# Annual Quality Assurance Report
# for
# Academic Year 2017-2018

# Submitted by



## SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

**(Established under section 3 of the UGC Act 1956, by notification No.F.9-12/2001-U3 Government of India)**

**Re-accredited by NAAC with 'A' Grade**

# Submitted to



## राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्

### विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

## NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

*An Autonomous Institution of the University Grants Commission*
P. O. Box. No. 1075, Opp: NLSIU, Nagarbhavi, Bangalore - 560 072 India

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# PART - A

AQAR for the year | 2017-2018

## 1. Details of the Institution

1.1 Name of the Institution | Symbiosis International (Deemed University)

1.2 Address Line 1 | Gram:Lavale

Address Line 2 | Tal: Mulshi

City/Town | Pune

State | Maharashtra

Pin Code | 412115

Institution e-mail address | registrar@siu.edu.in

Contact Number | 91-20-39116205, 91-20-39116200

Name Of the Head of the Institution | Dr. Rajani Gupte

Telephone Number with STD code | 91-20-39116201

Mobile Number | 9422302160

Name of IQAC Co-ordinator | Dr. Sreenath K

Mobile | 6363223677

IQAC e-mail address | head_qualityassurance@siu.edu.in

1.3 NAAC Track ID | 7090

**OR**

1.4 NAAC Executive Committee No. | EC(SC)/11/A&A/50.2 dated 19-01-2016

1.5 Website address | www.siu.edu.in

Web-link of the AQAR | https://siu.edu.in/notices/SIU-AQAR.php

1.6 Accreditation Details

| Sl. No. | Cycle | Grade | CGPA | Validity Period (Years) | Year of Accreditation |
|---------|-------|-------|------|-------------------------|------------------------|
| 1 | 1st Cycle | A | 3.35 | 5 | 29/01/2009 |
| 2 | 2nd Cycle | A | 3.58 | 5 | 19/01/2016 |
| 3 | 3rd Cycle | - | - | 0 | -//- |
| 4 | 4th Cycle | - | - | 0 | -//- |

1.7 Date of Establishment of IQAC        DD/MM/YYYY | 23/03/2009

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC (for example AQAR 2010-11submitted to NAAC on 12-10-2011)

    i. AQAR 2016-2017 was submitted to NAAC on 19/01/2016

1.9 Institutional Status

| University | State ☐ Central ☐ Deemed ☑ Private ☐ |
|---|---|
| Affiliated College | Yes ☐ No ☑ |
| Constituent Institute & Department | Yes ☑ No ☐ |
| Autonomous college of UGC | Yes ☐ No ☑ |
| Regulatory Agency approved Institution | Yes ☑ No ☐ <br><br> Bar Council of India <br> Indian Nursing Council <br> All India Council for Technical Education |
| Type of Institution | Co-education ☑   Men ☐   Women ☐ <br> Urban ☑   Rural ☐   Tribal ☐ |
| Financial Status | Grant-in-aid ☐   UGC 2(f) ☐   UGC 12B ☐ <br> Grant-in-aid + Self Financing ☐   Totally Self-financing ☑ |

1.10 Type of Faculty/Programme

Arts ☐   Science ☐   Commerce ☐   Law ☑   PEI (Physical Education) ☐

TEI (Edu) ☐   Engineering ☑   Health Science ☐   Management ☑

Others (Specify) :

| |
|---|
| Computer Studies <br> Health & Biological Sciences <br> Media,Communication & <br> Design Humanities & Social |

1.11 Name of the Affiliating University (for the Colleges)    NA

**1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR**

| | |
|---|---|
| **Autonomy by State/Central Govt. /** | **-** |
| **University with Potential for Excellence** | **-** |
| **DST Star Scheme** | **-** |
| **UGC-CPE** | **-** |
| **UGC-Special Assistance Programme** | **-** |
| **UGC-CE** | **-** |
| **UGC-Innovative PG programmes** | **-** |
| **DST-FIST** | **-** |
| **UGC-COP Programmes** | **-** |
| **Any other (Specify)** | **-** |

## 2. IQAC Composition and Activities

2.0 Vice Chancellor `1`

2.1 Number of Teachers `7`

2.2 Number of Administrative/Technical `3`

2.3 Number of students `2`

2.4 Number of Management `1`

2.5 Number of Alumni `2`

2.6 Number of any other stakeholder and community representatives `2`

2.7 Number of Employers/ Industrialists `2`

2.8 Number of other External Experts `0`

2.9 Coordinator `1`

2.10 Total Number of members `21`

2.11 Number of IQAC meetings held `3`

2.12 Number of Quality related meetings with various stakeholders

| | |
|---|---|
| Faculty | 3 |
| Non-Teaching Staff Students | 3 |
| Alumni | 3 |
| Others | 3 |
| Total | 3 |

2.13 Has IQAC received any funding from UGC during the year? `No`

If YES, mention the amount `-`

2.14 Seminars and Conferences (only quality related)

i) Number of Seminars/Conferences/ Workshops/Symposia

| | |
|---|---|
| International | 2 |
| National | 10 |
| State | 0 |
| Institution Level | 39 |
| Total | 51 |

ii) Themes of Conferences/ Workshops/Symposia (Only Quality Related)

1-Phenomenological Research Methods and Application

2-Technology Enabled Teaching Learning

3-Academic Writing

4-BitCoin & BlockChain

5-Ethics Across Curricula

6-Electronic Tools for the Classroom

8-Facilitating Self Study through Reading Techniques

9- Effective Use of E-Resources for Teaching, Learning and Evaluation

10- Curriculum Building for Data Science & Business Analytics

11- Writing Retreat on Incomplete Papers: Qualitative works in Papers

12- Corporate Governance issues in Auditing

13- Use of eResources for Research

14- Design Thinking

15- Transactional Analysis for Effective Teaching

16- Qualitative Research Methods and Application: In-Depth Exploration of Phenomenology and Grounded Theory

17- Organisational Wisdom and Leadership

18- Multi Criteria Decision Making

19- Basic Econometrics and Time Series Data Analysis

20- Research Trends in Marketing

21- What is a Patent? Everything you need to know about it

22- Innovative E-Technologies in teaching (Joint FDP-STLRC & SCON)

23- Using experimental designs for research purpose

24- Designing a Course

25- Using R – for Statistics (Joint FDP- STLRC & SCIT)

26- Multiple Intelligences based Teaching-Teaching the way students learn! (Joint FDP- STLRC & SCIT)

27- Basics of Qualitative Research

28- Advanced Qualitative Research Summer School

29- Writing a Research Proposal and Doing Literature Review

30- Experimental Research: Medialab and DirectRT

31- Research Using Python (Joint FDP- SCIT and STLRC)

32- SEM using AMOS (Joint FDP-STLRC and SIBM-B)

33- Internationalisation at Home: Strategies for building global, international and intercultural (GII) competencies

34- Leadership for Health Management Faculty

| | 35- "Superstars" – Telling stories through audio-visuals |
| | 36- Research Paper Publication |

| 2.15 Significant Activities and contributions made by IQAC | -IQAC monitored the activities of the Constituent Institutes<br><br>-Developed Online AQAR 2016-2017<br><br>-Audit of AQAR and OMPI by Internal Teams of faculty members<br><br>-Need base updation of Online MIS, FIS to capture data online<br><br>-Worked on NAAC revised guidelines and outlined software requirements and formats sent to all Institutes<br><br>-Updated many tabs of FIS as per requirement of PAR-API<br><br>-Linked FIS with exam Software to validate teaching hours<br><br>-Provided data through on-line systems like for AISHE,UGC,NIRF,FICCI<br><br>-Presentations by constituent institutes and departments in External IQAC meetings<br><br>-Facilitated Online feedback questionnaire from VC madam and Dean Academics<br><br>-Conducted training programmes through Academics,Symbiosis Teaching & Learning Centre(STLRC) and Symbiosis Center for Research & Innovation (SCRI) as per the needs of the faculty members |

2.16 Plan of Action by IQAC/Outcome
The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year

| Plan of Action | Achievements |
| --- | --- |
| To Make Online feedback form for the faculty members | University is in the process of creating a standard template for same as per NAAC guidelines |
| To start new Departments/Centres | New departments were introduced in 2017-2018-<br><br> Symbiosis Centre for Behavioural Studies (SCBS)<br>Symbiosis Centre for Nano science and NanoTechnology (SCNN)<br> Symbiosis Centre for Media Image Analysis (SCMIA)<br> Symbiosis Centre for Alumni Engagement (SCAE)<br> Symbiosis Statistical Institute (SSI) |
| To organise Conferences/Seminars/Symposia/Workshops in the University for Academic excellence | Conferences held in 2017-<br>IR Conference<br>• SYMHEALTH<br>Conferences held in 2017-<br><br>IR Conference<br>• SYMHEALTH |

| | |
|---|---|
| | • SIU-AIU Conference<br>FDPs : 47 Conducted by STLRC<br><br>Workshops for University staff (Conducted by HR -Symbiosis Society) for non teaching staff.<br><br>1- Koha training program held on the 4th and 5th of July 2017<br>2- Google App – 19th Feb 2018<br>3- Business Writing - 23rd Aug'18 |
| To build strong Alumni network | Symbiosis Centre of Alumni Engagement (SCAE) – is a Centre established under the Symbiosis International University to nurture and strengthen a symbiotic and long lasting relation with its alumni community. SCAE aims to design diverse philanthropic, academic,networking events, and programs for SIU Alumni fraternity.<br><br>Before formation of SCAE, the Constituent Institutes/ Departments of the University were actively engaged with their respective Alumni base.SCAE intends to take this engagement to next level and at SIU level. SCAE has created a strategic blueprint to facilitate a structured and long-term involvement from alumni |
| To initiate activities under 'We Care' programme | The Symbiosis Centre for Emotional Well Being has been established ,which will bring together renowned experts from Psychologists, HR , Counsellors etc. to formulate delivery mechanisms of Health care services .<br><br>The diversity of students at Symbiosis Campuses with myriad mental health problems,will position SIU well in implementing solutions .<br>SymbiCare App will also be developed for easy access of these services to students,staff & faculty |

2.17 Whether the AQAR was placed in statutory body      Yes

(If YES : Management : ☑    Syncicate : ☐    Any other body : ☐

Provide the details of the action taken

The AQAR was approved by Board of Management in meeting held on 07-09-2018 vide Resolution No. A33: BoM: 07.09.2018

# Criterion - I

## 1. Curricular Aspects

1.1 Details about Academic Programmes

| Level of the Programme | Number of existing Programmes | Number of programmes added during the year | Number of self-financing programmes | Number of value added/career oriented programmes |
|---|---|---|---|---|
| PHD | 1 | 0 | 1 | 1 |
| PG | 39 | 3 | 42 | 42 |
| UG | 26 | 0 | 26 | 26 |
| PG Diploma | 17 | 3 | 20 | 20 |
| Advanced Diploma | 0 | 0 | 0 | 0 |
| Diploma | 14 | 2 | 16 | 16 |
| Certificate | 0 | 0 | 0 | 0 |
| Others | 0 | 0 | 0 | 0 |
| Total | 97 | 8 | 105 | 105 |
| Interdisciplinary | 65 | 7 | 72 | 60 |
| Innovative | 19 | 5 | 24 | 20 |

-SIU conducts PhD programme under seven Faculty-Law,Management, Humanities & Social Sciences, Computer Studies, Health & Biomedical Sciences, Media,Communication & Design and Engineering

-Some new programmes introduced were MBA program on Data Sciences and Data Analytics, Master of Science(Systems Security),PG diploma in Yoga, etc

1.21.2

  (i) Flexibility of the Curriculum:    CBCS/Core/Elective option

  (ii)Pattern of programmes:

| Pattern | Number of programmes |
|---|---|
| Semester | 102 |
| Trimester | 0 |
| Annual | 3 |

1.3 Feedback from stakeholders

| | Mode Of Feedback (tick whichever is applicable) | | |
|---|---|---|---|
| | **Online** | **Manual** | **Co-operating Schools** |
| Alumni | ✓ | ✓ | ☐ |
| Students | ✓ | ✓ | ☐ |
| Parents | ✓ | ✓ | ☐ |
| Employers | ✓ | ✓ | ☐ |
| Faculty | ✓ | ✓ | ☐ |

Feedback from various stakeholders is captured in different forms like manual, online , formal informal etc and the feedback is further incorporated in the curriculum through Board of Studies as well as Academic Council approval.

