



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution

SIES COLLEGE OF COMMERCE AND ECONOMICS

• Name of the Head of the institution

DR. NINA ROY CHOUDHURY

• Designation

PRINCIPAL

• Does the institution function from its own campus?

Yes

• Phone No. of the Principal

02224026130

• Alternate phone No.

02224074944

• Mobile No. (Principal)

9869080886

• Registered e-mail ID (Principal)

ninar@sies.edu.in

• Address

PLOT NO 71/72, T.V. CHIDAMBARAM MARG, SION (EAST)

• City/Town

MUMBAI

• State/UT

MAHARASHTRA

• Pin Code

400022

2.Institutional status

• Autonomous Status (Provide the date of conferment of Autonomy)

15/07/2020

• Type of Institution

Co-education

• Location

Urban

- Financial Status **UGC 2f and 12(B)**
- Name of the IQAC Co-ordinator/Director **MS. SANGEETA KORE**
- Phone No. **02224074944**
- Mobile No: **9867255533**
- IQAC e-mail ID **siesceiqac@gmail.com**

3. Website address (Web link of the AQAR (Previous Academic Year)) <https://siesce.edu.in/igac/aqar.php>

4. Was the Academic Calendar prepared for that year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://siesce.edu.in/academic-calendar>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	83	2005	01/10/2004	30/09/2009
Cycle 2	A	3.03	2009	01/10/2010	31/12/2014
Cycle 3	A	3.02	2015	01/01/2015	31/12/2025

6. Date of Establishment of IQAC **30/04/2005**

7. Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
NA	NA	NA	Nil	NA

8. Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

9.No. of IQAC meetings held during the year 4

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? **Yes**
- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

10.Did IQAC receive funding from any funding agency to support its activities during the year? No

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Complied with UGC norms with respect to Autonomy , NEP implementation, AQAR submission , NIRF submission , AISHE submission and ABC registration

Collaborated with external bodies for value added courses and internships

Conducted training programs for teachers , non-teaching staff and students , research related activities , facilitated several capacity building programs and career guidance seminars for students.

Collected feedback on teaching , feedback on syllabus from all stakeholders and conducted Student Satisfaction Survey

Co-ordinated for various outreach programs in Mumbai city and Gotheghar Ashramshala , Kalgaon Zilla Parishad Shala, Army Public School , Dighi

12.Plan of action chalked out by IQAC at 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
Monitoring Admissions , Teaching learning , Administration and Examination	successfully conducted through hybrid mode
Faculty Development Program	conducted 3 FDPs
Faculty Exchange Program	conducted 2 Programs
Collaboration with external bodies for value added courses and internships	Collaborated with 15 organisations
Value added Courses	18 Short Term Courses and 2 Student Development Programs conducted
Career Guidance	18 sessions conducted
Capacity Building	39 sessions conducted
Research	3 Research activities conducted
Strengthening Employability	44 placement drives facilitated , 82 students and alumni selected for internship.

13. Was the AQAR placed before the statutory body? Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
COLLEGE DEVELOPMENT COMMITTEE	30/04/2024

14. Was the institutional data submitted to AISHE ? Yes

- Year

Part A**Data of the Institution**

1.Name of the Institution	SIES COLLEGE OF COMMERCE AND ECONOMICS
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• Alternate phone No.	02224074944
• Mobile No. (Principal)	9869080886
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Complied with UGC norms with respect to Autonomy , NEP implementation, AQAR submission , NIRF submission , AISHE submission and ABC registration		
Collaborated with external bodies for value added courses and internships		
Conducted training programs for teachers , non-teaching staff and students , research related activities , facilitated several capacity building programs and career guidance seminars for students.		
Collected feedback on teaching , feedback on syllabus from all stakeholders and conducted Student Satisfaction Survey		
Co-ordinated for various outreach programs in Mumbai city and Gotheghar Ashramshala , Kalgaon Zilla Parishad Shala, Army Public School , Dighi		
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Name of the statutory body	Date of meeting(s)
COLLEGE DEVELOPMENT COMMITTEE	30/04/2024
14. Was the institutional data submitted to AISHE ?	Yes
<ul style="list-style-type: none"> Year 	
Year	Date of Submission
2022-23	23/02/2024

15.Multidisciplinary / interdisciplinary

The institution has designed its curriculum in accordance with the National Education Policy (NEP) through a multidisciplinary and interdisciplinary approach. The institution focuses on skill development and enhancement, employability, entrepreneurship and holistic credit based courses and projects which encourage students to participate in outreach and value based educational activities. The curriculum incorporates entry and exit options and is devised with training opportunities in IT, Finance, Marketing, Financial Markets, Research Analytics, Tally, Excel and Entrepreneurship. Internships are offered for on-the-job training. The curriculum for field projects and community engagement projects has been designed for ground level understanding of social, commercial and financial issues. The students have access to resources from multiple disciplines, online and offline in the library. To enable students to pursue research in the social sciences, financial sector, and industry domains, research training is incorporated into the curriculum. An additional Ph.D. centre has been established. Outreach initiatives are linked to the curriculum to encourage studies on social issues. In order to improve research capabilities, a number of faculty and student development programs are conducted. Research methodology is integrated in the curriculum of Under Graduate, Post Graduate, and PhD programs. Holistic development of learners is envisaged through various interventions to strengthen mental health, physical fitness, EQ and IQ. Multidisciplinary and interdisciplinary approaches along with skill based experiential learning are integrated for successful and sustainable outcomes.

16.Academic bank of credits (ABC):

The student registration process is ongoing and the college is formally registered under ABC. The college scrupulously followed academic, admission, and examination procedures and implemented necessary reforms. The curriculum is regularly reviewed and updated by Boards of Studies made up of professionals from academia and industry. There are new courses being offered to supplement current programs, and more are in the works. Separate Boards of Studies for specialised courses are being set up to align with recent trends and development in industry and professions. Following a semester pattern that emphasises credits for tutorials, practicals, projects, fieldwork, outreach programs, and MOOCs, the college uses a continual internal evaluation system in a hybrid structure. Online tools, case studies, textbooks and workbooks are all produced by faculty

members. In order to promote the internationalisation of education, the college has also established alliances with groups like ACCA and CIMA. To make credit sharing and transfers easier, plans are underway for further partnerships with foreign institutions and chartered bodies.

