



॥वसुधैव कुटुम्बकम्॥

# SYMBIOSIS INTERNATIONAL UNIVERSITY

(Established under section 3 of the UGC Act, 1956  
vide notification No.F9-12/2001-U 3 of the Government of India)



NAAC Reaccreditation (Cycle 2)  
**SELF STUDY REPORT**  
PART - II (Volume - 1)

SUBMITTED TO  
NATIONAL ASSESSMENT & ACCREDITATION COUNCIL



## Vision

- Promoting international understanding through quality education

## Mission

- to inculcate the 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 the community
- to instill sensitivity amongst the youth towards the community and environment
- to produce thought provoking leaders for the society

# SYMBIOSIS INTERNATIONAL UNIVERSITY

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# Evaluative Reports

Symbiosis Law School,  
Pune

(SLS-P)



“SLS has been a 'home away from home'. Beside the very good quality of education I went through, I was received care and attention from all. SLS has not been a mere center of learning but also a perfect platform of exchange interaction and great opportunities. I am leaving SLS not with fear; but with confidence and hope, because I am proud to be a product of such a wonderful institute.”

**Mamadou Oury Barry, Guinea - SLS, Pune**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Law School, Pune (SLS-P)
- 2. Year of establishment**  
1977
- 3. Is the Department part of a School/Faculty of the University?**  
Yes, Symbiosis Law School, Pune is a constituent of SIU under the Faculty of Law.
- 4. Names of programmes offered**
  - Undergraduate Programmes**
    - B.A. LL.B. (Hon.)
    - B.B.A. LL.B. (Hon.)
    - B.A. LL.B, B.B.A. LL.B. (to phase-out by 2018)
    - LL.B. 3 years (revived in the year 2014)
  - Postgraduate Programme**
    - LL. M 2 years (phased-out by 2014)
    - LL. M 1 year (since 2013)

### Diploma Programmes

Summary of Diploma Programmes			
Academic Year	Approved Diplomas	Diplomas Conducted	Diplomas Staggered
2009-2010	14	11	3
2010-2011	16	13	3
2011-2012	16	12	4
2012-2013	16	12	4
2013-2014	16	11	5
2014-2015	17	2	15
2015-2016	9	4	5

### List of Diploma Programmes 2009-10 Programmes Conducted

- Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)
- Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)
- Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)
- Diploma in Cyber Laws (D.C.L.)
- Diploma in Medical Jurisprudence (D.M.J.)
- Diploma in Intellectual Property Laws (D.I.P.L.)
- Diploma in Human Rights Jurisprudence (D.H.R.J.)
- Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)
- Diploma in Banking Law (DBL)

Diploma in Taxation Laws (D.T.L.)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

**Diplomas Staggered**

Diploma in Gender, Sexuality & Human Rights (DCSHR)  
 Diploma in Criminology & Penology (DC&P)  
 Diploma in Media and Law (D.M.L.)

**List of Diploma Programmes 2010-11**

**Programmes Conducted**

Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)  
 Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)  
 Diploma in Taxation Laws (D.T.L.)  
 Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)  
 Diploma in Cyber Laws (D.C.L.)  
 Diploma in Medical Jurisprudence (D.M.J.)  
 Diploma in Intellectual Property Laws (D.I.P.L.)  
 Diploma in Human Rights Jurisprudence (D.H.R.J.)  
 Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)  
 Diploma in Media and Law (D.M.L.)  
 Diploma in Corporate Mergers and Acquisition (D.C.M.A.)  
 Diploma in Banking Law (DBL)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

**Diplomas Staggered**

Diploma in Paralegal Services (DPS)  
 Diploma in Gender, Sexuality & Human Rights (DGS&HR)  
 Diploma in Criminology & Penology (DC&P)

**List of Diploma Programmes 2011-12**

**Programmes Conducted**

Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)  
 Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)  
 Diploma in Taxation Laws (D.T.L.)  
 Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)  
 Diploma in Cyber Laws (D.C.L.)  
 Diploma in Medical Jurisprudence (D.M.J.)  
 Diploma in Intellectual Property Laws (D.I.P.L.)  
 Diploma in Human Rights Jurisprudence (D.H.R.J.)  
 Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)  
 Diploma in Corporate Mergers and Acquisition (D.C.M.A.)  
 Diploma in Banking Law (DBL)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)



**Diplomas Staggered**

- Diploma in Gender, Sexuality & Human Rights (DCSHR)
- Diploma in Criminology & Penology (DC&P)
- Diploma in Paralegal Services (DPS)
- Diploma in Media and Law (D.M.L.)

**List of Diploma Programmes 2012-13****Programmes Conducted**

- Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)
- Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)
- Diploma in Taxation Laws (D.T.L.)
- Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)
- Diploma in Cyber Laws (D.C.L.)
- Diploma in Medical Jurisprudence (D.M.J.)
- Diploma in Intellectual Property Laws (D.I.P.L.)
- Diploma in Human Rights Jurisprudence (D.H.R.J.)
- Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)
- Diploma in Corporate Mergers and Acquisition (D.C.M.A.)
- Diploma in Banking Law (DBL)
- Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

**Diplomas Staggered**

- Diploma in Media and Law (D.M.L.)
- Diploma in Paralegal Services (DPS)
- Diploma in Gender, Sexuality & Human Rights (DCSHR)
- Diploma in Criminology & Penology (DC&P)

**List of Diploma Programmes 2013-14****Programmes Conducted**

- Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)
- Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)
- Diploma in Taxation Laws (D.T.L.)
- Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)
- Diploma in Cyber Laws (D.C.L.)
- Diploma in Medical Jurisprudence (D.M.J.)
- Diploma in Intellectual Property Laws (D.I.P.L.)
- Diploma in Human Rights Jurisprudence (D.H.R.J.)
- Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)
- Diploma in Media and Law (D.M.L.)
- Diploma in Corporate Mergers and Acquisition (D.C.M.A.)

**Diplomas Staggered**

- Diploma in Paralegal Services (DPS)
- Diploma in Banking Law (DBL)

Diploma in Gender, Sexuality & Human Rights (DCSHR)  
 Diploma in Criminology & Penology (DC&P)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

### **List of Diploma Programmes 2014-15**

#### **Programmes Conducted**

Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)  
 Diploma in Intellectual Property Laws (D.I.P.L.)

#### **Diplomas Staggered**

Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)  
 Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)  
 Diploma in Taxation Laws (D.T.L.)  
 Diploma in Cyber Laws (D.C.L.)  
 Diploma in Medical Jurisprudence (D.M.J.)  
 Diploma in Human Rights Jurisprudence (D.H.R.J.)  
 Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)  
 Diploma in Media and Law (D.M.L.)  
 Diploma in Corporate Mergers and Acquisition (D.C.M.A.)  
 Diploma in Paralegal Services (DPS)  
 Diploma in Banking Law (DBL)  
 Diploma in Construction Law (DICL)  
 Diploma in Gender, Sexuality & Human Rights (DCSHR)  
 Diploma in Criminology & Penology (DC&P)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

### **List of Diploma Programmes 2015-16**

#### **Diplomas Conducted**

Diploma in Taxation Laws (D.T.L.)  
 Diploma in International Business Laws and Corporate Laws in India (D.I.B.L. & C.L.I.)  
 Diploma in Cyber Laws (D.C.L.)  
 Diploma in Intellectual Property Laws (D.I.P.L.)

#### **Diplomas Staggered**

Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)  
 Diploma in Arbitration, Conciliation and Alternative Dispute Resolution System (D.A.C.A.D.R.S.)  
 Diploma in Human Resource Management and Labour Laws (D.H.R.M. & L.L.)  
 Post Graduate Diploma in Tax Management and Tax Administration (PGDTM)

## **5. Interdisciplinary programmes and departments involved**

Apart from the courses from Faculty of Law, the Institute compiles its program structure from course catalogues of other faculty such as Faculty of Management, Faculty of Humanities and Social Sciences, Faculty of

Computer Science, Faculty of Media, Communication and Design, and the Faculty of Health and Biomedical Sciences. For example, B.A. LL. B (Hon.) includes courses from the catalogue of Faculty of Humanities and B.B.A. LL. B (Hon.) includes courses from the catalogue of Faculty of Management

LL.M takes interdisciplinary orientation through various courses including Integrated Disaster Management Program (IDMP) offered by Faculty of Health and Biomedical Sciences, which is mandatory for all programmes.

## 6. Courses in collaboration with other universities, industries, foreign institutions, etc.

- Certificate in European Union Legal Studies (EULS) since 2010 with academic support from EU delegation, New Delhi, India

### Details of collaboration with foreign universities

Year	Incoming			Outgoing		
	Programme	Number of students	Credits	Programme	Number of students	Credits
2010	DAAD New Passage to India	4 Leibniz University of Hannover (LUH), Germany	10	DAAD New Passage to India	4(LUH),	12
2011	DAAD New Passage to India	2 (LUH)	10	DAAD New Passage to India	4(LUH)	12
2012	DAAD New Passage to India	2 (LUH, Germany)	10	DAAD New Passage to India	2 (LUH)	16
	OMG	1 (Ontario, Canada)	15			
	<b>Erasmus Mundus</b>	1(Rouen, France)	36			
				OMG	2(Ontario)	15
2013	DAAD New Passage to India	3( LUH) 5 (Brunswick Law School, Ostfalia, Germany)	10	DAAD New Passage to India	2 (LUH) 5(Ostfalia)	12
	<b>Erasmus Mundus</b>	2(Rouen, France) 1 (Lisbon Portugal)	36			
				OMG	2(Ontario)	15
2014	DAAD New Passage to India	4( LUH) 5(Ostfalia, Germany)	10	DAAD New Passage to India	4 (LUH) 5(Ostfalia)	18
	UCD	1(Dublin, Ireland)	20	UCD	2(Dublin)	30
				UCC	3(Dublin)	30
	<b>Erasmus Mundus</b>	2(Rouen)	36			
2015				DAAD New Passage to India	5(Ostfalia)	18
<b>Total</b>		<b>33</b>			<b>40</b>	

- **Prominent collaborations for internships**
  1. The Supreme Court of India
  2. The Supreme Court of New York, USA
  3. The International Criminal Court, Rwanda
  4. All High Courts in India
  5. Corporate Houses such as ICICI Bank
  6. NGOs such as Center for Policy Research, Human Rights Law Network
  7. Leading Law Firms such as Khaitan & Co, Nishit Desai Associates, AZB, Cyril Shroff Amarchand Mangaldas, Mumbai

#### 7. **Details of programmes discontinued, if any, with reasons**

Nil

#### 8. **Examination System: Annual/Semester/Trimester/Choice Based Credit System**

- **Semester Pattern:**
  - 1 B.A./B.B.A. LL.B
  - 2 B.A./B.B.A. LL.B (Hons.) (2014-15 onwards)
  - 3 LL.M
  - 4 Diploma ( from batch 2015-16)
- **Annual Pattern:** Diploma (Till 2014-15 batch)
- The SIU follows the Choice Based Credit System (CBCS) on a 10 point grade scale and a student has to obtain a minimum grade point of 4. All the programmes of the academic year 2015-16 have the assessment, standard of passing and award of degree as per the above grading pattern.

#### 9. **Participation of the department in the courses offered by other departments**

- SLS, Pune has undertaken **Course Development** in Law for all other Faculties of SIU
- **Provided courses** at such as Human Rights, IPR, Business Law and Cyber Law under Inter Institute Credit Transfer Program (hereinafter IICT)
- SLS, Pune **participated** in IICT in the following:
  - 1) International Relations (offered by SSLA)
  - 2) Rhetoric and Critical Writing (offered by SSLA)
  - 3) Creative Writing (offered by SSLA)
  - 4) Introduction to Psychology (offered by SSLA)
  - 5) Basics of Fitness (offered by SIHS)
  - 6) Web Content Management (offered by SICSR)
  - 7) Basics of Drawing and Sketching (offered by SID)
  - 8) Human Resource Management (Only for B.A. LL.B. students) (offered by SCMS-UG)
  - 9) Marketing Research (offered by SCMS-UG)
  - 10) Soft Skills Development (offered by SCMS-UG)
  - 11) Security and Investment (offered by SCMS-UG)
  - 12) Elements of Costing (offered by SCMS-UG)

**Taught full Law courses** at SIOM, SCMHRD, SIIB, SCON, SSLA and SSBS

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	10	3
Associate Professor	20	4
Assistant Professor	23	22
Adjunct Faculty		03
Other Teaching staff		6
Total	53	38

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sr. No.	Name of Teacher	Designation	Qualification	Specialization	Total Experience (years, months)	No. Of Ph.D. / M.Phil. Students Guided For The Last 4 Years
1.	Dr. Shashikala Gurpur	Director & Professor	B.Sc., LL.B, LL.M., NET, Ph.D., PG Dipl. in German, RBP (Hindi), Competent Toastmaster, Fulbright Scholar	International Law	24.5	11(since 2007) 3 awarded
2.	Dr. Bindu Ronald	Dy. Director & Professor	DLL & LW, BSL, LL.B, LL.M, Ph.D, NET	Business & Corporate Law	14	5 ( from 2011-14) 3 ( 2014-15)
3.	Dr. K. Parameswaran	Professor	BBA, BL, ML, (MA Pol. Science), Ph.D	Public International Law , Private International Law	15.4	-
4.	Dr. Shashikant Hajare	Associate Professor	B.Sc., LL.B., LL.M., NET Ph.D.	Criminal Law & Administrative Law	14	5 (since 2014-15) 1 awarded
5.	Dr. Aparajita Mohanty	Associate Professor	M.A., M.Phil, Ph.D	Political Theory, International Relations & Public Administration	17.2	-
6.	Dr. Rupal Rautdesai	Associate Professor	B.Sc., LL.B, LL.M., NET, Ph. D., Patent Agent	Intellectual Property Law	11.1	-
7.	Dr. Surya Rashmi Rawat	Associate Professor	B.Sc., LL.B, MBA, NET, Ph.D	Management (International Business), Commerce & Management Studies	12.4	-
8.	Prof. Swapnil Bangali	Assistant Professor	B. Com., LL.B., LL.M., NET, DLL, DTL, DIPL( Ph. D. pursuing)	Constitutional Law & Legal Order	8.7	

9.	Prof. Santosh Aghav	Assistant Professor	BSL, LL.M. (pursuing Ph.D.)	Contract & Company Law	13	-
10.	Dr. Girish Abhyankar	Assistant Professor	B.Com., M.P.M., LL.B., LL.M., Ph. D	Corporate Law and Criminal Law	10.6	-
11.	Prof. Asawari Abhyankar	Assistant Professor	B.A. LL.B., LL.M., NET	Corporate Law and Criminal Law	10.6	-
12.	Dr. Atmaram Shelke	Assistant Professor	BA, LL.B., LL.M., DLL & LW, DIPL	Criminal Law	9	-
13.	Prof. Shirish Kulkarni	Assistant Professor	B.S.L., LL.B, LL.M (pursuing Ph.D.)	Business Law & Criminal Law	8.9	-
14.	Prof. Sujata Arya	Assistant Professor	B.Com, BA (French, German & Spanish), LL.B., LL.M., Certificate in IPR (WIPO), NET (pursuing Ph.D.)	Comparative Constitution & Criminal Law	15.3	-
15.	Prof. Ashish Deshpande	Assistant Professor	BSL, LL.B, LL.M. ( Ph.D. pursuing)	Criminal Law	7.3	-
16.	Ms. Vanishree Ramanathan	Assistant Professor	BA, MA (Sociology), MA (Demography), PGDHRL, NET (pursuing Ph.D.)	Sociology, women and Law, Political Science	10	-
17.	Ms. Tokmem Doming	Assistant Professor	LL.M, LL.B, NET (JRF)	Criminal Law	1	-
18.	Ms. Semanti Choudhury	Assistant Professor	LL.M, B.A. LL.B, NET	Corporate and Commercial Laws	6	-
19.	Prof. Nagesh Sawant	Assistant Professor	BA, LL.B, LL.M, NET	Business Law & Administrative Law	1.8	-
20.	Pallavi Mishra	Assistant Professor	NET,LL.M,BA-LL.B	Human Rights	1	
21.	Sanjeeb Mishra	Assistant Professor	LL.M, LL.B, B.Sc, NET	International Law	10	
22.	Smita Bangal	Assistant Professor	Ph.D,MA,BA, PGDTTIM	English	2.4	
23.	D.Ganesh Kumar	Assistant Professor	Ph.D,LL.M,LL.B, B.Sc, APSET, NET	Constitutional Law	7	
24.	Garima Pal	Assistant Professor	BSc, MSc,NET (pursuing Ph.D.)	Criminology	2	
25.	Jaisy George	Assistant Professor	BAL, LL.B, LL.M, NET	Human Rights & Criminal Law	1	
26.	Seema Meena	Assistant Professor	BA LL.B, LL.M, MBA(HR), NET	Business Law	1	
27.	A.K. Shreelekha	Assistant Professor	NET, M.A(English), M.A(Political Science), B.Sc	English & Political Science	11	

28.	Trupti Upadhye	Assistant Professor	SET, MA, BA	Economics	1	
29.	Ritambara Das	Assistant Professor	LL.M, BB.A. LL.B (Hons.), NET, Diploma Cyber Law	Human Rights	1	
30.	Prof. Amol Sapatnekar	Teaching Associate	BCS, LL.B., LL.M. (Bus. Laws), LL.M. (Human Rights), Patent Agent	Business Law	10.6	-
31.	Ms. Trupti Rathi	Teaching Assistant	B.A., B.Com, D.L.L.&LW, BSL, LL.B, LL.M.	Business Law	4	-
32.	Chaitraley Deshmukh	Teaching Assistant	BA, LL.B, LL.M, Diploma in Forensic Jurisprudence, Diploma In Cyber Law & Mass Communication	Human Rights	1	-
33.	Chaitra Beerannavar	Teaching Assistant	LL.M,LL.B (pursuing Ph.D.)	Business Law	2	
34.	Adv. Milind Hartalkar	Adjunct Faculty	Bsc, LL.M (pursuing Ph.D.)	Civil Law	29	
35.	Adv. Mr. M.G. Bapat	Adjunct Faculty	B Com,MLL& LW, LL.M	Human Rights	27	
36.	Dr.Shubda Pednekar	Adjunct Faculty	MA, LL.M, Ph.D	Family Law, Criminal Law, Constitutional Law	40	
37.	Mr. Munnazar Ahmed	Research Assistant	BA, LL.B LL.M	Intellectual Property Law	1.6	-
38.	Mr. Ujwal Nandekar	Research Assistant	BA, LL.B LL.M	Intellectual Property Law	1.6	-

## 12. List of Senior Visiting Fellows, Adjunct Faculty, Emeritus Professors :

S No	Category	Names
1.	Emeritus Professor	<ul style="list-style-type: none"> <li>Senior Adv. Ram Jethmalani, MP and Former Minister for Law and Justice, Govt of India</li> </ul>
2.	Senior Visiting Fellows (Indicative only)	<ul style="list-style-type: none"> <li>Ruth Santiago , Environmental Lawyer,USA</li> <li>Dr. Clemenz Artz , Professor, Berlin School of Law and Economics, Germany</li> <li>Fred Rooney, Attorney,USA</li> <li>Kris Gledhill, Professor and Barrister,New Zealand</li> <li>Dr. Siobhan Mullaly, Professor, UCC, Ireland</li> <li>Dr. Till Zech, Professor, Brunswik University Germany (DAAD)</li> <li>Dr. Bernd Oppermann, Leibniz University Hannover, Germany (Erasmus Mundus)</li> <li>Dr. Charlotte Skeet, Senior Lecturer, Sussex, UK (UKEIRI)</li> <li>Prof. Rebecca Todd, Attorney, General Counsel, Antioch University, US (Fulbright)</li> <li>Prof. Colin T. Scott, Ex-Dean, London School of Economics and Principal, UCD, Ireland</li> <li>Prof. Tim Murphy, Professor, UMU, Malaysia</li> <li>Prof. Jane Schukoske, John Hopkins, USA</li> <li>Ms. Bethany Hanson, Attorney, USA</li> <li>Dr. Rajendra Jain, Professor,JNU</li> <li>Dr. Bharat Desai, Professor, JNU</li> </ul>

**13. Percentage of classes taken by temporary faculty: Programme-wise information**

Name of the Program	Year	% of sessions conducted by temporary faculty
B.A./B.B.A. LL.B (Hon)	2014-15	32.25%
LL.M	2014-15	7.017 %
Three Year LL.B	2014-15	0%

**14. Programme-wise Student Teacher Ratio:**

S. N.	Programme	Student Teacher Ratio (2014-15)
1.	UG (B.A./B.B.A. LL.B (Hon) & 3 year LL.B)	40:1
2.	LL. M	10:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

S.No.	Category	Sanctioned	Actual
1.	Academic Support Staff (Technical)	21	19
2.	Administrative Staff	58	25

**16. Research thrust areas as recognized by major funding agencies**

S.N.	Thrust Areas	Funding Agency
1	Legal Education and Leadership	International Association of Law Schools (IALS), USA ; Asian Law Institute (ASLI)
2	Corporate Law	ITC Ltd, DAAD Germany, European Commission
3	Civil & Criminal Justice Delivery	Law Commission, Ministry of Law & Justice, Government of India, SIU, SLS Pune
4	Human Rights & Gender	National Human Rights Commission
5	Environmental Law	Ministry of Environment & Forests, Govt. of India; SIU
6	Private International law	SIU

**17. Number of faculty with ongoing projects from a) National b) International funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

a) National

**Details of ongoing research projects of Faculty:**



S No.	Names of the Funding Agencies	Project Title	Grants Received Project-Wise	Number of Faculty	Year
1	Symbiosis Institute of Research and Innovation (SCRI), SIU	Exploratory research on environmental law and policy with particular relevance to water pollution and water resource management in Pune Municipal corporation; the state of Maharashtra and India	Rs. 1,20,000/-	4	ongoing
2	Symbiosis Institute of Research and Innovation (SCRI), SIU	'Empirical Study of Goa's Transition and Transformation from Continental to Common Law System after its Liberation.'	Rs. 1,20,000/-	2	ongoing
3	Symbiosis Institute of Research and Innovation (SCRI), SIU	Judicial Trends and Patterns In Private International Law In India With Special Reference To Marriage And Matrimonial Issues	Rs. 1,20,000/-	2	Ongoing

b) International: NIL

## 18. Inter-institutional collaborative projects and associated grants received

### a) National collaboration

Sr. No.	Title of Project	Particulars	Project done for and in collaboration with	Status	Year	Amount
1	A project on the Community Legal Care (Community Lawyering, Legal Literacy and Legal Aid)	Since 2008, Weekly clinics, annual Camps, trained Village Panchayat in Pirangut	Implemented in consultation and advised by City University of New York (CUNY) School of Law, USA and Legal Resource Network (CLRN), CUNY, USA. Partly Funded by Adv. Ram Jethmalani.	On-going	2008 – on-going	5,00,000 (funded by Ram Jethmalani Associates)
2	Project on updating the book of Nani Palkhivala titled 'Constitution Defaced and Defiled'	Since 2009, updated cases & developments since 1990	Nani A. Palkhivala Memorial Trust	Completed	2009 - 2012	1,53,755/-

3	Project on yearly Elocution Competition for law students in Pune	Since 2009, Annual Event Expenses & Prizes covered	Nani A. Palakhivala Memorial Trust with the Forum of Free Enterprises Mumbai	On going	2009 to present	25,000/year
4	Project on Corporate Take-over in collaboration with ITC Ltd.	Comparative study of laws regarding takeover across EU, ASEAN, US etc.	ITC Ltd.	Completed & submitted, report recorded highest downloads on SSRN	2010-11	1,40,000/-
5	National Consultation on current challenges and Reforms in Civil & Criminal Justice	One month research culminating in National consultation with judges, lawyers, law schools and other stakeholders	In collaboration with Law commission of India, Ministry of Law and Justice, Government	Completed and submitted, Recommendations incorporated in 19th Law Commission Report	12th January 2012	Air fare of some of the experts was borne by Law Commission
6	Human Rights Education	Two one-day workshops on Human rights for 100 +100 (PG and UG) students of non-law background in Viman Nagar and SB Road campus	National Human Rights Commission (NHRC), New Delhi	Completed	12th December 2013	1,00,000
7	Surana & Surana International Technology Moot Court Competition	Participation of teams across India on a Techno-Legal Research Problem	Surana & Surana International Attorneys, Chennai	Completed	Every Year	Total funds of Rs 902,000 during 2014-15, are shared in the ratio of 55:45 between Surana & Surana and SLS Pune
8	Krishna B. Memorial National IPR Moot Court Competition	Participation of teams across India on a Techno-Legal Research Problem	Krishna & Saurastri Associates, Bangalore.	Completed	Every Year	Approximately Rs 2 to 4 Lakhs annually, depending upon number of teams participating
9	Project on "Search in Ancient India or Commentaries"	Essay Competition	Shriprabha Foundation	Completed	Annual grant since 2013-14	Rs.15,000 (2013-14) & Rs 10,000 (2014-15)

**b) International collaboration**

Sr. No.	Name of the Collaborative Research Programme	Collaborating Institute / Organization
1	Erasmus Mundus Research Grant	Leibniz University of Hannover, Germany & Universities of the Erasmus Mundus Consortium: assistance for travel, living expenses and stipend
2	DAAD – German Academic Exchange Programme Grant	Leibniz University of Hannover, Germany: assistance for travel, living expenses and stipend
3	DAAD – A New Passage to India grant	Brunswick European Law School, University of Ostfalia, Germany assistance for travel, living expenses and stipend
4	Certificate Programme on EU Studies	Assistance of EU delegation from New Delhi. Organized a film festival called Kinoteka EFF under EU Programme & received visiting faculty Achim Albrecht

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Sr. No.	Title of Project	Particulars	Collaboration with	Status	Year	Grant Received (Rs.)
1	National Consultation on current challenges and Reforms in Civil & Criminal Justice	One month research culminating in National consultation with judges, lawyers, law schools and other stakeholders	Law commission of India, Ministry of Law and Justice, Government	Completed and submitted, Recommendations incorporated in 19th Law Commission Report	2012	In kind for travel and planning (approx. 1 Lakh)
2	Human Rights Education	Two one-day workshops on Human rights for 100 +100 (PG and UG) students of non-law background in Viman Nagar and SB Road campus	National Human Rights Commission (NHRC), New Delhi	Completed	Dec 2013	Rs 1,00,000

**20. Research facility / centre with**

State recognition

National recognition

International recognition

Nil.

However, the Independent Ethics Committee of SIU is recognised under Drugs Controller General of India (DCGI)

## 21. Special research laboratories sponsored by / created by industry or corporate bodies

Nil

## 22. Publications:

Total number of publications (From 2009 to 2015; as of 31-07-2015)		96
i. Number of papers published in peer reviewed journals (national / international):		66 (National 56 & International 10)
ii. Monographs		1
iii. Chapters in Books		9
iv. Edited Books		1
v. Books with ISBN with details of publishers		8
vi. Case Studies		1
vii. Proceedings papers		10
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		14
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 3 Range:1-3 Avg: 1
Total citations of SLS,Pune faculty (SIU + Non-SIU affiliated papers)		50
SNIP		Range: 0-0.804 Avg: 0.502
SJR		Range:0-1.302 Avg: 0.336 Avg: 0.673
Impact Factor – range/average		Range: 0-0.420 Avg: 0.248
h-index		Google Scholar: 2

## 23. Details of patents and income generated

Nil. However, the IP Cell of SIU is functioning at SLS Pune since 2013.

## 24. Areas of consultancy and income generated

### Areas of consultancy

1. Education: Full length courses to various institutes, resources to UGC conferences across India, Maharashtra and State Judicial Academy, curriculum drafting and review, community legal literacy, corporate legal training, human rights training (NHRC), gender training and gender sensitization under SIU.
2. Guidance and Advisory: Assistance to NGOs, judiciary, Law Commission of India and Govt., Ph.D Referee to other Institutes of Higher Education.
3. Expertise: Expert clinical advice through various legal clinics of IP, for senior citizens, environment protection, labor welfare, women's

issues, differently-abled, prisoners, paralegal training programme for LGBT, farmers' rights, ADR clinics and training, support in court cases to Adv. Jethmalani, research support to parliamentarians)

**Income Generated: (since most are *pro bono*)**

Sr. No	Subject	Amount
1	Corpus for consultancy services to vulnerable class of the society	Rs 5 lakh from Senior Counsel Adv. Ram Jethmalani
2	Human Rights Training to SIU students	Rs.1,00,000 from National Human Rights Commission
3	Consultation on the matter pertaining to Enemy Property Act	Rs. 10000 was received from a client

**25. Faculty selected nationally / internationally to visit other laboratories / institutions/ industries in India and abroad**

**Faculty selected nationally to visit other institutes in India:**

- Dr. Shashikala Gurpur:
  - Bar Council of India Inspection Committee
  - Law Commission of India (to visit all National Law Schools and Judiciary as part of Consultancy)
  - Governing Council, NALSAR National Judicial Academy and Maharashtra Judicial Academy
  - IGNOU School Board of Law
  - SunGard MNC Pune
  - Honeywell MNC Pune
  - CII-SEMAA Initiative for Safety of Women
  - Nani Palkhiwala Trust Public Lecture
  - Indian Nursing Council Think Tank
  - Bar Council of India Curriculum Development Committee
  - MILAT Initiatives on CLE in various universities and colleges.

**Faculty selected nationally to visit other institutes abroad:**

Name	Program	Country Visited
Dr. Shashikala Gurpur	Academic discussion to strengthen international ties and to deliver public lecture	UCD Dublin and UCC Cork Ireland 2014
Dr. Bindu Ronald	Asian Integration through Law-Course-Development workshop in ASEAN Economic Community	Hanoi, Vietnam 2014
Dr. Shashikant Hajare	ASLI Conference	Malaysia 2014
Prof. Munnazzar Ahmed	DAAD German Academic Exchange Teaching Grant	Leibniz, Hannover Germany 2014
Dr. Atmaram Shelke	DAAD German Academic Exchange Teaching Grant	University of Osfalia, Germany 2014
Prof. Santosh Aghav	GAJE Global Conference	Touro Law School, USA
Prof. Swapnil Bangali	DAAD German Academic Exchange Teaching Grant	Berlin School of Economics and Law, Germany

**26. Faculty serving in**

a) National committees b) International committees c) Editorial Boards d) any other (please specify)

**a) National Committees and b) International Committees:**

Name of the faculty	National committees	International committees
Dr. Shashikala Gurpur	<ul style="list-style-type: none"> <li>- Academic Council Member, National Judicial Academy, Bhopal</li> <li>- Member, Law Commission of India</li> <li>- Member, Advisory Committee, Symbiosis Center for International Education,</li> <li>- SIU Board of University Development/Planning and Development/Management</li> <li>- Member, IGNOU School of Law Board</li> <li>- Member, Governing Council, NALSAR, Hyderabad</li> <li>- Life Member, Indian Law Institute (Research affiliate to Supreme Court of India)</li> <li>- Bar Council of India-Curriculum Development Committee</li> <li>- Member, Indian Nursing Council Task Force</li> </ul>	<ul style="list-style-type: none"> <li>- Member, Asian Deans' Round Table &amp; ASLI, NUS, Singapore</li> <li>- Member IALS Committee</li> <li>- Member, Global Alliance for Justice Education (GAJE), USA</li> <li>- Member, IUCN-WECL, Canada</li> </ul>
Dr Bindu Ronald	-	- Member, Global Alliance for Justice Education (GAJE), USA
Prof Santosh Aghav	-	- Member, Global Alliance for Justice Education (GAJE), USA
Prof Sujata Arya	-	- Member, Global Alliance for Justice Education (GAJE), USA

**c) Editorial Boards:**

Name of Faculty	International	National
Dr. Shashikala Gurpur	Member of the International Advisory Board of the Journal - Irish Review of CED Law & Policy Referee to Indian Journal of IP Rights (CSIR) Member, Editorial Board, International Journal of Business & Cyber Security (IJBCS). Reviewer, Lexis Nexis Publishes	Member, Conference Committee in DIAT Editor in Chief: SCLJ Vol 1 No.1, SSLR Vol 1 No. 1 SCLJ Vol 2 No.1 SSLR Vol 2 No. 1 (all with Lexis Nexis)
Dr. Aparajita Mohanty		SSLR Vol 2 No. 1
Dr. Rupal Rautdesai		SCLJ Vol 1 No.1 SSLR Vol 2 No. 1
Prof. S P Mysore		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1
Prof. Swapnil Bangali		IPR Chronicles SCLJ Vol 1 No.1 SSLR Vol 1 No. 1

Prof. Ashutosh Naik		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1 SCLJ Vol 2 No.1 SSLR Vol 2 No. 1
Prof. Asawari Abhyankar		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1
Prof. Umesh Aswar		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1
Prof. Arun Krishnan		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1 SCLJ Vol 2 No.1 SSLR Vol 2 No. 1
Ms. Chaitra Beerannwar		SCLJ Vol 1 No.1 SSLR Vol 1 No. 1 SCLJ Vol 2 No.1 SSLR Vol 2 No. 1
Mr. Munnazzar Ahmed		SCLJ Vol 2 No.1 SSLR Vol 2 No. 1
Mr. Ujwal Nandekar		SCLJ Vol 2 No.1 SSLR Vol 2 No. 1

## 27. Faculty recharging strategies

These include:

- Refresher Courses organised by UGC and other organisations and institutes
- Participation in Faculty Development Programmes conducted by TLRC, SIU
- FDP conducted by SLS, Pune and as Continuing Legal Education
- Faculty seminars by international visitors and experts
- Faculty seminars and lectures by Judges and industry experts
- Meditation, picnics, theatre and stress management workshops

Overview of FDP, during 2014-15:

Sr. No	Event	Number
1	FDP	20
2	Conference	1
3	Workshops	3

## 28. Student projects

Percentage of students who have done in-house projects including inter-departmental projects: 100% (since dissertation is compulsory in LL.M and in final year of UG program)

Percentage of students doing projects in collaboration with other universities / industry / institute: 100% (as internship and practicals; including Law Firms, Corporate Houses, the High Courts, NGOs, the Supreme Court, New York Supreme Court)

## 29. Awards / recognitions received at the national and international level by

Faculty

Doctoral / post-doctoral fellows

Students

Following are the details of faculty members and students who have received national and international recognition from reputed professional bodies and agencies

### Faculty:

Name	Award/ Recognition	Professional body giving recognition
Dr. Shashikala Gurpur	Academic Council Member 2015	National Judicial Academy, Bhopal
	Member of IUCN 2015	World Commission on Environmental Law (WCEL), Canada
	Curriculum Development Committee 2015	Bar Council of India
	Indian Nursing Council Task force 2015	Indian Nursing Council
	"My Choice for Equality" 2014	Global Ethics Forum, Geneva in association with IIM Bengaluru in the Global Ethics Forum Conference
	Community Legal Service Award 2014	Adarsh Mitra Mandal Pune
	"Award for Excellence in Legal Sector" Vijay Foundation at Akluj, District-Solapur, Maharashtra, 2013	Vijay Foundation at Akluj, District-Solapur, Maharashtra
	Fulbright Fellowship for Higher Education Administrators 2011	US-India Educational Foundation
	1st National Legal Education Innovation Award 2010	SILF-MILAT

### Students:

#### 1. National:

- First Prize in National Community-based Law Reform Competition, 2010
- NLSUI Moot Premier League Top 10 position, 2014
- Meghna De Manupatra Annual Essay Award (2009-10)
- Tania Kipa, Best Student and Best Researcher at UGC-Sponsored National Conference on Sports Law (2014)
- Varuna Agrawal, Aishwarya Amar, Dhanya Mallar, Winner, 1<sup>st</sup> KIIT National Trial Advocacy Moot Court Competition, 2015(3 – 5 April 2015)
- Chandrajeet Das, Priyanka Arora, Ridhish Rajvanshi Winner & 3<sup>rd</sup> best Researcher 4<sup>th</sup> RGNUL Moot Court Competition, 2015(27 – 29 March 2015)
- Steffi Mary Punnose, Shreya Dutt and Pranoy Reuben Mascree, Winners, Litigations, Moot Court Competition, 2015 (31 Jan – 1 Feb 2015)
- Rishab Prasad, Sumedha Sen and Arpita Desai, Winners, 1st Lokmanya Tilak State Level Moot Court Competition, 2015. (6 – 8 Feb 2015)



**2. International:**

- Vis Moot Global Award as 4<sup>th</sup> place (2015), Special mention (2012)
- IALS Global student Research Award (Nitika Nagar 2013)
- Shruti Raina, Chandralekha Akkiraju, Aditi Warriar, Semi-Finalist in 12th Annual Willem C. Vis (East) International Commercial Arbitration Moot, 2015 (7 – 10 March 2015)
- Gourav Mohanty, Mrinali Menon, Sanika Kulkarni 4<sup>th</sup> best speaker, 6<sup>th</sup> Lieden Sarin International Air Law Moot Court Competition, 2015 (World Rounds)( 10 – 12 April 2015)
- Samarth Khanna, Priyanka Arora & Shanu Jain won runners-up in Mediation Representation Plan in Inaugural Young International Mediation Competition, 2015 held in Hong Kong, organised by: Vis East Moot Foundation Ltd. ( 2<sup>nd</sup> Aug- 8<sup>th</sup> Aug 2015)

**30. Seminars/ Conferences/Workshops organized and the source of funding (national/International) with details of outstanding participants, if any.****List of Seminar/ Conferences/Workshop (Indicative only)**

Sr. No	Event	Number	Outstanding Participants	Funding
1	Seminars and FDP	20	<ul style="list-style-type: none"> <li>- Dr. Rebecca Todd, Antioch University , USA, Scholar-in - Residence</li> <li>- Dr. Kris Gledhill, Barrister, New Zealand, Scholar-in - Residence</li> <li>- Prof Maeve McDonagh, UCC, Ireland, Advisor to Asia Development Bank and EU Broadcasting Council</li> </ul>	Funded by SLS-SIU  Self funded by sending University  Self funded by sending University
2	Conference	1	<ul style="list-style-type: none"> <li>- Dr. Bharat Desai, Professor, JNU</li> <li>- Dr. Gurjeet Singh, Dean, GNDU University, Former VC RGNLU, Patiala</li> </ul>	Funded by SLS-SIU
3	Workshops	3	Corporate Houses and Law Firms	Funded by SLS-SIU

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of the institution. Research and Advisory Committee (RAC) at institute level is constituted to technically review research proposals /projects. The Independent Ethics Committee of SIU focuses on rights, safety and well being of the research participants if research involves human subjects.