1.4 Whether there is any revision/update of regulation or syllabi ,if yes, mention their salient aspects

A comprehensive exercise was conducted in January to March, 2017 where all BoS subcommittees reviewed all courses and made recommendations. Based on the recommendations the course catalog was updated and irrelevant courses were made dormant and will be implemented in the AY 2018-19. The review exercise was undertaken in addition to the existing process of approval of new courses.

Outcome based Education workshop was conducted for all the faculty members of Symbiosis International (Deemed University) during May and June 2018.Outcome Based Education (OBE i.e. Program Outcome, Course Outcome, Program Specific Outcome, PEO, Course Specific Outcome) will be implemented from Academic year 2018 onwards.

1.5 Any new Department/Centre introduced during the year. If yes, give details

There were 5 new departments introduced this year as given below:

- Symbiosis Center for Behavioral Studies (SCBS)
- Symbiosis Centre for Waste Resource Management(SCWRM)
- Symbiosis Centre for Nanoscience and Nanotechnology(SCNN)
- Symbiosis Center for Medical Image Analysis (SCMIA)
- Symbiosis Centre for Alumni Engagement (SCAE)

# Criterion - II

## 2. Teaching, Learning and Evaluation

2.1 Total Number of permanent faculty

| Professor | 72 |
|---|---|
| Assistant Professor | 335 |
| Associate Professor | 115 |
| Others | - |
| Total | 522 |

2.2 Number of permanent faculty with Ph.D.

353

2.3 Number of Faculty Positions Recruited (R) and Vacant (V) during the year

| | R | V |
|---|---|---|
| Professor | 11 | 5 |
| Associate Professors | 17 | 34 |
| Assistant professor | 69 | 49 |
| Others | - | - |
| Total | 97 | 88 |

2.4 Number of faculty

| Guest | 793 |
|---|---|
| Visiting | 1094 |
| Temporary | - |

2.5 Faculty participation in conferences and symposia

| Number of Faculty | International Level | National Level | State Level |
|---|---|---|---|
| Attended | 659 | 183 | 8 |
| Presented Papers | 407 | 123 | 6 |
| Resource Persons | 44 | 61 | 16 |

2.6 Innovative processes adopted by the institution in Teaching and Learning

All the institutes have invested in designing and implementing innovative teaching, learning and assessment practices to enrich the students' learning experiences and improve their learning outcomes. Highlights of such practices include experiential learning, simulations, business games, case studies and role plays, online tests and modules, community engaged learning, flipped classrooms, interactive learning management systems and experiential outbound study trips.

Details of some innovative practices are mentioned here:

-Curriculum based research projects/activities that have led to the publishing of student papers, journals, conference proceedings, etc.
-Group learning/activities and group based evaluations
-Greater use of currently applicable and industry relevant software/technologies in class
-Online certification courses like Google, Hub spot and Ad Word certifications embedded into the curriculum
-Session plan detailing and assignment tracker
-Co-taught courses with international partners with student cohorts across nations engaged in the same
 teaching-learning-research-community engagement-assessment system
-Student participation in internal academic audit/review
-Hackathons

2.7 Total Number of actual teaching days during this academic year    207

2.8 Examination/ Evaluation Reforms initiated by the Institution
(for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

In order to ensure that globally valued educational inputs and experiences are offered to all our students, faculty are constantly thinking of ways to bring innovation and value to the evaluation systems and methods we use. Moving away from the traditional method of rote learning and written exams that focus on theory has been a well-accepted goal for all faculty trying to bridge the traditional gap between class room learning and real world application.

Some reforms introduced in the exam/evaluation system include:
1. Open Book Examination
2. Research based internal assessments
3. Moots
4. MOOC
5. MUNs
6. MCQ(Multiple Choice Questions)
7. Presentation
8. Viva
9. Online Test, Assignment
10. Use of  Moodle
11. Mini Project
12. Field Visits
13. Industry Visit
14. Role Play
15. Case Study
16. Quiz
17. Alumni formed part of three members assessment team
18. Faculty and industry mentor for assessing summer internship projects
19. Business simulation, network simulation
20. Excel based business modeling
21. Evaluation based on International Reports of professional bodies
22. Article review
23. Ensuring judicious use of the paper
24. Question Paper review process

25. Term-End Computer Based Examination Guidelines
26. Student feedback on End Term Examinations is taken online through Eduwiz Software.
27. Virtual display of theory question papers.
28. For internal examination, this year onward minimum of 2 components of evaluation are required for a 3 credit subject and 3 components of evaluation are required for a 4 credit subject.
29. Internal Evaluation is compulsory for certificate course.
30. Guidelines for evaluation of the Internship reports/ presentations as well as R&D reports & presentation
31. Common format of question paper
32. Crossword
33. Job demo
34. Changed external evaluation pattern -from written external evaluation method to Jury method
35. Assignment calendar
36. Remedial students having parallel additional inputs and assessment
37. Backlog examination of any semester will be conducted along with the SEE examinations
38. Backlog exams for courses offered in the current semester will be conducted with the SEE exams of the semester
39. The same SEE exam inclusive of all its components will be applicable for both regular and backlog students.
40. The system of double valuation
41. Providing formulas at end of the question paper
42. Seat number are printed on question paper to avoid swapping of question paper by the students
43. The mark sheet report are printed from the software for verification
44. Discontinuing the practice of showing answer sheet of ES

2.9 Number of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Studies/Faculty/Curriculum Development workshop

|  | Numbers | Description |
|---|---|---|
| Board of Studies | 82 | The number of faculty contributing significantly to programme creation and revision is steadily increasing as a result of FDPs and new democratic engagement processes |
| Faculty Meetings | 271 | The number of faculty contributing significantly to programme creation and revision is steadily increasing as a result of FDPs focussing on curriculum development and need for holistic review of courses/session plans, etc. |
| Curriculum Development Workshop | 235 | The number of faculty contributing significantly to learning about programme creation and revision is steadily increasing as a result of FDPs and need for faculty to be engaged with such processes regularly. |

2.10 Average percentage of attendance of students  78.12

2.11 Course/Programme wise distribution of pass percentage

| Title of the Programme | Total Number of students appeared for completion of program | Grade | | | | |
|---|---|---|---|---|---|---|
|  |  | Passed | A % | B % | C % | D % |
| Undergraduate Program | 2311 | 1769 | 9.99 | 69.95 | 34.98 | 2.93 |
| Postgraduate Program | 3014 | 2793 | 11.03 | 93.42 | 5.52 | 0.08 |

Pass percentage for UG as well as PG in 2018 has decreased over 2017.
For UG, it has decreased from 74.13% to 70.93%
For PG, it has decreased from 93.64% to 91.97%

For UG:
UG
GRADE 2017 2018
A 2% 6.98%
B 33% 49.21%
C 56% 34.51%
D 9% 9.30%

For PG:
PG
GRADE 2018 2017
A 9.35% 10%
B 83.88% 81%
C 6.34% 8%
D 0.43% 1%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes

IQAC evaluates and reviews overall quality initiatives in all academic and administrative aspects specific to teaching, learning process, such as:

Review of Teaching Plan, Faculty Feedback, Course feedback, Online Feedback, Academic Audit, Mid Term Reviews, Review and Upgrading of syllabus, Course Reviews, Inviting International faculty for teaching and research collaborations, Corporate collaborations and grants, Research grants, Online systems for capturing attendance/marks/other processes, Analysis of results and student performance, Research journals, detailed course schedules.

2.13 Initiatives undertaken towards faculty development        Total:        541

| Faculty / Staff Development Programmes | Number of faculty benefitted |
|---|---|
| Refresher Courses | 500 |
| UGC - Faculty Improvement Programme | 9 |
| HRD Programmes | 8 |
| Orientation Programmes | 85 |
| Faculty Exchange Programme | 2 |
| Staff Training Conducted by the University | 36 |
| Staff Training Conducted by Other Institutions | 10 |
| Summer / Winter Schools, Workshops, etc. | 43 |
| Others | 29 |

2.14 Details of Administrative and Technical staff

| Category | Number of Permanent Employees | Number of Vacant Positions | Number of permanent positions filled during the Year | Number of positions filled temporarily |
|---|---|---|---|---|
| Administrative Staff | 283 | 99 | 119 | 431 |
| Technical Staff | 104 | 165 | 31 | 182 |

# Criterion - III

## 3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

There has been continuous effort at the levels of the University as well as the constituent institutes for developing the capacity (strength) and capability (quality) of Faculty members for conducting good quality research. There have been organized effort in every institute for sensitizing the Faculty members and students for doing research and for providing academic and intellectual support to new researchers by the experienced researchers.

Personnel from Symbiosis Centre for Research and Innovation (SCRI), the University's
department visited all campus of the University in Pune and other places and motivated with the Faculty members for research. They resolved several queries and rectified the issues faced by the Faculty members in doing research. They shared the importance of good quality research for the Faculty members in terms of value addition to teaching, career graph and perception of the host University. SCRI notified the guidelines for identifying good quality conferences and circulated the list of good quality research journals in different disciplines to all Faculty members of the University.

Three new research centers in the areas of Nanoscience and nanotechnology, Medical Image Analysis and Behavioral Studies have been commissioned.

A comprehensive set of the parameters to assess the research performance of the Faculty members has been developed and circulated. Subscription to new research databases and tools has been initiated. There has been a big leap in terms of initiation of new collaborations and linkages achieved by the Faculty members of the many institutes. Visiting scholars from foreign Universities stayed with the institutes and enlightened the faculty members as well as students in their respective areas of research. More interactions related to research have been formally held by the institutes and Faculty members have been motivated to attend and present in good quality research conferences in India and abroad. Several efforts at every level of the University has brought research accolades to the University through more good quality publications, manifold increase in external research funding agencies and amount and the number of patent applications for further processing.

3.2 Details regarding major projects

|  | Completed | Ongoing | Sanctioned | Submitted |
|---|---|---|---|---|
| Numbers | 3 | 19 | 9 | 4 |
| Outlay in Rs. Lakhs | 29.18 | 238.62 | 278.48 | 20.35 |

3.3 Details regarding minor projects

|  | Completed | Ongoing | Sanctioned | Submitted |
|---|---|---|---|---|
| Numbers | 13 | 26 | 19 | 10 |
| Outlay in Rs. Lakhs | 14.96 | 32.11 | 22.58 | 8.41 |

3.4 Details on research publications

|  | International | National | Others |
|---|---|---|---|
| Peer Review Journals | 676 | 479 | 0 |
| Non-Peer Review Journals | 0 | 0 | 0 |
| e-Journals | 676 | 479 | 0 |
| Conference proceedings | 10 | 27 | 0 |

3.5 Details on Impact factor of publications

| Range | 0-41.66 |
| --- | --- |
| Average | 0.77 |
| h-index | 26 |
| Nos. in SCOPUS | 275 |

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

| Nature of the Project | Duration Year | Name of the funding Agency | Total grant sanctioned (in Lakhs) | Total grant Received (in Lakhs) |
| --- | --- | --- | --- | --- |
| Major projects | 2017-18 | Education, Audiovisual and Culture Executive, Agency (EACEA) of EU through Sofia University, Bulgaria, Indian Institute of Banking & Finance. Mumbai, DAAD, DBT, DST, SERB, NABARD Tata Chemical Ltd(TCL) Manipal University | 348.79 | 102.26 |
| Minor Projects | 2017-18 | Sanctus Rehabilitation Care Foundation (SRCF)  Eberhard Karls Universitat Tubingen | 10.83 | 8.76 |
| Interdisciplinary Projects | 2017-18 | - | 0.00 | 0.00 |
| Industry sponsored | 2017-18 | Tata Chemical Ltd(TCL) | 5.92 | 2.96 |
| Projects sponsored by the University/ College | 2017-18 | Symbiosis University | 1074.54 | 1067.27 |
| Students research projects(other than compulsory by the University) | 2017-18 | Symbiosis International University | 3.98 | 2.98 |
| Any other(Specify) | 2017-18 | IIFL MEA- Ministry of External Affairs- | 31.15 | 31.15 |

3.7 Number of books published

| i) With ISBN No. | 17 | Chapters in Edited Books | 109 |
|---|---|---|---|
| ii) Without ISBN No. | 0 | | |

3.8 Number of University Departments receiving funds

| UGC-SAP | 0 |
|---|---|
| CAS | 0 |
| DST-FIST | 0 |
| DPE | 0 |
| DBT Scheme/funds | 1 |

3.9 For colleges

| Autonomy | 0 |
|---|---|
| CPE | 0 |
| DBT Star Scheme | 0 |
| INSPIRE | 0 |
| CE | 0 |
| Any Other (specify) | 0 |

3.10 Revenue generated through consultancy

52.20 (Rs. In lakhs)

