



YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	The S.I.A. College of Higher Education
• Name of the Head of the institution	Dr Padmaja Aravind
• 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
2.Institutional status	
• 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	Booma Halpeth				
• Phone No.	9967030340				
• Alternate phone No.	02512449891				
• Mobile	9967030340				
• IQAC e-mail address	iqac@thesiacollege.com				
• Alternate Email address	siaiqac2021@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://thesiacollege.edu.in/wp-content/uploads/2023/08/AQAR2021-22.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://thesiacollege.edu.in/wp-content/uploads/2024/01/Academic-Calendar-of-2022-23.pdf				
5.Accreditation Details					
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
6.Date of Establishment of IQAC			27/04/2015		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	NIL	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		

<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File
9.No. of IQAC meetings held during the year	2
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	No
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	View File
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
<ul style="list-style-type: none"> • If yes, mention the amount 	
11.Significant contributions made by IQAC during the current year (maximum five bullets)	
Conducted One day workshop on Revised NAAC Guidelines	
Conducted one day workshop on new teaching pedagogy for Millennials	
Completed communications skills and personality workshop with Brahma Kumari for students	
Conducted 2 days workshop empowering minds in collaboration with counselling hub	
IQAC had recommended the following and the same was implemented: Campus to corporate workshop for SY and TY students, Teachers plan via e-Sanchalan, Research workshop for TY students	
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
Communication skills	Campus to corporate training in collaboration with Garware institute was conducted across all the programs. A total of students from FY, SY and TY classes completed the training workshop
Experiential Learning	In order to give practical experience, a visit to Mumbai High court for FY students of BCOM and BMS, Visit to Prashant Corner for SY students of BBI and BMS, visit to RBI for BBI students, visit to JNPT port for TYBMS students was organized
Career fair	In order to provide insights for various career opportunities that are available after graduation a career fair was organized where higher educational institutions like Sports Management, Aviation Management, ICSI, Bedekar Institute, D.Y Patil School of Management ,ACME centre for foreign languages, Career Skills, Garware Institute, Reliable academy for IBPS, SSC training, Dhruv Academy for UPSC, MPSC training participated.
COLLABORATIONS	MOU's were signed with Garware Institute for Student development activities, Entrepreneurship development course, Tech Mahindra for training and Placement
SIA Techlink	attendance module with Teaching plan module was successfully implemented. Faculty members need to enter the syllabus and

	teaching methodologies in the beginning and day wise attendance is entered and at the end of the term teaching plan with attainment report is generated through the software. Examination module update for assessment marks entry
Short Term Courses - Collaoration with External Organisations	Certificate courses in HR Analytics, Capital Markets, with MSME, Diploma in Advanced Accounting with Tech Mahindra, BFSI-BDE course with TNS, Certificate course in Commodities and Derivatives Market with NCDEX, Certificate course in Entrepreneurship and New Venture Creation in collaboration with Garware Institute
Short Term Courses - By In House Faculty members	Certificate course in Communication Skills, Basic Computer Skills,
Job Fair	In order to provide employment Opportunities job fair was organised and several companies like Edubridge, Sutherland, etc had participated
Industry Academia Interface program	Industry expert lectures were organised
Mental well Being	Sessions on Mental well being was organised in association with counselling cell
Sports	Students participated in University, district, state and national level competitions
Gender Sensitisation	Sessions and workshops were organised by Women Development Cell
13. Whether the AQAR was placed before	Yes

statutory body?	
<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
Standing Committee	27/01/2024
14. Whether institutional data submitted to AISHE	
Year	Date of Submission
2022-23	15/02/2024
15. Multidisciplinary / interdisciplinary	
<p>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</p>	
16. Academic bank of credits (ABC):	
<p>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</p>	

of Mumbai and the University is yet to implement the ABC so have not yet registered under the ABC and hence 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 member 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, Basic computer skills were offered. The institution has associated with Garware Institute for Career Development and ExcelR in order to provide training and certification for students in vocational skills. These courses are conducted by the Master trainers from the industry. The Vocational courses are offered was offered via online mode to the learners The Institution gives preference to skill development of all the students for employabilty. In this regard, efforts have been taken to inculcate Vocational skills through short term courses by collaborating with various organisations.Soft skill training was given to students through the institution and by collaborating with outside agencies like Barclays Bank.

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

The intstitution 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, Bodhi tree and various other tools for the teaching purpose. Faculty: Faculty members are deputed to attend workshops and training organized by other institutions for blended mode of teaching and learning. Students: 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	355
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	1882
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	0
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File
2.3	317
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	35
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	27
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	27
Total number of Classrooms and Seminar halls	
4.2	146.22
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	171
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

Response:

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.

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.

Departmental meetings:

Periodical meetings are conducted by the department about 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:

Creation of timetable provides a proper schedule of lectures of different courses, along with specification of the individual workload of each faculty.

Learning Resources:

Lectures, notes and reading material and Question Banks are provided to the students to supplement effective learning. In addition, library books are also available for additional reference.

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	View File
Link for Additional information	Nil

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

Response:

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.

Performance of the students in these examinations are analysed and communicated to the parents and students during parent-teacher meetings. This helps parents and students understand the extent of learning and devise measures to improve scores in final examinations.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in A. All of the above 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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

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	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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)

11

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

522

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

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 graving 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	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

55

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

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

2839

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2023/08/ATR_CURR_FEEDBACK_mergd_FINAL_22-23.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://thesiacollege.edu.in/wp-content/uploads/2023/08/ATR_CURR_FEEDBACK_mergd_FINAL_22-23.pdf

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

806

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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**

209

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

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

To evaluate the students' learning capacity at entry level, the institution administers a common learner's evaluation test. Continuous internal evaluation is carried out through tests, assignments, projects, presentations etc. to enable the teachers to assess students' academic progress.

Varied strategies are incorporated for Slow and Advanced learners in the teaching learning methodology.

