



The South Indian Association's  
**The S.I.A. College of Higher Education**  
Affiliated to University of Mumbai  
Accredited B+ by NAAC  
P-88, MIDC Residential Area Dombivli Gymkhana Road,  
Near Balaji Mandir, Dombivli (East), 421203.

## **Perspective Plan 2016-17 to 2020-21**



The South Indian Association's  
**The SIA College of Higher Education**

(Affiliated to University of Mumbai)





## 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 and social values to become responsible citizens.”



## Quality Policy statement

To pursue standards of excellence in all our endeavours namely teaching, research, consultancy, value based education and life and continuing education to remain accountable in our core and support functions, through process of self-evaluation and continuous improvement thereby creating socially conscious and responsible citizens



## Objectives of the Institution

- To sustain quality education through training and development with industry interface in diversified fields.
- To develop scientific temper by encouraging and exploring various avenues for research.
- To train students for industrial expectation by encouraging them for internship.
- To create avenues for employment with the support of placement.
- To develop the spirit of competition, responsibility, social awareness, team work through NSS, Sports and Student Council.
- To impart the values to become socially responsible citizens.



## Teaching and learning

- ✓ Creating a conducive learning environment by providing suitable infrastructural facilities
- ✓ Monitoring quality learning by using tools like teaching plan, feedback from stake holders, faculty appraisal programs
- ✓ Encouraging research culture among faculty members and students by organising research seminars, workshops and real time projects
- ✓ Enhancing employability of the students and bridging gap between industry and academics through industry centric short term courses





## Value based education and life

- ✓ Student centric activities to promote empathy, life skills and competency to face real life environment
- ✓ Promote co-curricular activities through student council and extension cells like NSS,WDC, DLLE which encourages the talents of the students to make positive contribution to the society
- ✓ Creating environmental sensitivity through eco club.
- ✓ Creating value based culture to inculcate ethical behaviour and social responsibility across the institution



## Research and Consultancy

- ✓ Establishing network with industry by organising lectures and activities
- ✓ Encouraging students and faculty members to undertake internships
- ✓ Collaboration by signing MOU with industry partners for providing business solutions
- ✓ Enriching teaching learning process by involving faculty members and students in real time projects
- ✓ Encouraging faculty members to participate and present papers at various conferences held outside
- ✓ Organising FDP to support research activities
- ✓ Motivating faculty members to undertake short term programs related to research.
- ✓ Supporting faculty members to undertake and complete PhD programs.





## Institution

- ✓ Aligning support facilities like library, laboratories, gymkhana ,administrative office to facilitate smooth operation
- ✓ Providing necessary infrastructure facilities such as ICT enabled classrooms, playground, sanitation and medical assistance to ensure conducive learning environment
- ✓ Building systems and enhancing it to support operational efficiency
- ✓ Developing reporting systems which will facilitate better monitoring and management




## Perspective plan for five year (2016-2021)

The perspective plan of the institution is devised keeping in mind the quality policy of the college which includes academic excellence, research and development, value based education, and value based life and socially conscious and responsible citizenship.



## Academic Excellence: (Teaching and learning)

Enhance practical learning and creative and innovative method of teaching : The institution will provide a conducive environment which will offer opportunities to the faculty members for exploring newer and innovative avenues for enhancing the learning experience and class room engagement. The institution will arrange various workshops and programs to facilitate quality teaching and learning.



Lectures through video Conferencing: The role of ICT in a learning environment not only shapes the learners behavior but at the same time enriches the learning process. In this regard, the institution has been using ICT extensively to enhance the learning experience. All the classrooms are connected through LAN with EZ casting software implemented in each projector and efforts are being taken to explore the possibilities for implementing lectures through video conferencing mode.

Introduction of Post Graduate Courses – The College in the span of 5 years has introduced 4 undergraduate programs to cater to the needs of the student community in and around Dombivli. During these five years the college has taken several measures to establish and stabilize these programs. In its endeavor towards providing quality education the college plans to extend all the undergraduate courses to Post graduate courses


Increasing the number of distinction and strive for University toppers at under graduate course - The college Strives to increase the distinction and University toppers at under graduate courses by introducing mentorship programs, special guidance for identified students to maintain consistency in their performance from FY to TY through the programme, group learning mechanism through special library sessions, solving question papers of the previous years, evaluating and monitoring the progress of the identified students.

Involving industrial experts in curriculum development for short term courses – To enhance employability the college has identified a number of short term courses which will fulfill the industry expectations. The college in the near future plans to collaborate with the industry partners to start various short term certificate courses which will be industry oriented and recognized by the industry and thereby improving the scope of employment



## Human Resource development

Capacity building programs – The journey towards excellence cannot be attained without the support of the human resources i.e. Faculty members. In this regard, the college organizes several workshops and training programs for the faculty members. In addition, the faculty members are deputed to various seminars and workshops to acquire newer inputs to facilitate better teaching. The college is planning to organize Faculty Development programs on the basis of need evaluation, organize seminars and symposiums on emerging areas to empower the faculty and students on the current industry trends. The college would also organize regular workshops to sharpen the teaching skills and identify new techniques in teaching to facilitate a better learning environment.



Encouraging internship for the faculty members- To facilitate holistic learning, the institution believes that the faculty members play a pivotal role. The institution encourages the faculty members to undertake summer internship with the industry. The teachers will be sent for internship as per their area of interest and specialisation into various institutions.

Encouraging the faculty members to register for the PhD program – The faculty members will be deputed to various research workshops and the research committee will offer support to the faculty members in identifying suitable areas of research. The goal of the institution is to create a conducive environment which encourages the faculty members to strive and qualify PhD.