3.11 Number of conferences organized by the Institution

| Level | Number | Sponsoring Agencies |
|---|---|---|
| International | 18 | - |
| National | 14 | - |
| State | 1 | - |
| University | 0 | - |
| College | 0 | - |

3.12 Number of faculty served as experts, chairpersons or resource persons

103

3.13 Number of collaborations

| International | 86 |
|---|---|
| National | 37 |
| Any Other | 0 |

3.14 Number of linkages created during this year

255

3.15 Total budget for research for current year in lakhs

| From Funding agency | 151.00 |
|---|---|
| From Management of University/College | 2863.69 |
| Total | 3014.69 |

3.16 Number of patents received this year

| Type of Patent | Number | |
|---|---|---|
| National | Applied | 6 |
| | Granted | 1 |
| International | Applied | 3 |
| | Granted | 0 |
| Commercialised | Applied | 0 |
| | Granted | 0 |

3.17 Number of research awards/ recognitions received by faculty and research fellows Of the institute in the year

| International | 65 |
|---|---|
| National | 22 |
| State | 6 |
| University | 10 |
| Dist | 0 |
| College | 6 |
| Total | 109 |

3.18 Number of faculty from the Institution

| who are Ph. D. Guides | 175 |
|---|---|
| and students registered under them | 309 |

3.19 Number of Ph.D. awarded by faculty from the Institution

| 36 |
|---|

3.20  Number of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

| JRF | 43 |
|---|---|
| SRF | - |
| Project Fellows | - |
| Any other | - |

3.21 Number of students Participated in NSS events

| University level | State level | National level | International level |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

3.22 Number of students participated in NCC events

| University level | State level | National level | International level |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

3.23 Number of Awards won in NSS

| University level | State level | National level | International level |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

3.24 Number of Awards won in NCC

| University level | State level | National level | International level |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

3.25 Number of Extension activities organized

| University forum | College forum | NCC | NSS | Any Other |
|---|---|---|---|---|
| 16 | 182 | 0 | 0 | 28 |

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

SIU fraternity is committed to serve the society with its capabilities in the areas of expertise. Glimpses of social responsibility fulfilled by SIU are the legal aid from the institutes of Law, various awareness drives by the institutes of Management and support to several NGOs by all institutes including the blood donation drives.

SLS, Pune's Legal aid care team visited Women's Cell Yerwada Central Jail to spread awareness on their Legal Rights. They also donated 2 Water Purifiers and 20 Carom Boards to the inmates. The event was attended by approximately 300 women inmates including convicts and under trail prisoners. In addition to this, the Legal Aid Care Team provided consultancy to about ten inmates at different occasions. Students of SLS assisted the Pune District Legal Services Authority (PDLSA) with preparation and assistance during the National Lok Adalat held on the 9th of December at the PDLSA Office and did the cataloguing of Land Acquisition cases. Students participated in the orientation and other programs of the Prison Advocacy Project at Yerawada Central Prison (Male), Pune.

SLS-Hyderabad held Legal Awareness Camp On "Basic Legal and Civil Liberties In India" at Edulapalle Village, Mediation Awareness Drive in Nandigama Village and Afforestation & Environmental Awareness drive at Montessori English medium school, Kothur.

SIBM Pune's initiative Prerna educated people for using an ATM, Basic First aid and health and hygiene tips. SIIB is associated with Sankalp self-help group of BAIF for marketing their product in urban market. Evening Tutorial Programme of SCMHRD benefited 54 school students for enhancing their knowledge of core subjects. Students also interacted with children at Savali (School for patients of Cerebral Palsy/ Mentally challenged).

SIMS, Pune's students learned to spend quality time and prepare with their own hands some gifts for the underprivileged children at NGOs - Maher, Shikshangram, Asha-Kiran & Sanmati Bal Niketan. They also held Blood donation drive and celebrated Raksha Bandhan with the SIMS security, housekeeping and mess staff. Pranay team of SIMS visited SARASWATI ANATH SHIKSHAN ASHRAM to meet and distribute sweets, chocolates, and goodies to the Orphan children.

SPARSH Committee at SITM had organized Blood Donation Drive in association with SCHC Lavale and organized FUN AND FOOD CARNIVAL 2017 to help students in showcasing their entrepreneurship skills for a day by means of setting up Food and Fun stalls while serving a noble cause. Profits generated in this event were donated in the form of charity to the underprivileged.

Students of SIHS, Pune hosted Medical Assistance camps for Pandharpur Wari at Phulenagar RTO, Peth Areas, Dive Ghat areas and for 32nd Pune International Marathon. Blood Donation, Reproductive Health and tobacco awareness drives were held by the students of SIHS.Blood donation camp held by SCHC was assisted by them. Personal Hygiene and Polio Camps were held in villages.

A number of awareness drives and initiatives such as swachchata pakhawada, save water, planet earth,sustainability, joy of giving, shramadaan, clothes donation drives, social projects, blood donations drive (in collaboration with SCHC), tutoring school students, tutoring on using new technology, nutrition awareness,hygiene sanitization of kitchen and others were held/organized by several other institutes of SIU

# Criterion - IV

## 4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities

| Facilities | Existing | Newly created | Source of Fund | Total |
|---|---|---|---|---|
| Campus area (in Acres) | 468.8011 | 0 | Self | 468.8011 |
| Class rooms (in Numbers) | 336 | 2 | Self | 338 |
| Laboratories (in Numbers) | 151 | 0 | Self | 151 |
| Seminar Halls (in Numbers) | 58 | 2 | Self | 60 |
| Number of important equipments purchased (≥ 1-0 lakh) during the current year | 963 | 311 | Self | 1274 |
| Value of the equipment purchased during the year (Rs. in Lakhs) | 2,105.94 | 764.26 | Self | 2,870.20 |
| Others | 24 | 13 | Self | 37 |

\* 15 labs have been merged.

4.2 Computerization of administration and library

Computerization of Library:

1. All the libraries including SIU library are computerized with "KOHA library management System."
2. All libraries under the University use "OPAC" through the KOHA Library Management System.
3. Library Gateway Portal is used to facilitate remote access to e-resources such as access to Online databases, case studies, research papers, research tools, E-books, audio-visual material etc.
4. The library subscribes to several online databases. Access is given to users through their institute IP address and through library portal. The discovery service (EDS) allows single window search of multiple resources.
4. Wi-Fi facility is available for internet access in all libraries apart from availability of Wi-Fi in campuses/ institutes. It has improved the access to various resources available in library.
5. All libraries use bar-code technology for computerized / automated circulation system;
6. All in-house activities of acquisition, cataloging, circulation and serial control and administrative tools are computerized.
7. The communication to various users through Emails and messages regarding their transactions are automatically sent.
8. The digital library services are available 24X7 in all campuses.
9. We participate in resource sharing networks/ consortia like INFLIBNET (Shodhganga, Shodhsindhu), DELNET, NPTEL and NDL.
10. we have installed JAWS screen reader software for visually impaired users in every library under SIU.
11. The adequate number of computers are available in the library for the students.

Computerization of Administration:

1. The computerization is completed to automate various administrative processes like Finance and Asset Management which facilitates paperless communications.
2. We use software Eklavya for HR, payroll and Performance Appraisal Review of teaching and non-teaching staff members, tax declaration till the preparation of pay slip;
3. The infrastructure needed for administration and library is updated from time to time based upon specific requirements from various departments and constituents.
4. All the staff members and library members are trained in respect of use of computerization of administration and library.
5. The institutes also use software for maintenance and automation of academic administration. The institutes have also subscribed for various databases apart from databases available at Central Library. It also includes research databases, E books, online learning tools in a few cases.
6. Thus from admission of the students till he / she graduates from the University processes are computerized.

4.3 Library services

| | Existing | | Newly added | | Total | |
|---|---|---|---|---|---|---|
| | Number | Value (in Lakhs) | Number | Value (in Lakhs) | Number | Value (in Lakhs) |
| Text / General Books | 278596 | 1,672.51 | 15247 | 116.86 | 293843 | 1,789.37 |
| Reference Books | 49303 | 782.20 | 4069 | 136.33 | 53372 | 918.52 |
| Journals | 705 | 59.01 | -17 | -1.2 | 688 | 57.82 |
| e-Journals | 61474 | 4.45 | 8814 | 5.81 | 70288 | 10.26 |
| Digital Database | 87 | 525.37 | 15 | 96.97 | 102 | 621.74 |
| CD & Video | 13431 | 51.33 | 181 | 3.58 | 13612 | 54.92 |
| e-Books | 153329 | 9.78 | 14148 | 57.05 | 167476 | 66.82 |

4.4 Technology up gradation (overall)

|  | Existing | Added | Total |
|---|---|---|---|
| Total Computers | 4873 | 426 | 5299 |
| Computer Labs | 77 | 3 | 80 |
| Internet (in Mbps) | 916 | 1030 | 1946 |
| Browsing Centres | 0 | 0 | 0 |
| Computer Centres | 0 | 0 | 0 |
| Office | 0 | 0 | 0 |
| Departments | 0 | 0 | 0 |
| Others | 0 | 0 | 0 |

4.5 Computer, Internet access, training to teachers and students and any other programme for technology

The following IT facilities are provided;

1. All the faculty members are provided with computers with Internet facility, operating system, MS Office and antivirus to promote modern learning, research, information sharing and ease of administration.
2. All the faculty members are given access to various software / tools which are useful in academic administration as well as research;
3. All these facilities are upgraded from time to time considering the requirements;
4. In case of procurement of new software or technology up gradation training is conducted for teachers as well as for students;
5. The printers/scanners and other peripherals are available in a network.
6. The access to online journals and other e-resources is provided to faculty members and students;
7. Availability of requisite software required for teaching of various subjects including free software such as R and other courses like open software;
8. The access is also given to Online Databases and the training is conducted by library and outside experts related to use of these resources.
9. The access to special packages/ software for uploading study material, evaluation of results and attendance and its sharing with all concerned members;
10. STLRC also conducts FDP on Online resources, use of technology in teaching - learning process etc.
11. The faculty members are encouraged to undergo training on use of various software required for academic administration and those which are assisting teaching learning process such as MOOC,
12. SICSR in collaboration with IIT Mumbai had conducted various FDPs on "Blended Learning";
13. The University also conducts training to faculty members through STLRC and to network administrator as and when it is required.
14. Central Library has conducted 69 training programs of all centrally subscribed resources. 4169 students and 457 faculty members have attended this training program; It has also conducted two Librarian Development Program and 2 FDPs on Electronic Resources with the help of STLRC.
15. The internet facility / bandwidth is also upgraded from time to time considering the requirements of new software / databases.

4.6 Amount spent on maintenance in Rupees lakhs

| | |
|---|---|
| **i) ICT** | 2,303.99 |
| **ii) Campus Infrastructure and facilities** | 32,483.19 |
| **iii) Equipments** | 1,138.21 |
| **iv) Others** | 3,331.65 |
| **Total** | **39,257.04** |

# Criterion - V

## 5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

IQAC has a representation from students.Agenda of IQAC includes information on student related services provided by SIU. This information is duly conveyed with student representatives in attendance as part of IQAC cell. Other rules and regulations are also discussed. Input from students are also solicited.

5.2 Efforts made by the institution for tracking the progression

Faculty evaluates and monitors the result of the student and take corrective actions periodically. Extra help is provided in case of demand. Students progression is monitored through examination system. Efforts are also put in collating alumni database to record student progression as alumni.

5.3

| a) Total Number of students | | | |
|---|---|---|---|
| | UG | | 10213 |
| | PG | | 6224 |
| | Ph.D | | 511 |
| | Other | | 979 |

| b) Number of students outside the state | 10635 |
|---|---|
| c) Number of international students | 1016 |

| Men | Number | % |
|---|---|---|
| | 9581 | 55.02 |

| Women | Number | % |
|---|---|---|
| | 7835 | 44.98 |

| | Last Year | This Year |
|---|---|---|
| SC | 976 | 1067 |
| ST | 302 | 331 |
| General | 13327 | 14278 |
| Differently Abled | 101 | 114 |
| OBC | 0 | 0 |
| Others | 649 | 656 |
| Total | 15355 | 16437 |

| Demand Ratio | PG 1:10, UG 1:4 |
|---|---|
| Dropout (in %) | 1% |

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

Few institutes take initiative in giving guidance to students for competitive exams.

