Higher Education
• Name of the Head of the institution	Dr Padmaja Arvind
• Designation	Principal In-Charge
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9323786842
• Mobile no	9323786842
• Registered e-mail	principal@thesiacollege.com
• Alternate e-mail	office@thesiacollege.com
• Address	P- 88 MIDC residential area, Dombivli Gymkhana Road , Near Balaji Mandir, Dombivli ( East)-421203
• City/Town	Dombivli
• State/UT	Maharashtra
• Pin Code	421203
<b>2.Institutional status</b>	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	Self-financing				
• Name of the Affiliating University	University of Mumbai				
• Name of the IQAC Coordinator	Mrs. Booma V Halpeth				
• Phone No.	9967030340				
• Alternate phone No.	02512449891				
• Mobile	9967030340				
• IQAC e-mail address	Iqac@thesiacollege.com				
• Alternate Email address	siaiqac2021@gmail.com				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/07/AQAR2022.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/07/AQAR2022.pdf</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/11/Academic-Calendar-23-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/11/Academic-Calendar-23-24.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.54	2016	05/11/2016	05/11/2021
Cycle 2	B+	2.68	2022	03/05/2022	02/05/2027
<b>6.Date of Establishment of IQAC</b>			27/04/2015		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		

<ul style="list-style-type: none"> <li>• Upload latest notification of formation of IQAC</li> </ul>	<a href="#">View File</a>
<b>9.No. of IQAC meetings held during the year</b>	<b>2</b>
<ul style="list-style-type: none"> <li>• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>• If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	<a href="#">View File</a>
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>
<ul style="list-style-type: none"> <li>• If yes, mention the amount</li> </ul>	
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
Conducted a one day workshop titled Connectivity and connectedness for the faculty members by the resource person Dr Harish Shetty	
Conducted five days personality development session for the students of first year Bachelor of Management Studies	
Conducted one day mental well-being workshop for the students in collaboration with Aditya Birla M power foundation of all the programs of First year, Second year and third year classes	
Conducted a two days workshop for the non-teaching staff on Advanced Excel	
Organised Research workshop for students of Third year classes of Bachelor of Management Studies, Banking & Insurance and Accounting and Finance stream, Research workshop of faculty members and National level Conference in collaboration with Research Committee	
Conducted five days personality development session for the students of first year Bachelor of Commerce	
Conducted a workshop on features of SenseEye interactive panel and its features and its usefulness for conducting lectures, preparation of inclass teaching material and references access etc.	

Conducted an FDP in collaboration with STEPS software solutions, chennai on Artificial Intelligence, Python and machine learning for faculty members

**12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year**

Plan of Action	Achievements/Outcomes
Mentoring and Counselling Support	To support and guide the students at professional level Mental well being sessions were conducted for the students of all the program with the help of the counselor and through Aditya Birla Mpower foundation
Teaching Learning Strategies	To achieve 80 percent results in all the third year classes several initiatives were undertaken such as expert guidance lectures, assignments, problem solving, Subject expert lectures and preliminary examinations were conducted. Results across the programs were above 80 percent
Faculty Empowerment	To help faculty connect, understand and align the teaching strategies a one day workshop was organised and facilitated by Dr Harish Shetty and this helped the faculty members design variety of methodologies and approaches for classroom teaching and success was evident in the results of Third year classes
Non Teaching workshop	A workshop on Excel was organised to help the non-teaching team to use the tools
Research Aptitude	In order to develop research aptitude among faculty members and students research workshop was organised for faculty members and students
New Technology adoption	To help faculty members adapt and use the emerging technology like artificial Intelligence a certificate course cum training was conducted for the faculty

	members
National Level Conference	one day national level conference was organised in collaboration with the Research Committee of the college
Entrepreneurship	The Entrepreneurship development Cell has conducted several activities, expert sessions, certificate courses and an exhibition to promote entrepreneurial spirit among the students
Short Term Courses - external agencies	The Placement and Short term courses cell organised and conducted short term courses in Commodities and Derivatives Market, Certificate course in Banking, Finance and Insurance, Certificate course in Banking, Financial Services, Diploma course in business and finance
Short term Courses - Internal Faculty members	The Internal faculty members have designed and developed courses on excel, Basic Computer skills,
Research Publications	A total of 16 papers were published in conferences, seminars and edited volumes and 4 papers in UGC Care List
Sports Achievements	In order to increase the participation and winning in various sports events at state and national level several activities were organised and the results were evident with 29 awards won by students at state and national level competitions
<b>13. Whether the AQAR was placed before statutory body?</b>	Yes
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	

Name	Date of meeting(s)
Standing Committee	04/10/2024

**14. Whether institutional data submitted to AISHE**

Year	Date of Submission
2023	14/12/2024

**15. Multidisciplinary / interdisciplinary**

The current curriculum comprises of courses such as Foundation course, Mathematics, green computing, communication and Information Technology and they are offered across programs from all the three disciplines thereby integrating humanities and Science with STEM. The institution is affiliated to University of Mumbai and follows the curricula offered by the University and follows credit-based grading system. Under the curriculum there are courses like foundation course, environmental management/science that covers environmental education and projects are given as part of the learning and assessment process. The institution plans to create and offer interdisciplinary courses as part of Ability and skill enhancement courses. In addition, the future focus of institution will be to engage faculty members and the students to undertake research projects under extension cells. Encourage the faculty members to apply for minor research projects on challenging issues and identify solutions to address the same. The institution also tries to promote multidisciplinary/interdisciplinary approach through - Short term courses - The industry expert lectures - The club activities organized at the department level

**16. Academic bank of credits (ABC):**

As the institution is affiliated to University of Mumbai and the University is yet to implement the Academic bank of credit scheme, the institution is currently offering the programs under the credit based grading system. The institution has identified certain short term courses that can be offered for students and the syllabus for the same is being designed by the faculty members. The same courses can further be considered under the ABC scheme by offering credits in future. As the institution is an affiliated college of University and the university had just initiated the ABC registration process. currently there is no multiple entry and exit system for the chosen programme. At present, Joint degrees with Indian and foreign Institutions is also not applicable. The

institution however, has identified additional courses that can be offered along with the curriculum and the same are either designed by the faculty members or outside agencies are identified to offer the same

#### **17.Skill development:**

The Institution has conducted soft skill training as a part of the BFSI-BDE programme to prepare the students for employment and in addition, has been offering soft skill training to the students either through the curriculum designed by the faculty members or through outside agencies. Skill development courses such as Tally, Advanced Excel, Basic computer skills were offered. The institution has associated with Garware Institute for Career Development and entrepreneurship skill workshop and courses was offered. These courses are conducted by the Master trainers from the industry. The Institution gives preference to skill development of all the students for employability. In this regard, efforts have been taken to inculcate Vocational skills through short term courses by collaborating with various organisations.