There is a robust anti plagiarism policy implemented for all thesis and dissertations submitted by use of *Turn-it-in* software.

### 32. Student profile programme-wise:

UG Programme						
Name of the Programme	Batch	Applications Received	Selected		Pass percentage	
			Male	Female	Male	Female
B.A. LL.B	2009-2014	3171	26	31	100	95.24
B.B.A. LL.B			98	64	86.67	87.10
B.A. LL.B	2010-2015	3722	25	36	68.18	68.29
B.B.A. LL.B			86	80	77.65	93.33
B.A. LL.B	2011-2016	5655	26	47	on-going	on-going
B.B.A. LL.B			89	74	on-going	on-going
B.A. LL.B	2012-2017	6175	29	37	on-going	on-going
B.B.A. LL.B			98	120	on-going	on-going
B.A. LL.B	2013-2018	8318	18	32	on-going	on-going
B.B.A. LL.B			97	89	on-going	on-going
B.A. LL.B (Hons.)	2014-19	8885	77	91	on-going	on-going
B.B.A. LL.B (Hons.)			63	77	on-going	on-going
B.A. LL.B (Hons.)	2015-20	9468	90	107	on-going	on-going
B.B.A. LL.B (Hons.)			78	96	on-going	on-going
Three Year LL.B Programme						
LL.B (Three Year)	2014-17	138	23	17	on-going	on-going
LL.B (Three Year)	2015-18	219	27	40	on-going	on-going
PG Programme						
Name of the Programme	batch	Applications Received	Selected		Pass percentage	
			Male	Female	Male	Female
LL.M (Two Year)	2009-2010	120	22	27	90	81.48
LL.M (Two Year)	2010-2011	160	33	34	78.78	91.11
LL.M (Two Year)	2011-2012	159	28	42	89.2	90.47
LL.M (Two Year)	2012-2013	111	23	21	100 (21)	100(20)
LL.M (One Year)	2013-2014	278	20	40	89.47	100
LL.M (One Year)	2014-2015	248	23	53	on-going	on-going
LL.M (One Year)	2015-16	336	28	43	on-going	on-going

Diploma Programmes						
2009-10 Batch						
SN	Name of Programme	Number of applications received	Selected		Pass Percentage	
			Male	Female	Male	Female
1	DIBL	154	84	70	31.43	29.73
2	DCL	26	17	9	75	25
3	ADTL	73	54	19	50	42.86
4	DIPL	102	43	59	58.62	61.54
5	DBL	20	9	11	33.33	100
6	DHRM	59	37	22	51.85	52.63
7	DMJ	15	9	6	60	66.67
8	DAC	36	24	12	58.33	80
9	DHRJ	12	5	7	100	0
10	DLL	68	31	37	43.75	74.07
	<b>TOTAL</b>	<b>565</b>	<b>313</b>	<b>252</b>		
11	PG - 1	14	10	4	20	50
12	PG -2	11	9	2	25	50
	<b>TOTAL</b>		<b>332</b>	<b>258</b>		
2010-11 Batch						
1	DAC & ADRS	29	15	14	40	75
2	DMJ	12	5	7	66.67	75
3	DHRM & LL	41	19	22	30	52.94
4	DIBL & CLI	123	56	67	22.73	35.14
5	DBL	19	10	9	0	37.5
6	DLL & LW	78	31	47	55.56	48.28
7	DCL	26	14	12	42.86	85.71
8	DIPL	124	65	58	70.27	69.39
9	ADTL	106	79	27	48.94	64.71
10	DHRJ	8	4	4	100	66.67
11	DCMA	15	8	7	28.57	80
12	DML	11	2	9	100	100
13	PGDTM - I	5	1	4	100	25
14	PGDTM - II	9	6	3	50	100
	<b>TOTAL</b>	<b>606</b>	<b>315</b>	<b>290</b>		
2011-12 Batch						
1	DAC & ADRS	70	36	34	35	75
2	DMJ	14	5	9	100	71.43
3	DHRM & LL	36	23	13	58.82	71.43
4	DIBL & CLI	103	55	48	14.29	44.12
5	DBL	15	8	7	0	50

6	<b>DLL &amp; LW</b>	32	12	20	12.5	66.67
7	<b>DCL</b>	34	24	10	72.73	77.78
8	<b>DIPL</b>	79	39	40	47.62	81.48
9	<b>DTL</b>	89	61	28	61.29	70
10	<b>DHRJ</b>	18	5	13	100	55.56
11	<b>DCMA</b>	48	30	18	55.56	50
12	<b>PGDTM - II</b>	4	0	4	NIL	75
	<b>TOTAL</b>	<b>542</b>	<b>298</b>	<b>244</b>		
<b>2012-13 Batch</b>						
1	<b>DAC &amp; ADRS</b>	38	23	15	44.44	91.67
2	<b>DMJ</b>	17	9	8	28.57	100
3	<b>DHRM &amp; LL</b>	26	8	18	16.67	27.27
4	<b>DIBL &amp; CLI</b>	94	43	51	27.78	45.45
5	<b>DBL</b>	18	7	11	75	42.86
6	<b>DLL &amp; LW</b>	63	29	34	55	53.85
7	<b>DCL</b>	20	13	7	11.11	100
8	<b>DIPL</b>	81	46	35	20.83	76.93
9	<b>DTL</b>	110	82	28	64.44	80.95
10	<b>DHRJ</b>	18	6	12	0	100
11	<b>DCMA</b>	35	14	21	50	87.5
	<b>TOTAL</b>	<b>520</b>	<b>280</b>	<b>240</b>		
<b>2013-14 Batch</b>						
1	<b>DAC &amp; ADRS</b>	41	16	25	81.82	100
2	<b>DMJ</b>	31	18	13	66.67	81.82
3	<b>DHRM &amp; LL</b>	24	13	11	54.55	40
4	<b>DIBL &amp; CLI</b>	118	55	63	52.94	67.5
5	<b>DML</b>	31	9	22	50	80
6	<b>DLL &amp; LW</b>	37	17	20	25	55.56
7	<b>DCL</b>	39	24	15	70.59	100
8	<b>DIPL</b>	84	44	40	81.48	93.1
9	<b>DTL</b>	106	70	36	48.84	75
10	<b>DHRJ</b>	10	3	7	66.67	60
11	<b>DCMA</b>	47	17	30	85.71	75
	<b>TOTAL</b>	<b>568</b>	<b>286</b>	<b>282</b>		
<b>2014-15 Batch</b>						
1	<b>DIBL &amp; CLI</b>	75	37	38	<b>40.54</b>	<b>39.47</b>
2	<b>DIPL</b>	37	13	24	<b>38.46</b>	<b>50</b>
	<b>TOTAL</b>	<b>112</b>	<b>50</b>	<b>62</b>		

Diploma Programme 2015-16 Batch						
1	<b>DIBL &amp; CLI</b>	85	31	54	Ongoing	Ongoing
2	<b>DIPL</b>	37	15	22	Ongoing	Ongoing
3	<b>DTL</b>	23	19	4	Ongoing	Ongoing
4	<b>DCL</b>	20	12	8	Ongoing	Ongoing
	<b>Total</b>	165	77	88	Ongoing	Ongoing

### 33. Diversity of students

Name of the Programme	Percentage of students from the same University	Percentage of students from other Universities from within the state	Percentage of students from Universities outside the state	Percentage of Students from other countries
<b>UG Programme: Since BA/BBA LL.B (2009-14 to 2013-18 batch), BA/BB.A. LL.B (Hons.) 2014-19 batch students come after 12th Std., only data of LL.B (Three years) 2014-19 batch onwards provided below:</b>				
2009-10	NA	NA	NA	5.71%
2010-11	NA	NA	NA	6.16%
2011-12	NA	NA	NA	6.69%
2012-13	NA	NA	NA	6.86%
2013-14	NA	NA	NA	7.03%
2014-15	NA	36.84%	63.16%	NIL
2015-16	NA	18.18%	81.82%	NIL
<b>PG Programme: LL.M</b>				
2009-10	NA	39.82%	52.21%	7.96%
2010-11	NA	47.27%	39.09%	13.64%
2011-12	NA	44.78%	44.78%	10.45%
2012-13	NA	41.44%	49.55%	9.0%
2013-14	NA	31.68%	62.38%	5.94%
2014-15	1.3%	26.31%	56.57%	15.78%
2015-16	2.8%	54.9%	36.61%	5.6%
<b>Diploma Programmes</b>				
2009-10	NA	NA	NA	0.7%
2010-11	NA	NA	NA	1.32%
2011-12	NA	NA	NA	1.1%
2012-13	NA	NA	NA	0.57%
2013-14	NA	NA	NA	1.05%
2014-15	NA	NA	NA	0%
2015-16	NA	NA	NA	0%

**34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Year	UGC (NET)	Judicial Services	Defence Services	Patent Agent	Civil Services	Total	Percentage
2009-10	01	01	-	-	-	02	0.9%
2010-11	01	-	-	-	-	01	0.45%
2011-12	01	02	-	-	-	03	1.31%
2012-13	07	01	-	-	-	08	3.43%
2013-14	01	-	-	01	01	03	1.39%
2014-15	01	02	01	-	01	05	2.1%

**35. Student progression**

S No	Student progression	Percentage against enrolled						
		Academic Year	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
1.	UG to PG	NA	NA	NA	NA	NA	NA	NA
2.	PG to M.Phil.	NA	NA	NA	NA	NA	NA	NA
3.	PG to Ph.D.	NA	NA	NA	NA	NA	NA	NA
4.	Ph.D. to Post-Doctoral	NA	NA	NA	NA	NA	NA	NA
5.	Employed:							
6.	Campus selection	14.67%	31.52%	13.58%	29.09%	59.78%	78.49%	On-going
7.	Other than campus recruitment (practitioner, attorneys abroad, higher studies)	84.33%	67.48%	85.92%	70.41%	39.22%	19.51%	On-going
8.	Entrepreneurs	1%	1%	0.5%	0.5%	1%	2%	On-going

**36. Diversity of staff**

S no.	Category	%
1.	Percentage of faculty who are graduates of the same university	26
2.	From other universities within the State	32
3.	From universities from other States	42
4.	From universities outside the Country	0

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

M. Phil	NA
Ph.D	8
D.Sc	NIL
D.Litt	NIL

### 38. Present details of departmental infrastructural facilities with regard to

#### a. Library

S. N.	Library facility	Details
1.	Total area	11351.54 sqft
2.	Total seating capacity	402
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> </ul>	09.15 a.m. to 07.45 p.m. 10.00 a.m. to 05.00 p.m. (Sunday) 09.15 a.m. to 07.45 p.m. 09.15 a.m. to 07.45 p.m. 09.15 a.m. to 05.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>Individual reading carrels</li> <li>Lounge area for browsing and relaxed reading</li> <li>IT zone for accessing e-resources</li> </ul>	24 68 132 capacity
5.	Display of floor plans, sign boards, Fire alarms and other information (e.g.OPAC, DDC, Access to differently abled users and mode to access to the collection)	Yes
6.	Total Number of <ul style="list-style-type: none"> <li>Books</li> <li>Titles</li> </ul>	56730 14708
7.	Total Number of <ul style="list-style-type: none"> <li>National Journals</li> <li>International Journals</li> </ul>	82 25
8.	Total No. of ejournals	6775
9.	Total No. of : <ul style="list-style-type: none"> <li>Magazines</li> <li>CDs</li> <li>Databases</li> </ul>	30 632 17

#### b. Internet facilities for staff and students: Systems:

	Department	Desktop/ PC's and its Configuration	Total Numbers	Comp.-Student ratio
<b>Dedicated Computer Facilities</b>	Faculty Room	Desktops PC's with core i3 processors, 4 GB RAM, 500 GB HDD	35	
	Administrative Office	Desktops PC's with core i3 processors, 4 GB RAM, 500 GB HDD	33	
	Library	Desktops and All in one PC's with core i3 processors, 4 GB RAM, 500 GB HDD	15	
	ICT Labs	All in one with core i3 processors, 2 GB RAM and 4 GB Ram, 500 GB HDD	122	1:1
	Server	HP 350 series, and Dell Power Edge Server with 4 GB RAM and 500 GB HDD	4	
	Laptops	Samsung , Acer, HP c 2 d, Dell, I3, 2 GB, and 4 GB Ram, 500 GB HDD	5	
	Class Rooms	Intel C2D, 2 GB, 500 GB, 260 GB HDD	32	
	Placement Cell	I3, 4gb, 500gb, + Intel C2D, 2 GB, 500 GB, 260 GB HDD	5	
<b>Total</b>		<b>248</b>	<b>243+ 5 (5-laptops)</b>	

LAN	All Campus	All systems are connected with LAN using Fibre Optic and Cat 6 cables
Proprietary Software	Tally Erp 9.0, TDS, Libsuite, Tds Software, Eduwiz, Curiosity, Windows Servers Licence, MS Office Licence, Windows 7 Licence, Ezproxy Authenticated Remote Software, Symantec Antivirus,	
Internet	14 mpbs internet lease line connectivity	

**c. Class Rooms:**

- a) Total number of class rooms: 30 (excluding Moot Court Hall with 150 capacity and Multi-purpose Hall with 120 capacity)
- b) Class rooms with ICT facility: All
- c) Students' laboratories: 2
- d) Research laboratory: NA

**39. List of doctoral, post-doctoral students and Research Associates**

- a) From the host institution/university
- b) From other institutions/universities

**a) Doctoral Students from the host institution/university:**

Sr. No	Doctoral Students from the Host Institution
1.	Prof. Santosh Aghav
2.	Prof. Shirish Kulkarni
3.	Prof. Amol Sapatnekar
4.	Prof. Ashish Deshpande
5.	Prof. Swapnil Bangali
6.	Prof. Sujata Arya
7.	Prof. A. Vasmatkar
8.	Ms. Chaitra Beerannavar
9.	Ms. Smita Pandey
10.	Ms. Surya Kulathoor

**b) Post-doctoral students from the host institution/university: Nil  
Research Associates from the host institution/university: Nil**

**c) Doctoral Students From other institutions/universities:**

Sr No.	Doctoral Students from other Institutions
1	Prof. Vanishree Ramanathan, SPP University, Pune

**d) Post-doctoral students from the other institution/university: Nil**

**e) Research Associates from the other institution/university: Nil**

**40. Number of post graduate students getting financial assistance from the university.**

**Total Financial Assistance from the University during 2009-14 is as follows:**

- a. Financial Assistance for Special cases: Kashmir Flood victim: 1 student was given fee waiver during 2014-15



**b. Other scholarships:**

- Govt. of India SC/ST Top class scholarship awarded to 129 students amounts to Rs.1.43 Crores
- Other SLS Pune special scholarships such as Symbiosis Foundation Scholarship, Ram Jethmalani Award, Nani Palkhiwala Award, Government of Meghalaya Scholarship, Government of Jammu and Kashmir Scholarship awarded to 43 students amount to Rs.35.24 Lakhs

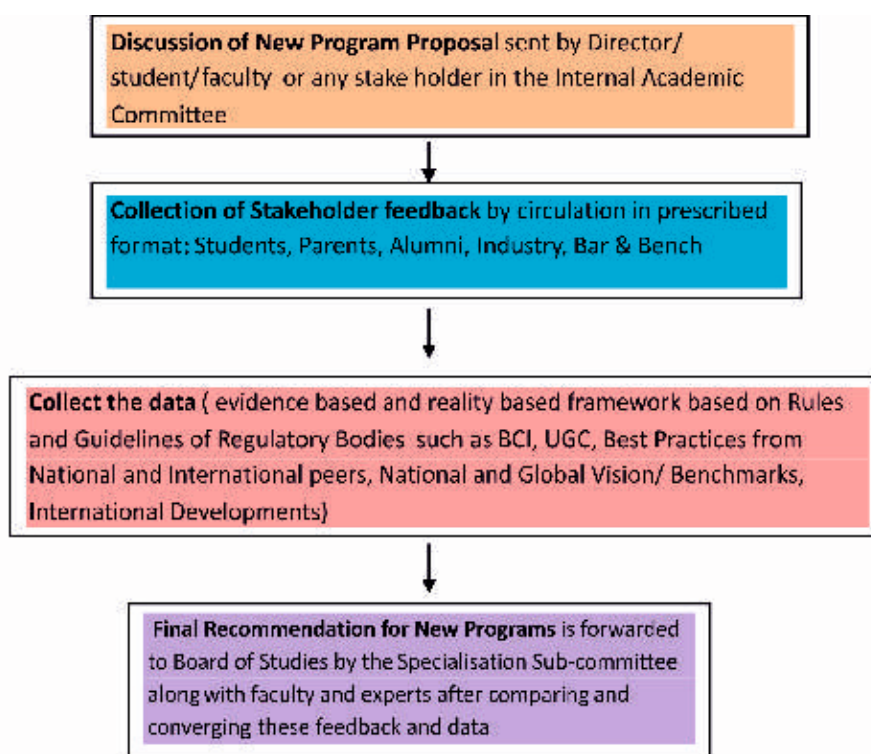
**The entrance examination topper of PG i.e.LL.M, gets scholarship, certificate and medal every year; as detailed below:**

S. No	Year of Award	Name	Amount
1.	2014	Ms. Deepali Kantharia	Rs.32,500/-
2.	2013	Manan Kuldeep Sanghai	Rs.30,000/-
3.	2012	Ms. Madhuri Meelee	Rs.20,000/-
4.	2011	Ms. Pariksha Parmar	Rs.20,000/-
5.	2010	Ms. Supriya Ghate	Rs.20,000/-

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

Yes, need assessment exercise is undertaken before the development of new programme on a regular basis. The methodology involves steps shown in the following diagram. After such need assessment, the feasibility report is sent to Board of University Development. Thereafter, it is approved in Board of Studies, before being sent to Academic Council for final approval.

**The methodology is as follows:**



**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

**Yes, it utilizes the feedback as follows:**

- for curriculum development and revision
- for rewarding faculty members with excellent feedback
- to identify training and development needs in faculty and arrange for such programs
- to peer mentor and counsel faculty
- to cascade best practices across the team

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

**Yes, it utilizes the feedback for:**

- Curriculum Development
- For rewarding those faculty members who have excellent feedback
- To give incentives to faculty members during the API evaluation
- To provide counselling and training to overcome any shortcoming

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

**Yes, it utilizes the feedback for:**

- Curriculum Development and Revision
- For enhancing employability value of students by incorporating necessary changes in the course curriculum to suit industry, bar/bench requirement
- Identify peers among alumni help students to perform better during internships.
- To arrange special interface and training with employers

**43. List the distinguished alumni of the department**

S. N.	Name	Designation
1	Justice Sangita Jadhav	Judge, High Court Mumbai
2	Justice Revati Mohite Dhere	Judge, High Court, Mumbai
3	Mr. Neeraj Menon	Partner, Trilegal Mumbai ( Law Firm)
4	Adv. Sampat Bulusu	General Manager – Legal, Shell Hazira, Ahmadabad
5	Mr. Vishal Kumar	Legal Associate, PWC
6	Judge Saleh Ahmed	Judge, Assam Civil Court, Assam State Judiciary
7	Dr. Luther Rangrezi	Associate Professor, Faculty of Legal Studies (FLS) South Asian University (on deputation from Legal and Treaty Division, Ministry of External Affairs, Govt. of India)
8	Mr. Sameer Chugh	Director Legal & Regulatory for Bharti Airtel
9	Mr. Rohit Kumar	General Counsel, United Phosphorus Ltd., Mumbai
10	Mr. Rituraj Raghuvanshi	IAS, Chattisgarh Cadre

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.  
(List is Indicative only)**

- A one day open consultation programme was organized by SLS, Pune as part of its Law reform initiatives on 'Recommendation for Prevention of Heinous Crimes against Women with reference to Rape and Sexual Assault' for Justice J. S. Verma Committee on 3rd January 2013 at SLS Auditorium
- A Guest lecture on 'Legal issues in the Income Tax Act and Procedure for settlement therein' was organized on 16th March 2013 at Vishwabhavan Auditorium for the students of III Year BA/BBA LL.B. the resource person for the same was Adv. Mihir Naniwadekar, Bombay High Court, Mumbai
- A Panel Discussion on 'Surrogacy and Women's Rights' was held on 23rd March 2013 at Vishwabhavan Auditorium organized by Human Rights Cell. Panelists were Ms. Kerry McBroom, Ms. Vaishali Sinha and Prof. Aradhana Nair
- A Guest lecture on 'Insider Trading' was organized by the Corporate Cell on 25th March 2013 at Vishwabhavan Auditorium. The resource person for the same was Prof. Mangesh Patwardhan, Associate Professor, National Insurance Academy, Pune
- A workshop 'Biodiversity Meet 2013' on the theme 'Green Revolution Gene Revolution' was organized on 30th March 2013 at Vishwabhavan Auditorium. The Chief Guest for the event was Dr. Vandana Shiva, Founder - Navdanya and the Research Foundation for Science, Technology and Ecology. Other speakers included Dr. Chittranjan Bhatia, Former Secretary, Department of Biotechnology, Government of India and Adv. Yeshwanth Shenoy, Legal Advisor to various Regulatory Authorities of Government of India
- Dr. George Panthanmackal from Bangalore visited SLS, Pune and delivered lectures on 30th & 31st August 2013 to I Year BA/BBA LL.B. on Foundation of Ethics and Concept of Wealth & Prosperity
- A guest lecture on 'Investment Law' by Mr. Sunder Ram Korivi, Dean, School for Securities Education, National Institute of Securities Market (NISM – established by SEBI), Mumbai was organized on 4th September 2013 for the students of IV Year BA/BBALL.B
- Dr. Nick Scharf, School of Law, University of East Anglia, Norwich, UK visited SLS, Pune on 23rd January 2014 and delivered lecture to the students of IV Year BA/BBA LL.B. on 'Digital Rights Management: The Phantom Menace'
- Prof. Rajendra K. Jain delivered a guest lecture on 'The European Union and SAARC' to the students of II Year BA LL.B. on 28th February 2014

**45. List the teaching methods adopted by the faculty for different programmes.**

**Teaching methods adopted in all programmes of the Institute include:**

1. Lecture method
2. Case-law method
3. Socratic method
4. Discussion
5. Group Discussion
6. Small Group Activity based teaching
7. Seminar method
8. Review of Documentaries and Films, Reportage analysis
9. Quiz
10. Presentation
11. Role Play
12. Clinical legal learning (skills-training such as drafting)
13. Journal discussion, simulation
14. Field visit
15. Learning collaboration with Judicial Academy and National Forensic Lab

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

**Measures to ensure fulfilment of programme objectives include:**

- Assessment and Evaluations
- Student, faculty and industry feedbacks
- Open-house
- Mid-term Review
- Academic Audit
- Curriculum Review
- Staff & Faculty meeting

**47. Highlight the participation of students and faculty in extension activities.**

SLS Pune's **extension activities** for students and faculty include structured consultancy through its Legal Aid Cell and Clinics. Further, students engage in service learning internships as part of their Floating credit program or as their first internship.

Particulars	Total No. of Initiatives	No. of Beneficiaries
Legal awareness and Literacy sessions, legal aid camps at Rural & Urban Areas (Held at - Pirangut, Somatane, Rashin, Bhaje, Mulshi, Khadki, Lohegaon, Sadashiv Peth, Erandwane, Panvel)	92	5000
Capacity building and empowerment Training (Panchayat members, police, prison officers, justice workers, Para legal volunteers, researchers etc)	25	250
Alternate Dispute Resolution	24	40

**Major Highlights (indicative only)**

1. Information booklet on Women Protection with NGO Janwani with student researchers
2. Empowerment programme for 250 female IT employees with student members as trainers
3. Vidyarathi Abhiyan- Student Internship with Police

4. Mission Mrutunjay with police
5. Swachh Bharat Campaign
6. Amrut Varsha Mahotsav
7. Workshop Judgment Writing
8. Pedestrian day
9. Service Learning Internships with NGOs
10. Street Play – Prison Rights and Prison Reformation
11. Awareness Human Rights – with NGO Saheli
12. Capacity building - Police Officers
13. Make a Difference Project
14. Crisis Management – Calamities, accidents etc
15. Clothes collection for poor, pet adoption during Annual Fest
16. Gender sensitization program of SIU had student trainers from PG and Doctoral programmes

**48. Give details of “beyond syllabus scholarly activities” of the department.**

**'Beyond Syllabus Scholarly Activities' of SLS Pune include:**

- Participation in conferences, seminars and guest lectures
- Dissertation and articles
- Writing and Publishing papers
- Legal aid camp participation
- Research camping with experts
- Community lawyering
- Community service
- Moots
- Model United Nations (MUN)
- Mock Parliament
- Quizzes
- Street Plays
- Debates and colloquia
- Law Theatre

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

Yes, Bar Council of India -the regulatory body of legal education in India, during its Golden Jubilee Celebrations in 2013, has conferred the Gold Star recognition on SLS Pune.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

**Knowledge-generation includes:**

- Publication of 2 journals with Lexis Nexis since 2012 and 2 books in 2013
- Publication of research papers and articles
- 8 Ph D Theses and approximately 500 LL.M abstracts
- Contributions in conferences and seminars as participants and resource persons
- Research support to cases, Supreme Court and legislators
- Research support to policy and law reforms

## 51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

Strength	Weaknesses	Opportunity	Challenges
<p><b>1.Reputation:</b></p> <ul style="list-style-type: none"> <li>Upward surge of 25% per year in application: intake ratio</li> <li>Among first two in India to run five year programme and the unique B.B.A. LL.B. programme</li> <li>Merit-based National level entrance test ensures diversity and quality in students</li> <li>Consistently ranked among top 10 law schools in leading surveys since 2000</li> <li>One of the four in India to be recognised by Govt of India as top class institute for SC/ST scholarships</li> </ul> <p><b>2. Innovation in Academics:</b></p> <ul style="list-style-type: none"> <li>Flexibility and choices in courses</li> <li>Mix of knowledge, ethics and comprehensive legal skills</li> <li>Innovation in teaching and learning methods with clinical legal education</li> <li>Centers of specialisation and IP-innovation through SCALSAR</li> </ul>	<ol style="list-style-type: none"> <li>National scarcity of experienced, qualified senior teachers and administrative staff</li> <li>Fully residential campus is still being developed</li> <li>Difficulty of being a constituent institute in a university, compared to university structure of competitors.</li> <li>Difficulty to obtain public funds for research and endowment for expanding SCALSAR</li> <li>Prevalence of focus on undergraduate professional education than research in India's legal education scenario.</li> </ol>	<ol style="list-style-type: none"> <li>Popularity of Pune as education hub</li> <li>Demographic advantage: Yearly increase in quality undergraduate aspirants and expensive global and other private law schools place SLS Pune at competitive advantage.</li> <li>Majority of the law schools are single discipline universities &amp; are in remote locations.</li> <li>Opportunity to lead and contribute to quality legal education in India, as a leader in private sector</li> <li>SLS Pune Could continue in future as a favourite destination for international players with dual degree, twinning programs and bridge courses, based on the visibility and engagement of leadership in leading bodies of NJA, BCI and international networks</li> </ol>	<ol style="list-style-type: none"> <li>More private law universities with global agenda emerging in many states and more national law schools evolving in Mumbai, Nagpur and Aurangabad.</li> <li>Limited availability of government funds for research, being a private university</li> <li>Possibility of entry of foreign universities in India in near future due to demand-supply gap in quality law schools</li> <li>Lack of High Court bench in Pune city affects easy availability and access to resource persons from Bar &amp; Bench</li> <li>Absence of unified national regulatory body to monitor legal education and research at the national levels to allow private players to compete for public funds for research.</li> </ol>
<p><b>3. Interdisciplinary and multidisciplinary context of the university</b></p> <p><b>4. State of the art infrastructure</b> and rich e-learning resources ensure student engagement</p> <p><b>5. Best practices</b> with long term experience as part of a reputed state university and in national as well as international networks</p>			

<p><b>6. Increasing International collaborations</b> realising all possibilities and facets of internationalisation have exposed our students &amp; faculty to international best practices in teaching &amp; learning</p> <p><b>7. Graduates trained for versatile careers</b> evident in excellent placement records.</p> <p><b>8. Diversity of student population</b> promoting gender equality, national integration &amp; international harmony</p>			
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## 52. Future plans of the department

1. To create Law Labs on :
  - Legal history of Western India and constitutional history of with icons, heritage, exhibits and archive
  - Environmental law
  - Corporate law
  - Transnational law
  - IP and innovation law (incubation center)
 These are aligned with learning and co-curricular activities
2. To achieve the faculty: student ratio of 1:15 with specialised faculty for Honors courses
3. To totally digitise the learning resource center
4. To establish chairs in core specialisation areas to generate programmes, research and innovative teaching headed by eminent professors, especially in IP, corporate law, environmental law, health care law and international law
5. To develop more yearly publication of in-house team and consultancy programmes including CLE under SCALSAR
6. With scientific research and approach to undergraduate training and professional development in a progressive manner as well as career preparation
7. More investment and identification of opportunities in international moots and research conferences for students
8. More internationalisation with area-study programs, top tier university collaboration, faculty exchange at national and international level
9. To attain 1: 2 ratio in faculty publication.





Symbiosis Law School,  
NOIDA

(N-SLS)



“*At Symbiosis Law School, Noida, knowledge, skills and exposure are the three reasons responsible for giving us a competitive edge when we apply for jobs after our programme. Their teaching faculty is vibrant; talented teachers who make us interested in subjects much more than we ever imagined.*”

***Ria Sodhi, Dubai - SLS, NOIDA***

## Evaluative Report of the Department

- 1. Name of the Department:**  
Symbiosis Law School, NOIDA (SLS-N)
- 2. Year of establishment :**  
2010
- 3. Is the Department part of a School/Faculty of the university?**  
Symbiosis Law School, NOIDA is a constituent of Symbiosis International University, Pune, under the Faculty of Law.
- 4. Names of programmes offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., D.Sc., D.Litt, etc.):**  
B.B.A. LL.B.  
B.A. LL.B.
- 5. Interdisciplinary programmes and departments involved:**  
In addition to courses from the catalogue of Faculty of Law, Symbiosis Law School NOIDA (SLS) compiles programme structure from the Course Catalogue of other Faculties including Faculty of Humanities and Social Sciences, Faculty of Management, Faculty of Computer Studies and Faculty of Health and Bio-Medical Sciences.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.:**  
Since 2013, School of Law, Northumbria University Newcastle Campus-UK in collaboration with Symbiosis Law School, NOIDA has been organising a two weeks Summer School on 'Clinical Legal Education'.  
  
Three Learners from SLS NOIDA have attended three Weeks Law Summer School at Berlin School of Economics and Law in June-July 2013. Six learners from SLS NOIDA have attended three weeks Law summer at Berlin School of Economics and Law in June - July 2015. Two learners received tuition fee waiver.
- 7. Details of programmes discontinued, if any, with reasons:**  
NIL
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System:**  
Semester and Choice based Credit System is followed by SLS NOIDA in line with mandate of Symbiosis International University.
- 9. Participation of the department in the courses offered by other departments**  
All the courses are integrated and inter-disciplinary in nature. Hence, there is 100% participation. SLS-NOIDA has not only developed but also teaching two courses of Law for Symbiosis Centre for Management Studies, NOIDA.

### 10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst.Professors/others)

Post	Sanctioned	Filled
Professor	3	-
Associate Professor	6	2
Assistant Professor	14	13
Adjunct Faculty	-	2
Other Teaching Staff	-	2
Total	23	19

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No	Name	Qualification	Designation	Specialization	No. of Years of Experience (years. months)	No. of Ph.D./M. Phil. students guided for the last 4 years
1.	Dr. C. J. Rawandale	LL.B; LL.M; LL.M.; Ph.D.	Director & Associate Professor	Intellectual Property Law; Information Technology & Telecommunications Law; International Law and Environmental Law	17	-
2.	Dr. Mohammad Salim	PGDBA; LL.B; LL.M; Ph.D.	Associate Professor	International Trade Laws; Intellectual Property Laws	11	-
3.	Mrs .Sweta Saurabh	M.A.; MBA; UGC-NET	Assistant Professor	Organizational Communication; HR; Political Science	14	-
4.	Dr.Pushpa Negi	M.Com.; UGC-SLET; Ph.D.	Assistant Professor	Business Research; Accounting; Finance, Quantitative Techniques	8	1
5.	Dr. Meenakshi Kaul	M.Com; Ph.D.	Assistant Professor	Commerce, Organizational Behaviour	6	-
6.	Dr. Madhuker Sharma	LL.B; LL.M; Ph.D.	Assistant Professor	Human Rights Law; Constitutional Law; Business Laws	8	-
7.	Mr. Vikram Singh	L.L.B; LL.M; NET/JRF	Assistant Professor	Criminal Law; Constitutional Law; Human Rights Law	5	-
8.	Mr. Kiran R. Kale	BSL/LL.B; LL.M; UGC-NET	Assistant Professor	Criminal Law; Constitutional Law; Administrative Law; Property Law	3	-
9.	Ms. Priyamvada Mishra	M.A.; B.Ed.; UGC-NET	Assistant Professor	Political Theory; Human Rights in India; International Human Rights; Peace & Conflict studies	2	-

10.	Ms. Megha Chauhan	M.A in Criminology; UGC-NET-JRF; PGD in Human Rights	Assistant Professor	Criminology & Forensic science	2	-
11.	Mr. Saurabh Chandra	B.A.LL.B; LL.M UGC-NET	Assistant Professor	Corporate laws, Corporate Restructuring, Insolvency and Bankruptcy Laws and Intellectual Property Rights	6	-
12.	Ms. Saadiya	B.A.LL.B; LL.M UGC-NET	Assistant Professor	International Trade Law and Intellectual Property Rights	1	-
13.	Ms. Sukanya Singha	B.A.LL.B; LL.M UGC-NET	Assistant Professor	Criminal Law and Human Rights	1	-
14.	Mr. Sai Prasad	B.A.LL.B; LL.M. UGC-NET	Assistant Professor	International Law; Practice And Theory, Human Rights Law; Practice And Theory; Feminist Theory; Jurisprudence, Public Law /Theory, Law And Anthropology, Culture And Law, Law And Political Sociology	1.5	-
15.	Ms. Megha Nagpal	B.A. LL.B.; LL.M. UGC-NET	Assistant Professor	Criminal Law, Intellectual Property Law, Cyber Law and Environmental Law	3	-
16.	Ms. Deepa A. Panwar	M.Sc. Development studies	Adjunct Faculty	Development; Development Sociology; Corporate Social Responsibility; Legal Perspective in Social Issues	6	-
17.	Mr. Pushpp Lamba	MBA (Marketing), MBA ()	Adjunct Faculty	Research Methodologies; Consumer Behaviour and Psychology; Effective Sales, Soft Skills; Personality Development; Business Communication	16	-

18.	Mr. Ahmad Ali	BSL.LLB; Diploma in Human Rights; LL.M	Teaching Associate	Jurisprudence, Legal Methods, Statutory Interpretation and Constitutional Law	7	
19.	Ms. Nitya Thakur	B.A.LL.B; LL.M	Teaching Associate	Intellectual Property Laws	1	

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors Emeritus professor

Mr. Ram Jethmalani, Senior Advocate, Supreme Court of India

Honorary Faculty

H.E. Gudmundur Eiriksson, Former Ambassador of Iceland to India  
Adv. R Venkatramani, Senior Advocate, Supreme Court of India, and,  
Member Law Commission of India.

Prof. (Dr.) B.B. Pande, Former Professor, University of Delhi

### Visiting Faculty

S.N.	Name	Designation	Organisation
1	Dr. Amit Bagga	Chartered Accountant	PP Bansal And Company
2	Ms.Sanjana Bali	Partner	K B Partners Law Firm
3	Ms.Mayuri Raghuvanshi	Advocate-on-record	Supreme Court Of India
4	Mr.Arjun J Chaudhury	Partner	Chaudhary & Associates
5	Mr.Chankya Dwivedi	Manager-Legal	Old World Hospitality Pvt. Ltd.
6	Mr.V. C. Mathews	Senior Associate	Sujata Chaudhri IP Attorneys
7	Mr. Praveen Kak	Training Head	Peak Performers Education Services
8	Ms.Richa Dang	Senior Manager	Auricae Life Sciences Pvt. Ltd.
9	Mr. Anuj Kaushal	Visiting Faculty	Self Employed
10	Mr. Kumar Mihir	Advocate-on-record	Supreme Court Of India
11	Ms.Kiran Sanjay Degan	HOD Communication Skills	Csit Engineering And Management College
12	Mr.Eish Tanejaa	Chartered Accountant	Hero Motocorp, Xerox
13	Mr.Deepak Kushwaha	German language scholar	Self Employed
14	Mr. Dharam Singh	Soft Trainer of Foreign Languages	Self Employed
15	Ms. Deeksha Mahajan	Guest Faculty	Self Employed
16	Ms. Rimali Batra	Senior Associate	DSK Legal

## 13. Percentage of classes taken by temporary faculty – programme-wise information for 2014-2015

Programme	Percentage of Classes
B.A. LL.B	16
B.B.A. LL.B	17

**14. Programme-wise Student Teacher Ratio**

Programme	Student-Teacher Ratio
B.B.A. LL.B./B.A. LL.B.	47:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Staff	Sanctioned	Filled
Technical	9	6
Non-technical	25	16

**16. Research thrust areas as recognized by major funding agencies**

There is no research thrust area as recognised by major funding agencies. However, the faculty members at SLS-NOIDA are engaged in the research project in areas such as Wild life Protection and Related laws, Land laws, Criminal laws, Laws regulating Animation and Gaming industry.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Full funding is received from the Symbiosis International University for two ongoing projects including one major and 2 minor research projects in 2015.