Number of student's beneficiaries: 135

| | |
|---|---|
| **NET** | 4 |
| **SET/SLET** | 1 |
| **GATE** | 2 |
| **CAT** | 1 |
| **IAS/IPS etc** | 0 |
| **State PSC** | 0 |
| **UPSC** | 0 |
| **Others** | 120 |

5.5 Number of students qualified in these examinations

5.6 Details of student counselling and career guidance

Workshops on Interview skills, summer internship briefing, profile specific inputs, Mock PI sessions, Profile based training, Bloomberg Market concepts and many other workshops are conducted.

Number of students benefitted: 11064

5.7 Details of campus placement

| On Campus | | | Off Campus |
|---|---|---|---|
| Number of Organizations Visited | Number of Students Participated | Number of Students Placed | Number of Students Placed |
| 1202 | 4300 | 3611 | 349 |

Institutes provide 100 % placement assistance to all eligible students.

5.8 Details of gender sensitization programmes

Gender sanitization workshop/ sessions are organized for both PG & UG students as part of their induction programme.

1 Gender Sensitization is a part of our curriculum (Subject: gender Justice and Feminist Jurisprudence)

2 A workshop was organized on 24 April,2018 on Gender sensitization. Prof MV Lakshmi Devi and Ms Shravya Reddy were the resource persons for the workshop.

3 Students were briefed about gender sensitization during induction in which the Director talked about the importance of both the genders being aware of and respecting the feelings of each other. Also briefed about The Sexual Harassment Of Women At Workplace [Prevention Prohibition & Redressal- Act 2013] & process of Complaint Committee.

4 Gender Sensitization Program with the 2016-18 HR batch was taken by Philip Coelho as part of the course on Labour Law, while dealing with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

5 International Men's and women's day - celebrated at SIMS on March 08, 2018. Teaching and non-teaching staff participated in the same. Mantenance & Security women were taken to matinee and then along with maintenance and security men were treated to a sumptuous lunch and given presents. Administrative and teaching staff were treated to cake and snacks and a host of fun filled activities in which even Director and Deputy Director participated. International men's Dya was celebrated along with international Men's Day with great camaraderie Orientation - Lectures on gender sensitization conducted for the students during orientation. Womancipation - Session titled Vichar Manthan conducted on 9th September, 2017. The speakers were

-Ms. Maithille Tambolkar, MD Sanjeev Group, auto parts manufacturing limited

-Ms. Rekha Dhamankar, CA and partner, S.R Dinodiya & Co.

-Mr. Murali Rajagopalan, Director and Country Manager of Adient India Private Limited and

-Ms. Rajlakshmi Kadam, IRS, Deputy Commissioner, GST; Lecture

-Lecture on Gender Sensitization conducted on 20th December 2017 for all MBA students by Dr. Swati Gadgil

-Workshop on Gender Sensitization for students; "Gender Sensitization - what, why and equity, sexuality, sexual harassment, laws and rights" by Ms. Sneha Khandekar was conducted. It was a half day programme

-As a part of the Induction programme, a programme on Gender Sensitization was organized on 29th June2017.The resource person for the same were Ms. Renuka Mukadam, SATHI-CEHAT, Pune Ms. Renuka Mukadam highlighted the various gender equality concerns and issues at work place and in personal life.

8A gender sensitization program was organized by the institute on 25th January 2018. The resource person was Dr. Prashant Purandare , M.B,DGO, DFP, who is the proprietor of Purandare Hospital. It was attended by MBA 2017-19 Batch, Students: - 125 nos and Staff & faculty Members: - 40 nos.

9As part of the induction programme the Workshop on Gender sensitization was conducted by Ms.Renuka Mukadam.

10 MBA (ITBM), MBA (DS & DA) Scheduled on June 16th, 2017. Speakers: Ms Renuka Mukadam

11 One session each for UG & PG was conducted by Ms. Renuka Mukadam as part of their induction.

12 Gender sensitization program for staff and students is scheduled in the month of June 2018.

13 Dr. Swati Gadgil conducted a gender sensitization programme for a total of 52 students on 27th October 2017.Following topics were covered: Gender equality in true sense, dropping graph of females against males in census, Issues around Adolescence and sexuality, Crime against women CAW, Status of India on world Scenario related to women safety

14 Program conducted by Dr. Swati Gadgil. 27th October 2017 from 2pm to 4pm. Following points were covered: Gender equality in true sense, Dropping graph of females against males in census, Issues around Adolescence and sexuality, Crime against women CAW, Status of India on world Scenario related to women safety,Laws for gender issues, Good touch Bad touch, And more......

15 Gender Studies taught as part of the Media & Culture Studies course in MAMC and Culture & Communication course in MBA (CM).

16 Gender sensitization program undertaken for three batches Batch of 2016, 2017 and 2018

17 Topic: Gender Sensitization Audience : SSP UG students Program conducted by Mrs Renuka Mukadam Independent consultant with work experience on issues of gender and sexual harassment at workplace.

18 Induction Programme: Guest Lecture by Dr. Anita Patankar.As a Liberal Arts Institute, we pay special attention to the fostering of a gender-sensitive environment. We encourage gender neutral language and communication among faculty, staff and students. Our core courses that are taught to every student of the batch include Multi Cultural Worldviews and Diversity Studies, specifically address gender issues. The majors and minors taught at SSLA such as Anthropology, Women and Gender Studies, Psychology, Media Studies, Peace and Conflict Studies also nurture and promote a gender-sensitive environment. Electives such as Advertising and contemporary culture, Women Philosophers etc.also addressed these issues.

20 Dr. Swati Gadgil conducted a session on gender sensitization on Oct 4, 2017, for our students We offer a course on Human Rights and Peace Studies,the aspect of gender sensitization is an integral part of the course.

21 A program was conducted at SIT Seminar hall Day & Date: Friday, 13th October 2017 Timings : 12 noon to 1.30 p.m. ( Students) 2.00 p.m. to 3.30 p.m. ( Staff ) Resource Person : Dr. Swati Gadgil from Mumbai.

22 Gender Sensitisation programme was conducted on 19/07/2017 for the batch 2017-2019 by Ms. Renuka Mukad

## 5.9 Students Activities

5.9.1 Number of students participated

| | State/University Level | National Level | International Level |
|---|---|---|---|
| in Sports, Games and other events | 164 | 387 | 86 |
| in Cultural | 151 | 163 | 36 |

| 5.9.2 Number of medals /awards won by students | | State/University Level | National Level | International Level |
|---|---|---|---|---|
| | in Sports, Games and other events | 10 | 119 | 3 |
| | in Cultural | 0 | 33 | 0 |

## 5.10 Scholarships and Financial Support

| | Number of Students | Amount |
|---|---|---|
| Financial support from institution | 1054 | 10,82,04,074.00 |
| Financial support from government | 191 | 4,75,27,946.00 |
| Financial support from other sources | 50 | 27,73,100.00 |
| Number of students who received International/ National recognitions | - | - |

## 5.11 Student organised / initiatives

| | State/University Level | National Level | International Level |
|---|---|---|---|
| Fairs | 11 | 11 | 4 |
| Exhibitions | 32 | 32 | 1 |

5.12 Number of social initiatives undertaken by the students | 297 |

5.13 Major grievances of students (if any) redressed

7 grievances have been addressed and resolved through well established process and mechanism.

# Criterion - VI

## 6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

| |
|---|
| Vision |
| -Promoting international understanding through quality education |
| Mission |
| -to inculcate spirit of 'Vasudhaiva Kutumbakam' (the world is one family) |
| -to contribute towards knowledge generation and dissemination |
| -to promote ethical and value-based learning |
| -to foster the spirit of national development |
| -to inculcate cross cultural sensitization |
| -to develop global competencies amongst students |
| -to nurture creativity and encourage entrepreneurship |
| -to enhance employability and contribute to human resource development |
| -to promote health and wellness amongst students, staff and community |
| -to instill sensitivity amongst the youth towards the community and environment |
| -to produce thought provoking leaders for the society |

6.2 Does the Institution has a management Information System

| |
|---|
| Yes |

6.3 Quality improvement strategies adopted by the institution for each of the following

6.3.1 Curriculum Development

The University and its constituents follow a systematic and feedback driven process of curriculum enrichment. The quality improvement strategies adopted by the University and its constituents to enrich the curriculum include the following:

1. A Programme Review Committee (PRC) has been duly constituted at every Institute under the University. The PRC has representation from the Industry, alumni along with senior faculty ensuring a blend of academics, practitioners and other stakeholders. The PRC meetings are conducted to discuss and review the curriculum and revise the same where ever required by incorporating the suggestions from the members.

2. Curriculum is reviewed by the faculty in the Curriculum review workshops and the meetings of the Board of Studies. These meetings serve to enrich the curriculum with feedback from all the stakeholders to ensure a robust curriculum which is contemporary and relevant. Feedback received from the students in the open house sessions is also used to revise the curriculum. Students are encouraged to enroll for MOOC (Massive Open Online courses) to expand their learning

3. Academic audits are conducted at the end of every semester to check if the delivery of the courses and the evaluation components are designed in the manner that the learning outcomes are met. IQAC meetings e conducted periodically to improve the curriculum. The University focuses on multi skill development of students by offering a wide range of electives and interdisciplinary courses. Curriculum is mapped with international Universities to ensure readiness of the student to pursue higher studies abroad.

4. Courses on Critical thinking, critical design, inculcation of ethical and moral values etc. are also integrated into the curriculum. Project Based Learnings (PBL), Skill Based Elective courses, learning through community outreach also enrich the curriculum.

5. During the academic year 2017-18, the Dean's Retreat conducted under every discipline helped to make curricular changes to map the curriculum of the programmes offered under the discipline to achieve the vision set out for every discipline for the ensuing academic year 18-19.
6. Faculty Development programmes are conducted in specialized areas to build the capacity of the faculties in their domain areas.

## 6.3.2 Teaching and Learning

Teaching, learning and evaluation strategies at the University are designed to ensure that the course outcomes are met. An academic calendar is prepared well in advance to facilitate methodical teaching. At the beginning of the academic year, a detailed session plan including evaluation plan for the internal evaluation components is prepared and shared with the students. Information is disseminated to the students on a timely basis regarding the schedule of the classes and the evaluations. Teaching, learning and evaluation are feedback driven. Evaluation components are designed on the basis of the blooms taxonomy framework to cater to the level and rigour of the course.

Teaching and learning is application based with use of simulation activities like case studies, Mock Parliament, Moot Courts, Role plays. HBR simulations are used for better academic delivery for select courses. Flipped classroom as an instructional strategy has been implemented for both graduate and post graduate courses.
Industry visits to reputed organizations like the NSE, MTNL, have been organized where students have been trained by market experts in domain areas through live demonstrations. Quiz programme have been organized in association with Centre for Law and Policy Research, Bangalore.

Innovations in Teaching and Learning process through online certification courses have also been introduced. This has made way for blended learning. Students have opted for Google certification, Hub spot Certification and MOOC courses. This innovation has created a positive impact as doing these online courses has allowed the students and faculty to take advantage of much of the flexibility and convenience of an online course. Online tests are conducted. Add on certifications from NISM for the students of banking and finance have also been offered to the students to enhance their employability. Online learning environment is also created by use of Moodle software.

Faculty Exchange Program to reputed universities abroad and lectures by international faculty facilitated exchange of pedagogies. The Global Immerse Programme offers the opportunity to the students to study abroad and benefit from International curriculum and pedagogies. Mentoring also creates conducive environment that promotes friendly interaction between students and faculty. A group of students are assigned to a faculty mentor. Faculty feedback on various parameters suggests quality improvement strategies in academic delivery

Learning is enriched through use of online e resources which are subscribed by the University. Students are encouraged to register and take benefit of the resources on the National digital library. Health Skill laboratories for Medical Technology courses ensures that learning is skill based training. Open book exams are encouraged as type of internal evaluation component. Various pedagogues are used in teaching learning such as assignments, Quiz, presentation and case studies. Assignment Calendar Tracker ensures that assignments are scheduled in a structured manner.

Online repository of reading material is made available to the students. Students of media and journalism are taught to report news in the digital age through association with the Google News Labs. Cutting edge, technology-led courses in journalism have refined & applied new methodologies of teaching. Students are exposed to international trends in academia through International Conferences and lecture series
Need based remedial teaching is offered to help students to help them cope with the rigour of the courses.