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

The institution will design in future courses on Indian Knowledge system as and when need arises. The institution will prepare itself for offering the same in future.

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

The Institution has taken several initiatives to transform its curriculum towards Outcome based Education and it include: Learner assessment system Identification of Slow and advanced learners Bridge course Mapping teaching plan with Course outcomes Designing Methodologies using experiential, participative, collaborative learning. The institution takes several efforts in order to impart and capture outcome based education in teaching and learning practices. To highlight a few: Teaching Methodologies include experiential, participative and collaborative learning Assessment methodologies include projects, presentation, case studies, field visits, assignments etc. The institution focuses on developing skill based knowledge and application among the students. In this regard, the SIA Techlink , the incubation center of the college involves students who design and develop software which is used by the college for various purposes

#### **20.Distance education/online education:**

The institution uses Microsoft Teams for Teaching and learning activities. In addition, the faculty members use google classroom, youtube videos, Microsoft teams and various other tools for the teaching purpose. Several expert lectures and activities are conducted via blended mode in order to facilitate learning. The institution is a charter for NPTEL through which students are encouraged to undertake certificate courses via online mode. Institution has also taken efforts to encourage students to enrol in courses offered by SWAYAM.

### Extended Profile

#### 1.Programme

1.1	364
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

#### 2.Student

2.1	1835
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2	NA
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

2.3	391
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

3.Academic	
3.1	37
Number of full time teachers during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
3.2	41
Number of sanctioned posts during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
4.Institution	
4.1	28
Total number of Classrooms and Seminar halls	
4.2	1.65
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	160
Total number of computers on campus for academic purposes	
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>The College is affiliated to University of Mumbai and adopts a Choice Based Credit System of evaluation and syllabus prescribed by University in a modular form.</p> <p>The institution provides a) Core Subjects and b) Elective Subjects as per the directives of University of Mumbai. The IQAC of the college provides suggestions and plans various strategies to be implemented for effective curriculum delivery. The following strategies are adopted for the same.</p>	

Departmental meetings are conducted periodically for implementation of the curriculum.

#### Academic calendar:

Academic calendar provides information about activities to achieve academic excellence. It is prepared by the IQAC of the college in consultation with the head of departments at the beginning of every academic year.

#### Teaching plan:

Teaching plan provides information about the framework, strategies and methodologies to be implemented in order to complete the curriculum.

#### Time table:

Timetable provides a proper schedule of lectures of different courses for the smooth implementation of the curriculum.

#### Learning Resources:

Lecture notes, reading material and Question Banks are provided to the students to supplement effective learning. In addition, library books are also available for additional reference. Knimbus library is an e-learning resource that provided text books and reference material for the students.

#### Industry expert lectures and workshops:

Industry expert lectures and workshops are arranged to bridge the gap between academics and industrial practices.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The academic calendar is created to provide a proper structure to the functioning of various curricular, cocurricular and extra-curricular activities in one academic year. There are four levels in implementation:

1.University Academic calendar

2.College academic calendar

3.Department academic calendar

4.Teaching plans

The academic calendar comprises of:

- Important days celebrated by the institution
- Start and end of academic session
- Mid-term and festival breaks
- Celebration of inter-collegiate events
- Internal and external examination tentative timetable

1. All important days and events are celebrated by the institution timely as mentioned in the calendar.
2. Start and end of the academic sessions are followed properly and any revision or modification suggested by the University are incorporated from time to time.
3. Internal examination dates are provided well in advance to the students through the academic calendar, so that students can prepare for their examinations and make suitable arrangements for any personal commitment.
4. Continuous internal evaluation in the form of class tests, mid-term examination, preliminary examinations and projects are mentioned in the calendar and conducted to improve the performance of the students academically.

The academic calendar also has the parents teachers meetings scheduled so as to enable parents to attend and discuss the performance of their wards

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	Nil

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

**C. Any 2 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

9

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year**

**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement**

**for year: (As per Data Template)**

8

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

**1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year**

386

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

**1.3 - Curriculum Enrichment****1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

Cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics are integrated directly or indirectly into the curriculum designed by the University of Mumbai

**Professional Ethics:**

- Professional ethics are integrated in different courses of different programs.
- Exposure to such courses makes students aware of the various ethical practices that they should adhere to in their professional life.

**Gender:**

- Gender sensitization is an important component included in various courses offered under different programs.

- Students are made aware of the rights and laws of women, and how they can be protected against exploitation and are also taught various methods and strategies to attain women empowerment.

#### Human Values:

- One of the important responsibilities of the education system includes sensitization of students towards various issues of the society.
- Knowledge alone cannot satisfy one emotionally and socially; a blend of information and feeling is required to attain a sense of fulfilment. The programs and courses are so designed to incorporate human values such as peace, honesty, equality, justice, patriotism, democracy, and so on.

#### Environment and Sustainability:

- Students need to be sensitive to the changing demands of the environment and develop measures that focus on sustainability.
- Courses and programs offered by the institution make the students aware about the growing environmental issues and help them find out methods of making the environment clear and greener.
- Activities organized by clubs and committees also encourage use of eco-friendly or recyclable products.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

#### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

73

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 1.3.3 - Number of students undertaking project work/field work/ internships

2798

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 1.4 - Feedback System

**1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni**

A. All of the above

File Description	Documents
URL for stakeholder feedback report	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/07/Curriculum-Feedback-23-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/07/Curriculum-Feedback-23-24.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

<b>1.4.2 - Feedback process of the Institution may be classified as follows</b>	<b>A. Feedback collected, analyzed and action taken and feedback available on website</b>
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File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/07/Curriculum-Feedback-23-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/07/Curriculum-Feedback-23-24.pdf</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

**727**

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

##### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

**186**

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

### 2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

**The College conducts a common learner's evaluation test to assess the entry-level students' potential for learning. Teachers are able**

to analyze students' academic development through ongoing internal review, which is done through tests, assignments, projects, presentations, and other activities. Varied tactics are incorporated for Slow and Advanced learners in the instructional learning methodology.