Programs for advanced learners: Advanced learners are encouraged to enroll for short term courses, NPTEL and participate in co-curricular activities and club organized competitions like quiz, power point competitions, book review, debate/group discussion etc. Expert sessions and guest lectures on diverse topics such as opportunities in stock market, Government services, insurance sector etc. are organised to provide additional knowledge. Furthermore, subject expert lectures are arranged to assist students in achieving academic success.

Programs for slow learners: Lectures and problem-solving sessions by subject experts to improve academic performance are arranged for slow learners. Additionally, question banks and previous years' question papers are provided. Remedial lectures are held for students who cannot pass the regular exam. Exam guidance sessions and revision lectures are also conducted. Counselling support is provided wherever required. Attendance is monitored regularly to increase the level of student participation.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

Number of Students	Number of Teachers
1882	34

File Description	Documents
Any additional information	View File

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 enhanced through the adoption of varied methodologies namely:

Experiential Learning - The departments and clubs conduct various activities relating to curriculum to give hands on experience of topics covered in syllabus. These include - graphic designing, visit to high court, session on human rights, stock market technical analysis, investor awareness programme, projects, photo walk, eco-friendly workshops etc.

Participative Learning - Club activities, Seminars, Group Projects, Industrial visits, Group Discussions, Movie screenings, Presentations and Peer learning methods are adopted to enhance learning experience and to inculcate technical skills, managerial skills, leadership quality, team spirit and constructive collaboration among students. Student centric approach towards

learning is adopted where the learners take an active part in the teaching learning process.

Problem Solving - Additional assignments are given for students of Accountancy and Mathematics to improve their logical thinking. Case studies are used to enhance critical and analytical skills through discussions and deliberations. In addition to this, quiz competition, video screening, problem solving assignments and group activities are conducted for the students.

File Description	Documents
Upload any additional information	View File
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 processes.
- The institution has adopted certain measures to facilitate ICT enabled teaching-learning process.
- All classrooms have access to projectors, laptop connections and WIFI.
- Two classrooms have Smart-class facilities and seven classrooms have been fitted with 65-inch Interactive Panel.
- The library is well-equipped with 10 desktops, each having LAN connection, for students to access reading material and conduct research activity.
- The college has also made provision for laptops for the faculty members.
- Faculties of the college used various online platforms like Zoom and Google Classrooms in different capacity for engaging lectures and sharing reading material with students.
- The College has initiated and invested in Microsoft campus

agreement since 2018-19 which enabled faculty to conduct lectures effectively on Microsoft Teams.

- Faculties also try to improve student participation and engagement by adopting different tools like videos, e-books, etc.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

35

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

1

File Description	Documents
Any additional information	View File
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)	View File

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

183

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

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.

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 further subdivided into 20 marks for test and 5 marks for attendance and overall performance in class. At the PG level, assessment is 60 marks for external examination and 40 marks for internal evaluation.

50 marks assigned for practical examination at both UG and PG level for science stream.

The examination process is efficiently managed through Periodic assignments, presentations and class tests. Projects are allotted for subjects like Foundation Course. Tutorials are conducted for Business Communication and Mathematics. These activities are directed at improving the academic performance of students thereby facilitating them to get good scores in examinations.

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

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/Continuous-Internal-Evaluation.pdf

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 2022-23 Exam related grievances have been received and the same were resolved.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/Exam Grievience.pdf

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 institution has adopted Outcome Based Education (OBE), and pursues it rigorously to improve teaching-learning processes.

The Program Outcomes (PO) and Course Outcomes (CO) are specific to each program and course. Every student pursuing a particular course and program should be aware of these outcomes so that they can take informed decisions about their future.

Being informed about POs and COs also helps students prepare for the course better. Lecture delivery is planned keeping PO and CO in mind, which makes it easier to link and evaluate whether a particular outcome has been achieved by a particular course.

In this regard, the institution has taken proactive steps to ensure that faculty and students are informed about the POs and COs: POs and COs are displayed on the website of the College POs are also mentioned in the prospectus, which is distributed to the students at the time of taking admission in the College. A copy of the POs and COs is kept in the library for reference A copy of COs is kept in the department for reference

The POs are discussed briefly with the students during orientation. Teachers are informed to frame COs for their respective subjects in the staff and departmental meetings. Each course faculty is encouraged to display COs to his/her PPT presentation and reiterate the same during lecture

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The College has developed a system to measure the attainment of PO, PSO and CO, which includes:

Student Progression

After completing UG in our college, students have enrolled for higher education for PG courses for various programs which reflects attainment of Program Outcome.

Placement

The College boasts of an active placement cell that works towards the progression of the students. The placement cell ensures that students get opportunities to explore jobs and higher studies in the market. Academically inclined students are sent for interviews, and many also got selected in campus placement.

Result Analysis

The pass percentage of TY results provides data for attainment of Program Outcome. Further, the pass percentage is also calculated separately for each course in the final year, which reflects the attainment of Course outcome. For courses which are common across the three years of UG, a comparison of pass percentage helps to check whether course outcomes have improved or declined. For standalone courses, the attainment is reflected as a separate data

File Description	Documents
Upload any additional information	View File
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

317

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://thesiacollege.edu.in/wp-content/uploads/2024/03/Annual-report-22-23-3-5-website-final-1-1.pdf

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/2023/08/GeneralSSS_FINAL_merged.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)

1

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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**

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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**

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
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.

File Description	Documents
Upload any additional information	View File
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**

6

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

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)	View File
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	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

12

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

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.