The NPTEL (National Programme on Technology Enhanced Learning) videos are shared with the students. Project-based learning is adopted wherein understanding of the technical concepts and processes is done by reverse engineering methods while trying solutions of specially designed projects.Smart books by reputed publishers have also been used. Teaching, learning processes are audited as a part of the academic audit process.
Implementation of 'Outcome Based Education' has been initiated across all SIU programmes and it's in process.
An annual competition to integrate E-resources in Teaching and Learning process was instituted and conducted through STLRC as a platform for sharing ideas. This is in addition to the innovative practices and best practices which are compiled from the Audit Reports and shared with all the institutes within SIU

### 6.3.3 Examination and Evaluation

In order to ensure that the internal evaluation system adopted is credible and acceptable, faculty members design their components for the courses handled by them. Open book exams that aim at developing the skills of critical and creative thinking have been used as a mode on internal evaluation component for select courses. Diverse components of evaluation including Case Analysis, Essays, Seminar Presentations, VivaVoce, Quiz, Moot Court, Mock Trials, online tests and simulated Interviews have been conducted to ensure comprehensive evaluation. For select courses, to bring in third party perspective, industry experts were invited during summer project viva. Evaluation based on experiential learning has also been introduced.

Jury based evaluation has also been adopted for courses relating to Design, media and Communication. Research based projects and assignments are given to students.

An assignment and evaluation portal enables online submission and uploading of marks. Paperless documentation of take-home assessments has been adopted through Google Drive. Innovations in the internal evaluations include online certifications, integrated evaluation of multiple courses in form of Mock Investor Summit. E-resources such as HBR simulation and skill based internal assessment have also been used.

To check unfair means and help to maintain discipline during internal exams, internal squad teams of faculty members for Unit tests has been constituted.

1- Specialization wise - Check and lock fresh semester courses in software by the University.
2- Facility to hold Examination forms of students who are not eligible, as per ATKT examination rules.
3- Facility to hold Examination forms of students who have not cleared their Eligibility.
4- Alert message on student portal while filling online examination form regarding updating their NAD ID in their login.
5- Facility given to students to update their AADHAAR No and NAD ID in their examination portal login.
6- System report showing no. of students with/without NAD ID.
7- Generate data – Programme / Batch wise to view details of the students who have updated/not updated AADHAAR No. / NAD ID.
8- Students can verify AADHAAR No, NAD ID along with their personal details such as Name, Mother's /Father's name, in their Student Portal login before submitting examination form.
9- Students can view timetable Online

## 6.3.4 Research and Development

The University provides a supportive environment that fosters quality research. During the year 17-18, Symbiosis Centre for Research and Innovation(SCRI) held interactions with faculty at all campuses for encouraging them to publish in WoS and/or Scopus indexed journals. Workshop on IP has been conducted. Guidelines for identifying good quality conferences have been notified to all Faculty members of the University. All Ph.D. students of SIU and Faculty members of the concerned Faculty of Studies are invited for all presentation/seminar/viva being conducted at SCRI to benefit from the works of the peers and their colleagues.Emails are sent to all Ph.D. students for focusing their publications in WoS and/or Scopus indexed journals. All the draft thesis of the PhD students is reviewed by Head, Research Programmee for ensuring the alignment of content with requisite standards. Ph.D. students are expected to have at least one good quality publication (submitted/accepted/published) before mid-term review and on in Scopus indexed journal before pre-submission. A course on "Philosophy of Research" has been introduced in the coursework of the Ph.D. students of all Faculties to enhance their understanding of ontology and epistemology of their research work. All the minor research projects submitted by the faculty members are examined in detail by a committee of external experts in the domain. Research mentors have been assigned to faculty to build their capacity to do research.

Independent ethics committee has been systematically regularized with multi-disciplinary focus.Research clusters have been formed to encourage collaborative research. The University has partnered with reputed national and International Universities including the Beijing Foreign Studies University (China) Guangdong University Of Foreign Studies (China) The Languages Company Limited (Uk) Universite De Versailles Saint-Quentin-En-Yvelines (France) Universita Degli Studi Di Catania (Italy) Uniwersytet Jagiellonski (Poland) to undertake a EURASIA Research Project.

The University also promotes research among students.Constituent Institutes have research and publication cell that promotes and supports student research endeavors. In house journals and magazines also showcase research contributions of faculty and students.
Student research projects are a part of the curriculum and evaluation. Students are encouraged to convert their Dissertations into Research papers and publish it in Reputed Scopus indexed Journals. Students coauthor papers with faculty that are published in Scopus indexed journals.

Access to online databases provides the much needed resources to conduct research studies. Institutional sponsorship to attend national/international conferences for students and faculty members is provided. Annual Incentives are provided to faculty for their publications in Scopus listed Journals and journals of high impact factor. The provision of Bloomberg Terminal and digital library is installed to facilitate research in finance and allied areas. Brown bag seminars and monthly research round table sessions are regularly conducted to provide faculty a forum for presenting ongoing research and help to exchange ideas for promoting interdisciplinary research. Faculty development programmes are regularly conducted to develop capabilities in emerging research areas, as well as initiate funded research projects in all fields of management from various funding agencies and industry.

Funding for research activities are also been provided by SIU and various other research funding agencies ICSSR & NFCG. Corporate research projects have also been undertaken by the faculty of the constituent institutes. Organizations such as Deloitte, Pune, AIFI (Association of Indian Forging Industry), ICSSR , NFCG have been collaborated with for undertaking research. Research funding from a host of organizations including the Science and Engineering Research Board (SERB) and DST has been received. Annual research conferences are held for faculty, students and research scholars.

Regular workshops for faculty and students are conducted on the nuances of using electronic databases including EBSCO, Emerald, CMIE Prowess, SAS, Bloomberg, Tableau and many others. An MOU was signed with Robert Bosch Foundation & University of Tubingen. Research work in the areas of environmental management, climate change, agriculture, Drought, urban development and disaster management is underway. Various projects funded by Govt. of India are also on going.

## 6.3.5 Library, ICT and physical infrastructure / instrumentation

1. The library is periodically upgraded with reference books, magazines, and Journals from multiple disciplines.
2. Displaying new arrival books and circulating a list of New Arrivals to the user community is done.
3. Specialized News Paper clipping service is provided to the users
4. Participation in resource sharing networks/ consortia like INFLIBNET (Shodhganga, Shodhsindhu), DELNET, NPTEL and NDL.
5. Computerization of all SIU library with KOHA library management software, all the libraries of the university use OPAC with Library Management Software 'KOHA'
6. Developed centralized Library portal to access e-resources subscribed by SIU.
7. The library subscribes to several online databases. Access is given to users through their institute IP address and through library portal. The discovery service (EDS) allows single window search of multiple resources.
8. Conducting library orientation and e-resource training for the new users
9. Information Literacy Programme.
10. Online feedback system for UG/PG/Ph.D. students and faculty members of SIU.
11. Emails and SMS to library users regarding their transactions are automatically sent.
12. Important information is displayed on conventional notice boards and also sent emails to faculty and students.
13. Libraries have developed an in-house facility for bar-coding of books. Books are arranged as per standard classification methods DDC (Dewey decimal classification)
14. Maintaining useful statistics regarding the use of the library and displaying them on the library walls.
15. Maintaining Library Committee Information.
16. Providing Document Delivery Service to the user.
17. 24X7 Digital library services in all campuses.
18. CCTVs are installed in the Central Library for monitoring and security purposes. 19. Clear and prominent display of floor plan and adequate signboards.
20. Adequate number of fire extinguishers and fire alarms are installed.
21. The following provisions have been made for differently-abled users- a. Ramps at the entrance of the Libraries. b. Elevators in the Libraries and special assistance to differently-abled students, staff and faculty by the library staff. c. JAWS screen reader software for visually impaired users
22. Provision of a lost and found box to secure the lost properties of the students.
23. Provision of suggestion box in all libraries.
24. Book bank facility is available.
25 Institutional Membership to various external libraries including the British Library and American Library enables the faculty to procure books.
26. Special system software for visually impaired students set up in the library. Subscription and Access to online research databases like

  Manupatra, Westlaw, EBSCO, Proquest, and JSTOR to Faculty members and the students. Installation of CISCOs Web-ex video conferencing

  solution to enable conducting collaborative sessions across the globe for meetings, presentations or webinars has been provided at certain Institutes.
27. Book exhibitions are regularly conducted. Workshop on CMIE was conducted twice in the year 2017-18 for the benefit of faculty and students. Proactive measures were taken to register students and faculty with the National Digital Library.
28. Smart Board has been installed in the lecture theater for effective learning. Softwares like IBM SPSS software and CATAPULT have been acquired for innovative data tracking and analysis.
29. Media Lab with BARC and IRS software was also set up.

  Under Upgradation of Learning resources library has been upgraded with following resources -

1. Books- Newly Added- 19316 : Total Books- 347215
2. Print Journals- Total 688
3. E- Journals- Newly Added- 8814 : Total 70288
4. Digital Databases- Newly Added- 15: Total- 102
5. Cds and DVDs- Newely Added- 181: Total- 13612
6. E- Books- Newly Added -14148 : Total - 167476

## 6.3.6 Human Resource Management

HR Manual is available to all employees. The Organogram available with every Institute provides clarity on the flow of information and hierarchy at every constituent Institute. Development of the faculty and staff is undertaken through a host of measures. Faculty and staff are provided with training and capacity building through conferences, workshops and training programmes. Greater responsibilities across various aspects of the institutes functioning are given to faculty and staff to strengthen their competencies. Recreation facilities are available & sports activities are organized for all teaching and non-teaching staff members.

Enterprise Resource Personal (ERP) software has been implemented for HR Management.
1. Welfare policies, like health care facilities at campus, free medical insurance.
2. Annual health checkup of staff members and students
3. Conducive environment for promoting curricular, co-curricular, & extra-curricular activities
4. Promoting research based activities
5. Support system for PhD research, publications, sponsored and consultancy projects, book publishing. 6. Financial support for research project at the Institute level.
7. Research guides for PhD candidates.
8. setting up of agreed targets for faculty for the number of publications, projects, etc. and it has weightage in API score, Performance appraisal and incentive.
9. Faculty Development Programmes
10. Necessary support for faculty exchange programme with foreign universities 11.HRM among students: In order to develop a social conscience and a more responsible personality, students are required/ encouraged to undertake community-oriented activities.
-The Symbiosis Center for Emotional Well Being has been established, which will bring together renowned experts from Psychologists, HR, Counsellors etc. to formulate delivery mechanisms of Health care services. The diversity of students at Symbiosis Campuses with myriad mental health problems, will position SIU well in implementing solutions. Symbi Care App will also be developed for easy access of these services to students, staff & faculty

## 6.3.7 Faculty and Staff recruitment

Recruitment of the faculty at different institutes is managed centrally by the University. The recruitment is initiated with an advertisement inviting applications. Shortlisted applicants are invited for a demo lecture followed by an interview process by the selection panel. Staff recruitment is on the basis of an interview process. Faculty and staff are recruited strictly as per the laid down eligibility criteria by the statutory bodies like UGC. Due consideration is given to higher educational qualifications, experience, and research output while recruiting faculty. Faculty is recruited to ensure a favorable student faculty ratio.

6.3.8 Industry Interaction / Collaboration

Industry experts are a part of Program Review Committee and IQAC. Industry feedback on curriculum is captured and utilized to revise the curriculum to meet the industry requirements.

Industry experts are a part of the selection process at the time of the admission both for the UG and the PG programmes. Thought leaders from the corporate world engage in panel discussions on various facets of their industries and share their business acumen with the students. Corporate internships are a part of the curriculum. Student interact with the industry on regular basis through Guest lectures, workshops, Industry visits, and Summer Internship project and Live Projects. Live projects in association with Pune Metropolitan Regional Development Authority (PMRDA), Government of India have focused on implementing developmental plans for semi urban areas around the city of Pune.

Faculty undertake corporate training. Certificate programmes are conducted in association with the Industry such as the Lean Six Sigma Green Belt Program by KPMG. International collaborations including Google News Lab have enabled to offer cutting edge journalism courses. Industry visits to reputed organizations including BSE, NSE, MTNL, Prime Focus Technology, Mumbai have been conducted as a part of the curriculum. Management Development programmes are conducted for the Corporates. Corporate consultancy projects and corporate research projects have strengthened the link between the academia and Industry.

1. Staff are recruited strictly as per the laid down eligibility criteria by the statutory bodies liked UGC/ AICTE. Due consideration is given to higher educational qualifications, experience and expertise while recruiting faculty and staff, thus employing competent faculty in various specializations.

2. Selection process of the faculty through lecture demonstration and interaction with students and present faculty, before recruitment.