Type	Year	Name of the Project	Total Grant Sanctioned
Major	2014 - 2015	An Empirical Study of Implementation of Wildlife Laws in India: A Research Project on Wildlife Protection in association with Wildlife Law Research and Resource Centre (WLRRC)	Rs. 5,00,000/-
Minor	2014 - 2015	Phase I - Aftermath of Land Acquisition of Land on the Original Inhabitants - Perspectives From The National Capital Region (NCR) Phase II - The Case of Five Villages (District Faridabad NCR)	Rs. 2,70,000/-

**18. Inter-institutional collaborative projects and associated grants received**

**a) National collaboration      b) International collaboration**  
NIL

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

NIL

**20. Research facility/centre with**

- **state recognition**
- **national recognition**
- **international recognition**

NIL

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

NIL

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	26
i. Number of papers published in peer reviewed journals (national / international):	12 (National 8 &International 4)
ii. Chapters in Books	5
iii. Books with ISBN with details of publishers	7
iv. Proceedings papers	2
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.) Google Scholar	2
Citation Index – range / average (For SIU affiliated papers)	Total Citations= 1 Range: 1 -1 Avg: 1
SJR	Range:0 Avg: 0.336 Avg: 0
h-index	(Google Scholar: 1)

**23. Details of patents and income generated**

NIL

**24. Areas of consultancy and income generated**

NIL

**25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in India and abroad**

Dr. Mohd Salim, Associate Professor and Ms. Anshul Mittal, Assistant Professor participated in two week Summer School Programme in Clinical Legal Education at School of Law, Northumbria University, UK in 2013 & 2014 respectively.

**26. Faculty serving in**

- a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

Dr. C J Rawandale is member of 'Project Review and Steering Group



(PRSG) constituted by Department of Information Technology, Government of India for the project “Cyber Crime related Capacity Development and ICT Training for the Judiciary in States of Assam, Manipur, Meghalaya, Tripura, Nagaland, Arunachal Pradesh, Mizoram & Sikkim” by CDAC, Kolkata under Cyber Security Grant-in-Aid Programme.

Dr. Pushpa Negi, Assistant Professor, SLS-NOIDA is a member of the Editorial Board, International Journal of Financial Research, SCIENU Press (ISSN 1923-402, Print) and member of the Editorial Board in the Journal of Advanced Research in Accounting and Finance Management.

## 27. Faculty recharging strategies (UGC, ASC, Refresher/orientation programs, workshops, training programs and similar programs).

Faculty members are sanctioned duty leave and financial support for achieving excellence. Apart from this, events for the faculty are conducted on a regular basis as part of recharging strategy.

2014-2015			
Conducted by the Institute			
Workshops	Seminars	FDPs	Conferences
06	0	01	02

Attended by Faculty Members			
Workshops	Seminars	FDPs	Conferences
03	01	15	12

## 28. Student projects percentage of students who have done in-house projects including inter-departmental projects

100% of the students are required to complete an internship and projects as part of the curriculum. Apart from this, the faculty and students are involved in the following projects:

Completed	Ongoing
White Paper on 'Creating Virtual Wealth: Importance of Intellectual Property in the Animation and Gaming Industry', published and presented in INFOCOM - ASSOCHAM organized Media and Entertainment Conference-first edition of the EME Awards, being held on 19th February, 2011 at the IT C Sonar in Calcutta.	Aftermath of Land Acquisition of Land on the Original Inhabitants - Perspectives From The National Capital Region (NCR).
A Study on Efficacy of Enhanced/Increased Age Prescription for Male Child under Juvenile Justice (Care & Protection of Children) Act, 2000 – Empirical Study. It was also discussed (Panel Discussion) in the august presence of legal luminaries	The Case of Five Villages (District Faridabad NCR)
“Challenges and Issues Faced by Working Women Engineers of India” in association with Effective Quality Upgradation Assistance for Technical Education (EQUATE) and Women in Science and Engineering (WISE) India.	An Empirical Study of Implementation of Wildlife Laws in India: A Research Project on Wildlife Protection in association with Wildlife Law Research and Resource Center (WLRRC)

## 29. Awards/recognitions received at the national and international level by:

Prof. Sweta Saurabh, Assistant Professor received two best research paper awards in the year 2014. The details are as follows:

No	Name	Title of the Paper	Date & Venue of Presentation
1	Ms. Sweta Saurabh	Assessing the Role of Internal Communication Practices on Job Satisfaction: A study of a Retail Organization in Noida, India	February 2014 @ Indus Business Academy, Greater Noida
2	Ms. Sweta Saurabh	Measuring Salesforce Productivity- A study of the Retail Sales Employees	March 2014 @ All India Management Association (AIMA), New Delhi

## 30. Seminars/Conferences/Workshops organized and the source of funding (national - International) with details of outstanding participants, if any.

SLS NOIDA's quest for quality education is further strengthened by the conduct of seminars/conferences/workshops/moot court/teaching sessions with academic and professional partners of national and international repute.

### Workshops

No.	Date	Title	Resource Persons
1	March 02, 2015	Drafting And Pleading	<b>Mr. Avinash Amarnath</b> Senior Associate, Dhall & Associates, New Delhi <b>Mr. Purvish Malkan</b> Advocate on Record Supreme Court of India, New Delhi
2	February 16-17, 2015	Workshop on Fine Arts	<b>Mr. Lakhman Singh Jat</b> Faculty, Kalaneri Art Gallery and Academy of Fine Arts
3	January 20, 2015	Cross Border Legal Work and US Laws	<b>Dean Ken Randall</b> CEO/President of iLaw Ventures, and Former Dean, The University of Alabama School of Law, USA.
4	June 25-27, 2015	'Training of Teachers on Advocacy Skills'	<b>Dr. Aman Hingorani</b> Advocate -on -Record Supreme Court of India
5	June 17-19, 2015	'Professional Development Programme on soft skills'	<b>Mr. Pushpp Lamba</b> Adjunct Faculty & Corporate Trainer
6	December 19, 2014	Professional Skill Development (Professional Etiquette & Corporate Grooming)	<b>Mr. Swarndeep Singh</b> Head HR CoE, Innodata Topic: Professional Etiquette & Corporate Grooming

7	<b>March 02, 2014</b>	<b>Drafting And Pleading: Essentials To Be a Successful Professional</b>	<b>Mr. Bharadwaj Jaishankar</b> Senior Associate, Saikrishna & Associates, New Delhi; <b>Mr. Joel, Advocate</b> Intellective Law Offices, Delhi; <b>Mr. Arunadhri Iyer</b> Legal Researcher, High Court of Delhi.
8	<b>January 27-31, 2014</b>	<b>First National Case Writing Workshop</b> in association with Case Centre (earlier known to be European Case Clearing House. (ECCH)	<b>Dr. Sher Singh Bhakar</b> Director, Prestige Institute of Management, Gwalior and <b>Dr. Raghuvir Singh</b> Director, JK PadmapatSinghania Institute of Management & Technology, Gurgaon.

### Conference – National/International

	Date	Title	Theme of the Conference
1.	January 09-11, 2015	World Congress on International Law on 'Contemporary Issues of International Law' organised by the Indian Society of International Law (ISIL) in association with Symbiosis Law School, NOIDA (Academic Partner) and in association with Ministry of External Affairs, Government of India; Ministry of Law and Justice, Government of India, International Committee of Red Cross (ICRC), United Nations High Commissioner for Refugees (UNHCR); United Nations Development Programme (UNDP); O P Jindal Global University; Galgotias University; Springer, LexisNexis; Exim Bank; Sahitya Kala Parishad	<ul style="list-style-type: none"> <li>Contemporary Issues of International Law</li> <li>International Law, Treaty Making &amp; World Trade Organization</li> <li>Technology and Development of International Law</li> </ul>
2.	November 15, 2014	International Conference on 'International Commercial Arbitration in Asia 'was organized in Association with Asia Pacific Jurist Association and Indian Corporate Counsel Association & A. K. Singh & Co.   Advocates, Solicitors & Consultants (Knowledge Partner), 'Witness – India's First Magazine on Legal and Corporate Affairs as ' Exclusive Magazine Partner' and in partnership with Law Society of England and Wales; Singapore International Arbitration Centre (SIAC); International Court of Arbitration (ICC); Singapore Corporate Counsel Association (SCCA); Hong Kong International Arbitration Centre (HKIAC); London Court of International Arbitration (LCIA) India; Indian International and Domestic Arbitration Centre (IIDAC) and Kuala Lumpur Regional Centre for Arbitration (KLRCA) (Supporting Partners)	<ul style="list-style-type: none"> <li>Arbitration in Asia: Characteristics and Approaches.</li> <li>Indian Courts, from No-Arbitration to Pro-Arbitration.</li> <li>International Arbitration in Asia: Safe bet?</li> <li>Is Arbitration still a preferred mode of resolving disputes: Industry Perspective?</li> </ul>

3.	March 30, 2013	2 <sup>nd</sup> National Conference on New Company Law was in association with Corporate Law Advisor and CLAonline	<ul style="list-style-type: none"> <li>• Underlying Philosophy and New Concepts.</li> <li>• Board Management and Administration.</li> <li>• Merger &amp; Acquisition.</li> <li>• Auditors and Auditing.</li> <li>• Corporate Governance and CSR.</li> </ul>
4.	November 26-27, 2011	First National Conference on Emerging Issues of Corporate Social Responsibility	<ul style="list-style-type: none"> <li>• Emerging Law Issues in Corporate Social Responsibility (CSR)</li> <li>• Emerging Management Issues in Corporate Social Responsibility (CSR)</li> </ul>

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SLS-N as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

In addition to this, an anti - plagiarism policy is in place and all the projects / assignments of students are run through anti plagiarism software 'Turn it in'

### 32. Student profile programme-wise

Year	Name of the Programme	Applications received	Selected		Pass Percentage	
			Male	Female	Male	Female
2010-15	B.A. LL.B./B.B.A. LL.B.	220	85	43	73.8%	84.1%
2011-16	B.A. LL.B./B.B.A. LL.B.	2615	123	114	-	-
2012-17	B.A. LL.B./B.B.A. LL.B.	3891	90	96	-	-
2013-18	B.A. LL.B./B.B.A. LL.B.	4896	78	104	-	-
2014-19	B.A. LL.B./B.B.A. LL.B.	5622	92	94	-	-
2015-20	B.A. LL.B./B.B.A. LL.B.	6255	101	92	-	-

### 33. Diversity of students

SLS-NOIDA offers undergraduate programme to which eligibility is 10+2 and not graduation. Two international students are admitted to Batch 2014-19.

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

Not Applicable

### 35. Student progression

Student progression	Percentage against enrolled
UG to PG	NA*
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	51%
• Other than campus recruitment	21%

\* At SIU, there is no natural progression and the admission to all the programme is through entrance test and merit thereof

### 36. Diversity of staff

Percentage of faculty who are graduates	
of the same university	5%
from other universities within the State from	5%
universities from other States	75%
from universities outside the country	15%

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Dr. Sukhvinder Singh was awarded Ph.D during the assessment period.

### 38. Present details of departmental infrastructural facilities with regard to

- Library
- Internet facilities for staff and students
- Total number of class rooms
- Class rooms with ICT facility
- Students' laboratories
- Research laboratories

Area & Capacity		
Total Library Area	3632 sq. ft.	
Total Seating Capacity	95 (Library) & 30 (Relaxed Reading Area)	Total 125

Working hours		
During Semester	Monday to Friday	9.00 A.M. to 8.00 P.M.
	Saturday	9.00 A.M. to 6.00 P.M.
	On Sunday	10.00 A.M. to 5.00 P.M
	Festivals/ Holidays	Closed
During Examination	Monday to Friday	9.00 A.M. to 8.00 P.M
	Saturday	9.00 A.M. to 6.00 P.M
	Sunday	9.00 A.M. to 5.00 P.M
During Vacation	Monday to Saturday	9.00 A.M. to 5.00 P.M.
	Sunday	Closed

Layout of Library	
Relaxed Reading	Yes
IT zone for accessing e-resources	20 computers
Display of floor plan	Yes
Adequate sign boards	Yes
Access to differently abled users and mode of access to collection	No

Details of Library Holdings		
Print	Title	4434
	Books	8202
	Back Volumes	1331
Average No of Books added in last 3 years	Average	1571
Non print ( Microfilms, A V)	436	
Electronic	E-books	50000
	Database	6
	E-journals	6775
Special Collection	Reference Books	886 (SIU)
	Book Bank- Books	17088
	Question Bank	Yes
	Tools deployed to access the collection	Yes

It supports and benefits learners from privilege of **Text book Gifts**: one for each course in every semester for the life time; **Book Bank**: one text book for each course for the semester; **Home Lending**: two books for 07 days; **Reference**: any number with in campus on library card; **Study Material**: Study material prepared by course in charge/s. Additionally, it provides technology based learning resource with access to reading material in various forms such as legal databases (AIR, SCC Online, Manupatra, WestLaw India, HeinOnline, JSTOR, ProQuest, Kluwer Databases (Kluwer Arbitration, Kluwer Patent, and Kluwer Competition), Ebrary, International Taxation – Taxman, Emerald Management e-Journals and EBSCO), Litigation Documents, Moot Court Memorials, Course Books, Research Papers, National & International Journals.

Moreover, *The Library* is an application provided under **Curiosity** where learners can access class notes, presentations and interesting online videos or articles for further study under each of their subjects. This portal is collaborative, so learners (even parents) can share any content they find interesting with each other. As every year passes, this online library keeps growing in its database, providing new batches with lots of additional content to supplement their knowledge. The Library is completely open, so students can access content from other subjects or years to satiate their curiosity.

**Internet facilities for staff and students/Cyber Lab:** SLS-NOIDA campus is a Wi-Fi campus. It also encompasses three fully air conditioned state of art computer labs having 126 computer systems, all having Core 2 Duo Processors with 2 GB RAM, genuine software packages such as Windows7 Operating System, Microsoft Office 2010 suite controlled through central server room operating on Cyberoam-UTM device. It supports research, training and learning initiatives amongst learners by providing access to various electronic legal databases including AIR, SCC Online, Manupatra, WestLaw India, HeinOnline, JSTOR, ProQuest, Kluwer Databases (Kluwer Arbitration, Kluwer Patent, and Kluwer Competition), Ebrary, International Taxation - Taxman, Emerald Management e-Journals, Case Centre and EBSCO.

Internet Facilities for Staff and Students	All desktop systems are connected to the internet via LAN; SLS-Noida is a fully Wi-Fi enabled campus.		
Systems	Total	126	HP/DELL
	Processor		DuoCore/i3-3.1/i3-3.4 Ghz, Ram – 2/4 GB, HDD – 320/500 GB, Monitor – 18” TFT/LCD.
Computer-Student Ratio	1:9	Students have their personal laptops with access of Campus Wi-Fi/internet facility	
Dedicated Computing Facility	HP-ProLiant DL180 G6 Server	Dedicated/Configured for DHCP Server/Network Storage/Online Legal Database Access.	
	Dedicated To Students	84	
	Dedicated To Faculty/Staff	42	

**LAN Facility:**

All Nodes/Desktops are connected to the internet via LAN and all laptops of staff /students are configured to access internet via Wi-Fi.

Number of nodes/computers with internet facility	126
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**Total number of class rooms/lecture halls:** SLS-NOIDA has state of the art 16 techno smart and spacious classrooms, fitted with high tech learning aides such as projectors, public address system, collar mikes and Wi-Fi facility. The lecture halls are well engineered to reduce noise, efficient ventilation, air cooling as well as an exterior trellis designed to maximize shade.

**Student laboratories**

- **Moot Court Hall:** Mooting as an activity aims to inculcate and improve the research, presentation and line of reasoning into students so as to equip the budding pleaders with all the court room etiquette, research experience and advocacy skills. This initiative is well supported by a fully air-conditioned, tech-acoustic, and 220 capacity moot court hall equipped with proper judicial settings. Therein the presentation and reasoning skills of students are screened and notified about the areas of improvements on a regular basis.
- **Students’ Activity Centre:** SLS-NOIDA strongly believes in

strong and positive participation of students in the learning initiatives. It supports and enables students through various cells such Research & Publication Cell, Moot Court Society, Symbiosis Legal Aid Clinic, Training & Placement Cell, Environmental and Social Welfare Cell, Cultural Cell, Sports Cell, Debate Society, Literary Society, International Law Students Association (ILSA Chapter) and Enactus Chapter. Each cell is provided with its own office spaces fitted with all aids including computer, internet, printers and support systems at all levels.

- **Conference Room:** SLS-NOIDA has well-furnished techno acoustic and air-conditioned conference room, which can accommodate 50 people. It is widely used for conducting interactive sessions, seminars and workshops.
- **The Amphi Theatre,** under Curiosity, tracks official notices and events at the campus. Students can also reach out to each other for projects, games, trips, exchanges, and any such friendly collaboration using the application.
- **Research laboratories:** SLS NOIDA's Research Cell plays an important role in broadening the knowledge base which leads to discoveries and ensures that these are incorporated into society in a productive and beneficial manner. For this, the institute has three Cyber Labs where learners carry out research with the help of technology.

### 39. List of doctoral, post-doctoral students and Research Associates

- from the host institution/university
- from other institutions/universities

#### From the host institution/university :

Professor Sweta Saurabh - SIU

#### From other institutions/ universities:

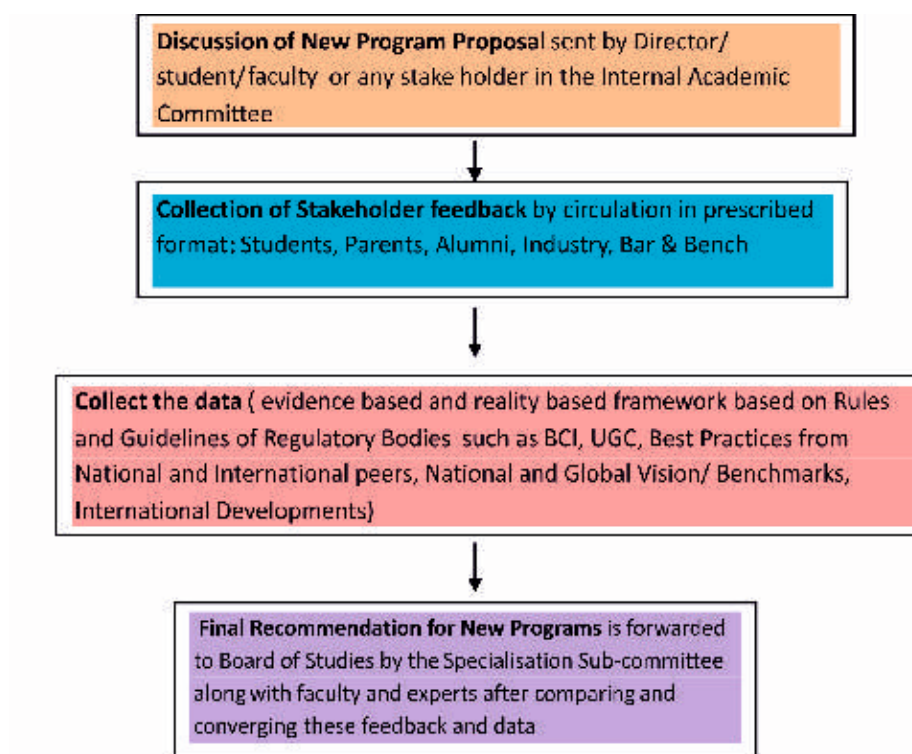
Sr. No.	Name of the Candidate	University/Institute
1	Mr. Saurabh Chandra	National Law University, Delhi
2	Ms. Saadiya	Jamia Millia Islamia Univeristy, Delhi
3	Ms. Megha Chauhan	Indian Institute of Technology, Delhi
4	Mr. Ahmed Ali	NALSAR University of Law, Hyderabad
5	Ms. Priyamvada Mishra	Jamia Millia Islamia Univeristy, Delhi
6	Ms. Nitya Thakur	Guru Govind Singh Indraprastha University, Delhi
7	Mr. Pushp Lamba	Jaipur National University

### 40. Number of under graduate students getting financial assistance from the university.

- Subrata Ghosh - (Batch 11 - 16) - 1, 35, 895
  - Manish Sati - (Batch 11 - 16) - 1, 44,515
- Total - 2,80,410



- 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**  
Academic Process for development of new courses/syllabus



- 42. Does the department obtain feedback from**
- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?
  - Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?
  - Alumni and employers on the programmes offered and how does the department utilize the feedback?

At SLS Noida feedback from student is taken through personal and email communication.

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**  
Yes, it utilizes the feedback for curriculum development and updating and modifying contents and adding courses where necessary.
- Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**  
Yes, it utilizes the feedback for:
  - curriculum development
  - for rewarding faculty members with excellent feedback
  - to recommend incentives to faculty members during the API evaluation

- to provide counselling and training to overcome any shortcoming

**c. Alumni and employers on the programmes offered and how does the department utilize the feedback?**

Yes, it utilizes the feedback for:

- curriculum development
- for enhancing employability value of students by incorporating necessary changes in the course curriculum and teaching, learning process to suit industry, bar/bench requirement
- to help students to perform better during internships.

**43. List the distinguished alumni of the department (maximum 10)**

First Batch (2010-15) of B.A. / B.B.A. LL.B. passed out in June 2015. Good number of students are placed with reputed Law Firms, Corporate Houses and Law Offices.

**44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts.**

SLS-NOIDA believes in orienting the student's intellect towards the attainment of their goals by creating assiduous environment of innovative learning and inter-disciplinary knowledge. It organises alongside regular classes series of interactive events seeking participation of resource persons from the industry/profession which include:

- Teaching sessions
- Extension Lecture Series
- Workshops/Seminars/Conferences/Symposium
- Moot Court/Mock Trial/Client Counselling
- Yoga Sessions

**Teaching Sessions (2014-15)**

No.	Date	Title	Resource Person
1	March 11-12, 2015	'Family Law'	<b>Dr. Kiran Gupta</b> In charge Law Centre II and Associate Professor, Faculty of Law, University of Delhi
2	January 20, 2015	'Mooting' and 'Corporate Crimes and Finance' in association with Bangor University Law School, Wales, and UK	<b>Mr. Avinash Amarnath</b> Senior Associate, Dhall & Associates, New Delhi, <b>Mr. Purvish Malkan</b> Advocate on Record Supreme Court of India, New Delhi
3	January 20, 2015	'Mooting' and 'Corporate Governance and Crimes'	<b>Mr. Aled Griffiths,</b> Deputy Dean, Bangor University Law School, Wales-UK, <b>Mr. Stephen Clear</b> Mooting Skills Coordinator & Part-time Lecturer, Bangor University Law School, Wales-UK

4	March 04, 2015	Session On 'Union Budget – 2015'	<b>Mr. Ajay Sethi</b> Managing Partner, ASA & Associates LLP And Founder & Group President, Corporate Analyst India
5	September 03 & October 11, 2014	Corporate Law	<b>Mr. Lalit Kumar, Partner &amp; Mr. Sidharrth Shankar, Partner</b> J Sagar Associates J. Sagar Associates  advocates & solicitors
6	October 09-13, 2014	'Disarmament – Distant Reality? '&'Nature and Functions of International & Regional Organisations: Case of European Union'	<b>Shri. Sudhir Devare</b> Former Secretary, Ministry of External Affairs, Government of India
7	February 10-12, 2014	Law of Crimes I: Penal Code and Law of Evidence	<b>Dr. B. B. Pande</b> Professor of Law, Campus Law Centre, Faculty of Law, University of Delhi (India) (Retd.), & Professor, Human Rights Chair-the National Human Rights Commission, New Delhi

**Extension Lecture Series:** As part of 'Extension Lecture Series', SLS NOIDA organises talk by exceptional speakers coming from the profession on every Saturday of month. This series is a fresh initiative from our side to give students an insight of one's success story in the field of law. Till date 102 resource persons from the industry/ profession have interacted with students.

S.N.	Date	Speaker	Topic
1	January 4, 2014	Mr. Gyanendra Kumar Mishra	Importance Of Labour And Employment Laws In Today's Time And The Need For The Reforms In The Labour Laws
2	January 8, 2014	Mr. Anand Prasad	Impact of legal and regulatory uncertainty on the Economy
3	January 11, 2014	Mr. Vinod Dhall	The Competition Law In India--Its Growth And Impact
4	January 25, 2014	Ms. Tia Malik, Partner	Cybersquatting: What's Law?
5	February 4, 2014	Dr. B N Ramesh	Practice and Procedure for Collecting Evidence with Special Reference to (a) Police Investigation; (b) Identification Parade, and (c) Confession and Dying declaration
6	February 8, 2014	Mr. Manoj Kumar	Media Regulation: Is Status Quo the Way Forward?
7	February 22, 2014	Mr. Santosh Kumar Pandey	Construction Contracts: Public-Private Partnership
8	March 26, 2014	Ms. Kanishka Tyagi	Forms of Business

9	July 19, 2014	Mr. Ravisekhar Nair	A Practitioner's Perspective on Advising Clients on Competition Law
10	July 26, 2014	Mr. Pulin Kumar	Roles and Responsibility of In-House Counsel
11	August 2, 2014	Mr. Kaustuv Chatterjee	Casually Colorful Corporate – Core Mantra for Future
12	August 07, 2014	Dr. Gita Gill	Environmental Justice in India with Special Emphasis on National Green Tribunal
13	August 9, 2014	Mr. Nidhish Mehrotra	Corporate Law vis a vis Corporate Social Responsibility
14	August 22, 2014	Mr. Devdas Baliga	Towards a Modern and Contemporary Food Law for India
15	September 3, 2014	Mr. Sidharth Shankar	Takeover Code, 2011: Definitive Agreements and Acquisition of Control
16	September 6, 2014	Mr. Apar Gupta	Legal Representation for Technology Companies
17	September 13, 2014	Mr. Sanjeev Sahay	Jurisdiction of Courts and Cross Examination
18	September 21-22, 2014	Mr. Murali Neelakantan	Roles & Responsibilities of In-House Counsel   IPR & Innovation   What do recruiters look for in a recruit
19	December 26, 2014	Adv. Geeta Luthra	Criminal Justice System in India
20	December 27, 2014	Adv. Anjana Gosain	Inspiring People to Care for Wildlife - Naturally
21	January 3, 2015	Mr. Rajat Prakash	Options After Graduation in Law
22	January 10, 2015	Mr. A K Singh	Criminal Trial - An Overall View
23	January 15, 2015	Dr. Sujitha Subramanian	Competition Law-Intellectual Property Law Interface: Does it Affect Development?
24	January 17, 2015	Mr. Akshat Pande	What it takes to be a Corporate Lawyers?
25	February 4, 2015	Mr. Bruce Weitzman	Additional Skills That Lawyers Need: Writing and Speaking to Meet Global Standards and Expectations
26	February 25, 2015	Ms. Katherine Roseveare	GC's Roles And Responsibilities With Specific Focus On Cross-Jurisdictional Operation
27	March 4, 2015	Prof. Richard Lewis	The most famous case in the world
28	March 27, 2015	Dr. Gita Gill	Environmental Justice in India with Special Emphasis on National Green Tribunal

29	April 15, 2015	Ms. Elizabeth George Anderton, International Officer, College of Arts, Humanities and Social Sciences	Studying Law in the UK
30	April 29, 2015	Prof. Satvinder Juss, Professor, Kings College London	Studying Law in the UK
31	July 25, 2015	Ms. Rimali Batra Senior Associate DSK Legal	Energy Laws in India
32	August 01, 2015	Justice P S Narayan Former Judge High Court of Andhra Pradesh and Member, Mahadayi Water Disputes Tribunal	The Proposed Replacement of Collegium System by National Judicial Appointments Commission (NJAC) - Whether in the Interest of Independence of Judiciary or Not!

**Workshops/Seminars/Symposiums/Conferences:** In order to inculcate research culture across the institute, the institute has organised Workshops (33); Seminars (4); Symposia (3); National Conferences (2) and International Conferences (2) since 2011.

**45. List the teaching methods adopted by the faculty for different programmes.**

At SLS NOIDA, there is no single method/system adopted by the faculty, but by thinking carefully about the purposes of teaching and by crafting multiple methods of teaching that suit those purposes, we have devised the systems that have proved to be reliable, valid, and fair. Equally important, the process of discussing and crafting teaching methods focuses attention on the practice of good teaching and helps to create a culture in which teaching is highly valued.

Apart from classroom teaching, interactive tools such as use of audio-video aids, white board, industrial and field visits, project based learning, research based learning, the effectiveness of the course progression is seen through 'Student Handbook', 'Teaching Plan', 'Reading Material', 'Course Progression Register' and 'Academic Audit' at the end of the Semester.

**Reading Material:** Faculty members prepare reading material inclusive of: Basic philosophy and practical significance of the subject; basic and allied legal theories behind the subject; basic and allied laws and legal provisions; core, collateral and related case law base; list of basic, additional, allied, subsidiary and reference reading material with specific pagination of the sources and areas of study. The Teaching Plan and reading materials for the given course, is provided to the student with the

help of ‘The Curiosity Project’, which is the first of its kind where online systems have been used for meaningful administrative automation and improved learning methodologies.

**Technology Interface:** Teachers and students are encouraged to share their classroom notes, presentations, interesting links to articles on the web, and links to captivating videos on a private repository called “**The Library**” on Curiosity. Also, **The Banyan Tree**, an application that employs the Flipped Classroom concept regularly where doubts, questions for general debate, and polls are posed on, assists us in making teaching and learning an interactive and ongoing process, not restricted to the traditional class room but much beyond it.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

**Measures to ensure fulfilment of programme objectives include:**

- Assessment and Evaluations
- Student, faculty and industry feedbacks
- Open-house
- Mid-term Review
- Academic Audit
- Curriculum Review
- Staff & Faculty meeting

**47. Highlight the participation of students and faculty in extension activities.**

Participation of students and faculty members in extension/outreach activities can take many different forms, depending on the area of interest, time and commitment required.

As part of the internship programme (which is linked to credits being awarded to them), it has been mandatory that each student of SLS-NOIDA has to undergo an internship at an NGO. This is further monitored by them submitting a Certificate of Completion and delivering a presentation on their roles, responsibilities and challenges.

**Legal Aid Centre :** The Centre is established with the aim and objective to serve ‘legal aid’, through human resource, knowledge resource and infrastructural resources, to those who need it the most, purely on pro bono basis. It organised Legal Aid and Literacy Camps in May-June at Kolkatta, Delhi, Vishakhapatnam, Chandigarh , Mumbai , Faizabad and Junagarh on “ How to file R.T.I. Application under Right to Information Act, 2005” and “Sensitization of society towards third gender persons”.

**Dramatic Society:** SLS NOIDA has encouraged the students and faculty members alike through Dramatic Society and organised Street Plays on contemporary social issues to sensitise the general public on topics including blood donation, freedom struggle to right to information, right to vote, right to food security, prostitution vis a vis her right to body and Are we Really Free?

**Pinkathon' 2013:** SLS-NOIDA has partnered in various social initiatives such as 'Pinkathon' which was a breast cancer awareness programme. Symbiosis Law School, NOIDA in partnership with the Women's Cancer Initiative and the Tata Memorial Hospital organised 'the Pinkathon' in Delhi on September 15, 2013. The focus of this event was to encourage women's health & fitness and create awareness for Breast Cancer. SLS NOIDA also lifted the Trophy for maximum registration of participation in the event.

**Social Welfare Cell:** The motto of the Social Welfare Cell is 'Do What You Can, Where You Are, With What You Have'. Run completely by the students, the Social Welfare Cell of the college was started last year. These students know the value of being educated and want to spread the light of education as far as possible.

**Learn by Teaching: A Students Initiative:** Currently, the cell's major function is aimed at educating the underprivileged children whose parents can't afford or don't want to send them to school. The members of the cell teach them, talk to them, play with them and also take care of their health.

**You, Me and We Together: Merry Christmas:** On the day of Christmas, December 25, 2014, the Social Welfare Cell had a celebration with students adopted under the 'Learn by Teaching' Scheme. The students were told stories about Christmas. Books and stationery were distributed. The celebration was full of cake, music and dance.

**Goonj's Winter Rahat Campaign:** Social Welfare Cell and Team SymFiesta'15 have teamed up with Goonj and have organised Goonj's Winter Rahat Campaign in SLS NOIDA. Over the last 15 years, Goonj has highlighted winters as an annual disaster that can be prevented every year just by shielding someone with warm clothing.

**Republic Day Celebration: January 26, 2015:** The day was celebrated by the cell in nearby slum areas in 'Khoda' Village with the kids wherein the importance of the day and why are we celebrating it was explained.

**Inauguration of Second Edition of SymFiesta'15:** SymFiesta'15, Hamari Nazar Se India' was inaugurated by none other than the students learning under the Learn by Teaching Initiative, who are the real celebrities and which brought the importance of this initiative to the notice of all participants.

#### 48. Give details of "beyond syllabus scholarly activities" of the department.

Beyond syllabus scholarly activity at SLS NOIDA, involves the intellectual and creative process. The institute applies this concept to the core areas of academics such as research, teaching, and organization/management/service.

**Research:** The following table elucidates the outcome of research activities taken so seriously by students:

Year	Number of Papers Presented
2014	144
2013	227
2012	138
2011	14
2010	2

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

Not applicable

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Teachers and students are encouraged to share their classroom notes, presentations, interesting links to articles on the web, and links to captivating videos on a private repository called “*The Library*” under Curiosity. This repository is open to all - students who do not take a particular course can learn from the material shared under it. So can teachers, parents, and administrators.

**Sym-B-Hive Project – Students Initiative:** Sym-B-Hive team is driven by the objective to assist learners in locating authentic sources and authentic information in the subject of law. This has improved research culture both qualitatively and quantitatively.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strength**

- Extensive interaction and support from national and international experts from the legal and corporate sector to improve the learning environment of the students.
- Use of technology to launch ‘The Curiosity Project’
- Enhanced range of extension, co-curricular and extra-curricular activities through various cells and society’s including Research & Publication Cell, Moot Court Society, Symbiosis Legal Aid Centre, Environmental and Social Welfare Cell, Cultural Cell, Sports Cell, Debate Society, Literary Society and Dramatics Society, Extension Lecture Series to improve the learning experience.
- International exposure provided by way of guest lectures and seminars by speakers of international repute
- Locational proximity to multinational firms, Supreme Court, High Court, and District Court as well as the other Law offices.

**Weaknesses**

- Non availability of hostel accommodation for boys
- Limitation of outdoor sports activities
- Non availability of auditorium on campus



**Opportunities**

- Locational advantage for strengthening academia-industry linkages
- Streamlining collaborations and consultancy
- Exploring possibility of collaborative research with research institutions

**Challenges**

- Many private universities coming up in the region.
- Retaining good teaching staff.

**52. Future plans of the department.**

SLS NOIDA will be introducing new diploma programmes such as Diploma in Intellectual Property & Bio-Technology Laws; Diploma in Information Technology & Telecommunications Laws; Diploma in Human Capital Management & Labour Laws; Diploma in Securities & Investments Laws from 2016. It will offer Post Graduate Programmes in Law from 2017.



Symbiosis Law School,  
Hyderabad

(SLS-H)



“Our campus is spread over 40 acres of land. There are many facilities provided including a Recreational Centre, Basketball Court, Badminton as well as Volleyball court along with a huge amphitheatre. So, in one word, our campus seems to be a happy second home for us.”