1. Activities related to environmental conservation:

1. Cleanliness drive
2. Nirmalya collection
3. Cotton bag distribution

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

1. Activities associated with health and wellness:

1. Vaccination drives
2. Blood donation Camp
3. 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.

1. Sensitizing towards Social Concerns:

1. Raksha Bandhan Celebration with Transgender
2. Celebration of women day - Self Introspection

1. Donations to Community

1. Food grain Maitri old age Home
2. Food grain at Janani Ashish - Home for Orphans

File Description	Documents
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/3.4.1_Evidences-of-Extension-in-community-22.pdf
Upload any additional information	No File Uploaded

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

9

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

72

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

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**

3513

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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**

3

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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**

3

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

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 in the college are:

Classrooms:

- 26 classrooms : 20 have mounted projectors, 2 have smart classroom, 1 portable projector ,6 classrooms with 65" interactive panel

Library:

- Spacious library spread over 2000 square feet
- 10 computers and seating capacity of 120 students
- reprography, printer and scanner
- faculty research room to provide study space for researchers.
- Subscription to digital library platform 'Knimbus' for remote access

Laboratories :

- Four computer laboratories with a total capacity of 144 computer systems,
- Configuration : 46 systems have Intel Core i7 and 16GB RAM, 48 systems have Intel Core i5 and 16 GB RAM ,24 systems have Intel Core

i5 with 8 GB RAM ,remaining 26 with 4 GB RAM.

- One well equipped Electronic Laboratory.

Others:

- licensed softwares, wifi facility,
- Microsoft 365 package with 1 TB Virtual Storage.
- Dedicated server facilities to manage IT requirements.
- SIA-Techlink, incubation center, has 5 computers with internet facility.
- Spacious auditorium with 86" smart interactive panel display, well designed separate staff rooms , committee Rooms, 2000 square feet canteen, garden for medicinal, flowering plants and butterfly garden.

CCTV surveillance, lift facility, ramp slopes, wheelchair facility, washroom , sanitary vending machine, water dispenser, adequate Fire extinguisher ,First-aid box and biometric system

File Description	Documents
Upload any additional information	View File
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:

- A spacious auditorium with 86inch,4k, smart interactive panel display for celebrating cultural functions and festivals having Podium with inbuilt sound System, Separate sound system with wireless mike facility for conducting seminars and other activities.

College Ground:

- The spacious open ground serves as the ideal place for hosting various functions, festivals, sports.

- The ground facilitates to conduct activities such as football, volleyball, kho-kho, kabaddi, tug of war, archery, softball and fencing.

Gymkhana:

- Gymkhana houses adequate equipment required for smooth conduct of indoor games and activities including chess board, carrom boards, table tennis and taekwondo.

Common Room for Boys and Girls:

- Exclusive rooms are provided separately for boys and girls to meet, discuss and spend leisure time with friends.

Other Facilities:

- Portable trolley Speaker
- 3 sets of small speakers.
- Collar Mike (2)
- Yoga Mats
- Podium with inbuilt sound System.

The presence of these facilities contributes to overall personality development of the students.

File Description	Documents
Upload any additional information	View File
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.

27

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/4.1.3.a_CLASSROOM-WITH-ICT-FACILITY.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)

40.95

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

SIA- Granthalaya software is web integrated software, customized on IP address <http://103.190.14.234:8082/granthalaya>. It manages and stores all information related to books and journals electronically and helps both readers and library staff to keep a constant track of all the books available in the library. It consists of features like user login, Online public Access Catalogue (OPAC), Accessioning, Circulation, report generation for the library administration.

User can send request for needed books, view the history of books borrowed, list of requested books and also option to cancel requested books, change the password, send Instant requests through code and so on.

There is option for librarian to prepare all kinds of reports regarding library functions.

Updating of students database through e-Sanchalan (Office software), provision of uploading eResources like eBooks, eJournals and eQuestion papers, generating, exporting and saving reports in excel format and provision of OPAC in SIA Granthalaya Home page are additional features.

Not made any changes during 2022-23.

Knimbus-Library access is activated with Remote Access and Mobile App functionality for Journals & Mumbai University Syllabus E- Books

File Description	Documents
Upload any additional information	View File
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	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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)

6.42 lakhs

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

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

674.95

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The Institution constantly upgrades its IT facilities for its smooth functioning. In the year 2022-23, the following was done:

- E-Sanchalan software updated for entering marks for all examination.e. regular and ATKT; and is linked with teachers workload and subjects taught. A soft format of mark-sheet is generated where in faculty members can enter marks for all category of examination.
- SIA-Attendance software is used for entering attendance and preparing teaching plan by faculty member. The faculty member enters topic wise plan to be covered during each month for entire semester and the same is reconfirmed while entering attendance. The attendance reports are generated according the user input requirements and the teaching plan report is generated at the end of the semester giving complete details about the coverage of topics, methodologies adopted and number of lectures taken.
- Knimbuse-Library access is activated with Remote Access and Mobile App functionality for Journals & Mumbai University Syllabus E- Books

- Acquired Maxhub 186FA, 86" Interactive panel
- Acquired 48 Acer Desktop (intel core i5, 16 GB RAM, 1TB HDD)
- Acquired 50 Numaric 600VA UPS
- Renewal of Microsoft 365
- Renewal of eScan antivirus for 3 years
- Up-gradation of Internet Lease Line(150 Mbps) for internet

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

171

File Description	Documents
Upload any additional information	View File
List of Computers	View File

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	View File

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)

70.31

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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.

College "Infrastructure and maintenance Committee" recommends new requirements as well as maintenance of Infrastructure.

Laboratory:

- Concerned HOD's allocates laboratory according to necessary time table to ensure maximum utilization.
- Maintenance of Computing facilities, LAN Networks, Wi-fi facilities, CCTV cameras are done by System administrator
- Antivirus and firewalls are installed and updated regularly

Library:

- SIA-Granthalaya Software is used for issue and Return of books
- Issuing of books is done physically by the library staff
- Library is having 10 computers with internet facility and research room.
- Record of entry of students and faculty members are maintained
- Paid reprographic facilities are provided by the library staff and record for the same is maintained

Sports:

- Sports Incharge handles sports related activities. All sports equipment are well maintained and inspected periodically.

Support Facilities:

- Housekeeping staff is responsible of Upkeep of classrooms, benches, windows, corridors, and other physical infrastructure, maintenance, and repair for the same is performed as and when required.