17.Skill development:

The curriculum incorporates critical thinking, problem solving, reasoning, communication skills, digital literacy and other necessary skills for the holistic development of the students. Health and Wellness studies has been integrated in the curriculum with the objective of providing holistic development to learners with a focus on mental health, physical fitness, life skills, and community service. All programs are grounded in constitutional, humanistic, and ethical values, preparing the learners for state and national level service. Enhancement of skills and competences through capacity building ensures success and sustainability. Various short term skill and vocational courses have been introduced such as Block Chain, Artificial Intelligence, Cyber Security, Indian Ethos, Tally, Excel etc. Credit courses in vocational skills like E-filing and GST have been offered to students. Skilling courses are offered in hybrid modes. Lectures and interaction with industry experts, professionals and alumni, helps the students to develop the relevant skills required for career growth. Placement and Internship committees provide training in soft skills which includes workshops on resume writing, interview skills and personality development to students. Career guidance sessions and the Disha -Career fair introduces students to various careers and the skills required for them. Entrepreneurship skills are promoted through Business Plan Competitions, E - Summit, Biz Quiz and E Minds Bazar. Through MOU with internship portal - Internshala, students are introduced to industry practices via internships.

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

Courses such as Indian Ethos in Practice, Vedic chanting, Yoga, and Meditation, which are not only relevant and timely but also reinforce Indian culture. Cultural programs like Parampara and Kalavistaar are observed in a hybrid mode, to promote Indian and regional culture and traditions. The curriculum incorporates Indian cultural elements through the observance of national days, remembrance of national events and icons, celebration of local and regional festivals, and Bhasha days. Cultural fests promote

multilingualism and the diversity of Indian culture. Competitions and introductory training in arts and crafts, such as Rangoli, Mehendi, Clay Agarbatti Holder making, Paper Quilling and Jewellery designing, is offered. Faculty Development Programs (FDPs) are conducted for successful integration of Indian languages and Indian Knowledge Systems into the curriculum. Bilingual and multilingual communication is practised in the classroom and on campus. Art, literature, epics, music, dance, science, medicine, diet, and nutrition are all highlighted in the curriculum which integrates elements of Indian culture from antiquity to the present. A value-based approach to life is also promoted through the Value Education curriculum by including instructions grounded in constitutional, social, and family values.

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

In order to overcome academic challenges, remedial and bridge courses are conducted to enable students to acclimatise with the curriculum. Counselling and mentoring provide academic and career support. EQ issues are addressed by the college counsellors, by teacher-mentors and also at Antarman: Psychology and Counselling Committee Fest for students. Experiential learning through field work, internships and hands-on experience in curricular activities improve learning outcomes. Women Development Cell organises hands-on training to convert hobbies into professions. Industry orientation is provided through internships where students are introduced to industry practices and norms. Entrepreneurship Cell plays an important role in equipping students with skills and provides a platform for self-employment outcomes. Placement Cell liaisons with industry and students for employment outcomes. CO PO mapping and Blooms Taxonomy are aligned to teaching, learning and evaluation in order to achieve outcome based education

20.Distance education/online education:

The college offers short term courses through ODL to integrate different aspects of accounting practices, tax filing, GST etc. Use of NPTEL, Swayam, Coursera, and other learning platforms are promoted by the college. IBM and Udemy online courses related to IT are conducted for upskilling students. In collaboration with Tech Mahindra and Finx, hybrid job oriented courses are conducted. To prepare the students for the BFSI sector, online courses in Banking, Investments and Mutual Funds are conducted. PG Diploma program in Banking Lending & Credit Analysis has been launched. PG degree and diploma programs targeting working

professionals are conducted in blended format to increase reach and accessibility.

Extended Profile

1.Programme

1.1	15
Number of programmes offered during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1	2741
Total number of students during the year:	

File Description	Documents
Institutional data in Prescribed format	View File

2.2	863
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3	2730
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1	473
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File
3.2 Number of full-time teachers during the year:	43
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3 Number of sanctioned posts for the year:	35
4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	00
4.2 Total number of Classrooms and Seminar halls	23
4.3 Total number of computers on campus for academic purposes	91
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	67.52
Part B	
CURRICULAR ASPECTS	
1.1 - Curriculum Design and Development	
1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.	
In the current era of innovation and AI,, the college is dedicated to crafting an exceptional educational journey for its students. We offer a wide range of programs tailored to meet development	

needs on local, national, and global scales. Our curriculum is in constant evolution, updated to keep pace with industry trends and standards. Our programs are designed not only to reflect contemporary practices but also to empower students with a global perspective. By integrating projects, fieldwork, and hands-on experiences, we make sure that learning goes beyond the classroom. We encourage students to dive into innovative and relevant projects, enhancing their practical skills. Internships play a crucial role, bridging the gap between academic knowledge and real-world experience by introducing students to the professional world. Each program outlines clear objectives and outcomes, ensuring that students know how their learning will unfold and what they'll achieve. For undergraduates, the focus is on laying a strong foundation and understanding core concepts, while postgraduate studies shift towards refining specialized skills and applying them in various scenarios. This approach ensures that our graduates are not only well-versed in their fields but also prepared to thrive in a rapidly evolving world.

File Description	Documents
Upload additional information, if any	No File Uploaded
Link for additional information	https://siesce.edu.in/courses-syllabus - update for 2023- 24

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

13

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

170

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

127

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

13

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

We give utmost importance to these crucial aspects which are built

into the fabric of every program we offer through seamless integration into the curriculum, either as dedicated courses or vital components of existing ones as well as through co-curricular activities of the Women Development cell, Nature Club, NSS & ISR. Courses such as Value Education, Indian Knowledge Systems, Health & Wellness & Foundations of Human Skills are a staple of all undergraduate programs, & provide a dynamic exploration of important issues like gender, environment, ethics, and social responsibility. We aim to foster inclusivity, women's empowerment, & build a robust value system grounded in ethical principles. Environmental Studies is a mandatory element of UG programs that engages students with issues of our time & motivates them to contribute to sustainability. The curriculum instils core human values, guiding students to uphold ideals of justice, fairness, and compassion. These values are reflected in our college's motto & in our mission and vision. Professional ethics are embedded throughout the academic journey, with specialized courses addressing corporate ethics, Indian ethos, and governance. Beyond the classroom, our programs and departments promote ethical behavior and civic engagement through a range of extension and social outreach activities.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

18

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

1474

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

1.3.4 - Number of students undertaking field work/projects/ internships / student projects**652**

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://siesce.edu.in/docs/1729586100%20Feedback%20on%20Syllabus%20from%20Stakeholders%202023-24%20(1).pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://siesce.edu.in/igac/action_taken_reports.php
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

2741

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

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

1222

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 students' learning levels and organises special programmes for both slow and advanced learners.