*Namrata Chakraborty, West Bengal - SLS, Hyderabad*

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Law School, Hyderabad (SLS-H)
- 2. Year of establishment**  
2014
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. The institute is a constituent of SIU under the Faculty of Law.
- 4. Names of programmes offered**
  1. B.B.A. LL.B.
  2. B.A. LL.B.
- 5. Interdisciplinary programmes and departments involved**  
In addition to the courses from the catalog of the faculty of law, SLS-H compiles its programme structure from the course catalogues of other faculties including the Faculty of Computer Studies, Faculty of Health and Biomedical Sciences, Faculty of Management, and the Faculty of Humanities and Social Sciences.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Nil
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
SLS-H follows a Semester System of examinations and a Choice Based Credit System as per the requirements of UGC.
- 9. Participation of the constituent department in the courses offered by other departments**  
Nil
- 10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/others)**

	Sanctioned	Filled
Professor	2	1
Associate Professor	3	2
Assistant Professor	7	8
Adjunct Faculty	-	1
Other Teaching Staff	-	-
<b>Total</b>	<b>12</b>	<b>12</b>

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No.	Name	Qualifications	Designation	Total No of Years of Experience (years. months)	No of Ph.D. /M. Phil students guided in last four years
1	Dr. Mirza Ilyas Baig	Ph.D., LLM, LLB, B.Sc.	Professor & Director	32.3	05
2	Sukhvinder Singh	Ph.D., LLM, BA, LLB	Assistant Professor & DD	8	00
3	Pamidi Ashok Kumar	Ph.D., LLM, LLB, B.Sc.	Associate Professor	26.4	00
4	Prageetha Raju	Ph.D, MBA, B.A, NET	Associate Professor	18.5	00
5	Abhijit Vasmatkar	LLM., LLB, B.Sc., NET	Assistant Professor	8	00
6	M. V. Chandramathi	LLM, LLB, B.A., AP - SET	Assistant Professor	15.7	00
7	R.Radhakrishnan	M.Phil, M.A.,NET	Assistant Professor	10.5	00
8	P.Jayaraju	M.Phil, M.A., B.A., NET	Assistant Professor	10.4	00
9	Kunche Shanthi	LLM, LLB, MBA, AP-SET	Assistant Professor	6.4	00
10	Dibyakusum Ray	Ph.D., M.Phil, M.A., B.A.	Assistant Professor	2.4	00
11	Srinivas Methuku	MBA, M.Com, B.Com, AP-SET	Assistant Professor	1.1	00
12	Shanker Rao Baliah	Ph.D., LLM, LLB,	Adjunct Faculty	31.7	00

### 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

Adv. Ram Jethmalani - Professor Emeritus, Faculty of Law

S. no.	Name of the visiting faculty	Qualification	Experience
1	Mrs. Sulochana Mure	M.B.A., LL.M.	16 Years
2	Mrs. K. Suchitra	M.Com ( Finance), APSET	7 Years
3	Dr. D. Pankaja	M.A. (English), M.A.( Astrology), M.Sc., Ph.D.	16 Years

4	Mrs. Saradhambika.K	M.A. ( English ) M.Phil (English)	14 Years
5	Mr. Deepak Kushwaha	M.A. (German )	20 Years
6	Mr. Dharm Singh	B.Sc., French Advance, German Basic	12 Years

**13. Percentage of classes taken by temporary faculty – programme-wise information**

**Batch 2014-19**

B.B.A. LL.B.- 42%

B.A. LL.B.- 28%

**Batch 2015-20 (July- November 2015)**

B.B.A. LL.B. - 0%

B.A. LL.B. - 7%

**14. Programme-wise Student Teacher Ratio**

Student teacher ratio - 25:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

	Sanctioned	Filled
Technical	5	4
Administrative	13	7

**16. Research thrust areas as recognized by major funding agencies**

We are yet to contact major funding agencies for research since the institute was established in December 2014 less than a year ago. At present faculty members are engaged in identifying contemporary research areas in law, Management and social sciences which have a potential for funding.

Some of the areas identified are:

- Examining the impact and quality of Skill Development Training on Business Profitability – A study of Cases in Select Asian Countries.
- Social entrepreneurship, Social enterprise and social innovations: A means to tackle poverty and create social transformation – evidences and issues from India.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Nil

- 18. Inter-institutional collaborative projects and associated grants received**  
a) National collaboration Nil  
b) International collaboration Nil
- 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**  
Nil
- 20. Research facility / centre with**  
Nil
- 21. Special research laboratories sponsored by / created by industry or corporate bodies**  
Nil
- 22. Publications:**  
Mrs. Chandramathi M. V., "Terrorism, extradition and international cooperation- through a looking glass " International Journal of Political Science, Law and International Relations (ijpslir), vol - 5, issue – 3, ed 2015.  
  
Dr. Sukhvinder Singh, "Need for privatization in Insurance Industry and its impact on Life Insurance Corporation of India" International Journal of Law and Legal Jurisprudence Studies, Volume 1 Issue 7: ISSN:2348-8212  
  
Dr. Sukhvinder Singh, "Majority Rule v/s Minority Rights – An analysis in the context of Indian Company Law" ISCA Publication ISBN – 978-93-84648-86-2  
  
Dr. Sukhvinder Singh, "Law and Forensic Science - Truth & Myth" ISCA Publication, ISBN:978-93-84648-85-5
- 23. Details of patents and income generated**  
NA
- 24. Areas of consultancy and income generated :**  
Nil
- 25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**  
Nil
- 26. Faculty serving in**  
a) National committees b) International committees c) Editorial Boards d) any other (please specify)  
Nil



**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

- Dr. Prageetha G Raju - National Conference on “Improving Triple Bottom line performance- Key to sustainable growth” organized by NIPM and ISTD Hyderabad Chapters on 28th And 29th August 2015 at Taj Vivanta, Hyderabad.
- Dr. Sukhvinder Singh Dari - Presented paper on “An overview of Environmental Jurisprudence in India” International Conference on “International Conference on Emerging Trends in Global Management Practices - An Interdisciplinary Approach”, scheduled on March 07 & 08, 2014, SCMS. NOIDA
- Dr. Sukhvinder Singh Dari - Participated in Faculty Development Programme on Research Methodology from December 01 to 08, 2014, organized by Symbiosis Law School, NOIDA
- Dr. P B Shanker Rao - Workshop on “Domestic & International Arbitration” organized by Indian Council of Arbitration, on 2-4 July, 2015 at Mumbai
- Mrs. Kunche Shanthi - National Seminar on “Corporate Laws and Challenges to New Governments, jointly organized by Osmania University PG College of Law and Institute of Company Secretaries of India, on 25-26 July, 2015, at Osmania University Center for Distance Education, Hyderabad.

**28. Student projects**

Nil

**29. Awards / recognitions received at the national and international level by**

- **Faculty**
- **Doctoral / post doctoral fellows**
- **Students**

Dr. P B Shankar Rao, was presented a Souvenir by the International Center for Alternative Dispute Resolution, Regional Center, Hyderabad on the occasion of presentation of PG Diplomas in ADR and FDR in the premises of ICADR, Regional Center, Hyderabad on 14 April, 2015.

**30. Seminars/ Conferences/Workshops organized and the source of funding (national/ international) with details of outstanding participants, if any.**

Nil

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of SLS Hyderabad as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of research participants, if research involves human subjects and if there is a possibility of involving an ethical issue.

**32. Student profile programme-wise:**

Name of programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
B.A. LL.B. (2014)	63	5	7	-	-
B.B.A. LL.B. (2014)	94	10	14	-	-
B.A. LL.B. (2015)	1173	65	55	-	-
B.B.A. LL.B. (2015)	949	77	67	-	-

**33. Diversity of students**

SLS H offers UG Programme for which eligibility is 10+2. Students come from different boards, thus, this question is not applicable.

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

NA

**35. Student progression**

SIU does not have a policy for natural progression. Admissions to all programmes are based on Entrance Test and merit thereof.

**36. Diversity of staff**

Sr. No.	Percentage of faculty who are graduates	Data in %
1	of the same university	19%
2	from other universities within the State	45%
3	from universities from other States	36%
4	from universities outside the country	0%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Nil

**38. Present details of departmental infrastructural facilities with regard to**

- Library Total area : 3271.04 Sq. ft.

Sr. No	Head of budgets	Description	2014 -15
1	Books	Books Titles	5181 1531
2	Subscription & Membership	E-Journals	14
3	News paper & periodicals	Journals (International)	04
4		Journals/ (National)	36
5		Magazines	22
6		News Papers	11
7	CDs	Study Material e-databases	181 6
8	Special Collections	Reference books	886 (SIU)

- Internet facilities for staff and students**  
 All computers in the institute are connected through a local area network (LAN) to servers with manageable and Layer-2 switches to seamlessly connect end-users. The servers include email servers, DHCP servers, file servers. The institute has campus-wide Gigabit Ethernet network with Wi-Fi facilities and wireless broadband internet access. The LAN includes DLink, HP and CISCO networking devices and wireless LAN controllers.
- Total number of class rooms**

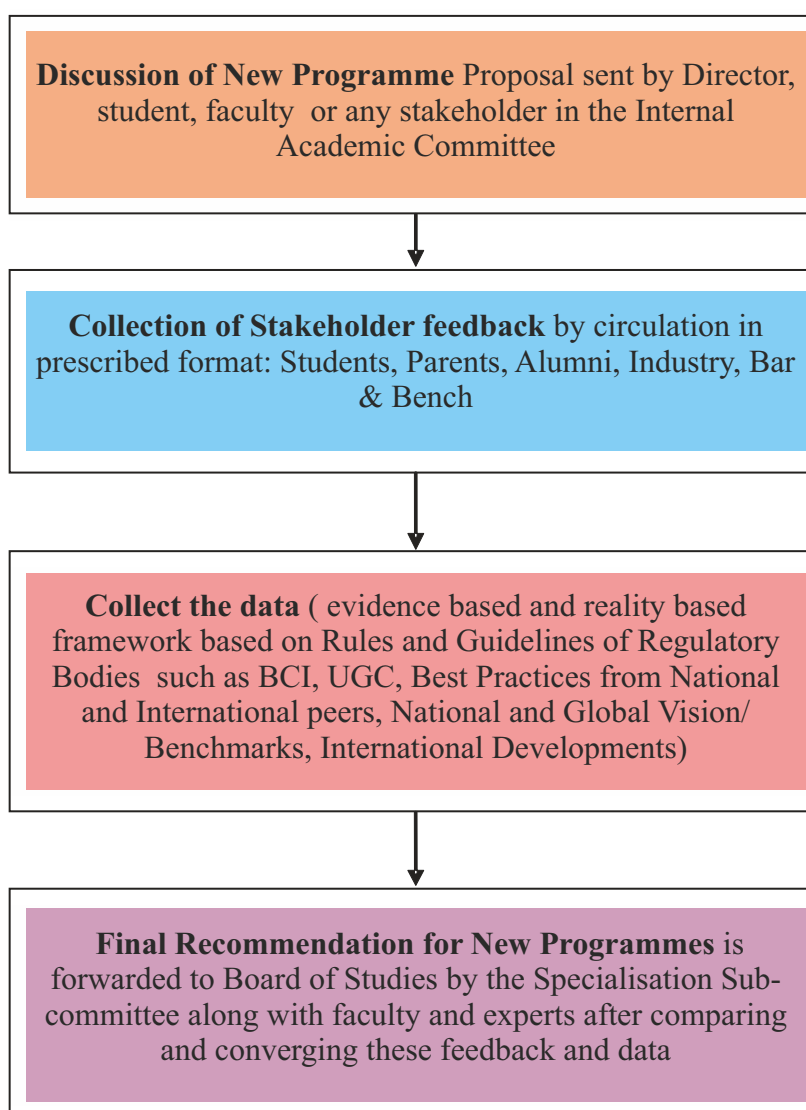
Year	Required	Actual
2014	2	20
2015	6	20

**d) Class rooms with ICT facility**

Year	Required	Actual
2014	2	5
2015	6	9

- e) Students' laboratories**  
 NA
- f) Research laboratories**  
 NA

- 39. List of doctoral, post-doctoral students and Research Associates**  
from host institution/university
- Mr. Abhijit Vasmatkar, Assistant Professor, SLS-H, in Law
- from other institutions/universities
- Mrs. M V Chandramathi from NALSAR, Hyderabad in Law
  - Mr. R. Radhakrishnan from University of Pune in Political Science
- 40. Number of post graduate students getting financial assistance from the university.**  
NA
- 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**



**42. Does the department obtain feedback from**

- a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?  
Yes, it utilizes the feedback for curriculum development
- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?  
Yes, it utilizes the feedback for:
  - curriculum development
  - for rewarding faculty members with excellent feedback
  - to recommend incentives to faculty members during the API evaluation
  - to provide counselling and training to overcome any shortcoming
- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?  
No alumni as yet.  
We take feedback from the employers who visit for delivering guest lecture on campus

**43. List the distinguished alumni of the department (maximum 10)**

The first batch (2014-19) of students is yet to pass out from the Institution.

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

- The institute regularly invites speakers and experts (national) to deliver talks and give seminars in their respective field of specializations.

Sr. No	Period	Name of the Speaker	Organization	Topic
1	January 02, 2015	Advocate Ram Jethmalani	Senior Advocate, Supreme Court of India	“Ethics In Legal Profession”
2	February 04, 2015	Justice P S Narayana	(Former Judge A P High Court) and presently member of Maha Dhayi water dispute Tribunal, New Delhi	“Independence of Judiciary”
3	February 16, 2015	Dr. Balakista Reddy	(Registrar NALSAR)	“Impact of Globalisation on legal Education”
4	February 16, 2015	Dr. M K Bhandari	(Dean, IMS Unison University)	“Challenges And Opportunities In Legal Profession”
5	January 19, 2015	Mr. Sachin Ravi and Mr. Raghav C (Alumni of SLS Pune)	Director Walnut Solutions	“Contribution of law school's in building their career in law”

6	May 16, 2015	Mr. Supratim Chakraborty and Mr. Soumyadri Chattopadhaya	Khaitan and Co, Mumbai	One day 'Workshop on Commercial Contract Drafting' and Moot Court Orientation
7	May 28, 2015	Ms. Savitha Sinha	Advocate, vis-a-vis Partner, Lawfin Solutions, New Delhi	"Drafting of Complaint and Written Statement under Law of Torts"
8	May 29, 2015	Ms. Savitha Sinha	Advocate, vis-a-vis Partner, Lawfin Solutions, New Delhi	"Drafting of Suit For Infringement/Breach Of Contract"
9.	July 09, 2015	Prof. K. Shrinivas Rao,	Former Dean, Faculty of Law, Osmania University Hyderabad,	"Workshop on Research Methodology"
10.	July 11, 2015	Mr. Sampath Bulusu	Head of Shell Oil Gujarat	"Prospects in law: let's interact & know"

**45. List the teaching methods adopted by the faculty for different programmes.**

- The following innovative teaching approaches/methods/practices have been used by the faculty in an attempt to move to a project-problem based teaching-learning process rather than the traditional classroom teacher-learning methodology.
  - ♦ Emphasis on project and problem based learning, thus increasing the percentage of outside-the-classroom learning
  - ♦ Increasing the weightage of tutorials in the curriculum
  - ♦ Introduction of one month industry internship
  - ♦ Inclusion of research component in regular teaching
  - ♦ Encouraging comprehension and discussion on research papers
  - ♦ Use of e-learning tools and social media
  - ♦ Introduction of 'buddy system' to encourage team-work and peer learning

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

- The teaching-learning pedagogy for each course is so designed so that it facilitates the fulfillment of the learning outcomes for the particular course. The pedagogy of the teaching-learning process for each course is designed taking into account all the graduate attributes. Emphasis is given on project based and group learning activities.
- Conscious effort is being made to move from the traditional classroom teaching methodology to project based and group based learning, with emphasis being given to blended and outside-the-classroom learning.
- Learning outside the classroom: Technical societies and clubs have

been formed to instill the importance of teamwork, communication and project management amongst the students.

- Assessment strategies are formulated in such a manner so that the achievement of the intended learning outcome can be ascertained. Emphasis is given on seminars, quizzes and group projects.
- The university collects data on student learning outcomes by the following means.
  - Feedback is regularly taken from faculty, students as well as their parents
  - Inputs from employers on the performance of the students
  - Analysis of examination results
- The outcome of the above analysis is discussed within the institute and necessary steps are taken to overcome the barriers to learning. These steps include, but are not limited to, conduct of remedial classes and faculty development programmes, improvement in infrastructure, counseling of students, etc.
- Evaluation: Evaluation methods are so designed so that the outcome of the above mentioned graduate attributes can be ascertained.
- Feedback: Feedback is taken from all the involved stakeholders to ensure development of the above listed graduate attributes among the students.

**47. Highlight the participation of students and faculty in extension activities.**

- Symbiosis Law School, Hyderabad formally launched the “Swachha Bharat Abhiyaan” on 16<sup>th</sup> March, 2015.
- Legal Awareness Programme in the nearby village of Mamidipalli in the month of May 2015.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- In order to insure all round development, the students are encouraged to work under different cells :
- Moot Court Association
- Research and Publication Cell
- Media and Publication Cell
- Legal Aid and Literacy Cell
- Training and Placement Cell

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

Nil

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SLS-H is contributing to knowledge generation through three media:

- INCUBATOR- A magazine for students to be released in October, 2015
- BALANCE- An International Multidisciplinary Journal to be released in December, 2015
- COHERENCE- An International Multidisciplinary Law Conference to be scheduled in October, 2015

Another publication which compiles the achievements of students, staff, and faculty members as well as on-campus activities is STRIDE- The Newsletter.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths**

- A premier institute imparting quality legal education in the newly formed state of Telangana
- Array of books and online resources to facilitate research and innovation
- Qualified and competent faculty
- Quality infrastructure
- Based 40 kms away from the thickly populated/polluted city of Hyderabad in a peaceful, clean and healthy environment

**Weaknesses**

- Set up is only one year old, hence yet to make a name.

**Opportunities**

- Not many reputed law institutes imparting quality legal education
- Growing demand for law and opening of new avenues

**Challenges**

- Mushrooming of national and private law schools in many states.
- Difficult to get qualified and competent faculty
- The infrastructure outside the campus is still to be developed by the state agencies for which the institute is pursuing the matter.

**52. Future plans of the department.**

Symbiosis Law School, Hyderabad would like to build strength upon strength in the coming years :

- It aims to have collaborations with internationally reputed universities
- It will expand its community service and other outreach programmes
- It will embark upon pro bono and low bono activities for community good
- SLS H will organise national and international conferences, seminars and workshops.



Symbiosis Institute of  
Business Management - Pune

(SIBM - P)



“Coming to India from Japan and not being very good with English, I was very nervous about my studies at Symbiosis. But SIBM Pune treated me well. All teachers took care to ensure that I learned everything well. They spoke slower so that I would understand. On a personal level, I made a lot of Indian friends and also developed a liking for Indian culture and Indian food. Overall, I can say that after spending two years at SIBM Pune and SIU, I went back to Japan as a better professional and a better individual with a much better knowledge of English.”

*Yushi Iwata, Japan - SIBM, Pune*

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## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Business Management, Pune (SIBM-P)
- 2. Year of establishment**  
1978
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. SIBM Pune is a constituent of Symbiosis International University (SIU) under the Faculty of Management.
- 4. Names of programmes offered**  
MBA  
MBA (Innovation & Entrepreneurship)  
MBA (Executive)  
Post Graduate Diploma in Marketing Management (**PGDMM**)  
Post Graduate Diploma in Human Resource Management (**PGDHRM**)  
Post Graduate Diploma in Operations Management (**PGDOM**)  
Post Graduate Diploma in Financial Management (**PGDFM**)  
Post Graduate Diploma in Innovation & Corporate Entrepreneurship (**PGDICE**)  
Post Graduate Diploma in Family Business (**PGDFB**)
- 5. Interdisciplinary programmes and departments involved**  
In addition to courses from the catalogue of Faculty of Management, SIBM-P compiles its Programme Structure from the Course Catalogues of other faculties including the Faculty of Computer Studies, Faculty of Health & Bio-Medical Science and Faculty of Humanities and Social Science
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**
  - 2-month Summer Internships for all students in all major sectors of industry
  - Semester exchange programme with Dauphine University, France with credit transfer facility
  - Summer School at Berlin School of Economics and Law, Germany
- 7. Details of programmes discontinued, if any, with reasons**  
No programmes have been discontinued. PGDQM (Post Graduate Diploma in Quality management) and PGDSM (Post Graduate Diploma in Services Management) and PDFB (Post Graduate Diploma Family Business) were staggered as they were not viable.
- 8. Examination System**  
The Institute follows Choice-based Credit System for selection of courses by students and semester system for examinations.

## 9. Participation of the department in the courses offered by other departments

- Faculty members deliver sessions in Induction Programme of SITM
- Prof. Aravind Chinchure delivers regular sessions on Innovation at SIBM-Bangalore, SCIT, SLS and other institutes as per invitation.
- Many faculty members deliver sessions in programmes conducted by SCCE.

## 10. Number of teaching posts sanctioned, filled and actual

	Sanctioned	Filled
Professor	3	4
Associate Professor	7	4
Assistant Professor	19	16
Adjunct Faculty	0	05
Other Teaching staff	0	0
Total	29	29

## 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr No	Name	Qualification	Designation	Specialization	No. of years of experience (Year . Months)		No. of Ph. D./M. Phil students guided for the last 4 years
					Ind.	Acad.	
1	Dr. R. Raman	BE, PGDSM, MBA, MPhil, Ph.D	Director and Professor	Information Systems	2	12	Guiding 3 Awarded 1
2	Mr. Vinod Shastri	MBA, M. Com, UGC-NET	Dy. Director and Assistant Professor,	Entrepreneurship	16.8	8.8	NIL
3	Dr. Aravind Chinchure	Ph.D	Chair Professor	Innovation	22	1	NIL
4	Dr. Poornima Tapas	Ph.D, M.Phil, MA, B.Sc.	Professor	Economics	0	15	NIL
5	Dr. Bhama Venkatramani	Ph.D	Professor	Finance	0	27	Guiding 3 Awarded 2
6	Dr V. V. Ravi Kumar	Ph.D, MBA, B. Sc., UGC NET, CAIIB	Associate Professor	Marketing	10	7	NIL
7	Dr. Shubhra Anand	Ph.D, MBA, B. Sc., (Gold Medalist)	Associate Professor	Finance	9.5	2.5	NIL

8	Dr. Gopala Raghuram	MBA, Ph. D.	Associate Professor	Finance	9.5	2.5	NIL
9	Dr. Suresh Malodia	Ph.D, FDP(IIM A),MBA, B.Com	Associate Professor	Management	0	11.9	NIL
10	Mrs. Deepika Pandita	Pursuing Ph.D, MMS (HR), M.Com (Management), BMS, DHRM, UGC NET (HR)	Assistant Professor	HR	4	5	NIL
11	Dr. Mahima Mishra	Ph. D., PGDBM (Marketing), UGC-NET, MA (Economics), B.Ed., B.A(Hons)	Assistant Professor	Economics	0	12	NIL
12	Dr. Mallika Srivastava	Ph.D in Customer Relationship Management, MMS, B.Sc	Assistant Professor	Marketing	4	4	NIL
13	Dr. Sonal Shree	Ph.D, MBA, UGC-NET	Assistant Professor	HR	4	4	NIL
14	Mrs. Lavina Sharma	Pursuing Ph.D in HRM, MHRM, B.Sc., Diploma in Training & Development, UGC-NET (HR)	Assistant Professor	HR	4	4	NIL
15	Dr. Madhura Bedarkar	Ph.D in Economics, MPM, MA (Entire Economics), BA (Entire Economics)	Assistant Professor	Economics	6.5	2	NIL
16	Mr. Santosh Gopalkrishnan	Pursuing Ph.D, & C.S., UGC-NET, MBA (Finance), BBA, SEBI Certified Resource Person (Financial Education)	Assistant Professor	Finance	1.5	6	NIL
17	Mrs. Preetha Menon	Pursuing Ph.D, M.M.S. (Marketing) UGC NET, M.Sc	Assistant Professor	Marketing	6	3	NIL
18	Mr. Muazzam Khan	MBA (Marketing), PMP®, NET, M.Sc (Physics)	Assistant Professor	Operations	13	4	NIL

19	Ms. Arpita Sharma	MBA (Banking & Finance), NET, SET, M.Sc (Chemistry)	Assistant Professor	Finance	0.5	5	NIL
20	Ms. Sunaina Kuknor	MBA	Assistant Professor	HR	2	5	NIL
21	Dr. Shaphali Gupta	Ph.D, MBA	Assistant Professor	Marketing	2	5	NIL
22	Dr. G.M. Jayaseelan	Ph.D, M.Phil (Management), MBA (Marketing), BA (Economics), Diploma in Software Technology and Systems Management	Assistant Professor	Strategy	4	10	NIL
23	Mr. Yogesh Brahmankar	MBA, NET	Assistant Professor	Operations	9.7	3	NIL
24	Mr. Ritesh Khatwani	MBA (Fin),BBA (Fin),NET	Assistant Professor	Finance	4.5	5	NIL
25	Prof Sandeep Bhattacharya	MMS, B.Sc	Adjunct Faculty	Marketing	29	0	Nil
26	Prof Rajesh Nayak	MBA, M.Sc, B.Sc	Adjunct Faculty	General Management	19	5	Nil
27	Lt Col( Retd) S.N.Lele	B.Sc, Dip in Mgt, Dip. in Labour Law	Adjunct Faculty	HRM	40	5	Nil
28	Prof Rajiv Kumar	Ph.D, M.Sc, B.Sc	Adjunct Faculty	Innovation & Entrepreneurship in India	33	30	20
29	Prof Vishweshwar Mantrala	Project Management Professional, B.Tech	Adjunct Faculty	Project Management	26	0	Nil

## 12. List of senior visiting fellows, adjunct faculty, emeritus professors and eminent visiting faculty members

Name of Visiting Faculty	Designation
Prof. Pushkar T. Phadtare	Partner of JP Synergy Consultants
Prof. Girish G. Phatak	Director, Infostar Business Solutions
Prof. Vidyadhar B. Phadke	Practicing Company Secretary
Prof. V. V. Nathan	Proprietor, Naathan Associates
Prof. Dr. Satish M. Inamdar	Chartered Accountant

Prof. Satish S. Dhanorkar	Founder & CEO, Domain Consulting
Prof. Aneesh Day	Former VP HSBC, Founder, Fincubator Consulting
Prof. Parag Khare	Director, Sales, Technovate Consultancy Services
Prof. Ms. Sujata Bogawat	Director, Advantage Business Consulting
Prof. Abhay Kardeguddi	CEO, Karwak
Prof. Adv. Dhananjay J. Bhanage	Advocate, Mumbai High court
Prof. Vishwanath Joshi	Practice Head, Great Place to Work Institute
Prof. Col. Sunil Brijkrishan	Consultant - Soft Skills & Behavioural Skills
Prof. Utkarsh Jain	Founder- FinTree

### 13. Percentage of classes taken by temporary faculty – programme-wise information

To bring a practical perspective to the classroom, a substantial number of practitioners are involved as visiting faculty. Following are the percentage of classes taken by visiting faculty in the last academic year:

2014-15:~50%

### 14. Programme-wise Student Teacher Ratio

The Student Teacher Ratio at SIBM, Pune is 15:1

### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Staff Type	Sanctioned	Filled
Technical Staff	12	5
Administrative Staff	32	26

### 16. Research thrust areas as recognized by major funding agencies

The major thrust areas for which funding has been received includes:

- Designing, building and implementation of a risk assessment framework for ERP adoption in small and medium enterprises
- Research capacity building among students pursuing postgraduate degree in management education with specific reference to origination development process in Indian organizations
- Private health insurance buying behavior among rickshaw drivers, cab drivers, panwallas and domestic/ house maids, in Pune

- Reducing credit risk and improving credit quality: learning's from past experiences of Indian banks
- Determinants of challenges for managing finance in micro, small and medium enterprises (MSMEs) in Pune region: An empirical study

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

There are the following faculty members with ongoing projects.

Sr. No.	No. of Faculty	Funding Agency	Project title	Grants Received (Rs.)
1	1	Symbiosis International University (SIU), Pune	Design, build and implement a risk assessment framework for ERP adoption in small and medium enterprises	135000 (Jointly by SIBM-P and SCIT)
2	1	Symbiosis International University (SIU), Pune	Research capacity building among students pursuing postgraduate degree in management education with specific reference to origination development process in Indian organizations	150000
3	1	Symbiosis International University (SIU), Pune	Private health insurance buying behavior among rickshaw drivers, cab drivers, panwallas and domestic/ house maids, in Pune	100000
4	1	Symbiosis International University (SIU), Pune	Reducing credit risk and improving credit quality: Learning's from past experiences of Indian banks	150000
5	1	Symbiosis International University (SIU), Pune	Determinants of challenges for managing finance in micro, small and medium enterprises (MSMEs) in Pune region: An empirical study	150000



6	2	IBM	Analyzing social media behaviors using predictive analytic for reducing credit default (USD10000)	635000
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### 18. Inter-institutional collaborative projects and associated grants received

- a) National collaboration      b) International collaboration

SIBM Pune has collaborated with Mahindra & Mahindra alongwith Singapore Management University to pursue a project related to skill development in the automotive sector in India. This project is being funded by Mahindra & Mahindra. The outcome of the project will be tabled in the national SIAM Conference to be held in Pune towards the end of 2016.

### 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.

Nil

### 20. Research facility / Centre with

- State recognition - Nil
- National recognition - Nil
- International recognition– Nil

### 21. Special research laboratories sponsored by / created by industry or corporate bodies

Nil

### 22. Publications:

Total number of publications (From 2009 to 2015; as of 31-07-2015)	87
i. Number of papers published in peer reviewed journals (national / international):	78 (National 53 & International 25)
ii. Chapters in Books	2
iii. Books with ISBN with details of publishers	1
iv. Case Studies	1
v. Proceedings papers	5
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	16

Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 54 Range: 1 - 26 Avg: 5.40
	Scopus	Total Citations= 6 Range: 1 - 2 Avg: 1.2
Total citations of SIBM,Pune faculty (SIU + Non-SIU affiliated papers)		42
SNIP		Range: 0-0.804 Avg: 0.331
SJR		Range:0-1.302 Avg: 0.336 Avg: 0.251
Impact Factor – range/average		Range: 0-0.923 Avg:0.250
h-index		(Google Scholar:4 Scopus:1)

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

SIBM, Pune regularly provides support in the form of MDPs to companies like L&T, Credit Suisse, John Deere and others. An illustrative list of areas of training / consultancy is as follows:

1. General Management
2. Leadership
3. Communications Skills
4. Team Building
5. Any Time Learning

The MDP revenue for the past few years is as follows:

Financial Year	Income Generated (Rs. in lakhs)
2009-2010	376.89
2010-2011	373.64
2011-2012	233.44
2012-2013	150.75
2013-2014	125.08
2014-2015	174.01
Total	1433.81

### 25. Faculty selected nationally / internationally to visit other laboratories / institutions /industries in India and abroad

1. SIBM faculty members regularly visit Oman to deliver sessions and also visit Khimji Group.

2. Dr. Raman travelled to Japan and visited Ritsumeikan University, Chou University, Soka University and their laboratories.
3. Dr. Raman visited NTU Singapore to understand the facilities that have been created.

## 26. Faculty serving in

- a) National committees
- b) International committees
- c) Editorial Boards
- d) any other

Dr R Raman: Guest Editor for International Journal of System Assurance Engineering and Management Special Issue on Emerging Information Technology and Engineering Solutions.

## 27. Faculty recharging strategies

- a. SIBM Pune gives freedom to the faculty to choose refresher and/or skill development programmes they wish to attend. All applicable expenses are borne by the institute.
- b. The 'Symbiosis Teaching Learning Resource Centre (STLRC)' regularly organizes training programmes and workshops for faculty. All faculty attend STLRC programmes as per their choice.
- c. Faculty members are granted duty leave to attend refresher programmes
- d. Faculty members are encouraged to organize training programmes and workshops on campus with all expenses paid by the institute. A list of some of the programmes attended by faculty in **2014-2015** is given below:

Recharging Options	Number of Faculty
Work Shops attended	16
FDPs Attended	04
Conference Attended	02
Short Term Training Programs Attended	06

## 28. Student projects

- **Percentage of students who have done in-house projects including inter-departmental projects**  
Students regularly take up in-house and live projects which help them to enhance value.
- **Percentage of students doing projects in collaboration with other universities / industry / institute**  
100% of MBA students undergo a 2-month Summer Internship Programme with industry where they do projects.

## 29. Awards / recognitions received at the national and international level by

- Institute ranking:

Year	Ranking	Source
2009	4 <sup>th</sup>	Business Today
2010	13 <sup>th</sup>	Business Today
2011	13 <sup>th</sup>	Business Today
2012	14 <sup>th</sup>	Business Today
2013	17 <sup>th</sup>	Business Today
2014	14 <sup>th</sup>	Business Today

Award	Conferred by	Date / Year	Award Category
Innovative B school Awards	DNA & Stars of the Industry Group	18-Feb-15	Innovation in Placements
Innovative B school Awards	DNA & Stars of the Industry Group	18-Feb-15	Best B-School with Innovative Marketing to the Target Segment
National B-School Awards	ABP News	27-Jun-14	B-School with Excellent Industry Interface
Innovative B School Awards	DNA & Stars of the industry Group	17-Feb-14	Best B-School with Innovative Marketing to the Target Segment
National Education Leadership Awards	Lokmat	13-Feb-14	B-School with Excellent Industry Interface
India's Best Business Schools	Outlook	2014	9th Rank Pan India
BSA & De-wang Mehta Business School Awards	HUL	23-Oct-13	Business school with Best Academic Input (Syllabus) in Marketing

National Education Leadership Awards	Stars of the Industry Group & Dainik-Bhaskar	23-Oct-13	B-School with Excellent Industry Interface
National B-School Awards	ABP News	29-Jun-13	B-School with Excellent Industry Interface
National Education Leadership Awards	ET now	16-Feb-13	B-School with Excellent Industry Interface
WCRC Leaders Asia Excellence Awards	World consulting and Research Forum	2012-13	Asia's Best Private Education Institute
BSA & Dewang Mehta Business School Awards	HUL	24-Nov-12	Business school with Best Academic input (Syllabus) in Marketing
B-School Excellence Awards 2012	Bloomberg UTV	18-Feb-12	B-Schools with Industry rated Curriculum in Operations Management
BSA & Dewang Mehta Business School Awards	HUL	26-Nov-11	Business School with best Academic Input Syllabus in Finance
18th Business School Affaire & Dewang Mehta	HUL	2011	Business school with Best Academic Input (Syllabus) in Marketing

- **Faculty:** Best Teacher Award to Dr. Vivek Sane in 2012-13 by Higher Education Forum (HEF) which is a community of individuals and practitioners of higher education in India
- **Students:** A few important awards are listed below:

HUL Carpe Diem 2014 MBA I (2014-16)
Mahindra War Room 2014
GE Genius 2013 InterB-School Case Study Competition
Asian Paints Canvas 2013 Case Study Competition
Godrej Loud
CFA Institute Research Challenge 2013: An annual global competition
West Zone Finals of Philips Blueprint

**30. Seminars/Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

International Conference on Innovative Business Strategies organized in March 2013

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of SIBM as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. A robust anti plagiarism policy is in place for evaluating dissertations and research projects.