**Programs for advanced learners:** Students who are advanced in their studies are encouraged to enroll in short-term courses, NPTEL, and take part in extracurricular activities and club-organized events, such as debates, group discussions, power-point competitions, quizzes, and book reviews. Expert sessions and guest lectures on diverse topics such as opportunities in the stock market, how to be a good investor, credit rating etc. are organized to provide additional knowledge. In addition, lectures by subject experts are scheduled to help students succeed academically.

**Programs for slow learners:** To help slow learners perform better academically, lectures and problem-solving sessions led by subject experts are organized. Question banks and past year's question papers are also made available. Students who fail the standard exam might take remedial lessons. There are also revision review class and exam guidance sessions. Support for counseling is offered as needed. Regular monitoring of attendance is implemented to enhance the degree of student engagement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
1835	34

File Description	Documents
Any additional information	<a href="#">View File</a>

### 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem

solving methodologies are used for enhancing learning experiences

The student learning experience is enriched through the implementation of various methodologies.

Experiential learning activities include visits to legislative assembly and NGO, film screenings, photography, surveys and various projects. Students engage in conducting surveys on e-banking, loan processing, and complete projects like opening bank accounts, meeting with insurance agents and interviews with HR professionals. Innovator's expo, Entrepreneurship fest, Research Workshop and industrial visits to places like JNPT Port, Harsh Packaging, Rajasthan, and Parle Biscuit Company further enhance practical learning.

Participative learning methods foster active engagement and collaboration among students. These include quizzes, poster competitions, student presentations, and video screenings on environmental awareness. Skits on social media trends for World social media Day and peer learning activities across various programs also contribute to a dynamic and interactive learning environment. Students also attend various sessions and expert lectures gaining insights from industry professionals and enhancing their knowledge.

To enhance critical thinking and analytical skills, problem-solving methodologies are employed. Students participate in case studies on strategies used by Indian companies and assignments. Activities such as the Case study, quiz competitions, and assignments further develop their logical thinking and analytical abilities.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

- Teachers use ICT enabled tools for effective teaching-learning process.
- The institution has adopted certain measures to facilitate ICT enabled teaching-learning

process.

- All classrooms have access to projectors, laptop connections and WIFI.
- Smart class facility has been set up in 17 classroom.
- The library is well-equipped with 10 desktops, each having LAN connection, for students to access reading material and conduct research activity.
- College has also made provision for laptops for the faculty.
- Faculties of the College have used various online platforms in different capacity for engaging lectures and sharing reading material such as Zoom and Google Classroom.
- The College has initiated and invested in Microsoft campus agreement since 2018-19 which enabled faculty to conduct lectures effectively on Microsoft Teams, even during the outbreak of pandemic.
- This served as the uniform platform for lecture delivery extensively. Faculties also try to improve student participation and engagement by adopting different tools like videos, case studies, e-books, quiz, flip-classrooms, group-discussion methods, and so on

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

34

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

37

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

#### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

0

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

211

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The institution has introduced several reforms in the examination and evaluation process. As an affiliated institution, Semester I to IV external examination assessment at the UG level is conducted by the College, in accordance with the rules and regulations framed by the University of Mumbai. Semester V and VI examinations are conducted at university level. As per the framework provided by Mumbai University, 75 marks are allotted for external evaluation and 25 marks are reserved for internal evaluation at the UG level, which is subdivided into 20 marks for test and 5 marks for attendance and overall performance in class. At the PG level for MCOM(NEP) and MSC(NEP) 50% is for internal and 50% is allotted for external examination for both theory as well as practical subjects. The internal evaluation can be done through class test, Project Presentation/Viva/Assignment/Case study/ Group Discussion and open book test.

Some of the measures to improve the examination process: Periodic assignments, presentations and class tests are undertaken. Projects are allotted for subjects like the Foundation Course. Tutorials are conducted for subjects like Business Communication and Mathematics. These activities are directed at improving the academic performance of students and helping them improve their scores in examinations.

The overall marks scored by the students in this manner are submitted to the examination committee and entered in the college software. These procedures ensure transparency in the conduct and evaluation of internal examination.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The mechanism to deal with internal examination grievances includes:

There is a grievance committee that takes care of exam-related grievances according to the university rules. The grievance policy is displayed on the website for the reference of the students and after the declaration of results, the notice is circulated to the students so that they can apply for the revaluation. The time frame is 15 days (about 2 weeks) from the declaration of the results. Once the grievance is received the committee provides the xerox copies to the students. The students can also apply for a re-evaluation wherein the external examiners are appointed for the same. The grievance committee declares the results.

In 2023-24 Exam related grievances have been received and the same were resolved

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	Nil

## 2.6 - Student Performance and Learning Outcomes

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

The Program Outcomes (POs) and Course Outcomes (COs), as defined by the National Board of Accreditation, are specific to each program and course. It is crucial for students to understand these outcomes, as they guide them in making informed decisions about their academic and career choices. Being aware of POs and COs also helps students prepare more effectively for their studies.

Faculty members are kept informed about these outcomes through departmental meetings and discussions, ensuring that lecture plans align with them. This approach allows for better tracking and evaluation of whether the desired outcomes are being achieved for each course.

To ensure that both faculty and students are well-informed about POs and COs, the institution has taken several steps:

- POs and COs are displayed on the college website.
- They are mentioned in the prospectus distributed during admissions.
- Copies are available in the library and departmental offices for reference.
- POs are introduced to students during orientation sessions.
- Faculty members are encouraged to include COs in their presentations and reiterate them during lectures.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Student progression and attainment of outcomes are measured through various mechanisms at the institution:

1. **Student Progression:** A significant number of students pursue higher education after completing their undergraduate (UG) studies, enrolling in postgraduate (PG) programs. This progression reflects the successful attainment of Program Outcomes (POs), indicating that students have gained the necessary skills and knowledge to advance their academic careers.
1. **Placement:** The college has an active placement cell that supports students in securing employment or exploring further educational opportunities. The cell organizes job interviews, and many academically inclined students successfully gain

employment through campus placements. This success in job placements is another indicator of PO attainment, as it shows that students are well-prepared for the workforce.

1. **Result Analysis:** The final-year (TY) pass percentage is used to assess the attainment of both Program Outcomes and Course Outcomes (COs). By calculating the pass percentage for each course individually, the institution can evaluate whether the desired COs have been achieved. For courses that span the three years of UG study, a comparison of pass rates across these years helps determine whether CO attainment has improved or declined. For standalone courses, separate data is analysed to assess the effectiveness of the course in achieving its outcomes.

These methods ensure a comprehensive evaluation of student performance and progression, aligned with the college's commitment to Outcome Based Education (OBE).