All departments assess the learning levels of students in various ways based on student needs and learning levels.

Planning and activities for slow and advanced learners includes:

? Identification of learning levels of students,

? Conducting Bridge courses, Add-on courses, and Short term courses,

? Conducting Workshops, Seminars or conferences,

? Intensive coaching

? Remedial coaching,

? Providing learning resources like textbooks, reference books, and journals, and e- learning resources

? Encouraging involvement and engagement through e-content such as: Slide share, Youtube video / itunes, Google classroom, gamification tools like kahoot, quiz games, etc. which is used for better understanding for slow and advanced learners.

? Online and social media is used for providing additional content and student interaction.

? The Department of English, Mathematics and Statistics, Accountancy, Environmental Studies have developed workbooks and mapbooks to guide students during lectures and practicals. For Computer & IT-related subjects, faculty prepares and conducts practical exams, giving guidelines for journal preparation and evaluation. During tutorials and practicals, one-to-one guidance is given to slow learners.

? All departments focus on the needs of slow and advanced learners, while preparing their teaching plans and academic activities.

P

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	2741	43

File Description	Documents
Upload any additional information	No File Uploaded

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 institution uses student-centered teaching strategies like problem-solving, experiential learning to improve students' educational experiences. Students plan departmental and college level conferences, seminars, and workshops with faculty guidance. A variety of extracurricular and co-curricular activities provide practical hands-on learning opportunities. These include cultural and sports events coordinated by faculty and student's councils. These initiatives promote essential skills such as teamwork, time management, communication, public relations, and financial planning.

Students get actively engaged in project work, competitions, social internships, and community service programs such as NSS, Rotaract, and DLLE. College festivals like

Fantasies, En-Vision, EDIT, Buddhi, Envision, FINOVA, Nostrum, Disha, etc as well as various seminars and conferences, help students develop their skills. These experiences allow students to develop personally and professionally while instilling responsibility, leadership, and a sense of societal contribution through community outreach programs which help to understand social realities beyond the classroom.

Numerous techniques, including group discussions, role plays, online polls, quizzes, mock stock simulations, presentations, and case studies, create interactive environments

in which students can test their knowledge in real time, thereby improving critical thinking and decision-making skills that are essential for success in the workplace. Students participate in industry-driven internships helping them imbibe professional qualities. Faculty-led mentorship programs help students to align academic and career goals.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Faculty members use ICT-enabled tools and online resources to improve the effectiveness of teaching and learning. Educators can create a dynamic and interactive learning environment by integrating technology into the classroom. Digital presentations, e-books, educational videos, and simulation software are frequently used to help students understand complex concepts.

Faculty use various application tools and online resources like YouTube, Google Scholar, Menti.com, SlideShare, Kahoot, E-books, Moodle, Canvas, to enhance teaching and learning process and plagiarism software for project and research work. Tools such as Excel Solver, AtoZ math, and Income Tax/GST websites also integrated for practical learning. Students gain hands-on experience through platforms like Moneybhai.com, simulating real-world stock trading.

Additionally use of online assessment tools like quizzes, polls, and discussion boards monitor student progress, encourage participation, and foster a collaborative learning environment. YouTube videos, short films, documentaries webinars, recorded lectures and Ted Talks related to the syllabus and beyond were shown during lectures followed by discussions

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://siesce.edu.in/e-resources
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

42

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The Academic Calendar, which provides a framework for both academic and extracurricular activities, is created by the IQAC at the beginning of the academic year, where the theme of the year is given and departments plan activities based on it. This calendar is shared to all faculty and departments, who then develop their Teaching Plans in accordance with it. Teaching plans are created before the semester begins, outlining month-by-month topics for each course to ensure that the syllabus is covered in an organized manner.

Throughout the semester, faculty members closely adhere to their teaching plans to make sure that the BOS-approved syllabus requirements are met. Monitoring progress and ensuring adherence to the scheduled plan is done through routine checks and reviews. The Academic and Examination Calendar, allows for efficient syllabus management and ensures that institutional activities run smoothly, fostering collaboration and consistency across all departments. This structured approach ensures that academic and co-curricular activities are well integrated, resulting in a balanced and comprehensive educational experience for students.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

43

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

10

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

404

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

25

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

112

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

The examination system reforms are in alignment with the University of Mumbai and UGC reforms. New courses are in accordance with the NEP directives and has created that prioritizes holistic development, interdisciplinary learning, and skill acquisition. Accordingly changes and improvements in the exam system in alignment with university and UGC norms have been made.

Continuous Internal Assessment (CIA) includes Online internal exams alongwith various evaluation criteria including tests, quizzes, project work, map work, assignments, and tutorials. This enhances continuous engagement with course material, and fosters regular performance monitoring of performance and feedback

Unique seat numbers are assigned to students during semester-end examinations to ensure anonymity and to maintain the integrity of the assessment process.

Adhering to CO-PO mapping and Bloom's taxonomy has facilitated the alignment of evaluation with learning outcomes.

The use of technology for exam administration, assessment, and result declaration has streamlined exam processes and improved efficiency.

Timely Result Declaration ensures students receive feedback promptly, enabling them to make informed decisions about their academic progress.