**32. Student profile programme-wise:**

Name of the Programme (refer to question no. 4)	Applications Received	Selected		Pass percentage	
		Male	Female	Male	Female
<b>MBA</b>					
2009 – 2011	40138	139	58	95.68	98.28
2010 – 2012	32030	133	41	92.42	90.24
2011 – 2013	37939	148	57	91.89	96.49
2012 – 2014	38758	155	45	99.35	97.78
2013 – 2015	30310	149	64	95.97	96.87
2014 – 2016	35075	132	76	NA	NA
2015 – 2017	27272	142	77	NA	NA
<b>MBA (IE)</b>					
2014 – 2016	555	27	13	NA	NA
2015 – 2017	2323	29	8	NA	NA
<b>MBA (Executive)</b>					
2009-11	152	41	9	85.37	100

2010-13	136	53	5	94.34	100
2011-14	257	66	11	89.39	90.91
2012-15	256	75	9	81.33	100
2013-16	183	71	7	NA	NA
2014-17	158	54	11	NA	NA
2015-18	163	49	3	NA	NA

Name of the Programme (refer to question no. 4)	Applications Received	Selected		Pass percentage	
		Male	Female	Male	Female
<b>PG Diploma Programmes</b>					
<b>PGDMM</b>					
2009-10	56	26	9	77.78	75
2010-11	50	16	4	33.33	75
2011-12	96	17	3	70.59	66.67
2012-13	65	23	2	52.38	50
2013-14	76	28	9	46.43	77.78
2014-15	61	20	8	65	100
2015-16	65	20	5	0	0
<b>PGDHRM</b>					
2009-10	46	11	24	54.55	66.67
2010-11	31	4	5	50	20
2011-12	64	4	12	60	66.67
2012-13	50	4	16	50	75
2013-14	54	5	14	80	85.71

2014-15	49	7	11	85.71	72.73
2015-16	34	5	6	0	0
<b>PGDOM</b>					
2009-10	67	37	3	60	75
2010-11	50	22	3	66.67	100
2011-12	93	31	4	41.38	50
2012-13	98	32	10	54.23	30
2013-14	112	50	7	66.67	57.14
2014-15	69	26	9	84.62	77.78
2015-16	97	31	5	0	0
<b>PGDFM</b>					
2009-10	81	33	7	34.38	62.5
2010-11	62	16	15	35.29	80
2011-12	118	16	9	61.11	50
2012-13	63	16	8	73.33	37.5
2013-14	59	19	8	65	75
2014-15	61	22	6	59.09	83.33
2015-16	58	12	6	0	0
<b>PGDICE</b>					
2012-13	37	13	6	52.00	100
2013-14	39	16	5	50	80
2014 -15	40	16	7	68.75	42.86
2015 -16	51	16	6	0	0
<b>PGDFB</b>					
2012-13	9	3	3	100	100
2013-14	12	6	0	100	0



2014-15	20	17	2	94.12	100
<b>PGDQM</b>					
2010-11	23	5	3	60	100
<b>PGDSM</b>					
2011-12	48	7	3	71.43	100

### 33. Diversity of students

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
<b>MBA</b>				
2009 – 2011	5.58	25.38	65.48	3.55
2010 – 2012	5.20	26.59	64.16	4.05
2011 – 2013	0.00	21.15	60.58	0.00
2012 – 2014	2.50	20.50	77.00	0.00
2013 – 2015	1.42	10.38	87.74	0.47
2014 – 2016	6.73	14.90	77.40	0.96
2015 – 2017	6.39	14.61	74.9	2.7
<b>MBA (IE)</b>				
2014-2016	7.5	32.5	60	0
2015-2017	5.41	18.92	75.68	0
<b>MBA (Executive)</b>				
2009-11	0	56.00	46.00	0
2010-13	0	75.86	24.14	0
2011-14	0	67.53	32.47	0
2012-15	0	58.33	41.67	0
2013-16	0	65.38	34.62	0
2014-17	0	67.69	32.31	0

2015-18	0	67.31	32.69	0
<b>PG DIPLOMA PROGRAMMES</b>				
<b>PGDMM</b>				
2009-10	0.00	74.29	25.71	0.00
2010-11	0.00	66.67	33.33	0.00
2011-12	0.00	80.00	15.00	5.00
2012-13	0.00	72.00	28.00	0.00
2013-14	0.00	64.86	35.14	0.00
2014-15	3.57	46.43	46.43	3.57
2015-16	0.00	64.00	36.00	0.00
<b>PGDHRM</b>				
2009-10	0.00	65.71	34.29	0.00
2010-11	11.11	33.33	55.56	0.00
2011-12	0.00	62.50	37.50	0.00
2012-13	0.00	70.00	30.00	0.00
2013-14	5.26	42.11	52.63	0.00
2014-15	5.56	55.56	33.33	5.56
2015-16	0.00	72.73	27.27	0.00
<b>PGDOM</b>				
2009-10	0.00	60.00	37.50	0.00
2010-11	0.00	76.00	24.00	0.00
2011-12	0.00	54.29	42.86	2.86
2012-13	0.00	65.85	36.59	0.00
2013-14	1.75	56.14	42.11	0.00
2014-15	0.00	74.29	25.71	0.00
2015-16	0.00	55.56	38.89	5.56
<b>PGDFM</b>				
2009-10	0.00	52.50	47.50	0.00
2010-11	0.00	77.42	22.58	0.00
2011-12	4.00	68.00	28.00	0.00
2012-13	0.00	50.00	50.00	0.00

2013-14	14.81	59.26	25.93	0.00
2014-15	3.57	60.71	32.14	3.57
2015-16	5.56	44.44	50.00	0.00
<b>PGDICE</b>				
2012-13	0.00	94.12	17.65	0.00
2013-14	4.76	61.90	23.81	9.52
2014-15	0.00	65.22	34.78	0.00
2015-16	9.09	50.00	40.91	0.00
<b>PGDFB</b>				
2012-13	0.00	33.33	50.00	16.67
2013-14	0.00	0.00	66.67	33.33
2014-15	0.00	21.05	73.68	5.26
<b>PGDQM</b>				
2010-11	0.00	12.50	87.50	0.00
<b>PGDSM</b>				
2011-12	0.00	40.00	60.00	0.00

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	No natural progression as admission is based on performance in entrance examination and merit
Ph.D. to Post-Doctoral	No natural progression as admission is based on performance in entrance examination and merit
Employed	
Campus selection	100% (% of eligible students)
Other than campus recruitment	Nil
Entrepreneurs	Nil

## Placement Statistics

Batch	2013-15	2012-14	2011-13	2010-12	2009-11	2008-10
Students	213	200	208	174	198	180
Opted out	16	37	30	34	24	20
Eligible Students	197	163	178	140	174	160
Offers	204	174	178	140	214	160
Unique Offers including PPO	197	163	178	140	174	160
% Placed o/o Eligible Students	100%	100%	100%	100%	100%	100%
% Placed vs enrolled	92%	82%	86%	80%	88%	89%
Avg CTC (Lakhs)	13.05	11.71	11.3	11.61	10.67	9.25
Highest CTC	22.02	19.33	29	29	26	24
Recruiters	90	105	91	84	113	127

## 36. Diversity of staff

Percentage of faculty who are graduates	
of the same University	Nil
from other universities within the state	58.6%
from universities from other States	34.5%
from universities outside the country	6.9%

## 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Sr. No.	Name	Year	University
1.	Dr. Sonal Shree	2013	Babasaheb Bhimrao Ambedkar Bihar University
2.	Dr. G. M. Jayaseelan	2014	Smt. Savitribai Phule University of Pune
3.	Dr. Mahima Mishra	2015	D. Y. Patil University

### 38. Present details of departmental infrastructural facilities with regard to

#### a) **Library:** Central Library at Symbiosis International University **Details of library infra-structure (A.Year - 14-15)**

Sr. No.	Library facility	Details
1.	Total area	<b>14454.16 Sqft</b>
2.	Total seating capacity	260
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> <li>• Reading Hall Hours</li> </ul>	10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 09.00 a.m. to 12.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	No (03 Research Cubicles are available) 403 sq.mt @ Ground Floor 60 sq.mt @ First Floor
5.	Display of floor plan, sign boards, fire alarms & any other information	<b>Yes</b> <ul style="list-style-type: none"> <li>• Floor plan displayed in ground floor reading hall.</li> <li>• Adequate sign boards are displayed at each row of library stack &amp; floors.</li> <li>• Fire extinguishers are fixed at all strategic positions.</li> <li>• In addition to this, arrangement of amp at the entrance of the library &amp; wheel chair for differentially abled users to access the library collection.</li> </ul>
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> <li>• Average no. of books added (last 3 years)</li> </ul>	41284 39623 957 SIU

7.	Total No of :- • National Journals • International Journals	40 17
8.	Total No. of ejournals	35084 Available through online databases
9	Total No of :- • Magazines • CDs • Databases	57 Total 434 12
10	Special Collections (SIU) • Reference Book	886

- b) Internet facilities for staff and students:** 16 Mbps primary +16 secondary Mbps line, as on 31<sup>st</sup> Mar 2015
- c) Total number of class rooms:** There are 16 class rooms in the Institute being utilized for conducting sessions.
- d) Class rooms with ICT facility:** All 16 class rooms are equipped with personal computer connected through LAN, projectors, projector screens, white-boards, audio visual facility and are Wi-Fi enabled.
- e) Students' laboratories:** The institute has 2 computer labs with a capacity of 50 PCs each.
- f) Computer Student Ratio**  
1:4 Every student has access to one computer during assignments and lab work.

Lab No	# of PCs	# of Servers	Software Configuration
Lab 1	50	4 Quadcore Xeon Servers, Dell Poweredge 2900 (2 Nos), 2950 (2 Nos), HDD 300GB, 4 GB RAM each.	CMIE-Prowess, Symantec Antivirus, SPSS 22.0, SAP (GBI 2.2), Minitab 17, MS Project, MS Office, Windows 2007 OS
Lab 2	50		CMIE-Prowess, Symantec Antivirus, SPSS 22.0, SAP (GBI 2.2), Minitab 17, MS Project, MS Office, Windows 2007 OS

- g) Research laboratories:** Nil

### 39. List of doctoral, post-doctoral students and research associates

- a) from the host institution/university:** There are 4 doctoral students pursuing their PhD with the host university, namely Prof.

Vinod Shastri, Prof. Deepika Pandita, Prof. Lavina Sharma, Prof. Muazzam Khan.

- b) from other institutions/universities:** There are 2 doctoral students pursuing PhD from other universities, namely Prof. Preetha Menon from IIT Madras and Prof. Santosh Gopalkrishnan from D.Y. Patil University.

**40. Number of post graduate students getting financial assistance from the university**

Sr.	Year	Amt (Rs)	Type of Assistance	Name of the Student
1	2010-11	1,30,000	PG Fees concession	Ms. Deepti Kamble
2	2011-12	2,40,000	PG Scholarship	Mr. Ravi Garlapathi
3	2011-12	2,40,000	PG Scholarship	Mr. Joe Joseph
4	2012-13	1,87,500	PG Scholarship	Mr. Vishal Jain
5	2012-13	1,87,500	PG Scholarship	Mr. Ayush Tripathi
6	2012-13	2,40,000	PG Scholarship	Mr. Ravi Garlapathi
7	2013-14	2,00,000	PG Scholarship	Mr. AnuragLall
8	2013-14	2,00,000	PG Scholarship	Ms. Vindhya Agrawal
9	2013-14	1,95,000	PG Scholarship	Mr. Ayush Tripathi
10	2013-14	75,000	JayatiDeshmukh Scholarship	Mr. Sharmana Sengupta
11	2013-14	75,000	JayatiDeshmukh Scholarship	Ms. Garima Nagpal
12	2013-14	12,000	Sports Scholarship	Mr. Abir Lavasa
13	2013-14	200000	PG Scholarship	Mr. Parikshit Singh
14	2014-15	4,60,000	PG Scholarship	Ms. Vaishali Palwe
15	2014-15	2,07,500	PG Scholarship	Mr. Anurag Lall

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

The rationale behind initiating a new programme titled MBA in Innovation and Intrapreneurship was that the Government of India has declared 2010-20 as 'India's Decade of Innovation'. Hence, in response to a visionary call by the founder of Symbiosis, Padma Bhushan Dr. S. B. Mujumdar to contribute to India's decade of Innovation, the institute initiated this new programme titled MBA in Innovation and Entrepreneurship. Also meetings are organized for inputs from stalwarts like Dr. R. A. Mashelkar and Chair Professor Dr. Aravind Chinchure for their inputs.

#### 42. Does the department obtain feedback from

- **faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

Inputs from faculty regarding curriculum is a continual process. In many of the faculty meetings, issues related to curriculum and teaching learning processes are discussed and debated. Improvements in the teaching-learning processes are implemented appropriately, while changes in curriculum requiring approval from the University are implemented after appropriate processes are followed e.g. approved programme structure.

- **students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

Formal periodic feedback is obtained from students. The same is communicated by the Director to the faculty with personal counseling on improvements required, if any. In addition, there is a facility for online feedback by students on both academic as well as administrative issues.

- **alumni and employers on the programmes offered and how does the department utilize the feedback?**

Alumni are the backbone of SIBM Pune. As such, alumni are invited to the campus on various occasions. Most of the alumni are also regular recruiters. This facilitates a very healthy dialogue, leading to valuable feedback, which is reflected in regular improvements in the curriculum. SIBM also collects feedback from industry on Summer Internship Projects submitted by students.

#### 43. List the distinguished alumni of the department (maximum 10)

Sr. No.	Name	Batch
1	Mr. Prakash Wakankar, CEO, Mahindra Retail	1985
2	Mr. Prince Augustin- EVP, Human Capital & Leadership Development, Mahindra Group	1984
3	Mr. Neville Lobo, Director, Learning & Development Centre, L&T	1993
4	Minocher Patel, Founder Director, Ecole Solitaire	1991
5	Mr. Jitendra Paturkar – General Manager, Human Resource, Cummins Inc	1994
6	Mr. Saugata Mitra, Chief People Officer - HR, Mother Dairy	1989
7	Mr. Paneesh Rao, Head HR, L & T Technology Services Ltd.	1989



8	Mr. Devendra Chawla – Group President, Food and FMCG, Future Group	1995
9	Mr. Jatin Panchal - Associate Vice President, Head, Modern trade, GODREJ Consumer Products	2002
10	Mr. Pramod Mahatme – Vice President- Business Relations, Wipro Ltd.	1981

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

Symbiosis Institute of Business Management Pune		
Sr. No.	Batch	Enrichment Courses
1	2008-10	Specialization Guidance workshop
		Career Vidya
		HR –Alacrity
		Dheya - Career Guidance
		Contemporary Thoughts in Marketing
		Data Mining Workshop
		Basics in Marketing
		Industrial Psychology
2	2010-12	Outbound Learning Program -
		a. Surya Shibir - for overall development
		b. Agri Tourism Baramati - to understand the rural aspect of marketing
		c. Visit to Horticulture - to understand the art of marketing flowers, fruits & vegetables
		d. Industry Visits
		BSE Technical Analysis Workshop
		Technology of Enhanced Learning
		Interpersonal Skills using NLP
3	2012-14	Media Management
		Certification Programs -
		a. Digital Marketing- Afaqs & InnoServ Solutions
		b. Industrial Relations & Labour Laws- Mr. Amar Shekhar Bonagiri
		c. Green Belt Certification Program- Mr. Subrata-Rath, Indian Statistical Institute
3	2012-14	Placement Series Sessions
		HR Analytics
		Workshop on SCOR Model and Risk Management
		ASCP Demantra
		Finishing School Program- Mr. Minocher Patel, Ecole Solitaire

		Marketplace Business Simulation
		Workshop on Logistics & Warehouse
		OD in practice
		Advanced Excel
		Campus to Corporate

**45. List the teaching methods adopted by the faculty for different programmes.**

- Lectures: This is the most used method of teaching and a majority of the classes are conducted using this methodology as an effective tool to facilitate conceptual clarity.
- Case Studies: All faculty members also use case studies as an effective tool to facilitate application of concepts.
- Projects: Projects are used both as independent components of the programme structure and also as evaluation components within certain courses like Entrepreneurship, Sales and Marketing.
- Business Simulations: Wherever possible, online business simulations are used for subjects like Marketing and Strategy.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The objective of the programme is to prepare students for an excellent corporate career combining theory with practice. To this end, students are given sufficient number of projects to help them apply their classroom learning to real life situations.

The process of ensuring that programme objectives are met starts with the planning process itself. Scheduling plays an important part in this. The entire academic calendar is finalized well in advance to ensure smooth running of the academic process.

Student feedback is taken periodically and the progress on academic issues is discussed during faculty meetings.

To ensure constant monitoring of learning outcomes, evaluation is divided into internal and external components. The weightage of internal component is higher than the external components to facilitate continuous monitoring. Internal component is further divided into 3 to 4 sub-components per course.

**47. Highlight the participation of students and faculty in extension activities.**

Extension activities are mostly carried out by students under the guidance of faculty members. The Social Entrepreneurship & Consulting Cell (SECC) spearheads various initiatives such as Perna (teaching soft skills to municipal school students), Umang (spending an entire day full

of edutainment with underprivileged children from orphanages) and the Joy of Giving Week.

One of the most impactful extension initiatives was ‘Ashadeep’ which earned appreciation from the then President of India, Mrs. PratibhaDevisinghPatil.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

Students were asked to write case studies under the guidance of faculty members. Select cases were published in the form of a booklet titled ‘Confluence’. SIBM Pune also comes out with an annual publication titled ‘Beacon’ containing research papers written by students.

On the faculty front, SIBM regularly comes out with its research journal, named ‘SAMVAD’. Faculty members also regularly publish in research journals of repute.

One faculty member has published a book through Tata McGraw Hill and one more faculty member is in the process of publishing through Vikas Publishing.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- SIBM Pune regularly publishes research journal ‘Samvad’ with inhouse faculty and outside professionals/academicians also contributing research articles
- SIBM Pune regularly comes out with its research journal ‘Beacon’ which contains Papers contributed exclusively by SIBM students.
- Joint research papers are published by faculty members and students
- One faculty member has published a reference book titled ‘Building Brands That Win’

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths**

**Brand Value:** SIBM Pune’s major strength comes from its brand value built over the last 37 years. Right from its inception in 1978, SIBM Pune has prided itself in providing value added inputs to keep students ahead of the game. A high percentage of aspirants who apply for SNAP opt for SIBM Pune as their preferred choice which speaks volumes about the brand value of SIBM Pune.

2. **Alumni Network:** SIBM Pune conducts annual events such as Blueprint and Arcturus to network with highly placed alumni who are willing to support their alma mater in all possible ways.
3. **Placements:** Known for its meritorious placement records, SIBM Pune is the place to study at, for an MBA aspirant specifically aiming for a well-paid corporate job.
4. **Student-driven culture:** SIBM Pune has a unique identity of being a student-driven Institute. This is ensured through a unique set of nine Student Councils namely - Alumni Team, Aspirant Relations Team, Corporate Interface Team, Co-Curricular Team, Information Systems & Media Relations Team, Placement Advisory Team, Research and Scholastic Development Team, Social Entrepreneurship and Consulting Cell, Sports Management Team resulting in immense opportunities to learn not just about business but also about social issues and concerns.
5. **Strong industry connect:** SIBM Pune has often been awarded as the B-school with best industry interface. This is reflected strongly in the kind of events it hosts and the MDPs it conducts, SIBM Pune extensively addresses corporate audience through a number of Management and Executive development programmes for top corporate like L&T, Cybage, John Deere, Khimji Ramdas Group(Muscat), Credit Suisse.

### Weaknesses

1. **Placement bias:** With the increasing synonymy between the MBA Course and placements, and given its positioning amongst the better known B-Schools, SIBM Pune has developed a natural focus towards good placements for its students. This positive activity, over time, surreptitiously created an imbalance in focus on entrepreneurship as compared to that on placements for its students.
2. **Training bias:** SIBM Pune has had and continues to receive a surge of enquiries for Management Development Programmes (MDPs); and has been successfully running many MDPs for major corporate like L&T, John Deere etc for a long time. With all its energy and efforts directed to the “Macro Focus” required in the successful creation and running of MDPs, SIBM Pune has not been able to leverage these contacts into the niche area problem solving skills prerequisite by consulting as an activity.

### Opportunities

1. **Innovation and entrepreneurship:** With its current focus

on entrepreneurship and the launch of relevant programmes in innovation and entrepreneurship, SIBM Pune now has an opportunity to carve a niche in this space.

2. **Collaborative Research:** With its traditionally strong industry interface and focus on research, SIBM Pune has an excellent opportunity to produce research in collaboration with industry.
3. **Consultancy:** With its strong industry connections leading to a number of MDP assignments, SIBM Pune now endeavours to leverage the industry connect to take up consulting assignments.

### Challenges

1. **Faculty Retention:** With a number of B-schools vying for the same pool of good academicians, SIBM Pune may find it challenging to retain good faculty.
2. **Promoting the culture of reading:** The student community, in general is now more interested in case study analysis, visits, internships, hands on experiential learning rather than strengthening of knowledge through serious reading.
3. **Competition:** Like any other good B-School, SIBM Pune faces competition from other B-schools as well as alternative learning models like Distance Learning and MOOC. Not to mention a perceptible decline in overall MBA aspirants.

## 52. Future plans of the department.

Sr	Focus area	Action plan - brief	Time-line
1	Collaboration with foreign universities	Talks are on with Arizona State University, US. NTU Singapore for faculty exchange, student exchange and collaborative research opportunities. The discussions are on for finalizing the MOU.	Next 3 years
2	Alumni Relationships	Continuous information to be given to alumni via social media. New portal being designed to give a common ground platform for interaction. Focused efforts for arranging alumni meeting at CXO and senior VP level across India and if possible outside India.	Next 2 years

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3	More International Faculty	Efforts are on to invite faculties from universities abroad to take full time courses or part of the credit.	Next 3 years
4	Funding for Research	Identifying sources for research funding from corporate and funding agencies through competitive proposal submission.	Next 3 Years

Symbiosis Institute of  
International Business

(SIIB)



“SIIB was what I was looking for. At SIIB I am learning a lot, not only from the professors, but also from outstanding students from different countries. I am learning not only business skills, but even different cultures and ways of thinking. The program has also given me the opportunity of an internship in a good, professional company and I have no doubt that this experience will give me a competitive advantage in my professional career. I am feeling lucky, confident and proud to be among SIIB students.”

**Elyse Akamaliya, Rwanda – SIIB**



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## Evaluative Report of the Department

- 1. Name of the Department :**  
Symbiosis Institute of International Business (SIIB)
  
- 2. Year of establishment:**  
1992
  
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, SIIB is a constituent of Symbiosis International University under the Faculty of Management
  
- 4. Names of programmes offered**
  - MBA – International Business
  - MBA – Agri Business
  - MBA – Energy & Environment
  
- 5. Interdisciplinary programmes and departments involved**  
In addition to courses from the catalogue of Faculty of Management, SIIB compiles its program structure from the course catalogue of other faculties including the Faculty of Computer Science, Faculty of Health & Biomedical Science, Faculty of Law, Faculty of Humanities and Social Sciences.
  
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
The Institute offers courses with International Universities through Semester Exchange Programs and Credit Transfer Programs.  
  
The institute has affiliation with following Universities:
  1. Berlin School of Economics and Law, Germany.
  2. Hochschule Bremen, University of Applied Sciences, Germany.
  3. Flensburg University of Applied Sciences, Germany.
  4. Hochschule Reutlingen University, Germany.
  5. Sheffield Hallam Higher Education Corporation, UK.
  6. Telecom Ecole de Management, France.
  
- 7. Details of programmes discontinued, if any, with reasons**  
No full time degree programme was discontinued during the assessment period.
  
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
SIIB follows the semester pattern of teaching and the evaluation is based on CGPA. In the MBA IB program, several electives are offered in various functional areas ensuring that the programs follows a CBCS pattern.

## 9. Participation of the department in the courses offered by other departments

The Institute through its interdisciplinary programmes contributes to the development and implementation of courses at other institutes. Besides, Faculty are also involved in streamlining various courses offered by other Institutes as members of the SIU Curriculum Development Committees. Dr. Asmita Chitnis, Director, SIIB has been a Chairperson for the Subcommittee on Quantitative Techniques, Statistics and allied fields to review courses from this domain. Dr Prakash Rao, Head Energy and Environment Programme has been the internal expert on the committee for the Sustainability Studies and Infrastructure Management Committee for Curriculum revision and development of new courses.

Some of the SIIB faculty members conduct courses at other Institutes, the details of which are provided below.

### *Symbiosis Institute of Management Studies-Pune*

Dr. Prakash Rao – MBA Energy & Environment Management  
Dr. Yogesh Patil - MBA Energy & Environment Management

### *Symbiosis Institute of Operation Management- Nasik*

Dr. Prakash Rao – MBA Energy & Environment Management  
Dr. Yogesh Patil - MBA Energy & Environment Management

### *Symbiosis Center for Corporate Education-Pune*

Dr. Prakash Rao –Energy & Environment elective for L’Oreal Company  
Dr. Asmita Chitnis- PG Diploma programme for L’Oreal Company

### *Symbiosis School for Banking and Finance - Pune*

Mrs. Viraja Bhat is conducting the following courses:

1. Advanced Excel course for Certificate programme in Banking, Finance & Insurance
2. Advanced Excel course for MBA – Banking & Finance

### *Symbiosis Teaching Learning Resource Centre – Pune*

Mrs. Viraja Bhat - Advanced Excel course

## 10. Number of teaching posts sanctioned, filled and actual

Teaching post	Sanctioned	Filled
Professor	3	2
Associate Professors	6	5
Assistant Professors	18	11
Adjunct faculty	-	2
Other Teaching Staff	-	3
Total	27	23

## 11 Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

The recruitment of faculty is totally based on merit. This has resulted in cultural diversity. Faculty members with national and international exposure bring in various cross cultural experiences during interaction within and outside the classroom, thereby leading to a multi-cultural environment. The faculty comprises of academic professionals with corporate experience. This faculty members not only impart essential theoretical knowledge but also help in preparing the students in appreciating practical application that benefits them when they join the corporate world.

Sr. No.	Name	Qualification	Designation	Area of Specialization	No. of years of experience (Year . Months)		No. of Ph.D./ M.Phil. students guided for the last 4 years
					Industry	Teaching	
1	Dr. Asmita Chitnis	Ph.D., M. Sc	Associate Professor & Director	Operations Research	2	23	-
2	Dr. Prakash Rao	M. Sc., Ph. D.	Associate Professor & Deputy Director	Energy & Environment	26	6	2
3	Dr. Shubhasheesh Bhattacharya	B. Sc., PG-DIBM, Ph. D., NET	Professor	Management	5	15.6	5
4	Dr. Shubhangi Salokhe	B.Sc., M.Sc., MMM (Mkt.), Ph.D	Professor	Marketing & Agri Business	11	15	-
5	Dr. Yogesh Patil	B. Sc., M. Sc., Ph. D., NET	Associate Professor	Environmental Science	0	22	5
6	Dr. Sandip Solanki	BA, MA, Ph.D. (Economics)	Associate Professor	Economics	12	0	-
7	Dr. Krishnamurthy Inumula	B. Sc., M. Sc., Ph.D., M. Phil, NET	Associate Professor	Applied Statistics	14	0	-

8	Dr. Nisha Bharti	B. Sc. (Agri.), M. Sc. (Agri.), Ph.D	Assistant Professor	Rural Management	2	2	-
9	Dr. Sushil Chaurasia	B. Sc., MBA, Ph.D., NET	Assistant Professor	Retail	5	5	-
10	Dr. Ravi Sharma	B. Sc., M. Sc., Ph.D., NET	Assistant Professor	Forest Ecology & Environment	2.5	2	-
11	Dr. Smita Iyer	BA, MA (Eco.), Ph. D.	Assistant Professor	Business Economics (IB)	0	8	-
12	Dr. Richa Shukla	B. Sc., B. Ed., M.Ed., MA, Ph.D	Assistant Professor	Psychology (OB)	2	0	-
13	Mrs. Viraja Bhat	B.E. (E & TC), PG-DBM, MBS, Ph.D (Persu- ing)	Assistant Professor	Information Technology	3	10	-
14	Mrs. Ketaki Barve	B. Tech. (Agril. Engg.), M. Tech. (Agri Engg.) Ph.D (Persu- ing)	Assistant Professor	Agri Process Engg.	-	1.11	-
15	Mr. Dipen Paul	BE, M. Tech.,	Assistant Professor	Energy & Environment	0.7	3.1	-
16	Mrs. Tapati Sarmah	B. Com., MBA, NET	Assistant Professor	Marketing	4	0	-
17	Mrs. Madhura Ranade	B. Com., M. Com., PG-DBM, MBS, CA	Assistant Professor	Finance	7	0	-

18	Mrs. Neha Patvardhan	B. Pharm., MMS (Finance), NET	Assistant Professor	Finance	4	0	-
19	Mrs. Smita Santoki	B. Com., PGDFT	Full Time Faculty	International Business	3	6.1	-
20	Dr. Sunita Ramam	MBBS, MD(Psychiatry), NET, Ph.D(Pursuing)	Adjunct Faculty	Human Resource	0	16	-
21	Mrs. Suchita Jha	B. Sc., PG-DBM, Ph.D (pursuing)	Adjunct Faculty (Full Time)	Marketing	1.3	9.1	-
22	Mr. Jeevan Nagarkar	BA, MA (Eco.), Ph. D (pursuing)	Teaching Associate	Economics	5	8	-
23	Mr. Rajesh P. Jawajala	B. Sc., MBA (Mkt.), MA (Eco.) Ph. D. (pursuing),	Teaching Associate	Marketing	-	7	-

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

### Scholar in Residence

Prof. Gert Brueche from the Berlin School of Economics and Law, Germany was a Scholar in residence in 2012-13 at the Institute to conduct lectures and research in the area of International Business.

## 13. Percentage of classes taken by temporary faculty – programme-wise information

SIIB has well-qualified faculty with industry experience. Apart from in-house faculty, many professionals from various industries are invited as visiting faculty to conduct classes, workshops and guest lectures to bring in industry relevance to the class-room teaching.

Academic year 2014-15 data:

Specialisation	% of visiting faculty
International Business	47.92
Agri Business	13.54
Energy & Environment	16.67

List of some of the distinguished visiting faculty:

Faculty Name	Designation	Organisation
Mr. Anil Pillai	CEO	Rapid Effect Ltd
Mr. Balaji Reddie	General Manager	Ashra Consultants Pvt. Ltd
Mr. Bijoy S Guha	Consultant	Auto-component companies
Mr. Sharad Gangal	Executive VP, HR	Thermax Ltd.
Mr. Anant Gupta	Sr. Manager & Subject Matter Expert – Insurance	Bajaj Allianz, Pune
Mr. Santosh Bhawe	Vice President- HR	Bharat Forge, Pune
Mr. N.S. Iyer	Head - HR and IR / ER	Asian Paints
Mr. Susshruth M. Apshankar	CEO	SG Analytics
Mr. Suresh Bhosale	Retired Chief Manager	SBI, Agriculture and Banking
Mr. Dhananjay Gandhe	Former Chairman	Kirloskar Consultants, Energy Audit specialist

#### 14. Programme-wise Student Teacher Ratio

SIIB in-house faculty are well qualified and have both industry and academia experience. Industry experts and consultants also share their knowledge with students through various modes like teaching a complete subject in class, workshops, guest lectures and seminars.

The student teacher ratio for the academic year 2014-15 is 17:1

#### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Academic Year	Technical Staff		Administrative Staff	
	Sanctioned	Filled	Sanctioned	Filled
2014-15	11	7	30	25

#### 16. Research thrust areas as recognized by major funding agencies

The thrust areas for research are International Business, Climate change, Green Supply Chain Management, E-Waste Management, Agri Value Chain, Consumer Behaviour, Sustainability, Environment Health & Safety (EHS) and Ecological Risk Assessment.

17. **Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

*National*

Sr. No.	Name of the faculty	Funding agency	Name of the Project	Grant Received
1.	Mrs. Ketki Barve	Maharashtra State Agriculture Marketing Board	Study of Potential of Fresh Vegetables and Fruits Requirement of Pune City	Rs. 3,25,000/-
2.	Dr. Prakash Rao	Symbiosis International University	Environmental Footprints as an Indicator of Sustainability at SIU and its Constituent Institutions in Pune - A Preliminary Study	Rs. 1,30,000/-
3.	Mrs. Ketki Barve	Symbiosis International University	Cashew Apple Processing And Preservation-A Scope For Value Addition	Rs.1,50,000/-
4.	Dr. Sandip Solanki	Symbiosis International University	Making Healthy Food Choice : A Study on The Impact Of Package Shape & Color in Consumers Buying and their Perception About The Product Healthiness	Rs.1,49,000/-
5.	Dr. Ravi Sharma	Symbiosis International University	Ecological Risk Assessment of Different Elements in River Sediments of Betwa, Madhya Pradesh	Rs.1,48,000/-

## **18. Inter-institutional collaborative projects and associated grants received**

The Institute engages in collaborating with both National and International agencies and institutions towards implementing projects in line with the mandate of the Institute. Accordingly, projects which are interdisciplinary and of relevance to the growing economy are taken up by various departments.

### **a) National collaboration**

The Institute has received a grant from Maharashtra State Agri-Marketing Board (MSAMB) in the year 2013 for studying the supply chain mechanism of the fruit and vegetable markets in Pune district. The project involved gathering of data from local suppliers along the value chain and analysing the various issues and challenges related to streamlining the distribution pattern of fruits and vegetables supplies in the district.

### **b) International collaboration**

The Institute has undertaken projects with international agencies over the past three years. Some of the key projects are detailed below.

#### **i. 10,000 Women Entrepreneurship Development Program - Goldman Sachs & Indian School of Business (ISB)**

Launched by Goldman Sachs, *10,000 Women* is a global initiative that will increase the number of under-served women entrepreneurs receiving a business and management education. This initiative is built on the premise that partnerships between education and business experts can help bring about significant change through improved business education for women entrepreneurs. The Indian School of Business (ISB), Hyderabad is the academic partner for the *10,000 Women* initiative in India. Through this initiative, Goldman Sachs and ISB will provide a world class education that helps participants unleash their full potential, think big, and grow their businesses.

To extend the reach of the programme and enable it to benefit a larger number of women, ISB had selected the Symbiosis Institute of International Business (SIIB) as the local delivery partner for marketing and delivering the program in Pune for the year 2011 to 2013. SIIB successfully conducted all the six batches of the 10000 women entrepreneurship program at its campus in Hinjewadi.

#### **ii. ICLEI-South Asia**

The Institute has received minor grants from the International Council for Local Environment Protection (ICLEI) - South Asia for reviewing community based GHG Inventory Protocol for India.



**iii. Institute for Sustainable Communities, USA**

Last year, the Institute initiated a proposal to develop a series of customised training programmes in Environment, Health and Safety (EHS) for manufacturing sector and its supply chain. SIIB has received a grant from Institute for Sustainable Communities, Washington for this purpose. SIIB has recently signed (November 2014) a MOU with The Institute for Sustainable Communities, (ISC) a global Training Institute working on Sustainability with offices in US and China. SIIB faculty will train middle and senior level managers in Industry on Environment, Health and Safety related standards and processes to support local manufacturing companies to move from basic compliance to more forward-thinking and ultimately sustainable practices.

Comprehensive training will be offered in resource efficiency, greenhouse gas reduction, occupational health and safety and environmental health. This will be executed through a joint partnership between ISC and SIIB for conducting EHS related training programmes and activities with SIIB being the implementing partner. As part of the MoU, ISC will provide financial and technical support for a four to five year period, help build industry connections and offer operational capacity building support to the EHS+ Centre; including curriculum development, evaluation, partnerships, and marketing EHS+ Centre's branded material and provide access to expertise from multi-national companies.

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- State recognition - Nil
- National recognition - Nil
- International recognition - Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

ICICI Bank has set up the ICICI learning Matrix, an e-learning module at SIIB. The learning matrix has access to more than 50 online modules which can be studied online and online certification can also be obtained. Every student has to compulsorily do a minimum number of courses and certifications in the module of their choice.

In addition to this, we also have recently installed Bloomberg terminal for promoting research projects in the areas of Finance, Marketing, Energy, Environment and Agriculture.

## 22. Publications

The Institute, through its various departments has been regularly contributing to academic rigour by publishing articles, research papers, cases, book chapters etc. in peer reviewed journals at national and international level. Faculty members have been actively promoting their research contributions in well recognised publishing houses some of which have international significance like Peter Lang, Springer International etc. Details of faculty publications are provided below.

Total number of publications (From 2009 to 2015; as of 31-07-2015)	115	
Number of papers published in peer reviewed journals (national / international):	80 (National 21 & International 59 )	
Monographs	1	
Chapters in Books	19	
Edited Books	1	
Books with ISBN with details of publishers	1	
Case Studies	7	
Proceedings papers	5	
Working / Discussion papers	1	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	47	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 152 Range: 1 - 21 Avg: 5.63
	Scopus	Total Citations= 10 Range: 1 - 4 Avg: 2
Total citations of SIIB faculty (SIU + Non-SIU affiliated papers)	179	
SNIP	Range: 0 - 0.143 Avg: 0.393	
SJR	Range: 0 – 0.416 Avg: 0.336 Avg: 0.200	
Impact Factor – range/average	Range: 0 – 0.981 Avg: 0.300	
h-index	(Google Scholar:7 Scopus: 2)	

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

The Institute has undertaken several consultancies and Management development programmes in interdisciplinary areas which have contributed to the building of capacity amongst industry sectors and also strengthened the knowledge base of various corporate entities. Over the last four years the institute has taken up the following consultancies and MDPs.

Name of the Project	Nature of Project	Duration/Year	Completed/Ongoing Status	Funding Agency	Amount
Praj Intrapreneurship award	Shortlisting nominees and constructing psychometric questionnaire for their evaluation	2011-12 2012-13 2013-14	Completed Completed Completed	Praj Industries Limited	Rs. 56,180/-
Study of Potential of Fresh Vegetables and Fruits Requirement of Pune City	Consumer survey in Pune city	6 months/ 2013 Transferred to SC-MHRD	- Technical and financial proposal , Questionnaire preparation. Execution of survey Status :	Maharashtra State Agriculture Marketing Board	Rs. 3,25,000/-
Business Planning and Forecasting	Training programme	2days/ 2010	Completed	Rallis, Pune	Rs. 75,000/-
POINTS	Training programme	2weeks/ 2011	Completed	DIAT, Pune	Rs. 1,45,500/-

DIAT-GEP on Finishing School	Training programme	12th December 2011	Completed	DIAT, Pune	Rs. 75000/-
GHG Protocol Review	Training programme	2012-13	Completed	ICLEI – South Asia	Rs. 1,20,000/-
Electricity Regulation workshop	Training programme	2012	Completed	MERC, Mumbai	Rs. 7,92,000/-
EHS Centre	Training programme	2014	Ongoing	ISC, USA	Rs. 9,36,544/-
Goldman Sachs-10K Program	Women Entrepreneurship Development Programme	2011 - 2013	Completed	Goldman Sachs	Rs 1,35,00,000/-
SAP Business process Integration	Training programme	2013-14	Completed	SAP India Pvt Ltd	Rs 2,54,450/-

## 25. Faculty selected nationally / internationally to visit other laboratories / institutions industries in India and abroad

As part of the existing collaboration between SIIB and selected Universities in Germany, Prof Manisha Ketkar, Deputy Director visited a few Universities in Germany to discuss student exchange and academic programmes. Accordingly visits were made to the Berlin School of Economics and Law, Flensburg University and Reutlingen University.

## 26. Faculty serving in

a) National committee b) International committee c) Editorial Board d) any other (please specify)

SIIB faculty members with diverse rich academic background and with national and international exposure are well appreciated by Research Institutions and organisation. SIIB faculty are on national and international committees of organisation and journals of repute.