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	Nil

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

391

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/Annual-report-2023-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/Annual-report-2023-24.pdf</a>

## 2.7 - Student Satisfaction Survey

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

<https://thesiacollege.edu.in/wp-content/uploads/2025/01/sss2023-24.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

**3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

**3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

**Nil**

File Description	Documents
Any additional information	<b>No File Uploaded</b>
e-copies of the grant award letters for sponsored research projects /endowments	<b>No File Uploaded</b>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

**3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**

**3.1.2.1 - Number of teachers recognized as research guides**

**Nil**

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

### 3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

#### 3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

Nil

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

#### Research Committee

The Research Committee is established in the Institution to create awareness and opportunities in research and development among the Faculty members. The Committee also ensures to provide adequate Infrastructure to promote Research activities in the Institution. With the help of this Committee, Teachers are encouraged to attend Workshops and Seminars to obtain Insights to conduct their Research and publish Papers in quality Journals. The Committee also thrives to promote the sense of Research and Analysis among the student community as well.

#### Entrepreneurship Development Cell (EDC)

The Entrepreneurship Development Cell has been functional in the Institution to ignite the young minds with the idea of

Entrepreneurship and Self Employment, to convert their innovative ideas into reality. This Cell conducts various activities around the year to educate the students and teachers on varied opportunities to start new businesses and ventures. The Cell also conducts an Annual Entrepreneurship Fest called "Hustlers" where students get to showcase their Entrepreneurship Skills. The EDC provides a platform for young Entrepreneurs to get insights and inspiration from other budding and established Entrepreneurs, and thus creating a network of young innovative minds who are the future of this nation.

#### IPR CELL

The Institution also ensures to educate the young creators on how to protect their individual works and creations through the legal process with the help of various sessions on IPR and its implications.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

#### 3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

7

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

#### 3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

##### 3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

#### 3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

4

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

### 3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

#### 3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

39

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The College strives to provide holistic development for the students

by involving them to participate in different activities related to social concerns. In this regard, extension activities connect with the community by organizing various programs creating awareness on environment, health and wellness, cleanliness, and addressing social issues such as gender, old age, Destitute, and drug addiction.

- Activities related to environmental conservation:

1. Cleanliness drive

1. Nirmalya collection

1. Cotton bag distribution

These activities sensitize students about the importance of environment and create awareness regarding protection of environment from further degradation.

- Activities associated with health and wellness:

1. Vaccination drives

1. Blood donation Camp

1. Awareness campaign- Pulse polio drive

The activities are organized for students as well as neighbourhood community to create awareness regarding various preventive measures that can be adopted to maintain good health and hygiene personally.

- Sensitizing towards Social Concerns:

1. Raksha Bandhan Celebration with Transgender

## 1. Celebration of women day - Self Introspection

- Donations to Community

### 1. Food grain Maitri old age Home

### 1. Food grain at Janani Ashish - Home for Orphans

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/Glimpse_Extension_in_community_23_24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/Glimpse_Extension_in_community_23_24.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

#### 3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

13

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

### 3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year

#### 3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

76

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

### 3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

#### 3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

2988

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

#### 3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

##### 3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

11

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

**3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year****3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year**

10

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

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

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

**Infrastructure Facilities at the College****Classrooms**

- 27 classrooms:
- 14 equipped with mounted projectors
- 2 smart classrooms
- 1 portable projector
- 11 classrooms with 65" interactive panels

**Library**

- Spacious library spanning 2,000 square feet
- 10 computers and seating capacity for 120 students
- Facilities for reprography, printing, and scanning
- Dedicated faculty research room for study and research purposes
- Subscription to the digital library platform Knimbus for remote access

#### Laboratories

- Four computer laboratories with a total of 134 computer systems:
- 46 systems: Intel Core i7 with 16 GB RAM
- 48 systems: Intel Core i5 with 16 GB RAM
- 28 systems: Intel Core i5 with 8 GB RAM
- 12 systems: with 4 GB RAM
- One well-equipped Electronics Laboratory

#### Other Facilities

- Licensed software and Wi-Fi connectivity
- Microsoft 365 package with 1 TB cloud storage

- Dedicated server facilities for IT requirements
- SIA-Techlink incubation center with 5 computers and internet access
- Spacious auditorium with an 86" smart interactive panel
- Well-designed staff rooms, committee rooms, 2,000-square-foot canteen, medicinal and flowering plant garden, and butterfly garden

**Accessibility and Safety**

- CCTV surveillance, lift facility, ramps, wheelchair access
- Washrooms ,water coolers for students and staff.
- Adequate fire extinguishers, first-aid boxes, and biometric systems

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

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

**Auditorium** The college boasts a spacious auditorium equipped with an 86-inch 4K smart interactive panel for cultural functions and festivals. It features a podium with an inbuilt sound system and a separate wireless microphone system, ideal for seminars and various activities.

**College Ground** The expansive college ground serves as a versatile venue for functions, festivals, and sports activities. It is

equipped for sports such as football, volleyball, kho-kho, kabaddi, tug of war, archery, softball, and fencing.

**Gymkhana** The gymkhana provides well-maintained equipment to support indoor games and activities, including chess, carrom, table tennis, and taekwondo.

**Common Rooms** Separate, exclusive common rooms for boys and girls offer spaces to meet, relax, and engage in discussions with friends during leisure time.

**Additional Amenities**

- Portable trolley speaker
- Three sets of small speakers
- Two collar microphones
- Yoga mats
- Podium with an integrated sound system

These facilities play a significant role in fostering holistic development and enhancing the overall personality of students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**

28

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

16.53

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

The college library utilizes SIA-Granthalaya, a web-integrated library management software customized on the IP address <http://103.190.14.234:8082/granthalaya>. This software electronically manages and stores information on books and journals, aiding both readers and library staff in tracking library resources effectively.

Key features include user login, Online Public Access Catalogue (OPAC), accessioning, circulation, and comprehensive report generation for administrative purposes. Users can request books, view borrowing history, manage book requests, cancel requests, send instant book requests using codes, and update account passwords. For library staff, the software allows the preparation of various reports to streamline library functions.

Additional capabilities include updating the student database through e-Sanchalan (college ERP software), uploading e-resources such as eBooks, eJournals, and question papers, generating and exporting reports in Excel format, and providing OPAC access directly on the SIA-Granthalaya homepage.

To align with the New Education Policy (NEP) and enhance compatibility with e-Sanchalan, the college plans to upgrade SIA-Granthalaya to E-Granthalaya, ensuring it meets evolving library needs.