Supplementary Exams are conducted for SEM II, IV, and VI in June 2024, to facilitate students fulfilling the eligibility conditions to be promoted to the next year classes, and supporting the student's academic journey.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

2.6 - Student Performance and Learning Outcomes

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

Based on the program levels, outcomes are created. The following are the outcomes of graduate and undergraduate courses:

Learners at the undergraduate

- Gain real-world experience and competency in professional ethics and skills to advance the understanding in business, commerce, accounting, taxation, finance, banking financial markets management and information technology.
- Cultivate their personalities in addition to the research, analytical, management, and commercial abilities needed for higher education and the workforce.
- Have an strong knowledge and understanding of the worldwide issues facing the IT, business, trade, and commerce sectors.
- Get leadership development training and exhibit social responsibility with an awareness of sustainability and the environment.

The learner at the postgraduate level will:

- Gain expertise in the relevant subjects.
- Enhance and fortify research and analytical abilities.
- Improve industry and academic abilities to prepare for the future.
- Have leadership development training and exhibit social responsibility with sustainability.

PO and CO are uploaded on the college website. POs are stated in the prospectus for the college. At the start of each term, the instructors in the corresponding subjects inform the students of their COs.

Course outcomes are based on foundational knowledge, skills and abilities required

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	https://siesce.edu.in/courses-syllabus

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

We follow the procedure given below:

- Define Institute's Mission, Vision, Quality Policy and Long Term Goals.
- Define Program's Mission, Vision, Quality Policy and Long Term Goals.
- Define POs and Map with Bloom's Taxonomy.
- Define COs for a course
- Map CO and PO
- Create Evaluation parameter
- Add questionnaires and Map COs against Evaluation parameters
- Map topics to the questions
- Upload question wise students marks
- Freeze the marks

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

863

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://siesce.edu.in/docs/1702110891%20Annual%20Report

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://siesce.edu.in/docs/1729582338%20SSS%20Analysis%202023%20-2024%20\(1\).pdf](https://siesce.edu.in/docs/1729582338%20SSS%20Analysis%202023%20-2024%20(1).pdf)

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The institution has a comprehensive research promotion policy that encourages our faculty and students for research. The college is a recognized Ph.D. Centre in the subject of Business Policy and Administration and Business Management. The Staff and Students' Research Cell organizes workshops, seminars and mentorship to help the faculty and students enhance their skills, stay updated with latest advancements. A Student Development Program for five days

on Sharpening Contours of Research was organized. Students are encouraged to participate in various Inter- Collegiate research competitions in which they bring laurels to the college. 17 Teams participated for the 18th Avishkar Research Convention organized by the University of Mumbai. The college encourages the faculty to present and publish papers in conferences and journals and bears the cost of publication. SIES Management has a well-defined Research Promotion policy. Faculty is provided with necessary support from the institution in terms of infrastructure, computational facilities, and library support for implementing research projects. The institution has a Research Advisory and Ethics Committee which guides the research activities within the institution. FDPs are conducted to train faculty on the dimensions of research

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://siesce.edu.in/docs/1727250219%20Governing%20Council%20meeting%20June%202024.pdf
Any additional information	No File Uploaded

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0.13

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

NIL

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

NIL

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

3

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

NIL

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

The Entrepreneurship Cell of the college plays a leading role in fostering the culture of innovation and entrepreneurship among the students. The E cell celebrated World Entrepreneurs Day by hosting an E-Summit. A seminar on 'Careers in Hotel Management' was organized for the students. EnQuizitive (a quiz competition) was held in November 2023 to observe National Entrepreneurship Day.

EnVision Business Plan Competition was held on January 16, 2024, on the occasion of National Start-Up Day. E-Cell and SIES Incubator organised a meeting with CIIE.CO (IIM Ahmedabad) for our student and alumni entrepreneurs on 24 January 2024. E-Minds Bazaar was organized three times with 26 stalls. The Rotaract club of the college organized a plethora of events sensitizing the students and faculty on health and social issues. DLLE organized the DLLE Week, which included student-run stalls and various competitions focused on projects selected. DLLE organized a financial literacy seminar and hosting the Udaan festival 2024. The research cell of the college provides all the facilities to the teachers and students to publish papers in journals and conferences.

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

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

12

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

15

File Description	Documents
URL to the research page on HEI website	https://siesce.edu.in/research
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

0.05

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	No File Uploaded

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

1.21

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

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

NIL

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

NIL

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Aligning with the mission of Gender parity and empowerment, WDC of SIES CE organised several events during the year. The main events include training sessions on inclusion, gender parity and gender sensitization to make the students aware of the importance of the need of a society with gender equity. Students were also given special training on how to deal with harassment in public places through the Red Dot Foundation's flagship program - Bystander Intervention. Hands on training was provided to girl students on agarbatti stand making and jewellery making with the intention of helping students to convert a hobby into generating income. WDC strives to achieve the vision of an equitable society by

sensitizing and empowering the youth. NSS unit of the college organized a plethora of activities throughout the year related to health, environment, Swacha Bharat Abhiyaan and teaching for the underprivileged children. The residential camp was conducted at Shivansai village where the students contributed to the overall development of the village by painting the community hall, conducting seminars, teaching and art activities benefitting the kids and the people of the village

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

7

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

41

File Description	Documents
Reports of the events organized	View File
Any additional information	No File Uploaded

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

1358

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

17

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

7

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

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 equipments, etc.

The institute is equipped with adequate infrastructure and facilities to enhance the teaching-learning process. All classrooms are outfitted with LCD projectors, LAN connections, and Wi-Fi access for both faculty and students. Well-equipped computer labs facilitate lab-based classes and practical sessions. The institute offers access to various databases, including J-Gate and

N-List benefiting both faculty members and students. Additionally, an ERP system and Tally computing software are available for teaching, learning, examination and research purposes. The entire campus is Wi-Fi enabled, allowing seamless internet access throughout the premises. In recognition of the need for digital advancement, the college has implemented Microsoft Teams to support online lectures, guest lectures, orientations, quizzes, attendance tracking, and the sharing of course materials and assignments. Furthermore, audio-video conferencing facilities are utilized for seminars, presentations, and various curricular and co-curricular activities. This holistic approach ensures that students receive a robust educational experience that integrates both traditional and digital learning methodologies.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