The details are given below:

**Dr. Asmita Chitnis**

- ERB member or Associate Editor in IJAOBM
- Academic Paper Reviewer for International Journal for Agricultural Resources, Governance and Ecology (IJARGE)

**Dr. Prakash Rao**

- Member Advisory Committee – ICAR National project on Bird Acoustics
- Member, Editorial Board- International Conference on Business Management and Information Systems,
- Deputy Editor International Journal of Agricultural Resources, Governance and Ecology
- (Inderscience Publishers)
- Member, Advisory Committee – Conservation Cell, ECEPL (2009-2012)
- Academic reviewer for peer review process of papers for International Journals :
- Climate and Development
- Environment, Development and Sustainability,
- International Journal of Agricultural Resources, Governance and Ecology
- International Journal of Climate Change Strategies and Management
- City, Culture and Society

**Dr. Rupavaram Sunita Ramam**

- Paper Reviewer for the 3rd biennial conference of the Indian Academy of Management at the Indian Institute of Management, Ahmedabad, September, 2013

**Dr. Nisha Bharati**

- Papers reviewed from 11 /2013 to 7/ 2014 for
- International Journal of Agricultural Policy and Research
- International Journal of Agricultural Resources, Governance and Ecology (IJARGE)
- International Journal of rural management
- International Journal of rural management

**Dr. Shubhasheesh Bhattacharya**

- Member of Editorial Board: “Journal of Strategic Human Resource management”, ISSN No. 2277-2138.
- Member of Editorial Board: “Drishtikon: A Management Journal” of SCMHRD, Pune (Symbiosis International University). ISSN 0975-7422 (for hard copy of journal), 0975-7848 (for online journal)
- Advisory Board Member: “International Journal of Software and Web Sciences”, ISSN Online 2279-0071, ISSN printed 2279-0063.

## 27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).

Faculty development including training and development related to teaching; research; administration; career progression and personal development are integral part of SIIB culture. All faculty development programs (FDPs) are conducted by Symbiosis Teaching Learning Resource Centre (STLRC) at SIU. The TLRC aims to facilitate the growth of the teaching and non-teaching faculty for all the constituents' institutes under University. All faculty members are encouraged to attend Faculty Development programs in their area of interest through STLRC.

Data for Academic year 2014-15		
Sr. No.	Type	Attended Number
1	Refresher / orientation programs	41
2	Workshops	3
3	Training Programs	7
4	Conferences	11

## 28. Student projects

- Percentage of students who have done in-house projects including inter-departmental projects:

It is mandatory for all SIIB students to spend two months in the summer internship project in an industry. In addition, a final dissertation project is undertaken by all students as part of their final semester. The students are allowed to choose the topics of their interest which can be inter-disciplinary. Hence the percentage of students who complete the project is 100.

Some students also have an opportunity to learn through Entrepreneurship venture projects and Winter Projects.

- Percentage of students doing projects in collaboration with other universities industry / institute

2.5 percentage of students had done projects in collaboration with other universities industry / institute

Some details are as under:

Sr. No.	Student Name	Programme	Summer Internship Organization	Project Title 1
1	Youthika Chauhan	MBA - IB	Company project for Daimler Financial Services	Strategic Directions for a Product-Market-Strategy of Daimler Financial Services for the Premium Used-Car Business in China and India.
2	Vijit Agarwal	MBA - IB	Scalerrail Ltd.	Market Research for Indian piano industry in order to launch the product scalerrail of Scalerrail Ltd.
3	Rahul Tiwari	MBA - IB	Optimum Medical Solutions	International Consultancy Project- Russian Market
4	Rahul Pandey	MBA - IB	CFS Formations Limited Doncaster	To study the approach of potential clients in India and Russia for incorporating their company in UK and to develop a strategy to promote the business of CFS in these countries.
5	Mohit Sadhu	MBA - IB	International facility Solutions	International Consultancy Project- To analyse the feasibility of launching the IFS website in different European countries
6	Abhineet Anand	MBA - IB	BGM Associates	Strategic consulting project on Big Data with Immobilien Scout24, Germany's largest real estate company
7	Shivendra Singh	MBA - IB	Sheffield Precision Medical Limited	International Consultancy Project for Market Research in the United States and Australasia

8	Rupesh-Mynampati	MBA - IB	Bosch Rexroth	Market research and Analysis of Global Machine Safety Market
9	AmithTelagavi	MBA-IB	Da Vinci Learning	Diversification strategy of DA Vinci Media
10	Kapil-Mandlik	MBA-IB	Deutsche Telekom AG	Green M2M Strategy for Deutsche Telekom

## 29. Awards / recognitions received at the national and international level by

- **Institute**
  - Star News National B School Awards-2011
  - Dewang Mehta Business School award-2011
  - ABP News - National B School Awards-2013
  - ET Now – National Education Leadership Awards-2013
  - Dewang Mehta Business School award-2013
  - Dewang Mehta Business School award-2014
- **Faculty**

### Awards / recognitions received at the national level by Faculty Members:

Name of faculty	Department	Award	Year	Agency
Dr Shubhasheesh Bhattacharya	Human Resource	Higher Education Forum award for Research	2015	Higher Education Forum (HEF).
Dr Shubhasheesh Bhattacharya	Human Resource	Best Professor in HR	2014	Lokmat national Education Leadership Awards
Dr Shubhasheesh Bhattacharya	Human Resource	Faculty-Guide Excellence Awards	2008	IBS Alumni federation

- **Doctoral / post-doctoral fellows**  
Nil
- **Students**  
The students at SIIB are very talented and perform well in academics and also in various extra-curricular, co-curricular and



sports activities. They have won laurel for the institute as well as for the university by winning various awards and competitions. In the last 5 years the students have represented the institute in many competitions and won 10 state level and 43 national level awards in co-curricular, extracurricular and cultural activities for the period 2010-11 to 2014-15. These competitions were organized by IIMA, Maruti Suzuki, T.A. Pai Management Institute, Manipal, TISS, S.P. Jain Institute Of Management and Research, Mumbai, Institute of Rural Management, Anand, Gujrat, University Of Pune, Christ College, Bangalore, St. Stephen's, Malhotra Weikfield Foundation and Nirma University and many more. The students have excelled in their performance in sports competitions like Chess, Badminton, Swimming and Table-Tennis in regional and national level and won 7 major titles in inter and intra University competition.

Competitions Won by SIIB students in the period 2010-11 - 2014-15		
Year	National	State
2014-15	7	5
2013-14	5	5
2012-13	7	0
2012-11	17	0
2011-12	7	0
2010-11	0	0
<b>Total</b>	<b>43</b>	<b>10</b>

**30. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.**

The Institute has conducted conferences, seminars and workshops on various topics with participation from many academicians from around the world. The Institute conducted three International Research Conferences in 2012, 2013 and in 2015 where we had participants from several countries. The first conference, ICEE 2012 was partially sponsored by Bank of Maharashtra.

Details of the three conferences conducted by SIIB are as follows:

1. International Conference on Emerging Economies-Prospects and Challenges (ICEE-2012) on 12<sup>th</sup> and 13<sup>th</sup> January 2012.
2. International Conference on Trade, Markets and Sustainability (ICTMS-2013) - on 22<sup>nd</sup> and 23<sup>rd</sup> February 2013
3. International Conference on Emerging Challenges in Business for Global Sustainability (SIIBICON-15) on 20<sup>th</sup> and 21<sup>st</sup> February 2015.

Eminent participants included Mr. Wolfgang Lehmacker, Managing Director (Greater China and India), Corporate Value Associates, Hong Kong, Ms Cleo Paskal, Associate Fellow, Chatham House, Royal Institute of International Affairs, UK, Dr. Manoj Pant, Professor of Economics, Centre for International Trade and Development, JNU, New Delhi, Dr. Rajas Parchure, RBI Chair Professor & Director, Gokhale Institute of Politics and Economics, Pune, India, Dr. Marina Dabic, Professor, Department of International Economics, University of Zagreb, Croatia, Dr. Rossitsa Yalamova, Associate Professor, University of Lethbridge, Canada, Dr. Prafulla Agnihotri, Director, IIM – Tiruchirappalli, Dr. Sunder Ram Korivi, National Institute of Securities Markets (NISM), Navi Mumbai, Dr. George Wyeth, Director, Integrated Environmental Strategies Division, U.S.EPA, Washington, DC. Ms. Rupa Naik, Director WTC, Mr Nikar Lakhia, Jt Director Federation of Indian Export Organisations, Dr. Deepa Sethi, Assistant Professor, IIM Kozhikode, Dr. Vinayak Pande, Former Director, IIFT, New Delhi.

### 31. Code of ethics for research followed by the departments

The Institute has a research policy for following ethical practices while undertaking research in key emerging areas.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. There is also a robust anti plagiarism policy implemented.

### 32. Student profile programme-wise:

At SIIB's academic programmes are divided across three disciplines. As per the applications received, students are admitted for these programmes according to sanctioned intake. Details of these are provided below:

Name of the Programme	Batch	Applications received	Selected		Pass percentage	
			Male	Female	Male	Female
MBA – International Business	2009	12990	88	41	100	100
MBA – Agri Business	– 2011	1170	32	18	100	100
MBA – Energy & Environment		328	30	3	96.6	100

MBA – International Business	2010 – 2012	16961	72	33	100	100	
MBA – Agri Business			15	20	100	100	
MBA – Energy & Environment			7	9	100	100	
MBA – International Business	2011 - 2013	6851	93	37	100	100	
MBA – Agri Business			407	35	19	100	100
MBA – Energy & Environment			573	24	7	100	100
MBA – International Business	2012 - 2014	10588	107	31	98.13	96.77	
MBA – Agri Business			619	19	12	100	100
MBA – Energy & Environment			755	16	4	100	100
MBA – International Business	2013 - 2015	8387	92	50	98.91	98	
MBA – Agri Business			92	18	11	94.44	90.91
MBA – Energy & Environment			719	23	9	100	100
MBA – International Business	2014 - 2016	21916	73	46	NA	NA	
MBA – Agri Business			274	33	17		
MBA – Energy & Environment			1321	24	11		
MBA – International Business	2015- 2017	10047	85	49	NA	NA	
MBA – Agri Business			173	36	17		
MBA – Energy & Environment			377	22	10		

### 33. Diversity of Students

The admission process of the students is totally based on merit. This has resulted in a cultural diversity. Students from different part of country

and the international students bring in various cross cultural aspects during interaction in and out of the classroom, thereby leading to a global environment.

Name of the Programme	Batch	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
MBA – International Business	2015-2017	0.74	23.13	70.89	5.22
MBA – Agri Business		0	49.05	49.05	1.88
MBA – Energy & Environment		0	3.52	96.48	0
MBA – International Business	2014 - 2016	0.8	14.2	81.5	3.5
MBA – Agri Business		0	32	58	10
MBA – Energy & Environment		2.9	17.6	79.41	2.9
MBA – International Business	2013 - 2015	4.2	28.1	65.4	2.1
MBA – Agri Business		0	58.6	41.3	0
MBA – Energy & Environment		0	37.5	62.5	0
MBA – International Business	2012 - 2014	3.6	12.3	81.8	2.1
MBA – Agri Business		3.2	6.4	90.3	0
MBA – Energy & Environment		0	20	80	0
MBA – International Business	2011 - 2013	2.3	28.4	69.2	0
MBA – Agri Business		1.8	18.5	79.6	0
MBA – Energy & Environment		0	29	71	0

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

SIIB plans and ensures adequate availability of physical infrastructure like IT and Library. SIIB also supports students who are aspiring for clearing Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations. However, the Institute does not have specific records of the student clearing the above mentioned competitive examination.

**35. Student progression**

Student progression	Percentage	
UG to PG	NA	
PG to M.Phil.	NA	
PG to Ph.D.	NA	
Ph.D. to Post-Doctoral	No natural progression. Admission to Ph.D is through entrance exam and merit.	
Employed • Campus selection	Batch 2010-12	79
	Batch 2011-13	64
	Batch 2012-14	76
	Batch 2013-15	82
Employed • Other than campus recruitment	Batch 2010-12	21
	Batch 2011-13	35
	Batch 2012-14	24
	Batch 2013-15	18
Entrepreneurs - Across the total batches	156	

**36. Diversity of Staff**

	Percentage
Of the same university	9 %
From other universities within the State	52 %
From universities from other States	39 %
From universities outside the country	0

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Faculty members are encouraged to enrol for Ph.D. Ms. Asmita Chitnis, Ms. Manisha Ketkar and Ms. Padmini Sundaram submitted the thesis and were awarded the degree in the faculty of management.

S. No.	Year	Awarded	Pursuing	Total
1.	2009-10	Nil	Nil	Nil
2.	2010-11	Nil	Nil	Nil
3.	2011-12	Nil	11	11
4.	2012-13	Nil	1	1
5.	2013-14	Nil	11	11
6.	2014-15	3	9	12

### 38. Present details of departmental infrastructural facilities

SIIB plans and ensures adequate availability of physical infrastructure and ensures its optimal utilization. SIIB is committed towards enhancement of infrastructure in order to promote a good teaching-learning environment. Recently, SIIB has installed Bloomberg terminals as a commitment towards enhanced and superior learning environment.

#### a) Details of library infra-structure

Sr. No.	Library facility	Details
1.	Total area	2,594 sq. ft.
2.	Total seating capacity	60
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> </ul>	<ul style="list-style-type: none"> <li>8.45 am to 8.45 pm.</li> <li>Sunday – 10 am to 5 pm. (Library remains closed on the holidays declared by University)</li> <li>8.45 am to 8.45 pm</li> <li>8.45 am to 8.45 pm (10.00 am to 5.00 pm on holiday declared by SIU)</li> <li>During the vacation library remains closed for the purpose of annual stock-verification process of the Library.</li> </ul>
4.	Layout of the library <ul style="list-style-type: none"> <li>Individual reading carrels</li> <li>Lounge area for browsing and relaxed reading</li> <li>IT zone for accessing e-resources</li> </ul>	<ul style="list-style-type: none"> <li>Library has reading carrels</li> <li>Has a Reading Hall</li> <li>Library has wi-fi facility to access e-resources</li> </ul>
5.	Display of floor plan, sign boards, Fire alarms & any other information	At the entrance, Library plan has displayed, sign boards are provided in the Library.

6.	Total No of :- • Books • Titles	14687 8254
7.	Total No of :- • National Journals • International Journals	67 5
8.	Total No. of E-journals	35084
9	Total No of :- • Magazines • CDs • Cassettes • Databases	63 491 134 Online -14

Average number of books added (Last 3 Years)-778

Special Collection (Reference Book)-886

Special Collection (Text Book)-Nil

Number of Standards (Special Collection)-10

b) Internet Facilities for Staff and Students

Systems	156 desktop
Computer - Student Ratio	1:2.7*
Dedicated Computing Facility	Yes
LAN Facility	Yes
14mbps Internet Lease Line	156 desktop

\*For all the classes / assignments / lab exercises each student gets access to one Machine.

### 39. List of doctoral, post-doctoral students and Research Associates

As a part of the academic process, SIIB has been involved in research at doctoral level through a Ph. D Programme of the university. The initiative is aimed at encouraging researchers to conduct doctoral research in emerging and interdisciplinary domains as also inviting faculty to conduct research at SIIB through the scholar in residence program.

#### Details of doctoral students :

a) from the host institution/university

Sr. No	Name of faculty	Doctoral students registered with host Institutions/ Universities
1.	Mrs. Viraja Bhat	Symbiosis International University,Pune

b) from other institutions/universities

Sr. No	Name of faculty	Doctoral students registered with other Institutions/ Universities
1.	Mrs. Ketaki Barve	Indian Institute of Technology, Mumbai
2.	Mr. Jeevan Nagarkar	Tilak Maharashtra Vidyapeeth, Pune
3.	Mrs. Neha Patwardhan	Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur
4.	Mr. Rajesh Jawajala	Savitribai Phule Pune University
5.	Mrs. Madhura Ranade	Savitribai Phule Pune University
6.	Mrs. Suchita Jha	Banasthali University, Rajasthan
7.	Mrs Tapati Sarmah	Dibrugarh University, Assam

#### 40. Number of post graduate students getting financial assistance from the university.

The Institute as a constituent unit of SIU offers its students scholarships in different domain areas in each academic year to benefit the post graduate management education of deserving students. Details of these scholarships are provided below.

AY 2010-11

Sr. No.	Name of the Scholarship	Amount
1.	The Alumni scholarships are as follows: First rank in MBA-IB Second rank in MBA-IB	Rs 60,000/- Rs 40,000/-

AY 2011-12

Sr. No.	Name of the Scholarship	Amount
1.	The Alumni scholarships are as follows: First rank in MBA-IB Second rank in MBA-IB	Rs 60,000/- Rs 40,000/-

AY 2012-13

Sr. No.	Name of the Scholarship	Amount
1.	JayateeDeshmukh PG Scholarship	Rs.75,000/-
2.	The Alumni scholarships are as follows: First rank in MBA-IB Second rank in MBA-IB	Rs 60,000/- Rs 40,000/-
3.	Sports Scholarship from Symbiosis Society Foundation	Rs.12,000/-



## AY 2013-14

Sr. No.	Name of the Scholarship	Amount
1.	Symbiosis Society Foundation Scholarship	Rs.2,00,000/-
2.	The Alumni scholarships are as follows: First rank in MBA-IB Second rank in MBA-IB	Rs. 60,000/- Rs. 40,000/-

## AY 2014-15

Sr. No.	Name of the Scholarship	Amount
1.	The Alumni scholarships are as follows: First rank in MBA-IB Second rank in MBA-IB	Rs. 60,000/- Rs. 40,000/-
2.	All India Marwari Federation	1,50,000/-
3.	Malhotra Weikfield Foundation	1,00,000/-
4.	Scholarship from Symbiosis Society Foundation	2,00,000/-
5.	Scholarship from Symbiosis Society Foundation	1,31,250/-

Financial Aid from State government, central government and other national agencies

Sr. No.	Name of the Scholarship	Amount
1.	UGC Scholarship for SC/ST candidates	Rs.4,60,000/-
2.	District Welfare Caste welfare Scholarship, Vadodara, Gujrat	Rs.3,62,000/-
3.	District welfare Office Bihar	Rs.3,16,600/-
4.	Indian Oil scholarship	Rs.1,08,000/-
5.	Bihar State Minorities Financial Corporation Ltd.	Rs. 20,000/-

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

The Institute created a Technical Expert Group (TEG) to provide suggestions and recommendations on developing a new programme (MBA – Energy and Environment) which was industry relevant. Members of the TEG have regularly provided inputs for the improvement of the programme in terms of new courses and changes in course curriculum. The group comprising of eminent Industry professionals has guided and advised the Programme for ideas, innovative curriculum as well as inclusion of industry relevant aspects in the Programme. The Energy and Environment programme has accordingly incorporated the recommendations made by the TEG

by including relevant Courses in the Course structure of the MBA Energy and Environment Programme. The details of the TEG Group are appended below.

### Technical Expert Group (TEG)

Sr. No.	Name of the Member	Designation
1.	Mr. Chintan Shah	Head and VP SBD, Suzlon Energy Ltd.
2.	Mr. Ghanshyam Deshpande	Executive VP –Praj Industries Ltd.
3.	Dr. Arun Jaura	VP - Eaton Technologies Pvt. Ltd.
4.	Mr. Anmol Mudholkar	DGM, ThyssenKrupp India Pvt. Ltd.
5	Mr. Virendra Gill	Head- Energy Audit, Forbes Marshall
6.	Mr. Kiran Deshpande	GM, Thermax India Ltd.
7	Mr Mayank Vishnoi	Reliance Capital, Mumbai
8.	Mr. Sudhi Ranjan Sinha	Director, Johnson Controls
9	Mr. Pramod Kembhavi	MD, AnamaEnerotech Solutions Pvt. Ltd.
10	Mr Gaurav Sood	MD, Solaire Direct

In 2014 the Institute discussed the possibilities of a collaborative partnership with the Institute for Sustainable Communities (ISC), non-profit organisation based in USA to develop a new programme on training industry professionals in manufacturing and supply chain sector in the area of Environment, Health and Safety (EHS). Based on the initial discussion a needs assessment was done to understand the industry readiness for EHS based training. This was followed up by a meeting held at SIIB in 2014 with select Industry professionals including a few members of the TEG Group to ascertain their views and suggestion on the development of the EHS programme. A series of pilot training programs was conducted in April 2015 to gauge industry responses to various industry relevant EHS courses. In total 4 such certificate programmes have been conducted so far.

#### 42. Does the department obtain feedback from

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

While making/introducing any changes in a course based on a feedback received from students and experts, first these changes are discussed internally in the faculty meeting and then they are referred to the Dean of Faculty of Management for further process.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

The feedback is taken from the students about the curriculum and faculty. At SIIB, we track the progress and the completion of the course in time with the help of a central software application. This application also has the session wise plan for each course which is prepared and submitted by individual faculty before the commencement of the semester. The faculty has to mandatorily mark the content covered in each session which is recorded. A student committee with representation from each category gives feedback about the academic progress of each course to the academic in-charge every fortnight. In case of any mismatch in terms of syllabus coverage or understanding of the complex topics, additional workshops are conducted to ensure the effective learning of the topics. A formal feedback is taken online for each faculty and is shared with them at the end of the semester.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

SIIB has a mechanism to capture feedback from alumni and employers to ensure the overall quality of program, course and students. Apart from regular revision of existing curriculum, new courses are also added based on feedback and need assessment. Institute also address teaching pedagogy or introducing any value added course based on feedback given by alumni and employers. Feedback on the summer internship programme is taken from every student.

#### 43. List the distinguished alumni of the department (maximum 10)

A torchbearer of the Symbiosis Legacy; SIIB has always valued the contribution of its alumni in different categories. SIIB has over 2800 Alumni distributed across 45 countries.

Sr. No.	Alumni Name	Designation	Batch	Pro-gramme	Email ID	Work Organiza-tion	City
1	Mr. Bheemeshwar Reddy	General Manager (MKTG)	1992 - 1993	MDIT	pbreddy51@gmail.com, pbreddy@hathway.com	Cas- tlerock Fisheries Ltd	Mum- bai
2	Mr. Pankaj Jha	Sr. Manager Export	1998 - 2000	MPIB	jha_pankaj@hotmail.com	Electro- pneumatic- s & Hy- draulics (India) Pvt. Ltd.	Pune

3	Ms. Kamalika Gupta Kotru	Deputy Vice president, Retail Branch Banking	1999 - 2001	MPIB	kamali13@yahoo.com	HDFC Bank PUNE	Pune
4	Mr. Ramanathan Thilakeswaran	General Manager, cloud category marketing (India/ SA)	1999 - 2001	MPIB	arunachala.rama@gmail.com	IBM India Pvt Ltd	Bengaluru
5	Mr. Saugata Basu	Vice president - Marketing	2000 - 2002	MPIB	sbasu77@gmail.com	Kotak Mahindra Bank	Mumbai
6	Mr. Atul Sadadekar	Founder	2001 - 2003	MPIB	atulsada@gmail.com, atul@sadadekar.com, atulsada@hotmail.com	Sadadekar Export Import	Mumbai
7	Mr. Pankaj Kedia	Chief Manager - investor relations	2002 - 2004	MPIB	pankajkedia_india@yahoo.com, pankaj.kedia@rp-sg.in	RPG Group	Kolkata
8	Mr. Vishal Govil	RTM Execution Manager	2003 - 2005	MPIB	vgovil99@rediffmail.com	Coca-Cola	Mumbai
9	Mr. Varun Patel	Vice President - Marketing	2005 - 2007	MPIB	varun.patel@returnonweb.com, varunhbti2004@gmail.com	Return on Web	Pune
10	Mr. Mangesh Marathe	Assistant Area Manager	2007 - 2009	MBA (AB)	mangesh.marathe@gmail.com	Mahindra & Mahindra Ltd.	Pune
11	Mr. Sourav Mondal	Management Assistant to CEO	2010 - 2012	MBA (IB)	msourav84@gmail.com	DHL	Mumbai
12	Ms. Anupama Sachan	Associate Manager HR	2010 - 2012	MBA (IB)	anupama.sachan@gmail.com	CHEP	Mumbai

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

SIIB provides opportunities for students to gain additional knowledge, new skills to strengthen their knowledge base through the conduct of workshops, seminars, lectures where industry professionals, policy experts, and academicians are invited to share their knowledge and experiences. Some of these events include the Leadership Series,

International Day, Agri Summit, Ignisense, workshops, Conferences, Initiatives of Change (IOC), Model United Nations (MUN) Debates, panel discussions, Business plan competitions - Disha etc.

Summary of enrichment based programmes conducted at SIIB:

S. No.	Event/Workshops	Total Number
1.	Leadership Series	5
2.	Workshops	262
3.	International Conferences	3
4.	Ignisense (Student Fest)	3
5.	International Day	2
6.	Agri Summit	2
7	Others ( e.g. Disha, Foundation day)	5

**45. List the teaching methods adopted by the faculty for different programmes.**

All faculty members are encouraged to make relevant changes to their pedagogy. Faculty at SIIB use various innovative techniques year-on-year for experiential, life-long and knowledge based self-learning. Various teaching methods used are:

- Lectures
- Case Study
- Hands on exercises in the IT Center
- Industry Visits
- Role Play
- Field Work
- Projects
- Class-in-nature
- Simulation games

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Departments at the Institute where academic programmes are conducted follow a structured process through an approved programme structure for each year. Each course has a session plan which has a teaching and learning methodology (industry visit, analysis of case study, management games etc.) and an assessment pattern form which are structured based on the course curriculum. Courses which require more hands' on experience are taught with practical cases. Students are also assessed on a regular interval which also gives an indication of their performance and subject understanding. The objectives are clearly stated during the induction programme where all the heads of the departments explain the goals of the program and the courses. The performance of the students is visible in a consolidated manner in the online systems of the Institute. As a result, the programme delivery is monitored through the Semester through feedbacks and faculty meetings. Emerging analysis is used to

interact with the student on a one to one basis in case the problem is individual specific. Regular student academic committee meetings with the academics in-charge also provide a forum for root cause analysis of the issues. Each programme is also monitored after every Semester through an Academic audit conducted where changes/improvements and suggestions are provided in teaching and learning processes.

**47. Highlight the participation of students and faculty in extension activities.**

At SIIB, students and faculty participate in the extension activities working in a team named Kshitij. Kshitij works in the three important areas of Children Education, Environment Awareness & Protection and Sustainability. The team consist of MBA students of all the three streams of International Business, Agri Business and Energy and Environment guided by a faculty Mentor.

**1. Wakad Project – Educating children at Wakad Municipal School, Pune**

The curriculum and study plan for the students of 8th class for English Grammar and Computers is prepared. 100 children are taught twice a week with a structured teaching plan throughout the academic year with regular tests as an essential part of this activity.

**2. SIC Project- On Campus Education Program**

The Kshitij SIC project concept started in 2008 introduced to take up the responsibility of helping the children of the Class IV category staff of SIC (Symbiosis InfoTech Campus) to help them in laying the foundation of their bright future. The team works every day for 1 hour from 7.30 PM to 8.30 PM ardently to help children with their studies, clearing their doubts and developing their concepts. The team tutors 20 children from the age group of 5 year to 20 years in subjects of English, Mathematics, Science and Accounts studying in std. I to B.Sc. and B.Com IIndYear.

**3. Green Project**

Green project has three team works working on 3 areas: FOOD, ENERGY and PLASTIC. The Food team deals with the food wastage in the SIC, SIIB and D Hostel mess and also figures out the effective ways of minimising and alternate ways to utilize the food which is being wasted. Energy team has conducted the energy audit of the academic block and also the hostel campus. This philosophy has been appreciated by DNA newspaper in the month of Dec 2012. The Plastic team works towards creating awareness of plastic usage and it's challenges faced in managing the solid waste and aims at reduction of plastic usage.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

The Institute's departments are encouraged to engage in various education and research related activities outside of formal class room courses. As part of this, faculty and students have contributed to the progress of the departments by participating in various forums to enrich their scholarly

pursuits. Students are encouraged to write research papers and present them in conferences. As a result students have presented research papers at all the three International research conferences organised by SIIB.

As a part of Industry –Academia interaction, faculty provide mentorship to students in participating in industry events where they are invited to present an innovative business idea. Also, they are given support to write cases under the guidance of faculty. Students participate in all major competitions/ seminars/ research forums/ exhibitions and win awards and prizes at various places.

Students' participation in scholarly events

Year	No. of Events	No. of students Participating
2009-10	7	9
2010-11	1	1
2011-12	25	25
2012-13	27	43
2013-14	33	84

From time to time faculty members have also provided valuable scholarly insights and reviews as editorial board members or reviewers of International peer reviewed Journals and books.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

The Institute has been rated by CRISIL

Sr. No.	Agency	Date	Remarks
1	CRISIL	April 2013	A+ Rating for Best B-School in India
2	CRISIL	August 2014	MBA IB program has been accredited with National - A** and MH - A *** (highest state grading) MBA AB program has also been rated at National - A and MH - A*

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SIIB faculty and students are working towards generation of new knowledge both in basic and applied area by publishing research papers in renowned journals, writing case studies, writing book chapters in the area of sustainability, higher education, working in extension activities, conducting the Management development programs and trainings to

the industry and academic community. The contributions other than publications, in generating new knowledge are outlined below:

### **Knowledge Generation through Management Development Programs**

The management development programs conducted at SIIB were in the area of SAP ERP, Business excel, Marketing for both academics and industry. Academicians from renowned institutes like IIT's, IIM's and also other management institutes like SP Jain, TAPMI were the participants in the SAP training.

### **Knowledge Generation through training the Women Entrepreneurs**

SIIB has conducted the unique knowledge based management training programme pioneered by Goldman Sachs called GS-10K Women. This global programme as aimed at providing key business management training to a number of under-served women entrepreneurs who were not exposed to formal management education. This initiative was built on the premise that partnerships between education, development, and business experts can help bring about significant change through improved business education for women entrepreneurs. The initiative helped in providing quality education by SIIB faculty members helping participants to realize their full potential, in further expanding and growing their businesses. Till date more than 300 women entrepreneurs have been trained through this initiative at SIIB.

### **Knowledge Generation through EHS training:**

The Energy and Environment programme at SIIB initiated a unique partnership with the Institute for Sustainable Communities, (ISC) a global Training Institute to conduct EHS related training programmes and activities with SIIB being the implementing partner. The programme on EHS in India will impart customized training to factor workers, middle and senior level managers in Industry in Environment, Health and Safety related standards and processes.

As a follow up to this the Institute has recently commenced pilot training programmes for industry professionals in the area of EHS through faculty member who have provided applied knowledge training to professionals in EHS.

## **51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

### **STRENGTHS**

- Trained Knowledge Pool
- Diversity of Student and Size of Student Body
- Strong Academic Curriculum
- International Exposure At SIIB



- Strong Alumni Base
- Best Curriculum Awards

#### WEAKNESS

- Low research output
- Inadequate collaboration with faculty members of partnering institutions

#### OPPORTUNITIES

- To gain advantage from Strategic Positioning of Campus at Pune
- To highlight the niche Programs in Management offered by SIIB
- To enhance collaborations with a diverse range of industries

#### CHALLENGES

- Rising Cost of Education
- Competition

### 52. Future plans of the department.

The Institute's future plans include a series of initiatives aimed at strengthening the overall mandate of the Institute. These include international exposure, Curriculum revamping and placements, Industry interface, research projects and strong connect with Alumni base.

In this regard, the following initiatives are underway.

- SIIB is collaborating with Federation of Indian Export organisations (FIEO) for a one-year PGDFT which will be offered jointly in the western zone of India. So far, three meetings have taken place between SIIB and FIEO representing officials in which content and delivery of the course have been discussed and finalized.
- SIIB will also be conducting the First training program in association with World Trade Centre (WTC), Bhubaneswar and Entrepreneurship Development Institute of India (EDI). The two day EDP presents an excellent opportunity for prospective as well as performing entrepreneurs who aspire to venture into the global markets and perform international trade to get orientation from expert faculty of the renowned institutions.
- The concept behind SIIB / RenB Startup Incubator is to help budding entrepreneurs to give a platform at the college level based on a great IDEA they have which needs to be nurtured and given all the support to make it successful. This incubator will also be a platform to help the entrepreneur to showcase or demonstrate his/her product or service idea to the industry.
- A joint initiative with Environment Management Centre is proposed to help develop programme around waste management.
- SIIB is collaborating with Institute for Sustainable Communities to develop a joint proposal under the Global Resilience Partnership a Global Climate Resilience project funded by the Rockefeller Foundation, USA.
- In order to have a strong connect with Alumni a new Alumni portal is also being developed.



Symbiosis Centre for  
Management and  
Human Resource Development

(SCMH&RD)



“SCMHRD is one of the finest B-schools in India. With its top ranking and extensive opportunities to develop students, one is given the power to customize their MBA through a basket of subjects, hence enabling us to learn what we choose to learn. The faculty being just a ring away, always supportive and approachable, makes learning here much easier and stimulating.”

**Sajitha Nair, Bahrain - SCMHRD**

## Evaluative Report of the Department

1. **Name of the Department**  
Symbiosis Centre for Management and Human Resource Development (SCMHRD)
2. **Year of establishment**  
1993
3. **Is the Department part of a School/Faculty of the university?**  
Yes, SCMHRD is a constituent of Symbiosis International University under the Faculty of Management
4. **Names of Programmes offered**  
MBA, MBA (Infrastructure Management), MBA (E), PGDBA, PGDHRM, PGDITM, PGDOM, PGDF, PGDSM and PGPBA
5. **Interdisciplinary Programmes and departments involved :**  
Apart from the Faculty of Management, the institute compiles its programme structure from the course catalogues of other faculties including the Faculty of Computer Sciences, Faculty of Health and Biomedical Sciences, Faculty of Law and Faculty of Humanities and Social Sciences.
6. **Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Oracle Financials, Oracle CRMS with ORACLE  
Capital and Money Markets with Cognizant till 2010  
Capstone Simulation  
Entrepreneurship courses in collaboration with NEN  
CRM with Siebel  
Global Supply Chain with CGN till 2010  
Organisation Behaviour & Organisation Development with Telecom De Ecole Management  
Credit transfer arrangements with Telecom Ecole De Management, Maastricht University, Munich University and London School of Economics (like International Logistics, International HRM)  
Live projects, Summer internships and Research projects with industry (with companies like Hindustan Unilever, Procter and Gamble, Mahindra and Mahindra, Tata Chemicals)
7. **Details of Programmes discontinued, if any, with reasons**  
PGDITM, PGDOM, PGDF and PGDSM have been staggered.
8. **Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
Semester Pattern and CBCS (Choice Based Credit System)

## 9. Participation of the department in the courses offered by other departments

Faculty members Dr. Pratima Sheorey, Dr. Manoj Hudnurkar, Dr. Ravi Kulkarni, Dr. Gurudas Nulkar and Dr. Philip Coelho teach at other constituent institutes of Symbiosis International University.