- Security guards hired for preventing entry of any unauthorized person in the campus.

- Lift facility, maintenance and upkeep of garden and green surrounding is done periodically.

Fire Extinguishers have been stationed in each floor for emergency

Generators are also provided as backup against power failure

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

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

15

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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)	View File

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

13

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

**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**

A. All of the above

File Description	Documents
Link to Institutional website	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.1.3-capability-enhacemet-programs_compressed-1.pdf
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1782

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

1782

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

59

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

65

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

6

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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.

21

File Description	Documents
e-copies of award letters and certificates	View File
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)	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.3.2-student-representation.pdf
Upload any additional information	View File

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

24

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.4.2-Alumni-activities.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) **E. <1Lakhs**

File Description	Documents
Upload any additional information	View File

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	https://thesiacollege.edu.in/aboutus/#vision_mission
Upload any additional information	View File

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 by the principal. 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

All the Departments have established Activity Clubs (Caliber Commerce , Bankers & Movers , Buoyancy , Tech-know , Finanzen , 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 organize various student-centric activities such as departmental fests, competitions, visits, academic sessions, seminars, and so on 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' ensure 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	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Through the Strategic Plan the IQAC directs timely quality triggers. The Strategic Plan is discussed with, 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 students . Entrepreneurship Development Cell has entered into MOUs towards increasing skill based courses. These programmes have had a positive impact on the students. In the year 2022-23, 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

Entrepreneurship Talk : Once Upon a Start-up 2.

144

created awareness about initiating start ups

EDC survey to understand the learners' attitudes towards entrepreneurship.

100

Students were interested in attending entrepreneurship workshops organized by EDC

Session on Exploring the World of Entrepreneurship

115

Created awareness about opportunities in the world of Entrepreneurship

30 Hour Certificate Program on Entrepreneurship, Innovation and Venture Creation from the Garware Institute.

39

Students were able to understand conceptual and practical aspects of Entrepreneurship

The Hustlers Entrepreneurship Fest

446

Students were able to learn networking and communication skills

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/PRSPECTIVEPLAN-2022-23.pdf
Upload any additional information	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2023/06/FY-ADMISSION-FORM-STEPS-23-24-new-updated-1.pdf
Link to Organogram of the institution webpage	https://thesiacollege.edu.in/wp-content/uploads/2022/12/organogram_21-22.pdf
Upload any additional information	View File

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

A. All of the above

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

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 put in place for teaching as well as non-teaching staff:

Teaching Staff:

- Financial support is provided to attend workshops, seminars and conferences
- PF and pension facility is provided
- 3 months paid Maternity leave 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
- Uniforms, bags and raincoats are provided to class IV employees
- Salaries are given in advance to non-teaching staff during festivals

Other welfare measures include:

- Interest-free personal loans are provided
- Canteen facility is available
- Internal complaints committee is formed to protect women from exploitation at workplace

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

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

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

3

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	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

8

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

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	View File

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.

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- 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	View File

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)

0

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)	View File

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	View File

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:

The college has entered into collaborations with multiple institutions. for short term skill based courses, Certificate courses, career development, placement training and orientation , job opportunities ,etc

- Garware Institute for Career Development for various skill development sessions and courses
- Tech Mahindra Foundation diploma & placement
- Mahindra Institute of competitive exams
- Technoserve and TNS foundation
- MSME Chennai

- Career Skills Academy
- Sutherland HR team
- Institute of Cost Accountant(ICSI)
- Reliance Jio

- Open Door Education institute -foreign Universities
- Bonace group
- Procter & Gamble India

1. In order to Strengthen publications in journals, conferences and edited volumes various measures were taken and the following are the outcome

Activity

outcome

Minor Research Project

1 project

Publication in Journals,conference proceeding and edited Volumes

19 publications

UGC Care Publications

04 publication

One day Research workshop for students

201 students

A session on "Thrust areas of research" for teachers

24 faculty members

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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 has taken initiative to conduct internal audit mechanism twice in a year to enhance quality in teaching-learning process. Two outcomes of the above initiative are as follows:

1. Teaching pedagogy - The faculty members have introduced different teaching methodologies and strategies which are incorporated in the teaching plan

2. Industry academia sessions and field visits - Faculty members have enhanced teaching-learning practices by arranging visits to industries, factories, banks and financial institutions. Students of BAMMC organized a photo walk and exhibited the same to get experience regarding different aspects of photography. Industry expert sessions are also organized to provide exposure to the students on the actual working of industries.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/03/Annual-report-22-23-3-5-website-final-1-1.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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 a) **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. b) **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. c) **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. d) **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	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.1_A_Gender-sensitization-Action-Plan.pdf
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	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.1_B_Gender-Sensitization-Photographs-of-facilities-provided-to-women.pdf

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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
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

Steps taken by the college for disposal of waste

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	View File
Geo tagged photographs of the facilities	View File

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 **D. Any 1 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic

5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

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	View File
Policy documents and information brochures on the support to be provided	View File
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 linguistic diversity in the society by celebrating:

Marathi Bhasha Gaurav Diwas, Tulu Naadu Da Porlu - an exhibition to understand the beauty of Tulu Naadu through its temples, culture, food and art forms and celebration of Hindi Diwas

Similarly cultural diversity is preserved through celebrating various festivals such as Shivjayanti, Aashadhi Ekadashi, Navaratri Pooja, Guru Purnima, Ganesh Chaturthi, Pongal etc. Thus, preserving the cultural roots. Thus, college strives continuously for preserving the cultural heritage.

every year traditional day is celebrated with great enthusiasm

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
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.

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

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

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.9-Constitutional-Obligations.pdf
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, B. Any 3 of the above

teachers, administrators and other staff 4.
Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
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	View File
Any other relevant information	View File

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. Chair Yoga on International Yoga Day was conducted by NSS and students were made aware of importance of Yoga.
2. The College takes pride in remembering the Martyrs of our 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.
3. Independence Day & Republic Day are celebrated to instill the qualities of Patriotism, Sovereignty, Responsibility and a sense of belongingness towards the Motherland.