The institute is equipped with adequate infrastructure and facilities to enhance the teaching-learning process. All classrooms are outfitted with LCD projectors, LAN connections, and Wi-Fi access for both faculty and students. Well-equipped computer labs facilitate lab-based classes and practical sessions. The institute offers access to various databases, including J-Gate and N-List benefiting both faculty members and students. Additionally, an ERP system and Tally computing software are available for teaching, learning, examination and research purposes. The entire campus is Wi-Fi enabled, allowing seamless internet access throughout the premises. In recognition of the need for digital advancement, the college has implemented Microsoft Teams to support online lectures, guest lectures, orientations, quizzes, attendance tracking, and the sharing of course materials and assignments. Furthermore, audio-video conferencing facilities are utilized for seminars, presentations, and various curricular and co-curricular activities. This holistic approach ensures that students receive a robust educational experience that integrates both traditional and digital learning methodologies.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	https://siesce.edu.in/facilities

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

23

File Description	Documents
Upload any additional information	No File Uploaded
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

9.40

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

The Library uses Koha open source library management software version 21.11.09.000 with OS version Linux 162-241-125-13.webhostbox.net 5.4.0-167-generic #184-Ubuntu SMP Tue Oct 31 09:21:49 UTC 2023 x86_64. It is hosted on cloud computing and provides 24X7 access to the library resources. It includes modules for acquisitions, circulation, cataloguing, serials management, budget control, label printing, etc.. The OPAC facilitates basic as well as boolean searches. It also provides

complete catalogue details of the resources along with the location and availability for easy access to the users. The college website has a library page where the OPAC link is provided (<http://sieselibrary.ourlib.in/>). The Library page also provides links for online resources which help the users. In the circulation modules, mail alerts are sent to the users prior to the due date and also for overdue books. Standard reports required in the library are generated through the software. Stock taking is also carried out with the help of the software.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://sieselibrary.ourlib.in/

4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

8.11

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

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

235

File Description	Documents
Upload details of library usage by teachers and students	No File Uploaded
Any additional information	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The institution upgrades its IT facilities, ensuring a adequate infrastructure for both academic and administrative purposes. The Wi-Fi system has been significantly upgraded, with 18 access points installed across the campus to provide comprehensive coverage for students and staff, across all the classrooms, staffroom, laboratories, library, office, control room, auditorium etc. For students there is separate Airtel Wi-Fi available. College also has firewall facility which is helpful to block unwanted traffic to and from institute and to block unwanted content. Regular budget for updation & maintenance of IT facilities is prepared.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesce.edu.in/docs/1670572028%20IT%20Usage%20policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2741	88

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. 750 Mbps
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File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	C. Any two of the above
--	--------------------------------

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://siesce.edu.in/e-resources
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

67.52

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

The institution has established systems in place to maintain and utilize its physical, academic, and support facilities effectively. Principal and administrative staff, oversees the upkeep of infrastructure, ensuring optimal utilization for

efficient college functioning.

Annual budget provisions are allocated for repairs and new purchases, with departmental requirements collected and reviewed by the College Development Committee and Finance Committee. Stakeholder suggestions are considered to enhance facility management. Each department conducts periodic reviews of their facilities' maintenance needs, ensuring timely action.

Maintenance of classrooms are managed by non-teaching staff according to a monitored schedule. Equipment are regularly serviced by external agencies under annual maintenance contracts. The institution empanels technicians for plumbing, electrical maintenance, and employs dedicated IT support staff, ensuring all facilities remain in working order.

Regular stock verification is conducted in libraries, while sports facilities are managed by designated coordinators who maintain records of usage and oversee equipment maintenance. Additionally, the institution believes in adherence to quality standards in maintaining and utilizing all facilities effectively. This structured approach fosters a conducive environment for both academic excellence and student development.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://siesce.edu.in/docs/Procedures%20and%20policies.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

12

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

111

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://siesce.edu.in/docs/1731572139%20FINAL%20proofs%20.pdf
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1974

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

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

71

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

375

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	View File

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

109

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

14

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The Students' Council provides a platform to the college students to demonstrate their leadership and other skills to run activities of various forums and associations. A provisional Extended Students' Council also includes division/ class representatives, secretaries and joint secretaries of various forums and

associations which organized various events in college.

Students are also nominated as Students' Representatives to College Development Committee (CDC) and IQAC to for their suggestions and participation in the development and quality enhancement of the institution.

The list of events organized is as below:

- FANTASIES ,Annual Inter-collegiate Cultural Festival
- DISHA,The annual Career Fair
- SIES Debate (covers both National and International Affairs)
- E Summit to kindle the entrepreneurial spirit
- EDIT the BScIT fest, Finova the BFM fest, Finatix the BAF fest, Buddhi of BMS and
- Nostrum of BBI
- KALAVISTAR by Marathi Vangmay Mandal
- SIESMIC, the cultural committee organized various programs to promote Indian culture

The Gymkhana organized various sports tournaments including Annual Athletic Meet and training in Sports, Yoga and Fitness.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

5.3.3 - Number of sports and cultural events / competitions organised by the institution

39

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly

to the development of the institution through financial and other support services

Financial Assistance

Rs. 80,975/- received from Alumni and donors which was disbursed to 9 students

Rs.40,000/- received from Alumni towards Endowment Prizes which was disbursed to 8 students

Alumni Engagement

Following are the details of lectures delivered by Alumni on various topics.

1. CA Ashita Shah -Income Tax - Old / New Regime
1. Mr Sivaramakrishnan-Planning for Careers in Finance
1. Ms. Anu Murugan-Business Etiquette
1. Mr. Kunjan Shah-Personal Financial Planning
1. Mr. Akash Prabhu and Ishaan Parekh-Careers in Finance
1. Ms. Mianka Sriram-Higher Education Goals
1. Mr. Ishaan Parekh-Pursuing Professional Courses
1. Mr. Shubham Prajapati-Industry Trends
1. Ms. Payal Kataria-Skills and Tools in Data Science
1. Arya Iyer-How to prepare for CET/CAT
1. Deepika Iyer-Career in Finance
1. Ms. Vineeta Shyamkishnan-KYC Documentation and Escrow
1. Mr. Nilesh Mishra-Manual & Automation Testing
1. Mr. Dinesh Singh Pundir-DevOps
1. Mr Nitin Sharma-Cloud AWS
1. Ms. Michelle Vaz-Profile Building and Interview Etiquettes

1. Adv. Alister Sequeria-Careers in Law

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

5.4.2 - Alumni's financial contribution during the year**E. <2 Lakhs**

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT**6.1 - Institutional Vision and Leadership**

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The institution envisages a pupil-centric environment nurturing overall development. It aims to develop teachers as facilitators to mould students with future ready competencies. Decentralisation and Participative management are fostered through collaborative decision making and implementation.