## 10. Number of teaching posts sanctioned, filled and actual

	Sanctioned	Filled
Professor	4	1
Associate Professors	8	11
Assistant Professors	17	12
Adjunct Faculty		7
Other Teaching staff		5
Total	29	36

## 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No	Name	Qualification	Designation	Specialization	No. of years of Experience (years. months)		No. of Ph.D. students guided for last 4 years
					Teaching	Industry	
1.	Pratima Sheorey	PhD, NET, MBA, B.SC	Director & Associate Professor	Marketing	10.8	9.8	
2.	Manoj Hudnurkar	PhD, MCM, BE,PGDCA	Deputy Director and Associate Professor	IT & Supply Chain	14	6	
3.	Ravi Kulkarni	Ph.D, M.Sc	Professor	Quantitative Techniques	28	6.2	3
4.	Manish Sinha	PhD, FRM, NET, M.Phil, MA, M.Com	Associate Professor	Economics	13 years 5 months		
5.	Sonali Bhattacharya	Ph.D., NET, M.Sc, M.Phil., MS in Insurance	Associate Professor	Quantitative Techniques	10.7		7
6.	Priya Gupta	MBA, M.Com., Dip TD	Associate Professor	HR	10.7	5	
7.	Aradhana Gandhi	PhD, MMS, BMS	Associate Professor	Marketing	15	3	
8.	Vaishali Mahajan	PhD, MBA	Associate Professor	Marketing	14.10		
9.	Pankaj Sharma	PhD, MMS, PGDBM,LL B, CA(Inter), B.Com	Associate Professor	Finance	9.9	14	
10.	Netra Neelam	PhD, M.Phil, PGDHRM, M.Com, B.Com	Associate Professor	HR	15		

11.	K Rajagopal	PhD, MBA, M.Phil, PGDPM, MSW, B.Sc.	Associate Professor	Marketing	20	22	
12.	Subhasis Sen	PhD, M.Phil, DRDM, B.Com	Associate Professor	Marketing	10.6	3	
13.	Raji Ajwani	MMS, CPA, B.Com	Assistant Professor	Sustainability	6	12	
14.	Vinita Sinha	PhD, PGDHP, GDHRM, MA	Assistant Professor	HR/OB	8	-	
15.	Dipali Krishna kumar	PhD, CA, MBA, B.Com	Assistant Professor	Finance	5.7	12	
16.	Abhijit Bhagwat	MBA, NET, BE	Assistant Professor	Operations	2.3	6.6	
17.	Shagun Thukral	MCom, CA, CFA, NET	Assistant Professor	Finance	3.4	6.4	
18.	Dipasha Sharma	PhD, NET, MBA, JRF, B.Sc.	Assistant Professor	Finance	2.4	-	
19.	Pooja Sharma	PhD, MBA, B.Com	Assistant Professor	HR	1.6	1.6	
20.	Sanjay Bhatta charya	MA, NET, B.Sc.	Assistant Professor	HR	1.10	4.8	
21.	Shantanu Prasad	MBA, NET	Assistant Professor	Marketing	7.9	5	
22.	Ateeque Shaikh	FPRM-IRMA, B.Tech	Assistant Professor	Marketing	0.7	2.6	
23.	Rahul Hiremath	Post Doc, ME, BE	Assistant Professor	Infrastructure Management	4.10	-	11
24.	Suhas Ambekar	M.Phil, MBA, NET, B.Text.	Assistant Professor	Operations	10	-	
25.	Monica Kunte	MBA	Teaching Assistant	HR	5.2	3	
26.	Gauri Joshi	MBA, B.Sc	Academic Associate	Marketing	4	2	
27.	Richa Priya	BE	Technical Instructor	IT	2	2.6	
28.	Ulka Dudhal	M.Sc	Research Assistant	Quantitative Techniques	1.10	1.6	
29.	Sakshi Saxena	M.Sc	Research Assistant	Quantitative Techniques	0.1	2	
30.	Vasundhara Sen	MA	Adjunct Faculty	Infrastructure Management	1	7	
31.	Vivek Date	CFA, CMC, CA IIB, B.Com, LLB	Adjunct Faculty	Infrastructure Management	16	40	
32.	Ajit Patwardhan	Ph.D, M.Tech	Adjunct Faculty	Infrastructure Management	25	40	
33.	Philip Coelho	Ph.D, MA, MA	Adjunct Faculty	HR	32	39	
34.	Sameer Gujar	BE, MS, LEED A.P.	Adjunct Faculty	Infrastructure Management	3	15	

35.	Prakash Waknis	PMP, BE, DMS	Adjunct Faculty	Infrastructure Management	11	31	
36.	Gurudas Nulkar	Ph.D, MBA, BE	Adjunct Faculty	Marketing	6	20	

## 12. List of senior Visiting Fellows, Adjunct Faculty, Emeritus Professors

Sr. No	Name	Designation	Organisation
1	Deep S. Babur	EVP - Finance	Firstsource Solutions Ltd
2	Srinivas Ladwa	VP HR	Deutsche Bank
3	Rahul Patni	Vice President & Regional Head	Credit Analysis & Research Limited
4	Shreedhar Bhat	Company Secretary & Chief Financial Officer	Fem Care Pharma Ltd.
5	Vidyadhar Deshpande	Consultant	Dahanu Taluka Environment Protection Authority Government of India
6	Udayshankar Bolan	Retail Operations Auditor	Al-Futtaim Group
7	Dhananjay Bapat	Managing Director	Equatorial Enterprises Pvt.Ltd.
8	Rahul Phadke	Director HR	Havelock AHI, Bahrain
9	Jayanta Sengupta	Senior Vice President	Rediffusion Y&R
10	Venkatramanan Krishnamurthy	CEO	Wefaculty
11	Chetan Pandit	Life Member	Indian Water Resources Society
12	Krishna M	HR of Labour Economics	Tata Institute of Social Sciences
13	Dr. Sunil D Lakdawala	Director	A3 Remote Monitoring Technologies Pvt Ltd. Mumbai
14	Pramod Uniyal	Chief Engineer	Indian Railways
15	V Srinivasan	Human Capital Management Specialist & Advisor	HR Director (India & Sri Lanka)
16	Sujal Shah	Partner	SSPA & Co. Chartered Accountants
17	R D Nalawade	Head Pune Supply Chain	SKF India Ltd
18	Mukund Motilal Rathi	Sr.VP-Land & Special Initiatives	Lavasa Corporation Limited

## 13. Percentage of classes taken by temporary faculty – Programme-wise information

Percentages of classes taken by visiting faculty in MBA and MBA (IM) in



academic year

- 2012 -2013 – 63.63%
- 2013 -2014 – 54.64%
- 2014 -2015 – 65.71%

#### 14. Programme-wise Student Teacher Ratio

The student teacher ratio is 12:1

#### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Staff	Sanctioned	Filled/Actual
Technical	12	10
Non-technical	32	29
<b>Total</b>	<b>44</b>	<b>39</b>

#### 16. Research thrust areas as recognized by major funding agencies

- \* Social media and impact on HR practices
- \* Sustainability
- \* Training and development
- \* Performance appraisal practices

#### 17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

Sr. No.	Name of Faculty	Project Name	Sponsor	Grants Received
1	Raji Ajwani	Women Empowerment through community based Microfinance Institutions	Obama-Singh grant administered by the Indian Institute of Management Bangalore, jointly with the University of North Carolina, Chapel Hill	USD 1000 (Part payment of Rs. 25000/- Received)
2	Netra Neelam	Cross cultural aspect of business environment	University of Cologne, Germany	Collaborative Project. Expenses borne by Cologne University on pro rata basis
3	Manoj Hudnurkar	Study and Analysis of Sustainable Supply Chain Management practices of Indian Manufacturing Organisations	Symbiosis International University (SIU)	Rs. 1,50,000/-

## 18. Inter-institutional collaborative projects and associated grants received

### a) National collaboration      b) International collaboration

Name of Granting Agency	Title of Research Programme	Amount
IBM	IBM Shared University Research (SUR) Award (jointly shared by SCMHRD and SCIT)	Rs. 13,86,615/- (25,000 USD)

## 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.

Nil

## 20. Research facility/centre with

- state recognition
- national recognition
- international recognition

Nil

## 21. Special research laboratories sponsored by/created by industry or corporate bodies

In SCMHRD there are dedicated laboratories on ORACLE, SAP, Analytics and Bloomberg to facilitate research and teaching.

## 22. Publications:

Total number of publications (From 2009 to 2015; as of 31-07-2015)	119
i. Number of papers published in peer reviewed journals (national / international):	100 (National 52 & International 48)
ii. Monographs	1
iii. Chapters in Books	11
iv. Books with ISBN with details of publishers	2
v. Proceedings papers	5
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	63

Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 97 Range:1-11 Avg: 3.59
	Scopus	Total Citations= 27 Range: 0-5 Avg: 1.588
Total citations of SCMHRD faculty (SIU + Non-SIU affiliated papers)		475
SNIP		Range: 0 - 1.304 Avg: 0.4
SJR		Range:0 – 1.353 Avg: 0.336 Avg: 0.303
Impact Factor – range/average		Range:0-1.904 Avg:0.381
h-index		(Google Scholar:6 Scopus:2)

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

Sr. no	Name of MDP	Beneficiary Organisation/s	Year	Funds generated
1	Personal and team organization and improvement	Aker Subsea	2013	5,00,000/-
2	Training need Analysis	Maharashtra State Agricultural Marketing Board, Pune (MSAMB)	2013	24,225/-
3	Designing Warehousing facility for TATA Chemicals	Tata Chemicals	2013-2014	6,45,000/-
4	MDP for middle managers	Burckhardt Compression India Pvt Ltd.	2015	9,50,000/-

### 25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in India and abroad

- Dr. Kunal Kumar, taught a course in International Finance at Duale Hochschule Baden-Wurttemberg (DHBW), Ravensburg, Germany for three weeks in May, 2013.
- Dr. Ravi Kulkarni had been invited to teach at Berlin School of Economics and Law in May 2014
- Dr. Aradhana Gandhi conducts regular training programmes for SAP University Alliance Programme members at SAP Labs, Bangalore.
- Dr. Netra Neelam had visited University of Cologne, Germany as a guest researcher for 2 months starting from 1<sup>st</sup> October, 2014.
- Dr. Pratima Sheorey and Dr. Dipali Krishnakumar were invited to teach at Telecom Ecole De Management, France in December 2014 for 2 weeks.

**26. Faculty serving in a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

Name of the faculty	Journals to which associated as editorial associate/ reviewer
Pratima Sheorey	International Journal of Marketing and Business Communication.
Shagun Thukral	Financial Analysts Journal
Sonali Bhattacharya	Journal of Strategic Human Resource Management; Child Development Review; Journal of Adult protection; Journal of Knowledge Economy; Journal of Human Values, Journal of Family Business Management; Aggression and Violent Behaviour, Violent and Victims; International of Journal of Injury Control and Safety; Encyclopedia of Information Science and Technology; Facility; International Journal of Human Resource Management; Oxford University Press
Vinita Sinha	Applied Psychology: An International Review; New Media & Society; African Journal of Business Management; Vikalpa-A Journal of Decision Making; Oxford University Press
Aradhana Gandhi	Benchmarking
Shantanu Prasad	International Management Academy Research, UK
Ateeque Shaikh	Asia Pacific Journal of Marketing and Logistics.
Ravi Kulkarni	Kaivalyadham

**27. Faculty recharging strategies**

SCMHRD helps faculty to keep up with the latest developments in their disciplines by allowing them to attend seminars, conferences and FDPs.

Seminar/Workshop	Conferences	FDP	Total
13	11	30	54

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects
- percentage of students doing projects in collaboration with other universities/industry/institute  
100%

**29. Awards/recognitions received at the national and international level by**

- Faculty
- Doctoral/post doctoral fellows
- Students

### Awards and Recognition by SCMHRD faculty in 2014-15

1	SCMHRD received award for B-School for Excellence in Innovation from Dewang Mehta Business School Award on 15 <sup>th</sup> November, 2014 for “Business School which encourages innovations that leads to better development”
2	SCMHRD reached the national finals of Amazon Ace 2015
3	SCMHRD received award for 'B-School with Industry related curriculum in Human Resources' from LOKMAT – National Education Leadership Awards in July 2015
4	SCMHRD became one of the four finalists in the 6th Indian Management Conclave award competition, for its entry “Experiential learning through action research with industry academia partnership” on the track “Making Industry-Institute partnerships work: Lessons from Successful collaborations”.
<b>Faculty Awards</b>	
1	Dr. Manoj Hudnurkar has been honoured with the Award for Best Professor in Operations Management by Dewang Mehta Business School Award scheduled on 15 <sup>th</sup> November, 2014
2	Dr. Gurudas Nulkar has been honoured with the Award for Best Professor in Marketing by Dewang Mehta Business School Award scheduled on 15 <sup>th</sup> November, 2014
3	Dr. Dipali Krishnakumar was placed first in the Veteran Women category at the SIU "Run for Freedom" in Aug 2014
4	Director of SCMHRD Dr. Pratima Sheorey finished third in the General Category at SIU "Run for Freedom" in Aug 2014
5	Raji Ajwani was awarded the Obama-Singh fellowship in 2014
6	Raji Ajwani and Abhinav Dave (student) won the regional round (Western region) of the NAIP (National Agricultural Innovation Project) Agri Business Idol Business Plan competition in 2013
7	Priya Gupta has been honoured with the Award for Best Teacher in Human Resources Management by LOKMAT- National Education Leadership Award in 2015
8	The team of three faculty (Dr. Dipasha Sharma, Ms. Shagun Thukral and Dr. Dipali Krishnakumar) won the Best Case Innovation Award at Flame Case Conference, July 10-11, 2015 organised by Flame Case Development Centre along with ET Cases (Division of Economic Times) for the case on social entrepreneurship titled "Inclusive Growth in a mobile way: m.Paani"
9	Dr. Pratima Sheorey received the 'Education Leadership Award' at the 23 <sup>rd</sup> B-School Affaire and Dewang Mehta Award in 2015

	<b>Students:</b> Some note worthy mentions
	SCMHRD students won 37 awards in various competitions in 2014-2015
	Abhimanyu Bhatia, Nikita Chaudhury and Himanshu Sikka were National Champions at Philips Blue Print and represented India in Netherlands
	Raji Ajwani and 2 of our students had been selected for a special paper development seminar in IIM B in Dec 2014, fully funded by AIB, US
	Suraj Ayyappan - MBA 2014-16 (Marketing), completed the Half Marathon category (21 KM) of the Pune International Marathon 2014 with a time of 1:29:30, was 65th among 914 participants
	Surajit Mahapatra had been selected as 'Young Leader' by Economic Times and ABG group in 2014
	Atul Sehgal, Bhaskar Vishal, Mukul Gupta, Tanmay Rastogi and Nikhil Kolthankar won the Zonal finals of the CFA Research Challenge and went on to represent India at the Asia Pacific Finals at Manila, Phillipines

**30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.**

Name of Conference	Dates	Sponsorer	Nature of Conference National/ International	Number of Registered Delegates	
				Inter national	National
CSR Conclave	3rd January, 2015	SCMHRD	National		3 (invitees)
6th Annual Finance Summit on "Corporate Governance- A 360 Degree View"	1 <sup>st</sup> February, 2015	JK Cement, CFA Institute	National		8 (invitees)
International Conference on Contemporary Trends in Managing Modern Workforce	27-28 <sup>th</sup> February, 2015	IBM	International		15 (invitees)

Name of Conference	Dates	Sponsorer	Nature of Conference National/ International	Number of Registered Delegates	
				Inter national	National
Marketing Conclave “Entertainment Marketing”	8th and 9th January, 2015	Ratnakala export	National		7 (invitees)
IGNITRON'15 Consulting: From Strategy to Implementation - A Paradigm Shift.	24-25 <sup>th</sup> January, 2015	Bapus Hygiene Service	National		6 (invitees)
Pradigma	5 <sup>th</sup> January 2015	EMTA, KaN Talent Associates and IBS	National		
Lean and Six Sigma Excellence Awards 2014.	5-6 September, 2014	Cubic Computing, ADAAP Process solutions P. Ltd, Citibank, Crompton Greaves, SS Engineers	International		50
Astuce: “THE HIRED AND THE WIRED- Transforming HRM through technology”	1-2 February, 2014	SCMHRD	National		7 (invitees)

### 31. Code of ethics for research followed by the departments

Research is one of the important thrust areas of SCMHRD as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants, if research involves human subjects and if there is a possibility of involving an ethical issue.

Faculty members emphasize the significance of ethics during their classes and also consider it while evaluating assignments

- SCMHRD is the first institute in India to be accepted by the CFA Institute University Recognition Programme. SCMHRD’s MBA-Finance Programme has been acknowledged as incorporating at least 70 percent of the CFA Programme Candidate Body of Knowledge (CBOK) and placing emphasis on the CFA Institute Code of Ethics and Standards of Practice within the Programme. ([http://www.cfainstitute.org/community/university/Pages/recognition\\_Programmefor\\_universities.aspx](http://www.cfainstitute.org/community/university/Pages/recognition_Programmefor_universities.aspx)).

- All PhD thesis are required to undergo plagiarism check in Turnitin before submission
- We publish 3 peer reviewed journals, the details of ethical guidelines followed by the journals can be found in the link <http://www.publishingindia.com/drishtikon-ethics.pdf>

### 32. Student profile Programme-wise:

#### Number of Students in various Programmes in SCMHRD in academic year 2009-14

	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
MBA (09-11)	16229	180	99	81	99	100	99.5
MBA (10-12)	17000	167	94	73	100	100	100
MBA (11-13)	20000	225	158	67	100	100	100
MBA (12-14)	25387	243	157	86	100	100	100
MBA (13-15)	27194	194	132	62	99	100	99
MBA (14-16)	26345	227	135	92	-	-	Result awaited
MBA (15-17)	19643	230	137	93	-	-	Result awaited

	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
MBA-IM (11-13)		15	8	7	100	100	100
MBA-IM (12-14)		10	9	1	99	100	99.5
MBA-IM (13-15)		19	16	3	100	100	100
MBA-IM (14-16)	1320	13	12	1	-	-	Result awaited
MBA-IM (15-17)	1229	26	16	10	-	-	Result awaited

	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGPBA (15-16)	74	26	16	10	-	-	Result awaited



	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
MBA(EE) (09-12)	131	80	75	5	99	100	99.5
MBA(EE) (10-13)	170	109	97	12	84	83	83.5
MBA(EE) (11-14)	194	99	78	11	97	91	94
MBA(EE) (12-15)	85	46	39	7	90	100	95
MBA (E) (13-16)	123	57	45	7	90	100	95
MBA (E) (14-17)	80	34	24	10	-	-	Result awaited
MBA (E) (15-18)	81	23	13	10	-	-	Result awaited

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDF (9-10)	38	23	17	5	60	100	71.42%
PGDF (10-11)	35	20	18	2	76.92	100	81.25
PGDF (11-12)	15	9	8	1	85.71	100	87.05
PGDF (12-13)	18	9	3	6	100	83.33	88.88
PGDF (13-14)	17	9	2	7	33.33	100	50

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDHRM (9-10)	15	10	0	10	-	100	100
PGDHRM (10-11)	26	19	4	15	100	76.92	68.74
PGDHRM (11-12)	22	16	12	4	100	100	100
PGDHRM (12-13)	21	16	3	13	66.66	85.71	82.35
PGDHRM (13-14)	18	13	2	11	100	88.88	90
PGDHRM (14-15)	-	-	-	-	-	-	-
PGDHRM (15-16)	11	8	6	2	-	-	Result awaited

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDM (9-10)	18	12	10	2	100	50	91.66
PGDM (10-11)	15	11	10	1	100	00	100
PGDSM (11-12)	16	10	8	2	66.66	100	75
PGDSM (12-13)	12	7	6	1	100	100	100

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDOM (9-10)	28	18	16	2	75	00	69.23
PGDOM (10-11)	25	18	18	-	93.85	00	93.85
PGDOM (11-12)	27	16	15	1	83.33	100	84.61
PGDOM (12-13)	18	13	11	2	81.81	100	84.61

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDIT (9-10)	32	23	19	4	55.55	100	65.21
PGDIT (10-11)	25	17	14	3	92.85	100	94.11
PGDIT (11-12)	28	18	13	5	100	80	94.11
PGDIT (12-13)	15	7	4	3	100	100	100
PGDIT (13-14)	11	10	8	2	100	100	100
PGDIT (14-15)	16	11	7	4	71.43	75	72.73

Diploma Programmes	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
PGDBA (9-10)	29	17	16	1	73.33	30	70.58
PGDBA (10-11)	38	25	19	6	83.33	83.33	83.33
PGDBA (11-12)	32	23	18	5	94.11	100	95.45
PGDBA (12-13)	30	19	13	6	75	83.33	77.27
PGDBA (13-14)	24	19	17	2	76.47	100	78.94
PGDBA (14-15)	51	15	11	4	81.82	66.67	78.57
PGDBA (15-16)	44	26	22	4		-	Result awaited

### 33. Diversity of students

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
MBA (09-11)	0	29.15%	65.30%	5.55%
MBA (10-12)	1.23%	20.37%	74.69%	3.08%
MBA (11-13)	1.90%	20.47%	46.19%	31.44%
MBA (12-14)	2.25%	16.44%	69.36%	11.95%
MBA (13-15)	0.51%	24.22%	62.37%	12.9%
MBA (14-16)	1.32%	13.21%	66.96%	18.51%
MBA (15-17)	1.30%	20.86%	75.24%	2.60%

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
MBA-IM (11-13)	0	20%	80%	0
MBA-IM (12-14)	0	10%	70%	20%
MBA-IM (13-15)	0	26.32%	73.68%	0
MBA-IM (14-16)	7.69%	23.07%	69.24%	0
MBA-IM (15-17)	3.84%	7.69%	88.46%	0

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGPBA (15-16)	3.46%	15.38%	80.76%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
MBA (EE) (09-12)	-	78%	22%	-
MBA (EE) (10-13)	-	65%	35%	-
MBA (EE) (11-14)	-	72%	28%	-
MBA (EE) (12-15)	-	76%	24%	-
MBA (E) (13-16)	-	68%	32%	-
MBA (E) (14-17)	-	76%	24%	-
MBA (E) (15-18)	-	70%	30%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDF (9-10)	-	72%	28%	-
PGDF (10-11)	-	75%	25%	-
PGDF (11-12)	-	80%	20%	-
PGDF (12-13)	-	88%	12%	-
PGDF (13-14)	-	92%	8%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDHRM (9-10)	-	80%	20%	-
PGDHRM (10-11)	-	76%	24%	-
PGDHRM (11-12)	-	74%	26%	-
PGDHRM (12-13)	-	84%	16%	-
PGDHRM (13-14)	-	78%	22%	-
PGDHRM (14-15)	-	-	-	-
PGDHRM (15-16)	-	75%	25%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDM (9-10)	-	85%	15%	-
PGDM (10-11)	-	82%	18%	-
PGDSM (11-12)	-	78%	22%	-
PGDSM (12-13)	-	86%	14%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDOM (9-10)	-	65%	35%	-
PGDOM (10-11)	-	72%	28%	-
PGDOM (11-12)	-	85%	15%	-
PGDOM (12-13)	-	79%	21%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDIT (9-10)	-	71%	29%	-
PGDITM (10-11)	-	78%	22%	-
PGDITM (11-12)	-	86%	14%	-
PGDITM (12-13)	-	68%	32%	-
PGDITM (13-14)	-	73%	27%	-
PGDITM (14-15)	-	82%	18%	-

Name of the Programme	% of students from the same university	% of students from other Universities within the State	% of students From universities outside the State	% of students from other countries
PGDBA (9-10)	-	64%	36%	-
PGDBA (10-11)	-	72%	28%	-
PGDBA (11-12)	-	74%	26%	-
PGDBA (12-13)	-	82%	18%	-
PGDBA (13-14)	-	79%	21%	-
PGDBA (14-15)	-	68%	32%	-
PGDBA (15-16)	-	61.53%	38.46%	-

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

SCMHRD is the only institute in India which has been certified by CFA for its curriculum being aligned with the curriculum of CFA. We train CFA aspirants and many of them qualify the CFA exam. Following students have qualified CFA in various years.

Name of Student	Name of Exam	Year
Shiva Reddy , Sonu S, Abhijit Shah	Level I CFA	2015
Kanika Goyal, Nikhil Awasthi, Vivek Atmakuri, Ajay Nalwade, Atul Anand, Harsha Tandure, Shailie Naik (MBA 2014-16)	Level I CFA	2015
Sonu S	Level II CFA	2015
Mukul Gupta, Abhijit Kote, Shivam Gupta	Level II CFA	2014
Ankit Shah, Sonam Sinha, Supriya Gupta, Aditya Goel, Siddharth Jain, Atul Sehgal, Deepesh Khandelwal, Bhaskar Vishal, Abhinav Sharma, Shridhar Jadhav, Krupesh Desai Navneet Singh	Level I CFA	2014

Name of Student	Name of Exam	Year
Abhijit Kote, Alok Birla, Mukul Gupta, Nikhil Kolthankar, Shashank Bapat, Shivam Gupta, Siddesh Satavase	Level I CFA	2013
Nidhi Chaturvedi	Level II CFA	2012
Siddharth Nair, Dhruv Desai, Harshit Maheshwari, Shobhit Tiwari, Sachidananda Panda, Shubhankar Biswal, Ankur Chauhan, Saumil Pandya, Vinay Punjabi, Aditi Agarwal	Level I CFA	2012

SCMHRD has signed an MoU with PMI international for lending support for holding the activities of the Pune Chapter in the institute. Our students are being trained by qualified PMI professionals and every year a few of our operations students are qualifying PMI international exams like APICS/CSCP.

Name of Student	Name of Exam	Year
Murtaza Kachwala	CSCP	2009
Ameya Desai, Chintan Sheth, Gautam Kanthan, Kapil Nanaware, Samuel Albert, Abhinav	CSCP	2008
Abhishek Agarwal	CAPM, FLIP	2013
Archit Mehrotra, Pulakit Kakkar	CAPM	2013
Akanksha Agarwal	BSCM (APICS)	2014
Surya Rokkam, Prateek Kapoor	BSCM (CPIM)	2014

### 35. Student progression

Student progression	Percentage against enrolled
PG to M.Phil.	NA
PG to Ph.D.	No natural progression to Ph.D. Admission to Ph.D through entrance exam and merit.
Ph.D. to Post-Doctoral	NA
<b>Employed</b>	
• Campus selection for all years	100%
• Other than campus recruitment	0%
Entrepreneurs	229

### 36. Diversity of staff

Percentage of faculty who are graduates	
of the same university	19%
from other universities within the State	45%
from other universities from other States	33%
from abroad	3%



**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

**Faculty who have been awarded PhD in 2012-15**

Name
Pratima Sheorey
Manoj Hudnurkar
Anant Gupta
Gurudas Nulkar
Deepak Roy
Gowdara Pandu
Netra Neelam
Dipasha Sharma
Pooja Sharma
Manish Sinha
Dipali Krishnakumar
Ateeque Shaikh
K S Subramanian
Aradhana Gandhi

**38. Present details of departmental infrastructural facilities with regard to**

a) Library

**Details of Library Infrastructure**

- **Total Area** - 3256 sq.ft.
- **Total Seating Capacity:**  
Individual reading carrels – 60  
Lounge area for browsing and relaxed reading - 90
- **Working Hours**

Sr. no.	Days	Hours	Library timing
1)	On working days	13 hrs	08.00 to 21.00
2)	On Sunday	11 hrs	10.00am to 21.00
3)	On Festivals/Holidays	Off	
4)	Before examination	13 hrs	08.00 to 21.00
5)	During examination	13 hrs	08.00 to 21.00
6)	During vacation	13 hrs	08.00 to 21.00

- Lounge area for browsing and relaxed reading - 95
  - Relaxed reading – 95
  - IT Zone for accessing e – resources - Yes, 1 LAN connected PC and wi-fi on laptops
  - Display of floor plan

- Adequate sign boards
  - Library has 47 sign boards.
  - Books are color coded and there are color coded tapes on the library floor which take you to the exact rack where the books are kept. So, the user can see the color code on the sign board. For ex. Green is for marketing, follow the green colored tape on the ground and search where the book is kept. Kaizen concept has been implemented for library books management.
- Access to differentially abled users and mode to access to collection - Yes

### Details of Library Holdings

- Print
  - Books - 26821
  - Titles - 17814
  - Back Volumes - 429
- Average no of books added in last 3 years – 738

Year	No. of Books added
2014-15	920
2013-14	596
2012-13	698

- Electronic (e books, e- journals) –
    - E-journals – 35084
  - Print journals –
    - National journals – 7
    - International journals – Nil
  - Total no. of –
    - Magazines - 38
    - Cds - 2208
    - eDatabases - 18
  - Special Collections
    - Text Books - Nil (SIU)
    - Reference Books - 886 (SIU)
    - Book banks - Nil
  - Question Banks - Yes, we provide question papers to students as per their requirement
- b) Internet facilities for staff and students  
Dedicated 12Mbps internet lease lines from Tata Communications  
Dedicated 4Mbps internet lease lines from Reliance Communications
- c) Facility along with WiFi  
Wi-Fi enabled Library, Wi-Fi enabled in Academic area

- d) Class rooms with ICT facility  
Computer-student ratio – 1:1.78 All the 24 classrooms are ICT enabled with LAN and LCD connectivity. Also classes are scheduled batch wise.
- e) Students' laboratories  
Dedicated computing facilities – We have 6 computer labs with 400 well configured branded computers and LAN/net facility.
- f) Research laboratories  
NA
- LAN facility  
100Mbps CAT5/CAT6 fast Ethernet cable LAN.

### Proprietary software

Sr. No.	Application s/w	License Type	No. of Licenses
1	SAP Software (GBI+IDES Dataset) CRM & SCM Module	SAP University Alliance	400
2	peoplesoft+ebusinesssuite+primaveera Academic suite	Oracle University alliance	Multiuser
3	Oracle E-Business Suite Special Edition license with first year platform (AS 2.1)	Enterprise(Perpetual)	10
4	Oracle Human Resource License with first year Annual Technical Support + Oracle Human Resource Licenses	Enterprise(Perpetual)	100
5	SAS Academic Suite	Academic (yearly renewal)	76
6	IBM SPSS Base +Add on Modules (SPSS Regression + Excat test ) ver 21.0	Enterprise(Perpetual)	50
8	Minitab 15 AE N/W Users Perpetual Pack	Enterprise(Perpetual)	45
9	Minitab 16 AE N/W users	Enterprise(Perpetual)	45
10	Libsuite Enterprise Version	Perpetual	
11	Adobe Acrobat Professional 9	Perpetual	5
12	CMIE- Prowess multi user LAN Version	Online Database	Multi User
13	Libsuite	Multiuser	Multiuser
14	SYMC endpoint protection 12.1 per user i/o basic 12 months	Standard	Central License
15	Tally ERP	Licence	3
16	Primavera Enterprises (IT Project Office) sr no - 51002092	Named	5

## Proprietary software

Sr. No.	Application s/w	License Type	No. of Licenses
17	Primavera P6 Enterprises Project Portfolio management named user license release 7.0	Named	6
18	What is best extended (AE Version) includes Unrestricted Constraints + Unrestricted Variables + Unrestricted integers + Unrestricted nonlinear + Variables unrestricted + multistart NL variables/unrestricted global solver NL variables	Enterprise(Perpetual)	1
19	Savvion Process Modeler	Enterprise(Perpetual)	100
20	Savvion Process Asset Manager CPU	Enterprise(Perpetual)	2
21	Savvion BPM Personal Development License	Enterprise(Perpetual)	1
22	Ankur 2.0 (USB)(AN1ST2.0M00H)	Node Locked	1
23	AAF - Developing Nations (JSTOR)	Online Database	Multiuser
24	Ebsco	Online Database	Multiuser
25	Emerald	Online Database	Multiuser
26	Indiastat	Online Database	Multiuser
27	Bloomberg	Online Database	3 user

Number of nodes/computers with internet facility  
All 350 + nodes are having internet facility.

Any other (please specify) –

Dedicated windows 2008 Ad based domain controller to provide login ids to individuals.

Cyberoam 200ing UTM device to control user/time/IP based net browsing.

HP 6200 MSA Unit for data storage.

SAP/ORACLE/Symantec Endpoint Antivirus servers.

### 39. List of doctoral, post-doctoral students and Research Associates

- a) from the host institution/university  
a1. List of Students doing Ph.D in host institute/university

Name	Current Designation
Raji Ajwani	Assistant Professor
Shagun Thukral	Assistant Professor
Gauri Joshi	Academic Associate
Ulka Dudhal	Research Assistant

- b) from other institutes/universities  
List of students doing Ph.D. from other institutes/university

Name	Name of University
Priya Gupta	Tata Institute of Social Sciences
Abhijit Bhagwat	IIT - Bombay
Shantanu Prasad	Devi Ahilya University, Indore
Monica Kunte	D.Y. Patil University

**40. Number of post graduate students getting financial assistance from the university.**

In academic year 2014-15, SCMHRD student Ishank Gupta who had a SNAP score of 154.50 (99.9949 percentile) received PG Merit Scholarships for Semester I of Academic Year 2014 of an amount of Rs. 2,25,000.

Further meritorious socially disadvantaged students have also been given scholarships in various years as indicated in the following table.

Sr. No.	Name	Year	Category	Gender	Details	Amount
1	Vernon Massar	2012-14	ST	Male	NTPC	18000/-
2	Mohammed Taufic Iqbal	2012-14	DA	Male	NTPC	18000/-
3	Marian Bandana Dhan	2012-14	ST	Female	Scholarship was allotted from Jharkhand State Tribal Co-operative Development Corporation	50000/-
4	Subhash Tirkey	2011 -13	ST	Male	Scholarship was allotted from Jharkhand State Tribal Co-operative Development Corporation	50000/-

**41. Was any need assessment exercise undertaken before the development of new Programme(s)? If so, highlight the methodology.**

All the faculty of SCMHRD every year during summer internship period of April-May take corporate feedback on curriculum content, learning pedagogy, competencies, knowledge and skills expected by industries etc. Based on such feedback, SCMHRD has started MBA- (Infrastructure Management) in 2011 and Post Graduate Programme in Business Analytics (PGPBA) in 2015.

**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Faculty from each area of specializations visit companies where summer interns are placed during April-May of each year to take the industry feedback on curriculum development. Faculty also visit top league national/international B-Schools for getting inputs for further development of course curriculum. Curriculum feedback is also taken from students and alumni. Every newly developed courses/syllabus are placed before institute appointed Board of Studies comprising of both internal/external experts for approval. Recommended course structure (after BOS approval) is placed before the Academic Council for final approval.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?  
Students complete an online feedback on each course and its faculty, six weeks after the beginning of each semester on 16 parameters on a 1-5 scale. The feedback used for taking corrective actions such training & development, rewarding, promotion of the faculty and improvement of the teaching-learning-evaluation process. In addition we take feedback on the Academics and Examination department on 10 parameters on a 5 point scale.
- c. Alumni and employers on the Programmes offered and how does the department utilize the feedback?  
Faculty from each area of specializations visit companies where summer interns are placed as well as star alumni during April-May of each year to take the industry feedback on curriculum development.

#### 43. List the distinguished alumni of the department (maximum 10)

S. N.	Name of the alumni	Batch	Designation
1	Krishna Kumar Bajaj	2010-12	Senior Associate Consultant at Infosys
2	Pavitra Sudhindran	2009-11	Associate, Asia High Yield Credit Trading at Deutsche Bank
3	Varun Gupta	2009-11	Analyst at HSBC Investment Banking
4	Murtaza Kachwala	2007-09	Demand Planner at Cisco Systems
5	Trina Banerjee	2007-09	Senior Information Systems Officer at Indian Oil Corporation Limited
6	Ankur Khanna	2002-04	Director, Carbon Edge India Ltd
7	Kunal Sharma	2002-04	HRBP - Corporate Functions at Hindustan Unilever Ltd
8	Prateek Nijhawan	2002-04	Vice President & Sr. Private Banker at RBS Private Banking
9	Huzefa Kachawala	2002-04	Head Marketing International Business at Pidilite Industries Ltd
10	Shobhna Anand	2002-04	General Manager - Business Planning and Product Strategy at Glenmark Pharmaceuticals
11	Vaidehi Hota	2007-09	SMT OD Team, GlaxoSmithKline Consumer Healthcare Ltd.

#### 44. Give details of student enrichment Programmes (special lectures/workshops/seminar) involving external experts.

Name of Speaker	Designation of Speaker	Topic of Discussion
Rajiv Chalisgaonkar	Standard Chartered, General Manager, SME Banking, India & South Asia	Career opportunities and associated skill sets required for Financial Managers
Subrat Nath	Talgo, Director- Asia Pacific	Feasibility of High-Speed trains in India
Rajendra Shende	Director, UNEP; Founder and Chairman, TERRE Policy Centre	Impending dangers of climate change and global warming
Manish Pradhan	Chroma, General Manager - Private Label Infiniti Retail Limited	Will the next super brand come from Private labels
Mansoor Khan	Film Industry, Director, Producer and Author	THE THIRD CURVE : The end of Growth as we know it
Anup Agarwal	MXV Consulting, Strategy Consultant	Careers in Finance & Consulting
Nitish Sharma	Sony MSM Network, Assistant Vice President	Importance of Specialisations
Varun Prabhakar	Aegis Gas (LPG) Pvt. Ltd., Territory Manager	“Vision 2030” Natural Gas Infrastructure in India by downstream gas regulator PNGRB.
Keshav Madan	Mahanagar Gas Ltd., Assistant Manager, Marketing	“Vision 2030” Natural Gas Infrastructure in India by downstream gas regulator PNGRB.
Babar Mian	PAMAC Group, Head-HR and Administration	Global Recruitment Practices; careers in HR
Venkataraman Rajaraman	India Rating & Research, (a FITCH Group company), Director-Infrastructure and Project Finance	Infrastructure Financing - Credit rating, bond markets, how it is being financed worldwide vis-a-vis India etc.

Name of Speaker	Designation of Speaker	Topic of Discussion
Pradeep Sangal	GVK, Group Manager Projects, Mumbai International Airport Ltd	Essentials of good risk management plan
Anup Malavia	Atos India Pvt. Ltd, Director, Learning, OD, OE & Talent Management	Challenges of OD interventions
Reshma Jacob	HSBC, Vice President, Performance & Rewards	Should HR pay for performance?
Ankita Srivastava	Marico, Brand Manager	Joys and perils of Brand Manager
Kunjal Kamdar	WNS Global Services- Group Manager HR	Social Media & HR
Samit Vartak	Sageone Investment Advisor LLP, Chief Executive Officer & Co-founder	Financial Statement Analysis
Dr. Deepak Malhotra	Infrastructure Leasing & Service Limited, Vice President HR	Innovations in HR
Atul Donde	Whirlpool India, Director-Sales Strategy & Development	Distribution Management
Gaurav Chatter	Managing Director Asia Pacific at Catenon worldwide executive search	Case based interview preparation
Dr. Vishwanath Lele	Head HR -India Construction at Shapoorji Pallonji & Co. Ltd.	HR issues in Infrastructure Business and my experiences in Campus recruitment
Rajen Mehrotra	Director, Board of Novartis India Ltd.	Industrial Relations & role of ILO



**45. List the teaching methods adopted by the faculty for different Programmes.**

- **Field visit:** Summer Internship, CSR activities like SHAPATH, Prayatna, Teach for India etc, Action Research under guidance of faculty with/without industrial grant
- **Problem solving:** Statistics, Mathematics, Business Analytics, Financial Courses using software such SPSS, SAS, Minitab, R etc.
- **Project work:** In Research Methodology, Market Research, Empirical Research Projects in semester 2 & 3, courses in Entrepreneurship.
- **Case study:** Harvard licensed cases and other cases are used in all elective subjects
- **Simulation:** Simulation tools such as Capstone, Markstrat, Industat etc are used for ensuring experiential learning. Faculty and students have also jointly developed simulation tools for learning in courses of Sustainability and Operation Research
- **Business Integration Tools:** ERP tools such SAP, ORACLE are teaching concepts of business integration
- **Social Media Tools:** Blogging, Twitter, Teleconferencing are used for courses on Sustainability and Finance

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

At SCMHRD the faculty members jointly decide on programme learning goals based on the mission, vision and values of the institute. All faculty also participate in defining the courses that are to be included for achieving the programme goals.

***Process of Development of Learning Goals***

For developing learning goals related to each programme, Bloom's Taxonomy is used. Learning goals are set at cognitive, affective and psychomotor level. These goals have been decided by the 'Assurance of Learning' team comprising of the Director, Deputy Director and head of the departments and supporting professionals in January, 2014 and reviewed again in January, 2015.