The college has also renewed its subscription to the Knimbus e-Library, providing remote access and mobile app functionality for journals and Mumbai University syllabus eBooks.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	Nil

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources**

**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**6.88**

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

#### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

##### 4.2.4.1 - Number of teachers and students using library per day over last one year

217.46

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

#### 4.3 - IT Infrastructure

##### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

##### IT Upgrades and Acquisitions (2023-24)

The institution continually enhances its IT infrastructure to ensure smooth functioning. In 2023-24, projects initiated and upgrades included:

- **E-Ticketing System:** Initiative taken to streamline issue resolution for infrastructure, IT, and electricity, enabling efficient tracking and timely solutions.
- **SIA-Granthalaya Upgrade:** Transition to E-Granthalaya to align with the New Education Policy (NEP) and integrate with the college ERP (e-Sanchalan).
- **SIA Feedback System - Phase II:** Advanced feedback software introduced to digitize the process, analyze teaching effectiveness, and support data-driven decisions for continuous improvement.

- **Knimbus e-Library Renewal:** Renewed subscription with remote access and mobile app functionality for journals and syllabus-based eBooks.

**Acquisitions:**

- SOPHOS XGS 3100 Firewall
- Five 65" Senses intelligent panels
- Ahuja BTA-880 portable speaker, TVS wireless keyboard & mouse, D-Link 8-port switch
- Acer K202HQL LCD monitor, Logitech wireless presenter R400, USB mouse
- Hardware upgrades: 8GB DDR3/DDR4 RAM, Gigabyte H110 motherboard, CPU fan, HDD (1TB), UPS battery
- Renewed AMC for CCTV and Microsoft 365

These initiatives enhance operational efficiency, academic support, and institutional excellence.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**4.3.2 - Number of Computers**

160

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

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

89.70

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

The Infrastructure and Maintenance Committee oversees the upkeep and enhancement of college facilities, ensuring seamless operations and optimal utilization.

##### Laboratory Management

- Laboratory allocation is managed by the respective HODs, based

on the timetable, to ensure maximum usage.

- Maintenance of computing facilities, LAN networks, Wi-Fi, and CCTV systems is handled by the System Administrator.
- Regular updates and installations of antivirus software and firewalls ensure system security.

#### Library Operations

- The SIA-Granthalaya software manages the issue and return of books, complemented by physical issuance by library staff.
- The library features 10 internet-enabled computers and a dedicated research room.
- Records of student and faculty entries are maintained.
- Paid reprographic services are available, with proper records kept.

#### Sports Facilities

- The Sports Incharge oversees all sports activities, ensuring periodic inspection and maintenance of equipment.

#### Support Facilities

- Housekeeping staff maintain classrooms, corridors, and infrastructure, with repairs conducted as needed.
- Security guards ensure campus safety, restricting unauthorized access.
- Maintenance of lift facilities, gardens, and green spaces is performed regularly.

- Fire extinguishers are stationed on every floor for emergencies, and generators provide backup during power outages.

These measures ensure a safe, efficient, and student-friendly environment.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2021/10/Procedure-and-policies.pdf">https://thesiacollege.edu.in/wp-content/uploads/2021/10/Procedure-and-policies.pdf</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

##### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

9

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

#### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

##### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

17

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

**B. 3 of the above**

File Description	Documents
Link to Institutional website	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.1.3-CAPACITY-BUILDING merged-1-1.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.1.3-CAPACITY-BUILDING merged-1-1.pdf</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

952

**5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

952

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<b>No File Uploaded</b>
Details of student grievances including sexual harassment and ragging cases	<b>No File Uploaded</b>

## **5.2 - Student Progression**

### **5.2.1 - Number of placement of outgoing students during the year**

#### **5.2.1.1 - Number of outgoing students placed during the year**

**124**

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

## 5.2.2 - Number of students progressing to higher education during the year

### 5.2.2.1 - Number of outgoing student progression to higher education

77

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

## 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

4

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

## 5.3 - Student Participation and Activities

### 5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one)

during the year

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

29

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

**5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )**

Student Representation Numerous opportunities for students is offered in various bodies of the institution. The student council of the college elects the General Secretary and Assistant General Secretary. The General Secretary represent the student at various committees and forum like CDC, IQAC. Student representatives are appointed in various committees such as ICC, Student Council, NSS, CDC, IQAC, Marathi Vanghmai Mandal, DLLE, Magazine and Library club

Student Engagement: Students are provided opportunity to be a part of the committees and clubs as leaders and members. They are encouraged to plan and execute various activities. They organize several festivals like Pongal, Navratri, Ganpati etc and also intercollegiate fests like Sparklers and Dazzlers. In addition, they participate in various programmes that addresses social issues, community development, awareness drive etc. The various events that are conducted through the above mentioned committees involve students from ideation to implementation and conduct of the events. The students develop team skills, leadership qualities, communication skills, planning and resource mobilization through these activities. Department clubs are managed by the students, which enables them to organize various competitions at interdepartmental level. The clubs organizes competitions like Quiz competition, Research seminar, Poster making, essay writing, Case study competitions, etc

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.3.2-student-representation.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.3.2-student-representation.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

34

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	<a href="#">View File</a>

## 5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The S.I.A College has a registered Alumni association and being a 13 year old institution the alumni are in their early stages of their career. The Alumni association arranges annual activity to promotes networking. In addition, the alumni contribute monetarily through material contribution for NSS, Sparklers, relief activities etc. In addition, the alumni also connect the placement cell with the Key members of the HR cell of their employer and arrange for internships and placement for the students. The alumni also contribute academically by conducting training programmes, workshops and guest lectures for the current batches. They are associated with SIA techlink the incubation cell of the college and provide guidance for their juniors for software development

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.4.2a-alumni-activities.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/5.4.2a-alumni-activities.pdf</a>
Upload any additional information	<a href="#">View File</a>

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

**E. <1Lakhs**

File Description	Documents
Upload any additional information	<a href="#">View File</a>

## **GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1 - Institutional Vision and Leadership**

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

#### **Vision:**

"The SIA College of Higher Education strives for comprehensive education by equipping students with latest skills and tools to acquire competence, quality education to face the dynamically evolving society."

#### **Mission:**

"To develop rich pool of talented, employable professionals and with a strong foundation on ethical, moral values and social values to become responsible citizens."