For academic and curricular activities, faculty members collaborate with subject experts and alumni for curriculum enrichment along with the feedback received from students. Departments, committees and forums, along with student council members plan co-curricular and extracurricular activities in adherence to the theme and calendar for the academic year provided by the IQAC. Suggestions arising out of discussions are incorporated in the academic calendar. The examination calendar is taken into consideration while planning the activities for the academic year. Faculty take the responsibility to conduct a gamut of activities to foster teaching learning, student progression and research with the assistance of student coordinators.

This year the perspective plans were specially tailored with a focus on the preparation and modification of syllabi for the

second-year students aligning with the objectives of the National Education Policy (NEP).

The suggestions of faculty members and students are incorporated in the implementation of perspective plan with the inputs from the Internal Quality Assurance Cell (IQAC) and College Development Committee (CDC).

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Case Study: Decentralization and Participative Management in NEP Implementation for SY

The framing of the NEP curriculum and implementation was an outcome of participative management and decentralisation. The learnings of first year implementation were shared by the faculty. Several meetings were held, to finalise the second year NEP template. Based on the subject allocations in the verticals, faculty coordinated with the respective board of studies for finalisation of the syllabi. Department wise meetings were held to enable interaction and a sound understanding of NEP objectives. Departments had the autonomy to frame the syllabus within the NEP guidelines

New subjects were introduced and revision of syllabi undertaken keeping in mind current trends and industry requirements. In line with the discussions happened, the syllabi for new subjects were drafted and approved by the BoS. This was followed by the work to align course objectives with NEP objectives and to map Course Outcomes (CO) with Program Outcomes (PO).

With the objective of decentralization, the BoS for MCOM was restructured into separate BoS for Accounting, Banking & Finance, Global Wealth Management, and Financial Research & Technical Analysis. This restructuring helped to provide a focused and in-depth approach to each specialized subject area

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	https://siesce.edu.in/strategic-plan-deployment

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

To provide an enriching teaching learning environment, the institution realises the importance of improving the quality of teachers. Especially with a sizeable number of young teachers joining the institution, the quality enhancement initiatives become very crucial.

With this intention in mind, the institution has organised a number of training programs for the faculty members viz., a 5- day FDP on Teaching Excellence, a Work shop on Bloom's Taxonomy, a 3- day FDP on Indian Knowledge Systems.

These training programs provided teachers with hands on experience with ICT tools and helped to inculcate a research rigour in the teachers so that it can be made a part of regular class room teaching. The training programs also focused on teaching ethics and ascertained the importance of being compassionate to the needs of students and focussed on the idea of multidisciplinary approach put forth by NEP. Teaching pedagogy sessions enabled teachers to identify the specific learning needs of the students and to apply it in the class room settings.

All these initiatives exemplify the institution's commitment to teaching learning and its dedication to making a positive impact on society.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://siesce.edu.in/strategic-plan-deployment
Upload any additional information	No File Uploaded

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

Our college's organizational structure is strategically designed to support effective governance and foster educational excellence. Key components include the Managing Council, Principal, Vice Principals, Heads of Departments, and both teaching and non-teaching staff. This structure is instrumental in overseeing the institutional strategic plan, defining academic goals, and formulating financial, strategic, operational, and recruitment strategies. Involvement of external stakeholders in various committees and boards further enhances the plan's effectiveness.

Decision-making processes are clearly defined at various levels within the organizational hierarchy, ensuring both efficiency and accountability. Teaching and non-teaching staff are entitled to benefits such as Provident Fund, Gratuity, Mediclaim, research incentives, and other applicable perks. All recruitments for approved positions follow the guidelines set by the University of Mumbai, underscoring our commitment to merit-based practices.

A Grievance Redressal Committee, comprising the principal and staff representatives, addresses concerns raised by staff and students, complemented by a conveniently located complaint box for submitting issues.

Overall, our organizational structure and policies are designed to uphold transparency, fairness, and efficiency. The active involvement of stakeholders and the inclusion of external insights foster a dynamic decision-making environment that promotes educational excellence.

File Description	Documents
Paste link to Organogram on the institution webpage	https://siesce.edu.in/organogram
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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	No File Uploaded
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

Our institution places a strong emphasis on the holistic development of both teaching and non-teaching staff, recognizing and valuing their contributions.

The institution is dedicated to the personal, academic, and overall growth of all staff members. Teaching staff are actively encouraged to participate in orientation programs, refresher courses, short-term courses, and Faculty Development Programs, with support provided through duty leaves and financial reimbursements, fostering continuous learning and skill enhancement. Faculty members are also encouraged to enroll in upskilling programs offered on platforms like Swayam and various MOOCs.

The institution places a strong emphasis on research, particularly

the publication of high-quality articles in recognized journals, offering financial incentives to teaching staff. Faculty pursuing doctoral programs are further supported through lecture remissions, duty leaves, and monetary incentives, as detailed in the institution's research policy.

Non-teaching staff are encouraged to participate in relevant training and workshops, with duty leaves sanctioned to facilitate their involvement. The institution also provides group insurance and gratuity benefits, ensuring financial security for all staff members. Additionally, teaching staff enjoy a staff quota in admissions to SIES Institutions, and support is extended to employees pursuing higher education, reflecting the institution's commitment to their continuous academic and professional development.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

13

File Description	Documents
Upload any additional information	No File Uploaded
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 programmes organized by the Institution for its teaching and non-teaching staff during the year

7

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

45

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Our institution strictly adheres to financial transaction guidelines established by SIES management, ensuring strong accountability and transparency. The process is supervised by the Principal and Registrar. Each committee and department prepares an annual budget for the upcoming academic year, which is rigorously reviewed by the Finance Committee before being submitted by the Principal to management for approval.