In order to promote gender sensitization among students National Girl Child Day, International Women's Day and International Men's Day were celebrated by the college

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

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

2. 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	https://thesiacollege.edu.in/wp-content/uploads/2023/12/Best-Practices-2022-23.pdf
Any other relevant information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/Best-Practices-2022-23.pdf

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 SIA Techlink is an incubation center of the college, involving faculty member and students of IT department who develop workable software as per the need of the institution. The software is tested live, and changes are made to the coding in real-time basis as per the needs and requirements for which the software is developed.

1. E-Sanchalan (Examination update 2022-23)

- The E-Sanchalan software updated for entering marks for all examination and is linked with teacher's workload and subjects taught and can handle data of regular as well as ATKT examinations.
- A soft format of mark-sheet is generated where in faculty members can enter marks for all category of examination.

1. SIA-Attendance 2022-23

This software is used for entering attendance and preparing the teaching plan by the faculty member. The faculty member enters topic wise plan to be covered during each month for entire semester and the same is reconfirmed while entering the attendance. The attendance reports are generated according to the user input requirements and the teaching plan report is generated at the end of the semester giving complete details about the coverage of topics, methodologies adopted, number of lectures taken as well as attainment of the plan.

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

Response:

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.

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.

Departmental meetings:

Periodical meetings are conducted by the department about 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:

Creation of timetable provides a proper schedule of lectures of different courses, along with specification of the individual

workload of each faculty.

Learning Resources:

Lectures, notes and reading material and Question Banks are provided to the students to supplement effective learning. In addition, library books are also available for additional reference.

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	View File
Link for Additional information	Nil

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

Response:

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.

Performance of the students in these examinations are analysed and communicated to the parents and students during parent-teacher meetings. This helps parents and students understand the extent of learning and devise measures to improve scores in final examinations.

File Description	Documents
Upload relevant supporting document	View File
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

A. All of the above

process of the affiliating University	
File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File
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	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File
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)	
11	
File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File
1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year	
522	

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

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 graving 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	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

55

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

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

2839

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File
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	https://thesiacollege.edu.in/wp-content/uploads/2023/08/ATR_CURR_FEEDBACK_mergd_FINAL_22-23.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://thesiacollege.edu.in/wp-content/uploads/2023/08/ATR_CURR_FEEDBACK_mergd_FINAL_22-23.pdf
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

806

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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**

209

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

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

To evaluate the students' learning capacity at entry level, the institution administers a common learner's evaluation test. Continuous internal evaluation is carried out through tests, assignments, projects, presentations etc. to enable the teachers to assess students' academic progress.

Varied strategies are incorporated for Slow and Advanced learners in the teaching learning methodology.

Programs for advanced learners: Advanced learners are encouraged to enroll for short term courses, NPTEL and participate in co-curricular activities and club organized competitions like quiz, power point competitions, book review, debate/group discussion etc. Expert sessions and guest lectures on diverse topics such as opportunities in stock market, Government services, insurance sector etc. are organised to provide additional knowledge. Furthermore, subject expert lectures are arranged to assist students in achieving academic success.

Programs for slow learners: Lectures and problem-solving sessions by subject experts to improve academic performance are arranged for slow learners. Additionally, question banks and previous years' question papers are provided. Remedial lectures are held for students who cannot pass the regular exam. Exam guidance sessions and revision lectures are also conducted. Counselling support is provided wherever required. Attendance is monitored regularly to increase the level of student participation.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

Number of Students	Number of Teachers
1882	34

File Description	Documents
Any additional information	View File

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 enhanced through the adoption of varied methodologies namely:

Experiential Learning - The departments and clubs conduct various activities relating to curriculum to give hands on experience of topics covered in syllabus. These include - graphic designing, visit to high court, session on human rights, stock market technical analysis, investor awareness programme, projects, photo walk, eco-friendly workshops etc.

Participative Learning - Club activities, Seminars, Group Projects, Industrial visits, Group Discussions, Movie screenings, Presentations and Peer learning methods are adopted to enhance learning experience and to inculcate technical skills, managerial skills, leadership quality, team spirit and constructive collaboration among students. Student centric approach towards

learning is adopted where the learners take an active part in the teaching learning process.

Problem Solving - Additional assignments are given for students of Accountancy and Mathematics to improve their logical thinking. Case studies are used to enhance critical and analytical skills through discussions and deliberations. In addition to this, quiz competition, video screening, problem solving assignments and group activities are conducted for the students.

File Description	Documents
Upload any additional information	View File
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 processes.
- The institution has adopted certain measures to facilitate ICT enabled teaching-learning process.
- All classrooms have access to projectors, laptop connections and WIFI.
- Two classrooms have Smart-class facilities and seven classrooms have been fitted with 65-inch Interactive Panel.
- The library is well-equipped with 10 desktops, each having LAN connection, for students to access reading material and conduct research activity.
- The college has also made provision for laptops for the faculty members.
- Faculties of the college used various online platforms like Zoom and Google Classrooms in different capacity for engaging lectures and sharing reading material with students.

- The College has initiated and invested in Microsoft campus agreement since 2018-19 which enabled faculty to conduct lectures effectively on Microsoft Teams.
- Faculties also try to improve student participation and engagement by adopting different tools like videos, e-books, etc.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

35

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

1

File Description	Documents
Any additional information	View File
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)	View File

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

183

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

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.

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 further subdivided into 20 marks for test and 5 marks for attendance and overall performance in class. At the PG level, assessment is 60 marks for external examination and 40 marks for internal evaluation. 50 marks assigned for practical examination at both UG and PG level for science stream.