The College strives to achieve academic and professional excellence through proper governance and decision-making. The IQAC meeting is conducted with the head of the departments and committees to discuss new policies, strategies and proposals to be adopted in the current academic year. Inputs and suggestions received are discussed with the Principal and the Management Committee for further action. After the approval, the Principal and IQAC team implements the same for the current academic year.

IQAC also plays a vital role in designing the perspective plan of the College that targets various benchmarks. After careful deliberations, these strategies are approved by the Principal and management committee and also incorporated in designing the perspective plan. Decisions regarding planning and implementation of all activities and programs in the college are undertaken by head of departments and committees in cooperation with all faculty members and other stakeholders of the college.

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/aboutus/#vision_mission">https://thesiacollege.edu.in/aboutus/#vision_mission</a>
Upload any additional information	<a href="#">View File</a>

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Decentralization is done through appointment of department heads and committee heads. The heads are responsible for guiding and leading their team to attain the desired outcomes. They design strategies collectively with the team members and involve the team in implementing the same.

Case study of decentralization :

All the Departments have established Activity Clubs (Caliber Club, Bankers & Movers Club, Buoyancy Club, Tech-know Club, Finanzen Club, Avivo Club) for conducting various events relating to curricular and co-curricular activities throughout the year to bring out the prospective potential of the students.

The convener of the Department steers the team through the process of planning the events and delegates the responsibilities to the faculty team members and student representatives who take active part in the implementation of the planned activities. The clubs organizes various student-centric activities such as departmental fests, competitions, visits, academic sessions, seminars, etc throughout the year. Student members are involved at all the stages of planning, budget preparation, co-ordination with guests and at other stages of event management. The faculty members and student heads' ensures smooth upward and downward communication and also take feedback and suggestions from the team before and after implementing any strategies for every event.

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/11/Club-Activities--Merged-New.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/11/Club-Activities--Merged-New.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Strategic Plan is discussed ,reviewed and approved by the Head of the institution.

Activity successfully implemented based on the perspective plan.:One of the goals in teaching and learning has been to encourage self employment among studentsEntrepreneurship Development Cell has entered into MOUs towards increasing skill based courses. These programmes havepositive impact on the students. In the year 2023-24, the perspective plan had an objective of Strengthen the entrepreneurship cell to help students become self-employable.In this regard the Entrepreneurship Development Cell has organized the following activities:

#### Activity

#### Beneficiaries

#### Outcome

Survey on entrepreneurial attitudes and motivations among learners.

163

insights gathered aboutinterest and inclination of the learners towards entrepreneurship,expectations from EDC, awareness level about various aspects of business.

#### Workshop on Entrepreneurship- Grass root

119

Comprehensive understanding of Mahila Bachat Gat ,a self help group, its benefits, functioning, rolein empowering women

**Workshop on Entrepreneurship- Entrepreneurs in the City**

106

Understand the challenges faced, strategies employed for success and experience of the Entrepreneurs.

**Industry expert session on Raising Finance for Business**

100

Created awareness about various Government schemes available for entrepreneurs ,its applicability, eligibility conditions, subsidy limits and the various technicalities of the schemes.

**Entrepreneurship Development: How to Build Business**

25

Experience sharing and learnings from entrepreneurial journey

30 Hour Certificate Program on Entrepreneurship, Garware Institute.

26

understanding of conceptual and practical aspects of Entrepreneurship

**The Hustlers Entrepreneurship Fest**

266

Students learnt networking, marketing, communication skills and customer engagement.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/10/PRSPPECTIVEPLAN-2023-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/10/PRSPPECTIVEPLAN-2023-24.pdf</a>
Upload any additional information	No File Uploaded

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

**Administrative set-up :**

There are various statutory and non - statutory bodies in the college and the Principal is member of all apex bodies and committees constituted in the college. The standing committee and the College development committee is apex bodies for management and deployment of work.

Academic activities are managed through the Head of department and their team. The non-academic activities are managed through the committee convenors.

The quality related activities are taken care by IQAC of the college.

Office Superintendent and the junior clerk takes the responsibility of administration, finance and examination and University-related activities.

The Principal directly controls various statutory bodies, committees, examination, librarian, vice Principal. The subsequent line of command constitutes of faculty members, administration staff , examination staff, laboratory etc.

**Admission :**

The admission committee constituted by the College ensures that admission policies and procedures are fair, transparent, ethical and timely, accessible to a diverse range of prospective students as per the directives of the affiliated University.

**Selection and recruitment process:**

The institution ensures openness and transparency in all the steps to appoint eligible candidates without any discrimination by adopting policies as prescribed by University of Mumbai.

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2021/12/Admission-Policy.pdf">https://thesiacollege.edu.in/wp-content/uploads/2021/12/Admission-Policy.pdf</a>
Link to Organogram of the institution webpage	<a href="https://thesiacollege.edu.in/wp-content/uploads/2022/12/organogram_21-22.pdf">https://thesiacollege.edu.in/wp-content/uploads/2022/12/organogram_21-22.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

## 6.3 - Faculty Empowerment Strategies

### 6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff

The institution believes in providing a friendly, supportive and secure atmosphere to the staff, a comfortable environment for working, along with encouragement for progressing personally and professionally. In this regard, many welfare measures have been provided for teaching as well as non-teaching staff in the academic year 2023-24

#### Teaching Staff:

- Financial support is provided to attend workshops, seminars and conferences
- Provided Training on Python Programming, AI, ML and ChatGPT for 15 faculty members by management
- PF and pension facility is provided

- Duty leave is granted for any academic purposes
- Browsing facility is available for teachers pursuing research

**Non-teaching staff:**

- Festival loans are provided
- Salaries are given in advance to non-teaching staff during festivals

**Other welfare measures include:**

- Canteen facility is available
- Internal complaints committee is formed to protect women from exploitation at workplace
- Staff academy arranges sessions on maintenance and improvement of physical, social and mental health for all

File Description	Documents
Paste link for additional information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2021/12/Welfare-Measures-Policy-1.pdf">https://thesiacollege.edu.in/wp-content/uploads/2021/12/Welfare-Measures-Policy-1.pdf</a>
Upload any additional information	<a href="#">View File</a>

**6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year****6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

25

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**6.3.3 - Number of professional development /administrative training programs organized by the**

**institution for teaching and non-teaching staff during the year****6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

4

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

**6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)****6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

27

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

**6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff**

Appraising and appreciating the contribution of teaching and non-teaching staff throughout the year is an important activity that the institution carries out. Performance appraisal not only highlights the efforts undertaken by the faculty, but also provides room for further growth and development in the future. Based

on the appraisal, suitable suggestions are given to the staff to empower them and motivate them to excel professionally.