Funds received through sponsorships are properly documented and submitted to the college, which then issues receipts and ensures timely payments to vendors, maintaining transparent financial dealings. All purchases are centralized through the SIES Central Purchase Department, streamlining procurement and ensuring consistency across the institution. Regardless of the transaction size, every financial transaction is diligently recorded, contributing to accurate financial reporting.

An annual external financial audit is conducted by a Statutory Auditor appointed by the SIES Management, providing independent verification of compliance with financial regulations and enhancing the credibility of our financial reports. Internal audits are performed by faculty members, committees, departmental heads, and the college office, focusing on ensuring proper account maintenance and implementing safeguards to detect and prevent any potential fraud.

These robust financial management practices collectively foster a sound financial system, building trust and confidence in the institution's financial processes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

35

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Our institution follows a structured approach to mobilizing and utilizing financial resources to support its educational mission effectively.

Sources of Income:

1. **Government Grants-in-Aid:** A significant source of funding for academic and operational activities.
2. **Student Fees:** In line with Government/University guidelines,

fees support daily operations.

3. **Management Support:** Financial deficits are proactively covered by the institution's management.
4. **Collaborations:** Partnerships with government and corporate organizations allow for revenue-sharing Certificate, Diploma, and Add-on courses.
5. **Sponsorships and Donations:** Corporates and other institutions contribute to events and other initiatives.
6. **Philanthropic Contributions:** Endowments from trusts such as Essar Foundation and Nischal Israni Foundation, etc. enrich student experiences.

Utilization of Funds:

1. **Government Grants:** Primarily used for staff salaries and expenses in Grant-in-Aid departments, guaranteeing the efficient operation of these essential segments.
2. **Student Fees:** Cover expenses for the Unaided section.
3. **Operational Costs:** Amounts are set aside for a range of operating costs, such as upkeep and repairs, books, electricity, printing, and stationery.

Student Centric Activities : Funds are allocated to support curricular and extracurricular activities such as skill development, placement training, career awareness programs to enhance employability and research activities and events that foster research aptitude amongst students.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

Practice 1: Student and Faculty Development Programs

The IQAC institutionalized initiatives such as the Student Development Program (SDP) focusing on leadership training and

Faculty Development Programs (FDP) to enhance academic and professional growth. The SDP for Student Council members emphasized public speaking, speech structuring, and body language, significantly boosting communication and leadership skills. Additionally, three FDPs were organized: the first on Indian Knowledge Systems (IKS) aimed to integrate ancient knowledge into modern curricula; the second, a 5-Day FDP on Teaching Excellence, aligned with NEP 2020, covering diverse topics such as innovative pedagogies, mentoring, and the effective use of ICT; and the third focused on NAAC Preparations, equipping teaching and administrative staff for effective participation in the accreditation process.

Practice 2: Short-Term Skill Enhancement Courses

The IQAC also institutionalized short-term, need-based skill enhancement courses aimed at improving employability and life skills. Delivered online through partnerships, these courses included Tally ERP 9, Goods & Services Tax, Diploma in Accounting and Finance, and additional programs that align with evolving industry demands. By offering practical, industry-relevant skills, these programs supported students' professional development, reflecting the institution's ongoing commitment to enhancing employability and improving the overall learning environment for all students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siesce.edu.in/igac

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

Example 1: Structured Feedback Mechanism

The IQAC has implemented a structured feedback system that allows students to evaluate the teaching-learning process every semester. Feedback criteria encompass key aspects such as curriculum completion, communication effectiveness, student engagement, accessibility, punctuality, subject expertise, ability to generate interest, and the effectiveness of e-resources. After a comprehensive analysis, teachers and administrators engage in one-

on-one discussions to develop strategies for improvement. This iterative process provides faculty with actionable insights, promoting their continuous professional development. The structured feedback mechanism underscores the institution's commitment to refining the teaching-learning process based on real-time input from students, thereby enhancing educational quality and engagement.

Example 2: Student Satisfaction Survey

The annual Student Satisfaction Survey assesses various elements including teaching quality, course content, employability focus, and opportunities for participatory learning. Feedback from students, alumni, employers, and faculty is systematically analyzed to inform decision-making. The College Development Committee reviews the results and considers suggestions for adapting the teaching-learning process. By actively seeking input from multiple stakeholders, the survey enables the institution to remain responsive to the needs of its community, ensuring that educational practices align with expectations and foster a high-quality learning environment.

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

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://siesce.edu.in/academic-calendar
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	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

The college is committed to fostering gender equality and equity among all its stakeholders and actively implements initiatives to achieve this goal. In line with its action plan, the college organizes various activities and provides specific facilities for women, including:

Safety and Security

The Internal Complaints Cell takes action in case any safety and security-related complaints are registered. CCTV cameras are installed at strategic locations ensuring safety and security.

Awareness sessions on POSH, street harassment, cybersecurity, gender equality, inclusivity, etc. are held for students, teaching, and non-teaching staff to raise awareness about what constitutes sexual harassment and how to prevent such incidents in workplaces, and online safety and mitigate risks associated with digital technology.

Sakhi Box

Female students have a private and secure way to report instances of bullying, harassment, or discrimination against their gender through the Sakhi Box.

Counselling

To better support the well-being of its students and staff, the

college has appointed a qualified and experienced counselor. To ensure privacy and confidentiality, a counseling room has been provided.

Common rooms

There is a common room for girls in the college to unwind and attend to personal needs.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://siesce.edu.in/gender-sensitization-plan

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

D. Any 1of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

The college is deeply committed to the principles of the Swachh Bharat Abhiyan, working towards a cleaner, more sustainable future. In partnership with RUR Greenlife Pvt. Ltd., it actively collects tetra packs contributing to responsible waste management through recycling.

Following the directives of the Brihanmumbai Municipal Corporation (BMC), the college ensures proper segregation of wet and dry waste and adheres to solid waste management guidelines. With a focus on eliminating single-use plastics, the college embraces 'Mission 6R,' which includes refusing, reducing, reusing, repurposing, recycling, and rejuvenating resources in line with Government of India directives.