3. Senior faculty mentor newly recruited faculty.

4. Research inclination of the faculty is judged during the process of recruitment for future support.

## 6.3.9 Admission of Students

Admission process is supported by a software facilitating online slot booking and entry of marks.The eligibility test was administered online .Subsequent to the selection, the newly admitted students undergo one week of comprehensive induction consisting of guest lectures, introduction to various student cells, outbound programmes. Admission process this year had a biometric attendance. OMR sheet assessments for GEPIWAT admission process was introduced enabling faster processing of the evaluation sheets for subsequent process of shortlisting of the students.In order to orient the candidates about the admission process and to give them information on the Institutes where the candidates wished to apply, Webinars were conducted. Digital media campaigns were undertaken to disseminate information about the Institutes.

The selection panels for the UG and the PG admissions consisted of experienced industry experts, Alumni and senior academics. Slot booking opportunity enabled the candidates to choose their slot for the PI process. The criteria for selection of students are determined and continually revised on the basis of feedback consistently taken from various stakeholders like alumni, corporate bodies, faculty members and students. Based on inputs received, a new competency -Emotional Maturity - has been identified and added to the student selection criteria in the current year for select programmes.

Online presence of the Institutions was strengthened in view of the fact that prospective candidates explore the net for gathering information on the Institutions before seeking admission. This also helped in speedy communication of admission updates as well as maintaining a great level of transparency. An Aspirants Interaction Program (AIP) was conducted, where students visit various cities and interact with prospective candidates during the admission season. Admission updates and communications are sent to the students in a timely manner through SMS and emails on their registered mobile numbers and email id. An online application process for hostel admission was initiated. Assistance was also provided to the students who do not get admission to Symbiosis hostel to find accommodation in a nearby vicinity

6.4 Welfare schemes for

Teaching

| |
|---|
| 1. Medical Insurance policy for staff<br>2. Annual Health Checkup.<br>3. Facility of Gymkhana and other sports activities on Campus.<br>4. Subsidized transport facility.<br>5. Conduct workshops on Gender Sensitization.<br>6. Yoga classes and Meditation Camp<br>7. Accommodation on Campus for little essential position.<br>8. Maternity benefit<br>9. Support provided for pursuing PhD<br>10. Duty leaves for attending FDP's workshops and Conferences<br>11. Research Incentives<br>12. Promotion of research through online access to journals subscribed<br>13. Institutional membership of professional bodies<br>14. Concessions in the fees to the wards of the employees studying in Symbiosis School<br>15. Festival Celebration<br>16. Celebration of special occasions like Women's day, Farewell parties |

Non teaching

| |
|---|
| A host of welfare schemes are available for the Non-teaching Staff employed in the University.<br>1. Celebrating birthdays of the non-teaching staff.<br>2. Medical Insurance policy for staff<br>3. Annual Health Checkup,<br>4. Provision of state of art Gym and other recreation facilities on Campus.<br>5. Subsidized transport<br>6. Undertaking workshops on gender sensitization.<br>7. Yoga classes and Meditation Camp<br>9. Celebration of special occasions like Women's day, Farewell parties<br>10 Maternity Benefits<br>11. Staff development Programmes are organized for non-teaching.<br>12. Uniform issued to Class IV employees<br>13. Social security benefits including PF and Gratuity.<br>14. Financial assistance at nominal rate of interest.<br>15. Diwali Gift |

Students

| |
|---|
| 1.Free medical checkup of all students is conducted once in a year<br>2.All the students are covered under medical insurance of Rs. 50,000 and road accident upto Rs. 1 Lakh.<br>3.Meritorious Scholarships are given to the student on their academic performance. Best outgoing student awards under each faculty are selected on the basis of their academic performance and extracurricular achievements.<br>4. Special scholarships to the students of North Eastern states<br>5. Book Bank Scheme<br>6.Allowances to the students participating in National level events.<br>7.Bus facility for students on weekend travel to city for meeting their shopping needs<br>8.Round the clock medical facility at health center on campuses.<br>  In addition to the above a lot of empowerment strategies are undertaken including the following:<br>a.Nomination on various student and institute committees<br>b. Workshops or honing skills<br>c. Outbound activities<br>d. Sports,Recreation and Wellness facilities.<br>The University also takes care of the emotional health and well being of the students. Seminars on mental health and open discussions with the students about mental health. We have appointed a counsellor for students to avail sessions to help cope with stress. |

6.5 Total corpus fund generated (Amount Rs. in Cr.)    5

6.6 Whether annual financial audit has been done    Yes

6.7 Whether Academic and Administrative Audit (AAA) has been done?

| Audit Type | External | | Internal | |
|---|---|---|---|---|
| | Yes/No | Agency | Yes/No | Authority |
| Academic | No | n.a | Yes | SIU |
| Administrative | No | n.a | Yes | SIU |

6.8 Does the University/ Autonomous College declares results within 30 days?

| For UG Programmes | Yes |
|---|---|
| For PG Programmes | Yes |

A systematic process is followed as per guidelines issued by SIU CoE for declaration of results

6.9 What efforts are made by the University for Examination Reforms?

-In order to ensure that the internal evaluation system adopted is credible and acceptable, faculty members design their components for the courses handled by them. Open book exams that aim at developing the skills of critical and creative thinking have been used as a mode on internal evaluation component for select courses. Diverse components of evaluation including Case Analysis, Essays, Seminar Presentations, Viva- Voce, Quiz, Moot Court, Mock Trials, online tests and simulated Interviews have been conducted to ensure comprehensive evaluation. For select courses, to bring in third party perspective, industry experts were invited during summer project viva. Evaluation based on experiential learning has also been introduced. Jury based evaluation has also been adopted for courses relating to Design, media and Communication. Research based projects and assignments are given to students.

-An assignment and evaluation portal enables online submission and uploading of marks. Paperless documentation of take-home assessments has been adopted through Google Drive. Innovations in the internal evaluations include online certifications, integrated evaluation of multiple courses in form of Mock Investor Summit. E-resources such as HBR simulation and skill based internal assessment have also been used.
-To check unfair means and help to maintain discipline during internal exams, internal squad teams of faculty members for Unit tests has been constituted. MOOC have been added as a component of evaluation.
-Specialisation wise - Check and lock fresh semester courses in software by the University.
-Facility to hold Examination forms of students who are not eligible, as per ATKT examination rules.
-Facility to hold Examination forms of students who have not cleared their Eligibility.
-Alert message on student portal while filling online examination form regarding updating their NAD ID in their login.
-Facility given to students to update their AADHAAR No and NAD ID in their examination portal login.
-System report showing no. of students with/without NAD ID.
-Generate data – Programme / Batch wise to view details of the students who have updated/not updated AADHAAR No. / NAD ID.
-Students can verify AADHAAR No, NAD ID along with their personal details such as Name, Mother's / Father's name, in their Student Portal login before submitting examination form.
-Students can view timetable when they login into their portal
-Institute generate manuscript question paper envelope label as per the Timetable finalized by the University.
-Generation of Examination Forms Summary showing details of students who have filled / not filled examination forms with Backlog examination fees status.
-Summary of Exam forms generated in SIU interface after the Hall tickets are generated
-Appointment letters of External Senior Supervisor and Vigilance Squad, Coordinator/Paper Setter, Examiner (Term End Assessment Programme)
-View list of students whose admission is cancelled by the Eligibility Dept., SIU.
-Report generated through software showing list of students awarded TNG, CNG and who are not eligible as per ATKT rule i.e. NE. Same remark will reflect on list of exam forms submitted by institute.
-Report showing data of original / revaluation Result of all institutes for VC.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

The University practices decentralization by giving functional autonomy to the Institutes. Autonomy is enjoyed by the Institutes in the following areas-

1.Student Admission process (Regulations are framed by the University but the selection procedure, parameters and flow of the process are decided and executed at the Institute level).
The Process is decentralized with regular monitoring by the University.

2.Autonomy is given to the Institute to design the Programme, articulate their programme outcomes, frame their programme structure and run the
programmes.

3.Operational autonomy in the running of the Institutes with regards to day to day functions.

4.Autonomy is also given to the Institute to design the academic environment, including teaching, learning and evaluation pedagogies, develop strategies for building the capacity of the faculty etc. 5.Every Institute is a financially self-sufficient center and is allowed to function and take care of its administration within its sanctioned budgets. Autonomy is also enjoyed by the constituent institutes regarding the planning of events and formation of student councils.

6.11 Activities and support from the Alumni Association

The University engages with the Alumni regularly through a host of initiatives progressively aimed at strengthening the connect with alumni. Alumni Meets are conducted annually; alumni mentor the students for placements & internships.

Workshops and Training Programmes are also conducted by Alumni for students. Select alumni are a part of IQAC meetings wherein they give suggestions with regard to curriculum development, net-working and initiating industry collaborations During the Induction Programme, select alumni interact with the fresh batch of students and induct them to the academic life on campus.

Alumni are also a part of the selection panel for Mock GD-PI exercise that we conduct in the pre-placement training program for the students of passing out batch. Alumni also mentor students seeking advice for selecting right specialization and while looking for the right kind of job. Alumni engagement is also strengthening through social media connect. An active alumni face book account helps to be in touch with the alumni and share information on the alumni achievements and events.

Informal session between alumni and the students are regularly conducted. Regular newsletters are sent to the alumni.

Support from the alumni comes in the form of Internship & Placement Assistance to the incumbent batch of students. The presence of alumni in the IQAC and the Programme Review Committee also ensures that feedback of alumni is received and acted upon for improvements in the teaching and learning processes.

## 6.12 Activities and support from the Parent - Teacher Association

Parents are important stakeholders and are involved in the Advisory, Curriculum development. Parents continuously interact with the Institute through the a designated portal. Through this portal They can access the information related to the attendance and results of their wards. Parents are a part of Anti- Ragging Committee.
A connect with the parents is also established at the time of the induction programme for the fresh batch.
Parents are also updated about their wards academic performance on a regular basis. Students are assigned faculty mentors and student mentors who also connect with the parents in case of need.

## 6.13 Development programmes for support staff

Initiatives for Staff development are continuously undertaken to ensure that their skills are upgraded and they acquire greater expertise at the job that they are doing. During the year, following training programmes and workshops were undertaken for the benefit of the staff:

-Training on Google App Software
-Training on Effective Communication Skills and Time Management
-Training programme on the HR administration software
-Team building activities
-Gender Sensitization workshop for Support staff
-Training on office email communication
-Financial Literacy Classes
-Training on Excel and Advance Excel
-Training on GST for all the staff of the Accounts dept
-Training on Firewall for the IT staff.
-Skill development Programme for all the Librarians
-Training for the library staff on Unique Title Rectification in KOHA
-Periodical Acquisitions in KOHA
-Health Education programme on Computer Ergonomics
-Support staff have also been trained on filling up online PF details, uploading personal information on the HR administration software.

## 6.14 Initiatives taken by the institution to make the campus eco-friendly

Environment protection through sustainable and friendly practices is integral part of the University's functioning. The University and its constituent institute uphold the values of nurturing the ecosystem and builds amongst students a deep respect for the environment The University and all its constituents take conscious efforts to ensure that proactive measures are taken to keep the entire campuses environment friendly. During the year, the following initiatives have been taken.

1. Green audit under Environment Stewardship Policy (ESP) for creating environmental consciousness and measuring environmental footprint Awareness drive saying No to plastics.
2. Installation of LED lights
3. Installation of Solar water heaters
4. Ample provision for natural lightning in all the campuses
5. Bus transport facility for all the campuses ensures that carbon emissions are reduced from individual vehicles.
6. Arrangements for Garbage disposal from the Campuses
7. Separate garbage dumping areas are nominated for dry/wet/garden wastes.
8. Water pledge ceremony on the occasion of the World Water Day on 22nd March
9. Celebration of Earth Day to motivate the students to conserve energy and promote energy conservation through Green Cell activities
10. Reduction in the usage of paper with majority of the administrative work done online.
11. Workshop on Integrated Disaster Management Programme is mandatory for all the students.
12. Establishment of the Environment law clinic
13. Sign boards indicating the importance of energy conservation are displayed at various places in the campus
14. Plant saplings used for felicitation of guests instead of flower bouquets
15. Plantation drives.
16. Provision for rain water harvesting
17. Use of bicycles, installation of electricity saving sensor

18. Electronic ballasts and energy efficient lamps with automatic controls have been installed.
19. The biodegradable waste generated in the mess is utilized for the production of biogas for cooking purposes.
20. On residential campuses, each student is encouraged to plant one tree and maintain it during his/her stay on campus.
21. As a part of service learning, students of civil engineering are involved in creating awareness about drinking water quality and waste segregation and disposal in a nearby village, Godumbre in PCMC area.
22. Electronic waste is also disposed as per the laid down process.
23. Awareness drives on cleanliness in nearby primary schools.
24. Canteen Committee for reduction of food waste.
25. Recycling of water for the gardening purpose
26. Plantation of Herbal Plants on campus

# Criterion - VII

## 7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. Innovations in Evaluation –Use of Technology: Technology aided teaching learning and evaluations have been used by almost all SIU Institutes. Efforts were taken to further customize these aids. For example, to conduct a practical exam using Moodle, a custom plugin was created so that the teacher could upload a set of files, each file consisting of a separate set of questions. There is no plug-in on moodle.org, the official site for Moodle that catered to our requirements. With this custom plug-in students would get a random file and the teacher could view the file that was allotted to a student.