In this regards, the college has a structured performance appraisal system in place for teaching and non-teaching staff.

The performance appraisal consists of the following methodology for:

#### Teaching Staff:

A staff is assessed on the basis of strategies and methodologies used to deliver the curriculum effectively and their feedback report from students. Further, the staff involvement and contribution in various committees as conveners as well as supporting members is also assessed. Research contribution is assessed on the basis of their publications, presentations and participation in seminars, conferences and workshops.

#### Non-Teaching Staff:

Their contribution is assessed through the participation and completion of administrative work assigned to them

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

#### Internal Audit:

- The Management of SIA trust takes care of appointing the Internal Auditor with necessary skills to carry out the work. Since Internal Audit is a continuous audit, the audit happens throughout the year and not restricted to any fixed time frame.

- The Managing Committee recognised the need for a professional to occupy the position and hence appointed one professional Chartered Accountant firm from the year 2020-21 to do the internal audit work.

#### External Audit:

- The external auditor or the statutory auditor is appointed by in the Annual General Meeting of SIA as per the provisions of Bombay Trust Act 1952 since SIA is a registered Charitable Trust.

- After finalization of accounts for the financial year , the statutory auditor carries out the audit of accounts by sending the representatives to audit including vouching, reconciliation of bank accounts etc The findings are reported to the members of SIA Trust which covers transactions, books of accounts , balance sheet and income expenditure account.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

nil

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	<a href="#">View File</a>

#### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institution is a fully unaided and therefore the resources are mobilized internally. Budget is prepared taking into account requirements of operations, infrastructure and maintenance needs, research , administration etc .The CDC of the college along with the College Governing body approves the budget and takes decision about the allocation of funds for various activities. The same is audited at the end of the financial year.

The following are the mechanism through which funds are mobilized.

- The academic and development fees are collected from the students are the major source of fund for the institution
- Additional fund requirements are fulfilled through the fund support from the college management
- Interest on fixed deposits
- Funds received from university of Mumbai for carrying out extension activities under NSS
- Sponsorships received for various activities
- Collaborations with other institutions for organizing short-term/ certificate/ad-on value courses

Thus, fund generated are utilized for development and maintenance for infrastructure, conducting activities, payment of salary and handling other miscellaneous expenses.

All transactions are accounted in the books of accounts, which are presented for internal as well as for the external audits.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC of the college has established several quality measures and strategies for improvement, up-gradation and quality enhancement measures to achieve curricular, co-curricular, extra-curricular excellence.

Two such practices are enlisted here:

### 1. Collaborations:

Collaborations are important for any college to strengthen its forward linkages and attract potential students who are in the quest for a successful career and personality development post higher education. In this regard the college has entered into collaborations with multiple institutions for the smooth progress of our students. The institution has collaborated with :

- Garware Institute for Career Development for various vocational courses
- Tech Mahindra diploma & placements
- TNS Foundation for Placements

### 1. Strengthening publications in journals, conferences and edited volumes

The outcome of the above efforts are

Activity

outcome

Organized One day Inter Disciplinary National Conference in hybrid mode on Environment, Development and Sustainability - An inclusion approach for Resilient Future

51 Papers

Publication in conference proceeding and edited Volumes for 2023-24

16 papers

UGC Care Publications for 2023-24

**4 Papers**

One day Research workshop for students on conducting responsible research and writing a project

184 students

Research Skill Workshop for Students (Research Methodology)

80 students

One Day Hands-on Skill-based Workshop on Developing Responsible Research Proposals and Writing for Scopus and Web of Science Journals for Faculty members

34 faculty members

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC of the College takes proactive steps to ensure that quality initiatives are internalized into the general system of functioning of the institution, and any updates or improvements are periodically adopted.

#### Improving the Teaching & Learning process

- Organised Training session on Sense Eye Panel for preparing lecture content was organized for faculty members.
- Conducted Workshop on connectivity & connectedness -tools for concept clarity and experiential learning
- Faculty members attended various workshops relating to teaching learning process at various colleges .
- Conducted FDP on Python, AI,ML, Chat GPT & Agile Labs

**Student Research**

- One day Research workshop for students on conducting responsible research and writing a project
- Research Skill Workshop for Students (Research Methodology)

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/Annual-report-2023-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/Annual-report-2023-24.pdf</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

**INSTITUTIONAL VALUES AND BEST PRACTICES****7.1 - Institutional Values and Social Responsibilities**

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

**Measures initiated by the institution are broadly classified into following heads**

- 1. Employment: The institution provides equal opportunities to**

male and female at the teaching as well as non-teaching level. More than 70% of the staff working in the institution are female employees.

2. Admission: The process of enrolling students into the college is also unbiased and transparent, which is reflected from the fact that there are equal number of male and female students in the college, and ratio is around 50%. Students are also given equal exposure to lead various committees and clubs of the college.
3. Committees and Cell: The Women’s Development Cell organizes Many programs towards gender sensitization in the college namely, Gender training and fair, Mental health workshop, Confidence Building Exercises and workshops to understand the various aspects of Gender. Measures help students to imbibe a sense of equity in their respective gender roles. In addition, NSS, Student Council and DLLE also organize activities and seminars where equal participation of male and female students is promoted and encouraged.

Complaint Redressal Cell: Students are given an orientation about Complaint Redressal Mechanisms available in the College like Anti-Ragging Cell, Internal Complaint Committee and Student Grievance Redressal Cell.

File Description	Documents
Annual gender sensitization action plan	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.1-a-Annual-Gender-Sensatization-Action-Plan.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.1-a-Annual-Gender-Sensatization-Action-Plan.pdf</a>
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.1-b-Photos-of-Facilities-Provided-To-Women.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.1-b-Photos-of-Facilities-Provided-To-Women.pdf</a>

<b>7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment</b>	<b>D. Any 1 of the above</b>
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File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

#### 1. Solid Waste Management:

Dustbins are placed on each floor for disposal of all kinds of solid waste.

Waste is disposed off to garbage carriers of the Municipal corporation every day.

Decomposing plant is constructed in the college campus for disposal of decomposable waste.

Paper waste is given to shredding companies for recycling and reuse purposes.

#### 1. Liquid Waste Management:

Liquid waste generated in the campus is discharged properly.

Washrooms are cleaned daily by cleaning staff.