To promote sustainability, the compost pit was reactivated in the academic year 2022-2023 for future use and has continued to be used since then. Additionally, the institution is dedicated to improving the disposal of e-waste. As part of this effort, the college has partnered with the NGO Stree Mukti Sanghatana for the safe and eco-friendly disposal of e-waste. Through these initiatives, the college continues to play a proactive role in building a cleaner, greener environment while educating its students about sustainable practices and waste management.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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

E. None of the above

File Description	Documents
Geotagged photographs / videos of the facilities	No File Uploaded
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
5. Landscaping

C. Any 2 of the above

File Description	Documents
Geotagged 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 undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5.Beyond the campus environmental promotional activities 	C. Any 2 of the above
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance,	C. Any 2 of the above
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reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing 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, socio-economic and other diversities (within a maximum of 200 words).

The college is a linguistic minority institution, yet it embraces students and staff from diverse socio-cultural and religious backgrounds upholding a non-discriminatory policy for admissions and recruitment, and allowing cultural and religious dress conventions.

The College's strategic location ensures easy access for students and staff from various locations in and around Mumbai, encouraging enrollment from diverse socio-economic backgrounds.

The college offers financial assistance through staff, alumni, and several scholarships, including the SEAT scholarship, Nichal Israni Foundation Scholarship, and Seth Bhojraj Hassomal Charitable Trust scholarships, to support economically disadvantaged students. Mentors and a college counselor are available to address mental health and academic concerns. Furthermore, the College provides specialized support for students with learning and physical disabilities, helping them navigate challenges in a mainstream educational environment.

The college promotes inclusivity through events like Kalavistaar, which highlights Maharashtra's culture, and Parampara, promoting Indian tradition. To celebrate the diversity of Indian cuisine, a class activity was organized under the IKS subject. Students were encouraged to bring their homemade traditional dishes to share with their classmates. Students, regardless of gender and community are encouraged to participate in all sports and cultural activities by providing them with essential support and

arrangements to facilitate their involvement.

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

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

The institution is dedicated to the constitution and fosters responsible citizens by instilling constitutional values in its students. The college frames the curriculum which focuses on inculcating constitutional values such as secularism, equality, justice, liberty, and fraternity. To encourage civic engagement, the college organizes voter registration drives and promotes community service initiatives focused on social justice and human rights. Students engage in community service to promote social justice and equality. Through collaborations with local NGOs, students are empowered to address social issues and contribute to civic engagement by assisting those in need.

The college cultivates a sense of civic duty by celebrating important national days, including Independence Day, Republic Day, Constitution Day, and Kargil Vijay Diwas. Through these events the college inspires patriotism through activities like Pledge-taking ceremonies. These celebrations honor national heroes and reinforce the importance of constitutional obligations. Additionally, the college commemorates National Voters Day and organizes road safety awareness programs, emphasizing the nation's commitment to democracy and responsible citizenship

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts

B. Any 3 of the above

periodic sensitization 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 Annual awareness programmes on the 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 programmes, etc. in support of the claims	View File
Any other relevant information	No File Uploaded

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

The college fosters a vibrant cultural tapestry, reflecting the diverse spirit of India. Staff and students from various backgrounds come together to celebrate a rich array of festivals, honoring the traditions of different cultures. The college wholeheartedly embraces all celebrations, ensuring that festivals are celebrated with equal enthusiasm and respect.

The college highlights the significance of cultural diversity by celebrating a variety of Indian festivals, including Guru Purnima, Janmashtami, Ganesh Chaturthi, Onam, Navratri, Diwali, Christmas, and Makar Sankranti. The overarching theme of "Indianness" is evident in all activities, from traditional celebrations to cultural showcasing Indian culture and values are at the heart of these events. The college meticulously preserves the authenticity of each festival, ensuring that programs are conducted in a manner that honours their traditions and promotes understanding of their significance.

Moreover, the college actively participates in observing international days such as Women's Day, International Yoga Day, World Entrepreneurs' Day, World Hepatitis Day, World Philosophy

day, World Youth Skills day, Maanavta Divas, World Hindi Day, World Braille Day and Paper Bag Day demonstrating its commitment to global causes.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

https://siesce.edu.in/igac/best_practices.php

File Description	Documents
Best practices in the Institutional website	https://siesce.edu.in/igac/best_practices.php
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The college is dedicated to making quality education accessible to everyone within an inclusive and supportive environment. The college's open-door policy ensures that there are no hierarchical barriers across levels in the college ensuring an atmosphere of effective communication and mutual respect. The Principal and staff take a personal interest in student and staff welfare, actively working with the university and government to resolve issues promptly.

In addition, the college provides financial assistance to deserving students through scholarships funded by charitable trusts, alumni and faculty contributions, endowments, and the SEAT scholarship awarded by the management. Students are empowered to

develop leadership, managerial, and teamwork skills through autonomy in planning and organizing events, with faculty guidance. The college also offers a range of add-on courses aimed at skill development and job readiness.

In order to ensure development and progress of staff members, the college organizes a number of staff development programmes and also recognises achievements across all levels through awards and incentives.

The warm and welcoming environment at SIES fosters a sense of safety, security, and belonging, creating a space where everyone is encouraged to thrive academically and personally

File Description	Documents
Appropriate link in the institutional website	https://siesce.edu.in/igac/institutional_distinctiveness.php
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

ROAD MAP

- To strengthen online examination system
- To expand the scope of faculty exchange programme and involve more guest lecturers with industry experience
- To increase environmental consciousness among students
- To increase financial aid and scholarships
- To design curriculum in line with NEP 2020
- To provide industry ready skills
- To encourage teachers and students to undertake research projects and publications in UGC care/ SCOPUS/ ABDC listed journals
- To support teachers for ICT enabled teaching
- To provide training facilities and motivation for entrepreneurship and incubation
- To link curriculum outcome with field projects and community engagement projects in line with NEP 2020
- To sensitize students to social realities and make them contribute through community engagement projects.
- To focus on holistic education by integrating Health, Wellness and Yoga in the curriculum