The examination process is efficiently managed through Periodic assignments, presentations and class tests. Projects are allotted for subjects like Foundation Course. Tutorials are conducted for Business Communication and Mathematics. These activities are directed at improving the academic performance of students thereby facilitating them to get good scores in examinations.

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

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/Continuous-Internal-Evaluation.pdf

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 2022-23 Exam related grievances have been received and the same were resolved.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/Exam_Grievance.pdf

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 institution has adopted Outcome Based Education (OBE), and pursues it rigorously to improve teaching-learning processes.

The Program Outcomes (PO) and Course Outcomes (CO) are specific to each program and course. Every student pursuing a particular course and program should be aware of these outcomes so that they can take informed decisions about their future.

Being informed about POs and COs also helps students prepare for the course better. Lecture delivery is planned keeping PO and CO in mind, which makes it easier to link and evaluate whether a particular outcome has been achieved by a particular course.

In this regard, the institution has taken proactive steps to ensure that faculty and students are informed about the POs and COs: POs and COs are displayed on the website of the College POs are also mentioned in the prospectus, which is distributed to the students at the time of taking admission in the College. A copy of the POs and COs is kept in the library for reference A copy of COs is kept in the department for reference

The POs are discussed briefly with the students during orientation. Teachers are informed to frame COs for their respective subjects in the staff and departmental meetings. Each course faculty is encouraged to display COs to his/her PPT

presentation and reiterate the same during lecture

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The College has developed a system to measure the attainment of PO, PSO and CO, which includes:

Student Progression

After completing UG in our college, students have enrolled for higher education for PG courses for various programs which reflects attainment of Program Outcome.

Placement

The College boasts of an active placement cell that works towards the progression of the students. The placement cell ensures that students get opportunities to explore jobs and higher studies in the market. Academically inclined students are sent for interviews, and many also got selected in campus placement.

Result Analysis

The pass percentage of TY results provides data for attainment of Program Outcome. Further, the pass percentage is also calculated separately for each course in the final year, which reflects the attainment of Course outcome. For courses which are common across the three years of UG, a comparison of pass percentage helps to check whether course outcomes have improved or declined. For standalone courses, the attainment is reflected as a separate data

File Description	Documents
Upload any additional information	View File
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

317

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://thesiacollege.edu.in/wp-content/uploads/2024/03/Annual-report-22-23-3-5-website-final-1-1.pdf

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/2023/08/GeneralSSS_FINAL_merged.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)

1

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
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.

File Description	Documents
Upload any additional information	View File
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

6

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

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)	View File
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	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

12

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

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.

1. Activities related to environmental conservation:

1. Cleanliness drive
2. Nirmalya collection
3. Cotton bag distribution

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

1. Activities associated with health and wellness:

1. Vaccination drives
2. Blood donation Camp
3. 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.

1. Sensitizing towards Social Concerns:

1. Raksha Bandhan Celebration with Transgender

2. Celebration of women day - Self Introspection

1. Donations to Community

1. Food grain Maitri old age Home
2. Food grain at Janani Ashish - Home for Orphans

File Description	Documents
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/3.4.1_Evidences-of-Extension-in-community-22.pdf
Upload any additional information	No File Uploaded

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

9

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

72	
File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File
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	
3513	
File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File
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	
3	
File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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**

3

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

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 in the college are:**Classrooms:**

- 26 classrooms : 20 have mounted projectors, 2 have smart classroom, 1 portable projector ,6 classrooms with 65" interactive panel

Library:

- Spacious library spread over 2000 square feet
- 10 computers and seating capacity of 120 students
- reprography, printer and scanner
- faculty research room to provide study space for researchers.
- Subscription to digital library platform 'Knimbus' for remote access

Laboratories :

- Four computer laboratories with a total capacity of 144 computer systems,
- Configuration : 46 systems have Intel Core i7 and 16GB RAM, 48 systems have Intel Core i5 and 16 GB RAM ,24 systems have Intel Core i5 with 8 GB RAM ,remaining 26 with 4 GB RAM.
- One well equipped Electronic Laboratory.

Others:

- licensed softwares, wifi facility,
- Microsoft 365 package with 1 TB Virtual Storage.
- Dedicated server facilities to manage IT requirements.
- SIA-Techlink, incubation center, has 5 computers with internet facility.
- Spacious auditorium with 86" smart interactive panel display, well designed separate staff rooms , committee Rooms, 2000 square feet canteen, garden for medicinal, flowering plants and butterfly garden.

CCTV surveillance, lift facility, ramp slopes, wheelchair facility, washroom , sanitary wending machine, water dispenser, adequate Fire extinguisher ,First-aid box and biometric system

File Description	Documents
Upload any additional information	View File
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:

- A spacious auditorium with 86inch,4k, smart interactive panel display for celebrating cultural functions and festivals having Podium with inbuilt sound System, Separate sound system with

wireless mike facility for conducting seminars and other activities.

College Ground:

- The spacious open ground serves as the ideal place for hosting various functions, festivals, sports.
- The ground facilitates to conduct activities such as football, volleyball, kho-kho, kabaddi, tug of war, archery, softball and fencing.

Gymkhana:

- Gymkhana houses adequate equipment required for smooth conduct of indoor games and activities including chess board, carrom boards, table tennis and taekwondo.

Common Room for Boys and Girls:

- Exclusive rooms are provided separately for boys and girls to meet, discuss and spend leisure time with friends.

Other Facilities:

- Portable trolley Speaker
- 3 sets of small speakers.
- Collar Mike (2)
- Yoga Mats
- Podium with inbuilt sound System.

The presence of these facilities contributes to overall personality development of the students.

File Description	Documents
Upload any additional information	View File
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.

27

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/4.1.3.a_CLASSROOM-WITH-ICT-FACILITY.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)**

40.95

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

SIA- Granthalaya software is web integrated software, customized on IP address <http://103.190.14.234:8082/granthalaya>. It manages and stores all information related to books and journals electronically and helps both readers and library staff to keep a constant track of all the books available in the library. It consists of features like user login, Online public Access Catalogue (OPAC), Accessioning, Circulation, report generation

for the library administration.