#### 1. e-Waste Management:

Toners and cartridges used in the process of printing in college are refilled so that waste can be minimized.

e-waste collection drive was conducted and e-waste that was collected from inside and outside the campus were given to registered e-waste management companies for research/ recycling.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

<b>7.1.5 - Green campus initiatives include</b>	
<b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b>  <ol style="list-style-type: none"> <li><b>1. Restricted entry of automobiles</b></li> <li><b>2. Use of bicycles/ Battery-powered vehicles</b></li> <li><b>3. Pedestrian-friendly pathways</b></li> <li><b>4. Ban on use of plastic</b></li> <li><b>5. Landscaping</b></li> </ol>	<b>A. Any 4 or All of the above</b>

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<b>No File Uploaded</b>

<b>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</b>	
<b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the</b>	<b>A. Any 4 or all of the above</b>

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	<a href="#">View File</a>

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

**The college maintains tolerance and harmony towards gender,**

cultural, linguistic and socio-economic diversities. Participation of persons from diverse backgrounds in the academic, administrative and other activities shows that there is inclusive environment in the institution.

Our college also tries to preserve diversity in the society through the following:

**Linguistic Diversity:** The college celebrates Marathi Bhasha Gaurav Diwas, celebration of Hindi Diwas to encourage students to understand the beauty of different languages.

**Cultural diversity:** The college organizes and celebrates festivals such as Shivjayanti, Aashadhi Ekadashi, Navaratri Pooja, Guru Purnima, Ganesh Chaturthi, Pongal etc. to create an inclusive environment for all and also appreciate the cultural diversity.

Every year Traditional Day is also celebrated with great enthusiasm.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

The College organizes various activities in order to promote and propagate Constitutional Awareness and value systems among the students. We believe in achieving Academic Excellence with Value Education. Different Departments/ Committees of the College conduct varied activities which can help in shaping the students to become responsible citizens of the Nation.

#### CONSTITUTIONAL AWARENESS:

Foundation Course is taught as a Subject in all First Year Classes to help students understand the inception of Indian Constitution and its significance in the contemporary society.

In addition, Constitutional Day was celebrated to make the students realize the importance of Constitution and its ideals.

The Women Development Cell had conducted several Workshops/Guest Lectures in order to educate the students on Laws pertaining to Women Empowerment and Safety.

Screening of videos on the history of Constitution of India to inculcate constitutional values among the youth

Session on Human rights was conducted to build awareness among youth about their rights and duties.

In order to create consciousness of constitutional rights and duties among students, visit to Maharashtra Legislative Assembly was organized. Students Visited both the houses 'Vidhan Sabha' and 'Vidhan Parishad'..

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.9-Constitutional-Obligation.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/11/7.1.9-Constitutional-Obligation.pdf</a>
Any other relevant information	Nil

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff** 4. Annual awareness programmes on Code of Conduct are organized

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The S.I.A. College believes in providing all-round development to the students; hence the Institution takes pride in celebrating events of National and International importance to create an awareness among the students.

1. International Yoga Day was celebrated by NSS and students were made aware of importance of Yoga.

The College takes pride in remembering the Martyrs of our

1. Nation like Mahatma Gandhi, Jawaharlal Nehru, BR Ambedkar, APJ Abdul Kalam, Savitribai Phule and many others by celebrating their Birthdays and promoting their thought and Way of Life among the students through short films and Documentaries. Students paid homage to the warriors of Indian Army on Kargil Vijay Diwas.
2. Independence Day & Republic Day are celebrated to instill the qualities of Patriotism, Sovereignty, Responsibility and a sense of belongingness towards the Motherland.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

#### 7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

### 1. Library Club

The Riddlers Library club is formed to inculcate reading habits among students. In this regard, the students of the club organize several activities such as Intercollegiate Quiz Competition, Intercollegiate book review competition, Navratri pooja and National Library Day. Students from different programs are the members of the club and they take the initiative right from ideation to execution of all the above activities

1. Eco Club - Green campus and clean campus is the motto of the club. In its endeavor to sensitize the students and staff on green, sustainable environment, water conservation and clean campus the club undertakes several activities and measures. To name a few, Organic Farming, Eco-friendly Ganapati Idol Making, e waste collection drive, green disposal of e-waste is undertaken. Solid waste management and recycling of the same to compost was initiated.

File Description	Documents
Best practices in the Institutional website	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/Best-Practice-2023-24.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/Best-Practice-2023-24.pdf</a>
Any other relevant information	<a href="https://thesiacollege.edu.in/wp-content/uploads/2024/12/BEST-PRACTICE-COMPRESSED-AND-MERGED.pdf">https://thesiacollege.edu.in/wp-content/uploads/2024/12/BEST-PRACTICE-COMPRESSED-AND-MERGED.pdf</a>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The SIATechlink : Incubation Center for Software Development is a vibrant ecosystem fostering innovation, entrepreneurship, and skill development among students, faculty, and alumni. Located within the college premises, this center provides a state-of-the-art infrastructure, mentorship, funding, and networking opportunities to transform ideas into scalable software solutions. The incubator supports projects across various domains, including Web technologies for Artificial Intelligence, Data Analytics, Internet of Things (IoT), and Mobile Application Development.

**Objectives:**

1. Encourage student entrepreneurship and innovation
2. Develop industry-ready software professionals
3. Foster collaboration between academia and industry
4. Promote research and development in software technologies

By establishing this incubation center, The college aims to create a thriving software development ecosystem, nurturing innovative ideas and talent, and contributing to the growth of the IT industry.

In the academic year 2023-24, the SIA-TechLink initiated three software developments E-Granthalaya, E-Ticketing and SIA-Feedback system.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.3.2 - Plan of action for the next academic year****Academic**

- Implementation of NEP as per the norms of University of Mumbai
- Increase the enrollment of the students for short term/certificate courses

**Mental Well-being and Support**

- To organize Mental well being workshops and activities for faculty members and students

**Research -**

- a) Increase the number of faculty members enrolling for PhD programs
- B) To register for Research guideship
- C) Organise National level conference under extension

activities.

#### Infrastructure

- To enhance the infrastructure facility in the campus ( smart boards, computers, etc.)

#### Placement and skill development

- To increase employability training programs like campus to corporate, domain based skill development courses to be organised
- To increase the number of placements new collaborations will be identified for training and placement drive

#### Sports

- To encourage students to participate in diverse sports activities at University, District and National level

#### Entrepreneurship

- To inculcate the skills needed for self -employment by organizing various training sessions

#### Welfare facilities

Fee concession for the children of S.I.A employees in the school,  
Higher education