2. Innovations in Pedagogy- Though Bloom's taxonomy is the base of pedagogy across the Institutes, creative and effective ways to deal with an active and distracted set of students demands understanding what would work and what would not. The fact that pictorial memory lasts longer in the human brain than traditional teaching methods made us use Films screenings as part of our pedagogy, making learning easy, full of fun and at the same time effective for students coming from diverse background.

Innovation 1

Title of the innovation: Moodle plug-in for random generation of questions during practical exam Trigger/Need for innovation: To assign different questions to each student, while at the same time, avoiding the creation of printed slips.

The innovative solution: A custom plugin was created on Moodle that would allow the teacher to upload a set of files, each file consisting of a separate set of questions. The student would get a random file. The teacher can view the file that was allotted to a student. Newness/originality of the innovative solution We could not find any plug-in on moodle.org, the official site for Moodle, that catered to our requirements. Hence we created our custom plug-in.

Nature of innovation (process/technology etc.): Technology Innovative solution new/first to (E.g. SICSR, SIU) SICSR

Challenges faced : A few bugs are present in the software. It was observed that occasionally, one or two students' names were not present in the table that displayed the student-file combination. However, in such cases, the Moodle administrators can be contacted and they can find out the file allotted to a particular student.
Measured Impact: We tested it on one course and successfully conducted a practical exam.

Problems Encountered and Resources Required: A few bugs are present in the software. It was observed that occasionally, one or two students' names were not present in the table that displayed the student-file combination. However, in such cases, the Moodle administrators can be contacted and they can find out the file allotted to a particular student

Innovation 2

Trigger for Innovation: Use of Films as a pedagogy, to make learning of the subject International relations easy and fun for students coming from diverse background

The Innovation: At SSIS, students come from diverse background. They found it difficult to understand complex theories of international relations. The idea to teach theories through films or clips was discussed. The team checked for the curriculum and pedagogy of all the established Indian institutes in the field of international studies. After the extensive search, it was concluded that pictorial memory lasts longer in the human brain than traditional teaching methods. Hence to overcome the problem, the Director suggested using movies in teaching theories.
Newness/originality of the innovative solution: Original to the Institute .This solution is the first of its kind in the Indian institutes which offer courses in international studies

Nature of Innovation: We provide reading material to students and ask them to come prepared for the lecture. On

the day of lecture, first, we screen a film or an audio-visual clip before touching a complex theory or a concept. At the end of a film or even while the movie is progressing, we conduct a discussion covering various aspects of the movie and correlate them with different salient features of the theory. Post, the lecture students are expected to write a summary of the movie or they may be asked to complete an internal assessment based on the film screened during the lecture.

Measureable Impact: We conducted a CE based on the movie titled Reluctant Fundamentalist. We have recorded marks of the CE on curiosity software.

Problems Encountered, Resources Required and Challenges faced: At one or two instances we faced problem in obtaining a copyright version of the movie.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

| Plan | Action taken |
|---|---|
| To Introduce New and Innovative Academic programmes at UG and PG level | Introduced following programmes : SICSR- Bachelor of Science (Information Technology) SCMHRD - Master of Business Administration (Business Analytics) SICSR- Master of Science (System Security) SCIT- Master of Business Administration (Data Sciences and Data Analytics) SID- Master of Design (User Experience Design ) SIG- Master of Science (Environment and sustainability ) |
| To Introduce Diploma and Certificate programmes at UG and PG level | Introduced the following programme: SIMS- Post Graduate Diploma in Supply Chain Management SIMS- Post Graduate Diploma in Business Analytics SIMS- Post Graduate Certificate in Real Estate Management SIHS- Post Graduate Diploma in Health Informatics SCY- Post Graduate Diploma in Yoga Therapy for Doctors SCY- Certificate Programme in Yoga SIMC-Post Graduate Diploma in Journalism and Mass Communication |
| -To Revise/Upgrade some of the existing syllabi | A comprehensive exercise was conducted in January to March, 2017 where all subcommittees reviewed all courses and made recommendations. Based on the recommendations the catalog was updated and irrelevant courses were made dormant. which were implemented in the AY 2018-19. The review exercise was undertaken in addition to the existing process of approval of new courses. |
| To bring Innovations in Teaching/Learning and Evaluation | Implementation of 'Outcome Based Education' has been initiated across all SIU programmes and it's in process. An annual competition to integrate eResources in Teaching and Learning process was instituted and conducted through STLRC as a platform for sharing ideas. This is in addition to the innovative practices and best practices which are compiled from the Audit Reports and shared with all the institutes within SIU |
| -To bring some reforms in examination system | 1)Specialisation wise - Check and lock fresh semester |

| | |
|---|---|
| | courses in software by the University.<br>2) Facility to hold Examination forms of students who are not eligible, as per ATKT examination rules.<br>3) Facility to hold Examination forms of students who have not cleared their Eligibility.<br>4) Alert message on student portal while filling online examination form regarding updating their NAD ID in their login.<br>5) Facility given to students to update their AADHAAR No and NAD ID in their examination portal login.<br>6) System report showing no. of students with/without NAD ID.<br>7) Generate data – Programme / Batch wise to view details of the students who have updated/not updated AADHAAR No. / NAD ID.<br>8) Students can verify AADHAAR No, NAD ID along with their personal details such as Name, Mother's / Father's name, in their Student Portal login before submitting examination form.<br>9) Students can view timetable when they login into their portal<br>10) Institute generate manuscript question paper envelope label |
| -To promote Research/ Publication<br>-To increase number of Patents | * Team SCRI visited all campuses for Faculty interactions and motivated them for good quality research and publications;<br>* Updated the SIU White Journal List;<br>* Increase in number of quality publications and average impact factor/citations;<br>* Allocation of mentors for the Faculty members, who are not able to do research and publish research papers (zero publications);<br>* Notified guidelines for identifying good quality conferences for supporting the Faculty members;<br>* Subscription to Endnote, Grammarly, QuestionPro and Thomson Reuters' Incites for the Faculty members. All subscriptions are notified;<br>* Held a workshop of IP Cell in SIT for the Faculty and Students for sensitizing them about Innovation and related Intellectual Property;<br>* Collected information from the Faculty members about their present area of research, past experience and future objective. Based on that 56 prospective clusters have been formed, finalization of clusters is in process; |
| -To get funded Research Projects from external funding agencies | * More than 30 Calls for External Research Funding opportunities were circulated across the Faculty members with International standard resources.<br>* Introduced guidelines for funding Major Research Projects (Maximum amount INR 10,00,000/-).<br>* Awareness about PFMS was spread to Principal Investigators (PIs) through emails and Accountants through a training programme.<br>* Potential PIs have been mentored.<br>* The effect of the initiatives resulted into an increase of INR 272.62 Lakhs in external research funding sanctioned to SIU (from INR 1,24,07,000 (13 projects) in FY 2016-17 to INR 3,96,69,052 (26 projects) in FY 2017-18) |

| | |
|---|---|
| -To increase Consultancy Services with Industry /Corporates | In F.Y. 2017-18 Income from Consultancy, MDP, CEP, Workshops & Events and Seminar & Conferences is Rs. 11.70 Crores.<br>Institutes are taking efforts to connect faculties to industry. Faculty work on live problem solving. Customized workshops and MDP or CEPs are being conducted |
| -To collaborate with Institutions/Universities for Academic Developments | Collaboration with institutions/universities of repute for academic excellence is in process |
| -To upgrade learning resources<br>-To improve library Services | Under Upgradation of Learning resources we have upgraded our library with following resources -<br>1. Books- Newly Added- 19316 : Total Books- 347215<br>2. Print Journals- Total 688<br>3. E- Journals- Newly  Added- 8814 : Total 70288<br>4. Digital Databases- Newly Added- 15: Total- 102<br>5. Cds and DVDs- Newely Added- 181: Total- 13612<br>6. E- Books- Newly Added -14148 : Total - 16747 |
| -To initiate activities under 'We Care' programme for the benefit of students and staff | The Symbiosis Center for Emotional Well Being has been established ,which will bring together renowned experts from Psychologists, HR , Counsellors etc to formulate delivery mechanisms of Health care services . The diversity of students at Symbiosis Campuses with myriad mental health problems, will position SIU well in implementing solutions .<br>Symbi Care App will also be developed for easy access of these services to students, staff & faculty |

7.3 Give two Best Practices of the institution *(please see the format in the NAAC Self-study Manuals)*

Best Practice 1

Title of the Practice: Smart Campus Cloud Network (SCCN) in SIIB. The first campus to launch SCCN by installing Smart Sense cloud and the monitoring of real-time energy data

Objective: Smart Campus Cloud Network which we have started in collaboration with Terre Policy Centre and Ecolibrium Energy with the installation of an Energy meter on campus. Through this, we will be able to monitor real-time energy consumption at SIIB and measure this through a cloud-based platform-Smart Sense. SmartSense is an online energy monitoring and analytics platform which focuses on real-time energy monitoring and analytics and helps the industries and buildings to do conditional monitoring. This electrical data can be shared with the students so that they can analyze data on an hourly, daily and seasonal basis. Based on data, we can show a calculated parameter of KWh/sq.feet and develop benchmarking which will be visible on an online dashboard

Context: SCCN is a global network of the education campuses of colleges, institutes, and universities committed to making a tangible contribution to the United Nations Sustainable Development Goals (SDGs), agreed by the countries in September 2015 at UN Sustainable Development Summit in New York to be achieved by 2030.By 2030, when SDGs are said to be achieved, today's students would be working in the market place as policy makers/managers/entrepreneurs/NGOs. The smart campus also has an underlying theme of skill building for smart cities. Therefore, this project can also be considered as a driving force for tomorrow's smart cities

Practice: Students and faculties get a complete overview of SCCN vision. SIIB understands the importance of Smartsense platform Online data and its need in understanding and contributing to climate change mitigation. There is an SCCN Core Group consisting of selective students and faculties to represent and co-ordinate future SCCN activities with TERRE. There are five subgroups consisting of remaining students, comprising of at least one electrical engineer and one mechanical engineer/chemical/ power or production engineer for a better

understanding of the process. Once in every month/fortnight, the SCCN core group will conduct a meeting to discuss and share the monitoring process/ indicators/ feedbacks/ suggestions. The group will have to refer the reports generated by SmartSense data and devise methods to make use of electricity more efficiently.

Evidence of Success: The report is generated every night for the entire 24 hours to analyze the total consumption of electricity. The groups analyze the reports considering different parameters used for calculation.

Problems Encountered and Resources Required: As of now only one meter is installed in the campus. This meter gives the output of input side and the total amount of consumption only. To analyze for more in-depth analysis of individual appliances, we need to install more meters/sensors on the campus. No benchmark data is available to cross verify our consumption pattern. Installation of more meters/ sensors will be done soon to mitigate this present challenges.

Best Practice 2

Title of Best Practice: Mock Investor Summit at SIOM Nasik

Objectives: To enable better understanding of the subject 'Global Business Environment' along with other subjects such as Marketing Mgt, Financial Mgt. Strategic Mgt. etc.

Context: Second Semester MBA Students put to test their understanding of Global Business Environment along with their marketing and finance skills'

Practice: The event is a simulation exercise for the students to understand various aspects of international business. Students select various countries from different trade blocks and collect information on these countries for a period of three months. The collected information is shared with the teams from other countries as well as Mock Investors (industry experts). On the day of the event, the teams pitch their country to the investors inviting investors to invest in their country. Investments can also be attracted to trade blocs such that all members in the trade block multiply their investments. Team scores are calculated based on the investments garnered into the country. Different concepts of Economics (such as game theory, oligopoly markets etc.); International business (resource endowments for the rich and poor countries, trade blocks, currency fluctuations, etc. ) Marketing Management (branding etc.) financial Models (returns calculations, financial models for investment) are explored by students both by self as well as peer learning.