User can send request for needed books, view the history of books borrowed, list of requested books and also option to cancel requested books, change the password, send Instant requests through code and so on.

There is option for librarian to prepare all kinds of reports regarding library functions.

Updating of students database through e-Sanchalan (Office software), provision of uploading eResources like eBooks, eJournals and eQuestion papers, generating, exporting and saving reports in excel format and provision of OPAC in SIA Granthalaya Home page are additional features.

Not made any changes during 2022-23.

Knimbus-Library access is activated with Remote Access and Mobile App functionality for Journals & Mumbai University Syllabus E-Books

File Description	Documents
Upload any additional information	View File
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	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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)

6.42 lakhs

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

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

674.95

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The Institution constantly upgrades its IT facilities for its smooth functioning. In the year 2022-23, the following was done:

- E-Sanchalan software updated for entering marks for all examination.e. regular and ATKT; and is linked with teachers workload and subjects taught. A soft format of mark-sheet is generated where in faculty members can enter marks for all category of examination.
- SIA-Attendance software is used for entering attendance and preparing teaching plan by faculty member. The faculty member enters topic wise plan to be covered during each month for entire semester and the same is reconfirmed while entering attendance. The attendance reports are generated according the user input requirements and the teaching plan report is generated at the end

of the semester giving complete details about the coverage of topics, methodologies adopted and number of lectures taken.

- Knimbuse-Library access is activated with Remote Access and Mobile App functionality for Journals & Mumbai University Syllabus E- Books
- Acquired Maxhub 186FA, 86" Interactive panel
- Acquired 48 Acer Desktop (intel core i5, 16 GB RAM, 1TB HDD)
- Acquired 50 Numaric 600VA UPS
- Renewal of Microsoft 365
- Renewal of eScan antivirus for 3 years
- Up-gradation of Internet Lease Line(150 Mbps) for internet

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

171

File Description	Documents
Upload any additional information	View File
List of Computers	View File

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	View File

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)

70.31

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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.

College "Infrastructure and maintenance Committee" recommends new requirements as well as maintenance of Infrastructure.

Laboratory:

- Concerned HOD's allocates laboratory according to necessary time table to ensure maximum utilization.
- Maintenance of Computing facilities, LAN Networks, Wi-fi facilities, CCTV cameras are done by System administrator
- Antivirus and firewalls are installed and updated regularly

Library:

- SIA-Granthalaya Software is used for issue and Return of books
- Issuing of books is done physically by the library staff
- Library is having 10 computers with internet facility and research room.
- Record of entry of students and faculty members are maintained

- Paid reprographic facilities are provided by the library staff and record for the same is maintained

Sports:

- Sports Incharge handles sports related activities. All sports equipment are well maintained and inspected periodically.

Support Facilities:

- Housekeeping staff is responsible of Upkeep of classrooms, benches, windows, corridors, and other physical infrastructure, maintenance, and repair for the same is performed as and when required.

- Security guards hired for preventing entry of any unauthorized person in the campus.

- Lift facility, maintenance and upkeep of garden and green surrounding is done periodically.

Fire Extinguishers have been stationed in each floor for emergency

Generators are also provided as backup against power failure

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

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

15

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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)	View File

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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

13

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.1.3-capability-enhacemet-programs_compressed-1.pdf
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1782

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

1782

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

59

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

65

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

6

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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.

21

File Description	Documents
e-copies of award letters and certificates	View File
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)	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.3.2-student-representation.pdf
Upload any additional information	View File

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

24

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/02/5.4.2-Alumni-activities.pdf
Upload any additional information	View File

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

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	https://thesiacollege.edu.in/aboutus/#visionmission
Upload any additional information	View File

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 by the principal. 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

All the Departments have established Activity Clubs (Caliber Commerce , Bankers & Movers , Buoyancy , Tech-know , Finanzen , 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 organize various student-centric activities such as departmental fests, competitions, visits, academic sessions, seminars, and so on 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' ensure 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	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Through the Strategic Plan the IQAC directs timely quality triggers. The Strategic Plan is discussed with, 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 students . Entrepreneurship Development Cell has entered into MOUs towards increasing skill based courses. These programmes have had a positive impact on the students. In the year 2022-23, 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

Entrepreneurship Talk : Once Upon a Start-up 2.

144

created awareness about initiating start ups

EDC survey to understand the learners' attitudes towards entrepreneurship.

100

Students were interested in attending entrepreneurship workshops organized by EDC

Session on Exploring the World of Entrepreneurship

115

Created awareness about opportunities in the world of Entrepreneurship

30 Hour Certificate Program on Entrepreneurship, Innovation and Venture Creation from the Garware Institute.

39

Students were able to understand conceptual and practical aspects of Entrepreneurship

The Hustlers Entrepreneurship Fest

446

Students were able to learn networking and communication skills

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://thesiacollege.edu.in/wp-content/uploads/2024/01/PRSPPECTIVEPLAN-2022-23.pdf
Upload any additional information	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2023/06/FY-ADMISSION-FORM-STEPS-23-24-new-updated-1.pdf
Link to Organogram of the institution webpage	https://thesiacollege.edu.in/wp-content/uploads/2022/12/organogram_21-22.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

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 put in place for teaching as well as non-teaching staff:

Teaching Staff:

- Financial support is provided to attend workshops, seminars and conferences
- PF and pension facility is provided
- 3 months paid Maternity leave 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
- Uniforms, bags and raincoats are provided to class IV employees
- Salaries are given in advance to non-teaching staff during festivals

Other welfare measures include:

- Interest-free personal loans are provided
- Canteen facility is available
- Internal complaints committee is formed to protect women from exploitation at workplace

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

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

12	
File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File
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	
3	
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	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File
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	
8	

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

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	View File

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.