Post graduate teaching Recognition - Fully qualified staff members with approval from the University will be encouraged to undertake teaching at post graduate level





## Infrastructural development

The Institution will develop additional class rooms and adequate facilities to cater the needs of the additional courses which will be started in the next five years

The institution proposes to set up an incubation center which will serve as a think-tank forum to develop mutual learning and exploring and identifying areas for developing new projects that would cater to the needs of the industry

Digitalization – The Institution plans to digitize all the documentation process to support its idea of eco-friendly environment. The Institution will strive towards using latest software technology which will enable the process of digitization.

The provisions will be made to migrate the data from the current RDBMS in the data warehouse thus storing the historical data on a regular basis




## Research culture:

Organizing seminars and workshops to cultivate research culture and enhance the classroom teaching. The institution also plans to come up with a Research Journal that would take up several emerging areas and encourage research publications from the in-house faculty members as well as outside institutions.

Industrial collaboration for industry oriented projects- The Institution will do the GAP analysis of the industry and would develop softwares to cater to the demands of the industry.

A certificate programme on software program to enhance the skill so as to enable the students to become a part of the SIA TechLink projects



The SIATechLink will engage students in the software development program and will create employment avenues for the students within the institution as well as outside with partnership institutions.

The Incubation Centre will identify suitable technologies and thereby provide effective business solutions.

Establishing Research Centre

Faculty members will be applying to university for minor projects.




## Social Sensitization among students

In order to inculcate the ethical and moral values the college would organize various events that would foster team spirit and uphold the personal and social values

The sports activities of the college will not only help in enhancing the coordination between students and also the faculty members but also train them to develop team spirit, patriotism and selflessness.

The cultural activities of the college will promote festive spirit among the students and also impart strong value system which becomes the core of their personality. These activities will be conducted to identify, nurture and promote talent and enable them to bring the best personality traits of the students.



The staff academy will organize Yoga and meditation sessions to help the faculty members, staff and students to develop a good work-life balance.

The institution will organize leadership workshops, communication and interpersonal skill development programmes and also would conduct programmes and activities that will foster team spirit.

The Extension cell of the college will undertake research in adopted areas to understand the social issues and challenges and will encourage students to develop and offer viable solutions to them.



## Community Oriented Projects:

The DLLE cell of the college will take up projects on the various diversified areas for betterment of the society.

To sensitize the students and faculty members, the extension unit will take the projects and train them to work in an unstructured environment so as to develop empathy and learn the value of hardship.





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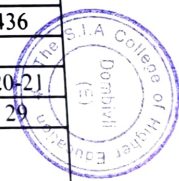
## **Deployment of Perspective Plan 2016-17 to 2020-21**



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**Deployment of Perspective Plan**

Category	Objective	Deployment	Outcome					
			2016-17	2017-18	2018-19	2019-20	2020-21	
Academic Excellence	To enhance practical learning and creative innovative method	Organized workshops and programs for training Staff	1	4	4	9	4	
	To conduct lectures through video conferencing	Enabled use of ICT tools during lectures	18 classrooms have projectors. 2 smart classrooms					
	To introduce PG courses	Applied for 1 PG course- MSc IT	Msc IT programme started in 2018					
	To improve results of Third year	Provided Guidance, conducted revision lectures and remedial lectures, subject expert lectures	2016-17	2017-18	2018-19	2019-20	2020-21	
			(%)	(%)	(%)	(%)	(%)	
			B.Com( B&I)	80.85	80.33	98.39	95.92	97.33
			BMS	64.86	79.66	87.27	96.15	97.09
			B.Sc(IT)	58.54	76.47	87.93	96.92	97.33
			B.Com	62.35	80.43	69.72	92.00	85.92
			BAMMC	-	-	-	-	100.00
M.Sc(IT)	-	-	-	87.50	94.44			
To conduct various value-added and ad-on courses	Number of courses conducted	2016-17	2017-18	2018-19	2019-20	2020-21		
		3	1	5	5	2		
To conduct various value-added and ad-on courses	Number of students benefitted	2016-17	2017-18	2018-19	2019-20	2020-21		
		101	28	828	1502	436		
Human Resource Development	To organize capacity bulding programs	Deputed faculty for seminars, workshops,FDP, orientation and	2016-17	2017-18	2018-19	2019-20	2020-21	
	To encourage faculty to register for PHD	Number of faculty registered	16	21	27	30	29	
	To obtain PG recognition for faculty	Applied to university for PG recognition	3 teachers registered					
			5 teachers are PG approved					



Infrastructural Development	To increase the number of classrooms	4 classrooms have been added	20 classrooms				
	To digitize processes and functions of the institution	Digitization has been initiated	75% completed				
Research Culture	To organize workshops and seminars to cultivate research culture	Research culture has been cultivated by organizing various research workshops	5 research workshops				
	To enhance projects through SIA techlink - incubation centre	Software projects have been initiated	13 software projects				
Social sensitization among students	To encourage students to participate and win at various sports related competitions	Encouraged students and provided facilities for participating in various sports competitions	19 Medals won at national and international sports competition				
	To encourage students to participate in cultural activities organized at University level	Encouraged students to participate in youth festival conducted by the University	12 Medals won at University level Cultural competition				
	To create awareness and sensitize students towards community service	Many activities have been organized by NSS, DLLE, and WDC	2016-17	2017-18	2018-19	2019-20	2020-21
		No of students benefitted	34	50	85	98	56
	To reach and connect with the community	Conducted activities for outreach to the community	2143	2511	4279	7536	4077
		49 activities along with Swachha Bharat Activities					



  
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 The S.I.A. College of Higher Education  
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