Evidence of Success: Students get an opportunity to collect information and understand a number of countries, their environments (PESTEL) while they focus on one country. They compete and cooperate with their peers. Feedback collected on the event is very positive and encouraging. Students look forward to the event with great enthusiasm. Both the senior students as well as junior students are a part of the event. As every team is assigned a senior mentor and an industry mentor, teams are guided on the information to be collected, pitched and so on. 5-6 experts from the industry, faculty and senior students evaluate the event. Hence the standards set for the event are very high. Have been able to raise the bar year-on-year for the event, yet it is received with even more enthusiasm by the students.

Problems Encountered and Resources Required : The event needs a lot of preparation (15-20 days) by both the faculty conducting the event and the student participating in the event.

7.4 Contribution to environmental awareness / protection

Environment protection and its awareness has become one of the most pressing requirements in today's time. Environment and its protection are given top priority at the University and at its various institutes equally. Listed below are various initiatives in this direction:
Environmental Stewardship Policy: The University is ideally placed to take up the challenge of integrating economic issues linked with social and environmental challenges facing the country in various domains. The present policy will seek to develop strategies and promote analyses which may be relevant to the regional and global scenarios apart from transition to better services for human society leading to sustainable and equitable development. It is the major aim of the University to develop high quality of environmental standards at all its

campuses coupled with modern development with its own distinctive character.(SIIB, Pune's policy )

Institutional Memberships and Collaborations:
1. International Union for Conservation of Nature (IUCN) - SLS, Pune is a member of IUCN.IUCN is the world's first global environmental organization which helps in finding pragmatic solution to world's most pressing environment and development challenges.
2. National Green Tribunal: The National Green Tribunal, Western Zonal Bench, Pune in collaboration with Symbiosis Law School, Pune hosted the National Green Tribunal Conference Quiz on Friday 29th September 2017 from 10:00 AM to 1:00 PM in the Moot Court Hall of SLS-Pune.
3. Smart Campus Cloud Network (SCCN): Smart Campus Cloud network is a global network of the education campuses of schools, colleges, institutes and universities committed to make a tangible contribution to the United Nations Sustainable Development Goals (SDGs). During the year preliminary data analysis was conducted on daily basis using the SCCN software, to understand and create awareness on Energy Consumption patterns.
4. EHS+ Center at SIIB: It is a project of the Institute for Sustainable Communities, and is funded by the USAID, GE Foundation, The Walt Disney, Mahindra and Mahindra, Mac Arthur Foundation. Topics covered during the year were Fire Safety, Electrical Safety, Hazardous Chemical Management, Material Safety Data Sheets (MSDS),Machine Safety, Material Handling, and Lock Out Tag Out (LOTO)

Awareness Initiatives :
1. A workshop was conducted on Environmentalism - Discourse and Public Policy by a team of environmentalists, scholars and practitioners on 6 March 2018 by SLS, Hyderabad.
2. Adhering to the motto "Sanitation is more important than independence" A Swacch Vimannagar Abhiyan was held on 2nd October, 2017 wherein students from institutes of Symbiosis in Vimannagar including those from Symbiosis Law School, participated in the same. The purpose of the initiative was to create awareness for better future and make India clean and healthy
3. Under the Kshitij (an ISR initiative of SIIB), e- waste drive was organized during the year at SIIB.
4. Zero Wastage Day: An initiative by the students of SCMHRD to create awareness on food wastage is held on the 16th of every month.
5. SCMS,Pune organized an Environment Conclave on the 29th July 2017, in association with the Botanical Survey of India and Agharkar Research Institute, Pune. Students were educated on the importance of bio diversity conservation by scientists from BSI. A display of rare fossils and posters on flora and fauna also created a keen interest among students to preserve the environment
6. SCMS organized Student research conclave stirred by R&D student cell of the Institute. The conclave had engaging panel discussions on ongoing climate threat to humanity and how practical applications of research can assist in averting environmental disasters.
7. Heritage walks in and around Pune which were arranged by Tilak Maharashtra Vidyapeeth (Sanskrit and Indology Dept) sponsored by Heritage India Company. Two such walks were arranged on 18thNovember, 2017 as a part of World Heritage week to Empress Botanical Garden and Trishund Ganapati and Nageswar Temple in Pune in which SCMS students participated
8. SCMS, Pune participated in the Kirloskar Vasundhara International Film Festival and in its Green College Clean College competition. Students of SCMS, Pune under the guidance of Dr Pisolkar, faculty of SCMS made a documentary on "Supporting Urban Sustainability"_ the SCMS Pune story and received the citation for participating at the hands of Mr. Atul Kirloskar and Mrs. Aarati Kirloskar. As a part of KVIFF,
every year
SCMS Pune has been screening films on the theme of Environment, Energy, Wildlife, Air and water.
9. Students of the environment stream of SCMS, Pune visited Randullabad as part of Ground Water Governance in India training programme of Advanced Centre for Water Resources Development Management (ACWADAM)supported by FORD FOUNDATION
10. On the occasion of the World water Day, students and faculty and staff of SCMS-P took the Water Pledge to conserve and use water judiciously. Col. Dalvi S.G. Director - Parjanya Rainwater Harvesting Consultancy and Water Conservation Activist gave a short key note address to the gathering.
11. Environmental awareness rally by students from MBA (IT) 2017-2019 batch in May 2018. "Consume with care, we have only one PLANET to spare" and "If you are fantastic then do something drastic to cut PLASTIC" were the placards practiced, showcased and protested in the rally conducted by students of Symbiosis Institute of Computer Studies and Research. The rally was about 2 km long covering the range from the start point as the college towards Model Colony road to Pawar road and to end meeting again at the start point again

Use of Non- Conventional Energy: Institutes across the university adhere strictly to various sources of non-conventional energy and strive continuously to reduce consumption and achieve efficient use of energy.

Following are the initiatives at almost all campuses

1. Solar energy is used for generation of electricity and water heating
2. The Biogas plant is being set and will be functional by July 2018 wherever feasible.
3. Energy Conservation:
a) All the campuses have started using LED lamps in place of filament lamps to conserve energy.
b) Every employee across the university campuses ensures that the lights and fans in every empty class room or other rooms are switched off after completion of the work. c) Air-conditioners, projectors and other electric equipment that are used in the rooms are energy efficient. d) Classrooms have sufficient cross ventilation and light to minimize the use of electricity. This shows the University's commitment towards energy conservation.
4. Carbon Neutrality:
a) Battery operated vehicles and cycles are provided for internal transport at Lavale SIU, Campus. All the institutes encourage usage of jute folders, paper bags etc during events
b) Processes are technologically enabled requiring minimal use of paper. Reduced use of paper is encouraged as much as possible and all the waste paper is collected in boxes for recycling (SITM). At SIBM Bengaluru this is done in collaboration with ITC Limited Paper boards and Specialty Papers Division (WOW "wellbeing out of waste"). SIBM-B has contributed 3325 kgs of waste paper for recycling and saved 73 trees, 86 Kilo liters of water,
c) mt carbon-di-oxide reductions, 1496 Units Energy and 3.7 cubic meter land fill space per ITC estimates in June 2017.
5. Water Management and Water Harvesting initiatives
Technologically equipped systems have been developed to collect rain water at lavale campus. The existing 3 Bhandaras of approximate capacity 6 crore ltr is being enlarged to 2 Balancing Tanks. The water from the ecified. The lower tank will be of capacity 15 c

7.5 Whether environmental audit was conducted?

No

Environment Audit was not conducted

7.6 Any other relevant information

| SWOT Analysis | Strength | -Multidisciplinary University<br>-Visionary Leadership<br>-Strong industry linkages,leading to very good employment opportunities<br>-Excellent demand ration resulting in selection of good students<br>-Focus on internationalization which enables strong partnerships with foreign universities for exchanges and research<br>-SIU and its institutes are ranked amongst the best in India |
|---|---|---|
| | Weakness | -Faculty not trained in Techno-androgogy<br>-Not having the faculty in Science results in lower research output<br>-Scarcity of experienced, qualified senior teachers and administrative staff |

| | Opportunity | -The TBI at SIU can help spur innovations in Health Tech and in<br>-The TBI at SIU can help spur innovations in Health Tech and in Agriculture<br>-Expansion in other states<br>-Tie-up with industry for creation of industry specific programmes.<br>-Inter-institutional research collaboration and therefore interdisciplinary research<br>-Opportunity to develop modular /flip learning systems<br>-Enhanced research activity through sponsored R&D projects<br>-Establishing the Centres of excellence in emerging areas |
|---|---|---|
| | Threat/Challenges | - Expansion of IIMs and IITs would attract students and faculty away from SIU<br>- Countrywide declining trend of students for MBA/Engineering programmes<br>- Faculty attrition<br>- Rising Cost of Education |

# Criterion - VIII

## 8. Plans of institution for next year

Academics

-To introduce new programmes
-To conduct comprehensive exercise of catalogue revamp in month of October- December 2018
-Implementation of Outcome based education

Quality

-To develop online feedback system for faculty and institute feedback at university level based on NAAC revised guidelines -To implement new software system for revised SSR and new AQAR format

Administration

-To introduce new centers/departments
-To conduct administrative audit

Research

-To enhance research outcome in terms of quality and quantity through the excellence imbibed in research clusters of faculty members.
-To seek the possibility of collaboration with foreign universities for offering high degree research (HDR) programmes.
-To increase the number and value of externally funded research projects.
-To enhance quality of doctoral research in the university.
-To increase number of research collaborations.

Symbiosis Teaching Learning and Resource centre

-To change the format of the Faculty Development Programmes (FDPs) by making it more rigorous and including the assessment component which will help STLRC to assess the impact of FDPs
-To increase the frequency of the feedback and to change the feedback form to incorporate qualitative aspect of feedback)

Library

-Radio-frequency identification implementation
-Update library portal
-Support learning and teaching
-Manage resources wisely

Name: _____Dr. Sreenath K_____                    Name: _____Dr. Rajani Gupte_____

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*Signature of the Coordinator, IQAC*                 *Signature of the Chairperson, IQAC*

**Annexure I**

**Abbreviations:**

CAS - Career Advanced Scheme
CAT - Common Admission Test
CBCS - Choice Based Credit System
CE - Centre for Excellence
COP - Career Oriented Programme
CPE - College with Potential for Excellence
DPE - Department with Potential for Excellence
GATE - Graduate Aptitude Test
NET - National Eligibility  Test
PEI - Physical Education Institution
SAP - Special Assistance Programme
SF - Self Financing
SLET - State Level Eligibility Test
TEI - Teacher Education Institution
UPE - University with Potential Excellence
UPSC - Union Public Service Commission

**Names of SIU Constituents:**

SLS,P - Symbiosis Law School, Pune
SLS,N - Symbiosis Law School, Noida
SLS,H - Symbiosis Law School, Hyderabad
SIBM,P - Symbiosis Institute of Business Management, Pune
SIIB,P - Symbiosis Institute of International Business, Pune
SCMHRD,P - Symbiosis Centre for Management & Human Resource Development, Pune
SIMS,P - Symbiosis Institute of Management Studies, Pune
SITM,P - Symbiosis Institute of Telecom Management, Pune
SCMS,P - Symbiosis Centre for Management Studies, Pune
SIOM,N - Symbiosis Institute of Operations Management, Nashik
SIBM,B - Symbiosis Institute of Business Management, Bengaluru
SSBF,P - Symbiosis School of Banking & Finance, Pune
SCMS,N - Symbiosis Centre for Management Studies, Noida
SIBM,H - Symbiosis Institute of Business Management, Hyderabad
SICSR,P - Symbiosis Institute of Computer Studies & Research, Pune
SCIT,P - Symbiosis Centre for Information Technology, Pune
SIHS,P - Symbiosis Institute of Health Sciences, Pune
SCON,P - Symbiosis College of Nursing, Pune
SSBS,P - Symbiosis School of Biological Sciences, Pune
SSSS,P - Symbiosis School of Sports Sciences, Pune
SSCA,P - Symbiosis School of Culinary Arts, Pune
SIMC,P - Symbiosis Institute of Media & Communication, Pune
SID,P - Symbiosis Institute of Design, Pune
SSMC,B - Symbiosis School of Media & Communication, Bengaluru
SCMC,P - Symbiosis Centre of Media & Communication, Pune
SSP,P - Symbiosis School of Photography, Pune
SSE,P - Symbiosis School of Economics, Pune
SSLA,P - Symbiosis School for Liberal Arts, Pune
STLRC,P - Symbiosis Teaching Learning Resource Centre
SSIS,P - Symbiosis School of International Studies, Pune
SIT,P - Symbiosis Institute of Technology, Pune
SIG,P - Symbiosis Institute of Geoinformatics, Pune