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- 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	View File

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)

0

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)	View File

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	View File

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:

The college has entered into collaborations with multiple institutions. for short term skill based courses, Certificate courses, career development, placement training and orientation, job opportunities, etc

- Garware Institute for Career Development for various skill development sessions and courses
- Tech Mahindra Foundation diploma & placement
- Mahindra Institute of competitive exams
- Technoserve and TNS foundation
- MSME Chennai
- Career Skills Academy
- Sutherland HR team
- Institute of Cost Accountant (ICSI)

- Reliance Jio
- Open Door Education institute -foreign Universities
- Bonace group
- Procter & Gamble India

1. In order to Strengthen publications in journals, conferences and edited volumes various measures were taken and the following are the outcome

Activity

outcome

Minor Research Project

1 project

Publication in Journals, conference proceeding and edited Volumes

19 publications

UGC Care Publications

04 publication

One day Research workshop for students

201 students

A session on "Thrust areas of research" for teachers

24 faculty members

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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 has taken initiative to conduct internal audit mechanism twice in a year to enhance quality in teaching-learning process. Two outcomes of the above initiative are as follows:

1. Teaching pedagogy - The faculty members have introduced different teaching methodologies and strategies which are incorporated in the teaching plan

2. Industry academia sessions and field visits - Faculty members have enhanced teaching-learning practices by arranging visits to industries, factories, banks and financial institutions. Students of BAMMC organized a photo walk and exhibited the same to get experience regarding different aspects of photography. Industry expert sessions are also organized to provide exposure to the students on the actual working of industries.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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	https://thesiacollege.edu.in/wp-content/uploads/2024/03/Annual-report-22-23-3-5-website-final-1-1.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

a) **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.

b) **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.

c) **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.

d) **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	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.1_A_Gender-sensitization-Action-Plan.pdf
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	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.1_B_-Gender-Sensitization-Photographs-of-facilities-provided-to-women.pdf

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	D. Any 1 of the above
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File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

<p>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</p> <p>Steps taken by the college for disposal of waste</p> <p>1. Solid Waste Management:</p> <p>Dustbins are placed on each floor for disposal of all kinds of solid waste.</p> <p>Waste is disposed off to garbage carriers of the Municipal corporation every day.</p> <p>Decomposing plant is constructed in the college campus for disposal of decomposable waste.</p> <p>Paper waste is given to shredding companies for recycling and reuse purposes.</p>
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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	View File
Geo tagged photographs of the facilities	View File

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

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**

A. Any 4 or All of the above

5. Landscaping	
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	A. Any 4 or all of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File
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	View File
Policy documents and information brochures on the support to be provided	View File
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 linguistic diversity in the society by celebrating:

Marathi Bhasha Gaurav Diwas, Tulu Naadu Da Porlu - an exhibition to understand the beauty of Tulu Naadu through its temples, culture, food and art forms and celebration of Hindi Diwas

Similarly cultural diversity is preserved through celebrating various festivals such as Shivjayanti, Aashadhi Ekadashi, Navaratri Pooja, Guru Purnima, Ganesh Chaturthi, Pongal etc. Thus, preserving the cultural roots. Thus, college strives continuously for preserving the cultural heritage.

every year traditional day is celebrated with great enthusiasm

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
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.

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

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

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://thesiacollege.edu.in/wp-content/uploads/2024/01/7.1.9-Constitutional-Obligations.pdf
Any other relevant information	Nil

<p>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</p>	<p>B. Any 3 of the above</p>
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File Description	Documents
Code of ethics policy document	View File
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	View File
Any other relevant information	View File

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. Chair Yoga on International Yoga Day was conducted by NSS and students were made aware of importance of Yoga.
2. The College takes pride in remembering the Martyrs of our 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.
3. Independence Day & Republic Day are celebrated to instill the qualities of Patriotism, Sovereignty, Responsibility and a sense of belongingness towards the Motherland.

In order to promote gender sensitization among students National Girl Child Day, International Women's Day and International Men's Day were celebrated by the college

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

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

2. 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	https://thesiacollege.edu.in/wp-content/uploads/2023/12/Best-Practices-2022-23.pdf
Any other relevant information	https://thesiacollege.edu.in/wp-content/uploads/2024/02/Best-Practices-2022-23.pdf

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 SIA Techlink is an incubation center of the college, involving faculty member and students of IT department who develop workable software as per the need of the institution. The software is tested live, and changes are made to the coding in real-time basis as per the needs and requirements for which the software is developed.

1. E-Sanchalan (Examination update 2022-23)

- The E-Sanchalan software updated for entering marks for all examination and is linked with teacher's workload and subjects taught and can handle data of regular as well as ATKT examinations.
- A soft format of mark-sheet is generated where in faculty members can enter marks for all category of examination.

1. SIA-Attendance 2022-23

This software is used for entering attendance and preparing the teaching plan by the faculty member. The faculty member enters topic wise plan to be covered during each month for entire semester and the same is reconfirmed while entering the attendance. The attendance reports are generated according to the user input requirements and the teaching plan report is generated at the end of the semester giving complete details about the coverage of topics, methodologies adopted, number of lectures taken as well as attainment of the plan.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

- The institution proposes to apply for autonomy
- Applying for additional divisions for the existing courses-(Bachelor of Management Studies - 3rd division and Bcom (Accounting & Finance) - 2nd division)
- Increasing the enrollment of students for short

term/certificate courses

- Research -a) Increase the number of faculty members publishing in Edited Volume, Chapters in books, presenting papers in national and international conferences and publication in UGC care listed Journals
- B) organizing workshops on research activities for the faculty members and students through collaboration
- C) Organise National level Multi-disciplinary Conference
- Faculty Development Programmes - to train the faculty members on the role of Artificial Intelligence in teaching and learning
- To empower and enhance the social/community/environmental consciousness among the students through the extension activities
- Specific focus on sports achievements at the University, district and national level.
- Focussing on cultivating interest among students towards Entrepreneurship as a career option