***Capturing faculty views in conceptualizing Learning goals***

At subject level, department wise, the faculty decides what are the traits that can be captured under each learning goal and courses which can measure these traits. Syllabus is prepared and evaluation criteria are decided to measure the traits. Evaluation of each course basically has two components: Internal (60% weightage) which is on a continuous basis and External (40%) which is usually a written end term exam. Each one credit course is required to have 2 criteria of internal evaluations, two credits courses are required to have three criteria of evaluations and so on. Each course is benchmarked against courses of Ivy league business schools such as Harvard, Wharton and Stanford.

***Capturing industry views for reviewing Learning goals***

After the completion of 1<sup>st</sup> year of the MBA Programme, students are required to work in industries as 'summer interns' under various projects

in months of April-May. Senior managers of the industries mentor them and it forms a part of their experiential learning. During this period faculty team visits the industry to interact with the mentors to record their assessment on whether students have met the learning goals set in the first two semesters. This also helps faculty to get a qualitative feedback on the curriculum as a whole

***Involvement of non-teaching professional staff for achieving learning goals***

We have a dedicated group of academic staff who help faculty in curriculum delivery in each programme, like attendance recording, study material distribution and preparation of schedule. Pre-reading material for sessions is distributed by faculty through intranet or internet. The academic schedulers use a software called Eduwiz for scheduling and generating weekly MIS reports of attendance and course progress, along with a software developed by Eduwiz (<http://eduwiz.in/#>) used in elective selection process.

We have a scrutiny team consisting of the head of the departments and one senior faculty from each department who evaluate if the external term end question papers satisfy requisite quality and are aligned to the learning goals.

***Process of closing the loop in achievement of learning goals***

In case more than 15% of students perform unsatisfactorily in an internal evaluation, remedial classes are scheduled. Besides, we have a system of taking formal feedback of academic delivery from the students on each subject twice in every semester (once at mid-semester and then at the end of semester). If after the 1<sup>st</sup> feedback, faculty-student interaction appears to be not of the expected level then faculty is apprised of the feedback and given some time for improvement. If the standard does not improve within next few sessions (which is assessed after a batch meet by the director and the head of the department) faculty is discontinued to teach the particular subject in that semester and replaced with some other faculty. If the vast majority of students (more than 15%) are observed to be not fulfilling a learning objective in successive direct and indirect methods of assessments, then they are supplemented with special sessions/workshops/practical knowledge in form of cases beyond the original session plans to bring them to the desired level.

**47. Highlight the participation of students and faculty in extension activities.**

- (i) The CSR cell of SCMHRD, S.H.A.P.A.T.H. (Symbiosis Headstart for Awareness Prevention and Action against Trafficking of Humans) has been actively involved in undertaking activities and initiatives against human trafficking and work persistently for the rehabilitation of the victims. As one of the many round-the-year initiatives, team S.H.A.P.A.T.H organized its annual event - CSR Conclave 2015, on 3 January 2015 with the theme '*CSR: Prism of Possibilities*'. Hon'ble Anna Hazareji graced the conclave by being

the chief guest. Dr. Rajani Gupte, Vice Chancellor SIU, Dr. Pratima Sheorey, Director, SCMHRD, Ms. Priya Kher, Director, Collective Quest and Ms. Ragini Yadav, Station Director, All India Radio, Pune inaugurated the event. The unique aspect of this activity was the 'shram-daan' or the E.A.R.N. (Enable All to Revive & Nurture) by the entire MBA batch. The student volunteers worked for a day at various locations across the city such as retail outlets of various companies, offices and malls. The entire collection of approx. INR60000 was donated to the NGO Snehalaya which works in the domain of women rehabilitation in Ahmednagar district of Maharashtra.

(ii) **PRAYATNA: Empowerment through Education**

The 'Prayatna' student cell at SCMHRD is involved in educating 30 kids who come from financially distressed backgrounds. These children are given personal attention by the students who volunteer and teach them every evening. The student's books, fees and other academic needs are also fulfilled by the student volunteers who visit the school and seek regular progress updates on the children and devise study plans that can help such students excel in studies.

We set up a stall on March 15, 2015 in a suburb of Pune (which is inhabited mainly by IT professionals, who we felt would fit the 'potential clients' profile given their education, income levels, foreign exposure and possible awareness of such initiatives etc ) to try out the direct sales approach. Discounted prices were offered and the sustainability logic was explained to the buyers. We plan to repeat this on a regular basis-based upon the positive response received. The stall sold jams, juices, pickles, candy items plus silk items like shirts, stoles, Nehru jackets. Also featured were WARLI paintings made by the tribals of Jawahar area in Thane district of Maharashtra. This tribal art form is slowly dying out - edged out by fakes, cheap copies and an indifferent attitude adopted by the powers that be and the public alike.

(See [http://en.wikipedia.org/wiki/Warli\\_painting](http://en.wikipedia.org/wiki/Warli_painting) for details)

**Impacts**

SCMHRD is one of the few B-schools in India which has integrated the community based problem solving approach into its pedagogy. It has the unique distinction of having the highest number of papers selected from a single faculty/institute at the International Symposium on Advancing Sustainability Research and Education organized by the University of North Carolina @Chapel Hill at the IIM-B campus between Jan 5-7 2015. Our work has also been highlighted at an international level since one of our projects was selected among the best pieces across the world on Women's Day 2013 by the Carnegie Council which publishes the 'Policy Innovations' online magazine (see <http://www.carnegiecouncil.org/publications/picks/0032.html>) for details

#### 48. Give details of “beyond syllabus scholarly activities” of the department.

There are club-committees driven by students, which are engaged in various activities as stated below:

##### Activities by Club & Committees

- **Marketing Club**

The club holds innovative events throughout the year to test students’ marketing acumen. It is an ever-evolving committee with regular introduction of new initiatives like “Adea”, a storyboard writing competition, “Use Abuse”, an event that requires the participant to come up with whacky uses for traditional products and “Marketing Mantra”, a video bulletin which has been very popular among the students. The Marketing Conclave has been the flagship event of the Marketing Club. It started off in the year 2007 with the theme based on "Integrated Marketing Campaigns" followed up with successful conclaves on "Luxury Marketing" in 2008, "Evolving Consumer Trends" in 2009, "Experiential Marketing" in 2010, “Inclusive Marketing” in 2011 and Digital Marketing in 2012, Green Marketing in 2013 and Entertainment Marketing in 2014.

- **Guest Lecture Team**

Plans and organises all guest lectures

##### Infrastructure Club

SCMHRD's Infrastructure Club organized the summit on the theme 'Mission Infrastructure: Road to Recovery' on Feb 22, 2014 to promote industry-academia interaction through panel discussions on challenges in Transportation, Energy and Urban sectors and Infrastructure Financing. Mr. Amitabh Kant, CEO & MD, Delhi Mumbai Industrial Corridor Development Corp.(DMICDC) was the chief guest and keynote speaker at the event, which was attended by eminent personalities like Mr. V B Gadgil, MD & CEO, L&T Metro Rail (Hyderabad) Ltd., Mr. Deep Mukherjee, Director, India Ratings, FITCH group, Mr. Reji Kumar Pillai, President, India Smart Grid Forum, Mr. Pradeep Sangal, GM, GVK, Mr. Pravin Kumar, GM, DFCCIL, Dr. Ishwar Hegde, VP, Suzlon, Mr. Dharmesh Dawda, India Operations Manager, MWH Global, Dr. R Hiremath, Director, Raj Group among others.

- **SCOPEC - Supply Chain and Operations Club**

SCOPEC (Supply Chain and Operations Club) was established first in 2005 as “ Six Sigma Committee”. From a humble beginning with 37 companies in the first year at Pune, the 2010 edition of the event saw the entry of the concept of regional rounds at Pune, Bangalore and Delhi to cater to the increasing demand and participation. The 2011 and 2012 edition of the event received around 100 entries including entries from International destinations. The 2013 edition saw the introduction of two new categories – Logistics and Supply chain.

- **Finance Club: Events organised by Finance Club**

Event Name	Description	Objective	Year
Finachè '14	Finance Summit on 'Private Equity'	To enable interactions among the student community, the academicians and representatives from the industry.	Jan'14
Investor Cap	Pan India competition on company valuation.	To provide a platform to students to present innovative solution for given industrial problem	Jan'14
Mbiana Jones	Pan India online treasure hunt	A 24 hours quiz to enhance the critical thinking abilities of students	Dec'13
Stock Unchained	Share trading competition and seminar	To familiarize students with the concept of equity research and share trading	Aug'13
Budget analysis'13	Pre and Post budget analysis	To get students involved with the budget preparation for Indian Union and come up with innovative ideas for existing problems	Feb'13

- **Entrepreneurship Cell**

The Entrepreneurship Cell is managed and driven by students in collaboration with the Centre of Excellence Entrepreneurship. It is a member of the **National Entrepreneurship Network (NEN)**.

- **HR Forum**

It contributes in publication of refereed and indexed annual HR journals, publication of monthly HR newsletter: HR mesh and supporting junior students in summer placement preparation. Under the guidance of faculty they had International HR Conference on “Smarter Workforce” in February, 2015 with collaboration with IBM and Telecom De Ecole School of Management

- **Consulting Club**

The club started operating in 2006 and has successfully delivered projects spanning over 6000 man-hrs. Some examples of our client profile, Manufacturing: a Rs.85cr turnover organization, Services: one of the top 3 competitive exam preparation services providers in India. Banking: one of the top 3 banking services providers in the world.

The research oriented curriculum in SCMHRD has resulted in students publishing 26 individual or joint research papers in last four years published in peer reviewed journals or proceedings.

- Recently, SCMHRD emerged as the best team from India by making into the Top 5 in Asia Pacific region.
- Leadership & global competencies of SCMHRD students are evident from their winning various national/international competitions such as Philips Blueprint International (2014), Loreal Brandstorm International (2009, 2011), CRISIL Leadership Award (2012), "India's 30 Most Employable Management Graduates from the Class of 2015", 'Young Leader' by Economic Times and ABG group (2015) etc.

### Research Papers by Students

1. Raju, Prageetha and Adlakha, Khyati (2012). "Sharing the Challenge: An Experiment with a Joint CEO Structure—A Case of Wipro Technologies", *Asian Journal of Management Cases*, Vol. 9 No. 1., 23-32.
2. Raju, Prageetha and Gupta, Mohit (2011). "A Case Study on the Acquisition of UBS India Service Centre by Cognizant – Issues and Concerns", *Drishtikon A Management Journal*, Vol 2, No 2, 168-185.
3. Bajrang, Pavitra, Ritika, Piyush, Puneet, Parashar, Neha (2012). "Factors Affecting Money Laundering: A Lesson for Developing Countries", *Drishtikon A Management Journal*, Vol 3, No 2, 108-139
4. Subramanian, K. S.,Dua, Ankit., Gupta, Varun and Neha Parashar (2010) "Role of Gold in New Monetary System: An Indian Perspective" (Vol.2 No.2 July-Dec 2010) ,*International Journal of Business Management, Economics, and Information Technology*, 281-293
5. Dimple Bhatt, Sudha Rangarajan, Ity Gupta, Pratibha, Sneha & Neha Parashar (2010). "Prediction of Corporate Failure in India: A Multiple discriminate Analysis" (Vol.2 No.1 Jan-June 2010), *International Journal of Business Management, Economics, and Information Technology*, 147-154
6. Thaly, P., & Sinha, V. (2013). To Prevent Attrition in Business Process Outsourcing, Focus on People. *Global Business and Organizational Excellence*, 32(3), 35-43.
7. Shweta Shukla, Aarti Sholet and Juhi Maheshwari (2013). "Finding the right balance: The Indian working women," In: *Proceedings of the 42nd IFTDO World Conference and Exhibition in New Delhi held during April 23-26, 2013.*
8. Rohatgi, Devyani (2011). Consumer Engagement-The Experiential Way, *PRIMA: Practices and Research in Marketing*, 1(2), 3-7.
9. Saxena, Ankita (2011). Marketing Innovation in FMCG Industry, *PRIMA: Practices and Research in Marketing*, 2(1), 9-15.
10. Murthy, Avinash Ananta (2011). Content Marketing, *PRIMA: Practices and Research in Marketing*, 2(1), 31-45.
11. Babel, Gaurav and Jain, Sakshi (2012). The ways in which Experiential Marketing can be harnessed to foster better Inclusive Marketing, ,*PRIMA: Practices and Research in Marketing*, 2(2), 27-43.

12. Dyti Dawn, Somdutta Brahma, Tanya Jain (2012). A Business Model for Inclusive Marketing to improve the profitability of the Fishing Industry in the villages of coastal Mumbai, PRIMA: Practices and Research in Marketing, 2(2), 76-95.
13. Debi Prasad Dash, Alok Sharma (2013). A Business Model for Inclusive Marketing to improve the profitability of the Fishing Industry in the villages of coastal Mumbai, PRIMA: Practices and Research in Marketing, 3(2), 22-34.
14. Sourav Roy, Ajit Yadwadkar and Sonali Grover(2013). "Employer Branding in B-Schools", 10<sup>th</sup> AIMS International Conference.
15. SnehaVerma, Bhabeka Arora and PrabhuVenugopalan (2013). " Successful Internship Programmes: An Intern Perspective", 10<sup>th</sup> AIMS International Conference.
16. Tanya Jain, Snehal Pandey and Sampurna Basu (2013). " Impact of Transactional Engagement on Employee-burnout and Work-family Conflict", 10<sup>th</sup> AIMS International Conference.
17. Anuva Bhargava, Arun Nair and SaurabhHinduja (2013). "Evaluating the Effectiveness of Supervisor-subordinate Relationship: Impact of Gender", 10<sup>th</sup> AIMS International Conference.
18. Dyti Dawn, Neha Tripathi and Aastha Dhawan (2013). " Identifying the motivation, orientation of Gen Y students in management institutes", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" , organized by Nepal Academy of Management.
19. Pulkit Mitra and Kamakshi Pant (2013). " Determinants of employee turnover : A quantitative study in IT industry", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" , organized by Nepal Academy of Management.
20. Shruti Agarwal, Arka Ghosh and Gunjot Singh (2013). " The new expectation: Could measuring returns on expectations ( ROE) be a better indicator of value added by learning and development initiatives?", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" , organized by Nepal Academy of Management.
21. Jyoti Makkar, Rosanne Mathias, and Ayantika Mandal (2013). " Men are Agentic and Women are Communal", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" organized by Nepal Academy of Management.
22. Gayatri Das, Arpit Jain and Aparna, P. (2013). " Effect of Compensation on Sales Employees at Managerial Level in Indian Retail Industry.", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" organized by Nepal Academy of Management.
23. Smith Shah, Jyotsna Arora, and Anandita Ghatak. (2013). " Number of women at workplace: Does it affect the performance of the company and its workplace behavior?.", In The 2nd International Conference, "*Reshaping Organizations to Develop Responsible Global Leadership*" organized by Nepal Academy of Management.

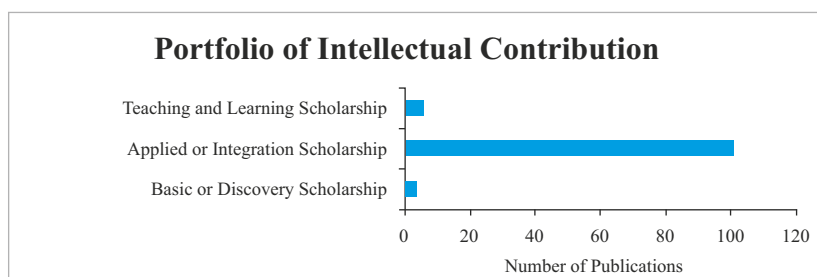
- Management.
24. Akash Singhal, Somdutta Brahma and Geetha R (2013). “Assessment Centres: Does The Promised Get Delivered?” In The 2nd International Conference, “*Reshaping Organizations to Develop Responsible Global Leadership*” organized by Nepal Academy of Management.
  25. Ajwani- Ramchandani, Samant, Mishra and Shukla (2014). Using E-Commerce : Linking the Base of the Pyramid in India to ‘Glo-cal’ Markets, In: Symposium on Advancing Sustainability Research & Education
  26. Priyank Nalwaya and Raji Ajwani-Ramchandani (2014), An Innovative Approach for Developing Distribution. In: Symposium on Advancing Sustainability Research & Education

**49. State whether the Programme/department is accredited/graded by other agencies? If yes, give details.**

- AICTE approval Certificate in 2006.
- ISO 9001-2008 Certification in 2008.
- SCMHRD is the first institute in India to be accepted by the CFA Institute University Recognition Programme. SCMHRD’s MBA-Finance Programme has been acknowledged as incorporating at least 70 percent of the CFA Programme Candidate Body of Knowledge (CBOK) and placing emphasis on the CFA Institute Code of Ethics and Standards of Practice within the Programme. ([http://www.cfainstitute.org/community/university/Pages/recognition\\_Programme\\_for\\_universities.aspx](http://www.cfainstitute.org/community/university/Pages/recognition_Programme_for_universities.aspx))
- SCMHRD has signed MOU with PMI International to set up a students chapter of PMI Pune at SCMHRD.
- SCMHRD has also qualified Eligibility Criteria of AACSB in Jan 2014

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Faculty at SCMHRD have publications in the area of pedagogy, application in their respective area of interest and pure theory in management.





### 51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

Strength	Weakness
<ol style="list-style-type: none"> <li>1. Quality teaching and learning environment</li> <li>2. Strong academic curriculum.</li> <li>3. A research focused and highly enthusiastic young faculty from premier institutes in the country.</li> <li>4. One hundred percent employability ensured for the students</li> <li>5. A high degree of industry exposure provided to students through industry practitioners serving as visiting faculty members</li> <li>6. A diverse pool of students with high academic credentials and good work experience.</li> <li>7. Good infrastructure with state-of-art technology.</li> <li>8. CRISIL audited placement report ensuring higher standards of accountability and integrity.</li> </ol>	<ol style="list-style-type: none"> <li>1. Inadequate number of senior faculty members.</li> <li>2. Not sufficient funded research projects</li> <li>3. Inadequate global exposure of faculty and students.</li> <li>4. Inadequate conversion of industry-academia relationship to academic research deliverables.</li> </ol>
Opportunities	Challenges
<ol style="list-style-type: none"> <li>1. Greater exposure to faculty and students through internationalization.</li> <li>2. Develop new curriculum and Programme opportunity</li> <li>3. Increase business outreach efforts.</li> <li>4. Increased fund raising and grant proposals for research.</li> <li>5. Expand college research portfolio to include peer reviewed publications in international journals, action research &amp; consultancies and conference presentation</li> </ol>	<ol style="list-style-type: none"> <li>1. Shortage of PhD faculty in some disciplines</li> <li>2. Ability to attract, retain and recruit faculty/staff because challenges imposed by competitors at national and international level.</li> <li>3. Competitions from premium Indian institutes like Indian Institute of Management, Faculty of Management Studies (increasing presence of IIMs in the country) in attracting high quality students</li> <li>4. Countrywide declining trend of students wanting to pursue MBA</li> </ol>

## 52. Future plans of the department.

Goals and Objectives	Activities	Measurement
Increase the percentage of full time faculty with PhD to 70% within 3 years.	All the existing full time faculty pursuing PhD will complete their PhD within 3 years. Recruit new faculty with PhD degree	Total 20 faculty have PhD. We aim to increase the strength of PhD faculty one per department every year.
Creation of Global Leaders and Entrepreneurs	Entrepreneurial training to students and young managers through 'Management Development Programme'. Entrepreneurial Summit every year to motivate interaction between entrepreneurs. Scholarships to students aspiring to become entrepreneurs. Incubation center to assist budding entrepreneurs.	Creating at least 1-2 entrepreneurs in every batch
Increasing the number of research and consultancy services	We will increase the present strength of three loyal clients for whom we continuously develop and deliver customized training programmes to 5-6.	Internal resources generated through research & consultancy will be 3% of annual income of the institute in the next 5 years.
Improved research output.	20% increase in expenditures on research and publication and 10 times increase of expenditures on faculty training and development. Getting journals published by SCMHRD indexed better databases.	Two international research papers per faculty each year and one research paper per faculty per year indexed in SCOPUS for next three years. Thereafter we will revise the goal. Top 10 rankings in research & development among national B-Schools in next 3 years.
Continuous Improvisation of Course Curriculum to cater to the needs of global citizens.	Development of new courses based on industry feedback and international benchmarking	Introduction of at least one new course every year aligning with global demand and course content review and enhancement of all courses in the curriculum every year. Starting with full time Post Graduate Programme on Business Analytics
Enhancing international relationship and getting accredited by AACSB, AMBA	Collaboration with international institute/ university.	One faculty and two student exchange programmes every year with at least one foreign university every year in next three years. Dual Degree Programmes with two foreign university in next 5 years Submitting Self-Study report of AACSB within 2 years for evaluation. Achieving AMBA accreditation with 2 years

Symbiosis Institute of  
Management Studies

(SIMS)



“SIMS fosters diversity amongst students in a way that allows each and every one to carve their own path and shine. From orientation, where one is literally and figuratively pushed beyond their comfort zones, to engaging and interactive classes, and various events and workshops one can participate in, SIMS ensures the development of a dynamic and progressive business professional of the 21st century. Being surrounded by motivated, like-minded people has driven me to push myself and work harder to strive towards my self-imposed goals.”

**Revant Lokesh, USA - SIMS**

## Evaluative Report of the Department

### 1. Name of the Department

Symbiosis Institute of Management Studies (SIMS)

### 2. Year of establishment:

1993

### 3. Is the Department part of a School/ Faculty of the University?

Yes, the institute is a constituent of Symbiosis International University (SIU) under the Faculty of Management.

### 4. Name of programmes offered

- a. MBA (Two-year Full Time Programme)
- b. PGPM (One-year Full Time Programme)
- c. MBA (Executive) (30 months Programme)
- d. One Year Post Graduate Diploma in Management Courses
  - i. PGD in Business Management
  - ii. PGD in Human Resource Management
  - iii. PGD in International Business
  - iv. PGD in Project Management
  - v. PGD in Financial Management

### 5. Interdisciplinary programmes and departments involved

Apart from the Faculty of Management, SIMS compiles its programme structure from the Course Catalogues of other Faculties including the Faculty of Computer Studies, Faculty of Health and Biomedical Sciences, Faculty of Law and Faculty of Humanities and Social Sciences.

### 6. Courses in collaboration with other universities, industries, foreign institutions, etc.

Yes, the institute has under mentioned courses in collaboration with foreign universities:

Sr. No.	Name of the University	Programme / Courses
1	Leeds Beckett University, UK	Credit Exchange Programme
2	Berlin School for Economics and Law, Germany	Summer School
3	Hochschule Bremen - University of Applied Science	Summer School

Apart from above, the MBA students of SIMS undergo 8-10 weeks Summer Internship Programme in industries as part of their Company Project Study (CPS) course of MBA programme. The indicative list of industries is given below:

Deloitte	Wipro	JP Morgan
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Goldman Sachs	DCB Bank	Gartner
Infosys	Bata	Ingersoll Rand
WNS	Credit Suisse	Marsh
Britannia	Morgan Stanley	Adidas

**7. Details of programmes discontinued, if any, with reasons :**

Nil

**8. Examination System :**

The Institute follows the Choice Based Credit (CBC) System and the Semester Pattern.

**9. Participation of the department in the courses offered by other departments**

Nil

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	4	2
Associate Professor	9	7
Assistant Professor	27	5
Adjunct faculty	-	10
Other Teaching Staff	-	2
<b>Total</b>	<b>40</b>	<b>26</b>

**11. Faculty Profile with name, Qualification, Designation, area of Specialization, experience and research under guidance**

Sl No	Name	Qualification	Designation	Specialization	No of Years of Experience (years.months)		No of Ph.D. / M.Phil Students guided for the last 4 years
					Teaching	Industry	
1	Brig Rajiv Divekar (Retd)	M.Phil., MBA, MSc, BE	Associate Professor & Director	HR	7	34	
2	Dr. B R Londhe	Ph.D., MBA, MMM	Professor & Deputy Director	Marketing	20	12	1 PhD awarded & 6 Under guidance
3	Dr. Asha Nagendra	Ph.D., M.Sc., B.Sc., B.Ed.	Professor	HR	38		7 PhD awarded & 7 Under guidance
4	Dr. Pradnya Chitrao	Ph.D, MA	Associate Professor	Business Communication	33		
5	Dr. Mita Mehta	Ph.D., M.Com., BBA, SLET	Associate Professor	General Mgmt & HR	15		

6	Dr. Pravin Kumar	Ph.D, MBA, BE, DMM	Associate Professor	Marketing	14		
7	Dr. Suruchi Pandey	Ph.D, MPM, NET, M.Com	Associate Professor	Human Resources	15.6		
8	Dr. Jaya Chitranshi	Ph.D, MBA, MA, Dip in HRM, NET	Associate Professor	HRM & OB	16		
9	Brig.(Dr.) B.B. Patil	Ph.D, M.Phil, M.Sc, PGDMM	Associate Professor	HR, Supply Chain Management	21	36	
10	Mr. Komal Chopra	MBA, BE, NET	Assistant Professor	Marketing	9	1½	
11	Ms. Vanishree Pabalkar	MBA, MBS, B.Sc	Assistant Professor	Marketing	5	10	
12	Ms. Arti Chandani	M.Phil., MBA, M.Com, B.Com., NET	Assistant Professor	Finance	16.6	0	
13	Dr. Ravinder Kaur	Ph.D, MBA	Assistant Professor	Human Resources	0.10	18	
14	Mr. Rahul Dhaigude	MCM, M.Com, B.Com, NET	Assistant Professor	Finance	7	3	
15	Mr. Vivek Divekar	ACS, B Com, CA	Adjunct	Finance	20	8	
16	Mr. Madhup Gandhi	MBA, BE	Adjunct	Operations	33	7	
17	Mr. S Dhanorkar	LLB, PGDM, B Com	Adjunct	Marketing	24	12	
18	Dr. Shubhada Sabade	Ph D, MA, MPM,BA	Adjunct	Economics	6	20	
19	Dr. Harnita Chowdhary	Ph D, MA (Eco)	Adjunct	Economics	5	22	
20	Mr. Kingshuk Bhadury	MDBA, MHCIMA (UK), BHM	Adjunct	Economics	28	11	
21	Mr. Yashodhan Krishna	MBA, MA, MSc, PhD (pursing)	Adjunct	Statistics	11	9	
22	Mr. Dhananjay Kumar	MTech, MSc(Comp), PGDCA	Adjunct	IT	08	5	
23	Adv P Sukhatme	LLB, MA, BA	Adjunct	Law	28	12	
24	Mr. Supratik Ghatak	M Tech(IT)	Adjunct	IT, Marketing	10	5	
25	Ms. Sanchari Debgupta	M.Sc, B.Sc (Eco)	TA/RA	Economics	1	0	
26	Ms. Debarati Bir	M.Sc, B.Sc (Eco)	TA/RA	Economics	0.2	0	

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

Sl No	Name	Qualification	Designation	Specialization	No of Years of Experience
1	Dr. Santosh Bhave	MBA, BE	Chairman HR Bharat Forge	HR	33
2	Dr. Sunil Kumar	MBA, BSc	Ex-Director, Bharti Group	Marketing	38

3	Mr. P N N Iyer	MBA, LLB	Ex VP and CEO, GE- Elpro	IB	42
4	Mr. S X D'Souza	MBA, LLB	Ex Head HR, Bajaj Auto	HR	46
5	Mr. S K Vaze	MSc	Ex Head International Business, Bank of India	IB	42
6	Mr. R Anandikar	MBA	Ex VP Marketing, ZuariAgro	Marketing	36
7	Mr. Neeraj Tiwari	M Tech	Head Power Transmission Division, FIAT	Operations	18

**13. Percentage of classes taken by temporary faculty (Visiting Faculty) - Programme - wise information**

	MBA	PGPM
Batch	2014-2015	2014-2015
% of Visiting Faculty	71	58

**14. Programme-wise Student Teacher Ratio**

23:1

**15. Number of academic support staff (technical) and administrative staff: Sanctioned, filled and actual :**

	Sanctioned	Filled/Actual
Admin Staff	44	33
Technical staff	16	15

**16. Research thrust areas as recognized by major funding agencies :**

The institute has the following thrust areas:

- Corporate Governance Practices recognised by National Foundation of Corporate Governance (NFCG)
- Human Resource Development recognised by Symbiosis International University

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise**

Sr. No.	Year	Number of Faculty	Name of the project	Name of the funding agency	Total Grant Received
1	2014	2	Investigating the corporate governance practices in to be listed SMEs in Pune region	National Foundation of Corporate Governance (NFCG)	Rs.1,00,000/-
2	2014	3	Research Study on ingredients of Successful Succession planning- Study in respect of select Pune based companies	National Foundation of Corporate Governance (NFCG)	Rs. 1,20,000/-



3	2014	3	Symbiosis Training and Development programmes for prisoner population	Symbiosis International University	Rs. 1,50,000/-
4	2015	2	To design an efficient financial management system and training module for sick/inactive SHGs in Pune (PMC limits)	Symbiosis International University	Rs.1,15,000/-
5	2015	2	Identify Financial Constraints impeding the growth of tourism in Mahabaleshwar and make recommendations for their removal	Symbiosis International University	Rs. 1,25,000/-
6	2015	1	Waste Management in Hospitals of Pune	Symbiosis International University	Rs. 70,000/-

**18. Inter-institutional collaborative projects and associated grants received**

- a) National Collaboration : Nil
- b) International Collaboration : Nil

**19. Departmental project funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSRAICTE, etc.; total grants received.**

Year	Project	Name of funding department	Total grant received
2013	Entrepreneurship Development Programme (EDP)	DST	Rs.2.8 lakh
2014	Entrepreneurship Awareness Camp (EAC)	DST	Rs.4.4 lakh

**20. Research facility /centre with State recognition- Nil**

**National Recognition**

- a) Centre for Corporate Governance by National Foundation of Corporate Governance (NFCG)
- b) Centre for Entrepreneurship Development by Department of Science and Technology (DST)

**International Recognition- Nil**

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	189	
i. Number of papers published in peer reviewed journals (national / international):	134 (National 70 and International 64)	
ii. Chapters in Books	23	
iii. Books with ISBN with details of publishers	2	
iv. Case Studies	3	
v. Proceedings papers	27	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	63	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 55 Range:1-10 Avg: 2.39
	Scopus	Total Citations= 3 Range: 0-3 Avg: 0.2
Total citations of SIMS faculty (SIU + Non-SIU affiliated papers)	44	
SNIP	Range: 0-0.98 Avg: 0.506	
SJR	Range:0-1.302 Avg: 0.336 Avg: 0.669	
Impact Factor – range/average	Range: 0-0.420 Avg:0.270	
h-index	(Google Scholar:4 Scopus:1)	

**23. Details of Patents and income generated :**

The institute has got two Copyright Registrations :

Name	Title of work	Year
Dr. B R Londhe	4Values Marketing Mix Model	2014
Rhea Joglekar (Student of 2012-14 batch)	Picture Analysis Tool for predicting talent growth and retention in an organization	2013

**24. Areas of consultancy and income generated**

Consultancy Project for a Japanese firm “Primagest Inc.” during 2013-14. The project was Assessing Indian Market Presentation for High Speed Scanners. The project generated a revenue of Rs. 5,70,000/-

**25. Faculty selected nationally / Internationally to visit other laboratories / institutions/industries in India and abroad :**

The following faculty members have visited a foreign university

SI No	Faculty	University	Year
1	Dr. B R Londhe	Metropolitan State University of Denver	2015
2	Mr. D. M. Deshpande	Thompson Rivers University, Kamloops, British Columbia	2010
3	Dr. Chhabi Sinha Chavan	Leeds Beckett University	2009

**26. Faculty serving in**

- a) National Committees - NIL
- b) International Committees - NIL
- c) Editorial Boards -

Names	
<b>Dr. B R Londhe</b>	<ol style="list-style-type: none"> <li>1. International Research Journal named OJAS published by JIMS Gaziabad.</li> <li>2. Review Committee of SITM International Conference</li> </ol>
<b>Dr. Asha Nagendra</b>	<ol style="list-style-type: none"> <li>1. Review committee of International Management Research Academy (IMRA), London, UK</li> <li>2. Referee of The International Journal of Human Resource Management</li> </ol>
<b>Dr. Mita Mehta</b>	<ol style="list-style-type: none"> <li>1. International Journal of Advance Research on Computer Science and Management Studies</li> <li>2. Associate Editor of International Journal of Applied Financial Management Perspectives of Pezzottaite Journals</li> </ol>

<b>Dr. Suruchi Pandey</b>	<ol style="list-style-type: none"> <li>1. Reviewer for HRM book of Cengage Publication</li> <li>2. Reviewer for one research paper of Life Science Journal.</li> <li>3. Reviewer for paper of MDI Gurgaon Conference schedule for 2015.</li> </ol>
<b>Ms. Arti Chandani</b>	<ol style="list-style-type: none"> <li>1. Editor for Galaxy International Interdisciplinary research journal</li> <li>2. Editor for TIMER Journal of National Foundation for Entrepreneurship Development</li> <li>3. Associate Editor of International Journal of Applied Financial Management Perspectives of Pezzottaite Journals</li> </ol>
<b>Mr. Komal Chopra</b>	<ol style="list-style-type: none"> <li>1. Reviewer in Emerald Emerging Markets Case Studies</li> </ol>

d) Any other (Please specify)NIL

## 27. Faculty recharging strategies (UGC, ASC, Refresher / Orientation Programmes, workshops, training programmes and similar programs).

All faculty members attend Workshops/FDPs/Conferences/Seminars conducted by TLRC, SIU and the institute. Following are the programmes attended by the faculty members in last academic year.

Year	FDP	Workshops	Seminar	Conference – National	Conference – International
2014- 2015	12	10	4	1	1

## 28. Student Projects

- a) Percentage of students who have done in-house projects including inter-departments projects - **100%**.  
As part of the MBA course curriculum, students have to undergo a **dissertation** work of 2 credits.
- b) Percentage of students doing projects in collaboration with other universities / industry/institute : **100%**
- CPS Project (Company Project Study):** All students have to undergo 8 – 10 weeks Summer Internship Programme with industry as part of the CPS project.
  - CSR Project (Corporate Social responsibility):** All students have to undertake a compulsory CSR project of 2 credits in the fourth semester with Corporates and NGO's to promote social and developmental work in the society.

### Live Project -4%

**Thermax Lift Project** - The Thermax Group, providing a range of engineering solutions to the energy and environment sectors, took an initiative to launch a very inspiring project- Thermax Lift Project. The project mainly aims to cultivate teacher leaders who share a set of core values that includes a commitment to social justice, an understanding of the strengths and the needs of a diverse student population, and a

dedication to equity and excellence for all students. LIFT seeks to prepare and support teacher leaders working with diverse learners to develop in all their students, the academic skills and strength of character needed to succeed in life. To contribute their part to the society and make an attempt to change the education system of India 12 out of many aspirants from SIMS were selected. They worked hard for 10 long days assessing the reading and writing ability of the students. This in turn will help to train the teachers to become leaders who can give maximum to propel these little birds to fly out with distinct colours.

## 29. Awards/recognitions received at the national and international level by

### a) Faculty

1. **Brig Rajiv Divekar (Retd)** has been awarded **Rajiv Gandhi Education Excellence Award** and **Rashtriya Vidya Gaurav Gold Medal Award** for outstanding achievements in the field of Education
2. **Dr. Mita Mehta** has received Best Teacher in HR award in 20th **Dewang Mehta Business School Awards** in 2013 at Mumbai.
3. **Dr. Suruchi Pandey** has been awarded Best Professor in HR in 20th **Dewang Mehta Business School Awards** in 2013 at Mumbai.
4. **Ms. Arti Chandani** has been awarded Best Professor in **Financial Management by Dainik Bhaskarin 2013**.
5. **Ms. Arti Chandani** has also received **Teacher's Day Awards 2013** by National Foundation for Entrepreneurship Development (NFED)

### b) Doctoral/post-doctoral fellows NIL

### c) Students

Year	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10
B School Competitions	25	45	17	6	8	15
Article/ Research Paper	5	14	3	3	1	1
Best Summer Internship	2	1	2	-	-	-
Scholarship	1	1	1	1	1	1
Copyright/ NET	-	2	-	-	-	-
Sports/ Others	4	6	3	5	6	6

## 30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.

### Seminars:

1. **Corporate Summit** :A Corporate Summit is conducted every year by the Placement Cell, to nurture the students through corporate

interactions before they venture into the industry. Panel discussions on various contemporary topics by top Corporates followed by interactions generate an interactive and collaborative meeting of the minds which is very insightful and enriching. The core essence of the Corporate Summit is panel discussions among the corporate highlighting their experiences, thought provoking views and the practical aspect of the current business scenario.

The summit organised in 2014-15 had the presence of the following esteemed dignitaries.

Sl No.	Name	Designation	Company
<b>Finance : Topic - Rise of Boutique Investment Banks in India</b>			
1	Aneek Vikram Das	IO Solution Architect	Accenture
2	Arvind Ladha	CEO	Vantage India
3	Rajendar Kumar Sinha	DGM-SME	SBI
4	Vishal Jadhav	Head, Equitace Capital	Bennett Coleman & Co Ltd.
5	Vishal Shah	AGM M&A	Larsen & Toubro Ltd.
<b>Human Resources : Topic - Managing GEN Y Challenges faced by GEN X</b>			
1	Anjan Bhowmick	Director HR	Hershey's India
2	Ankita Verma	HR Lead	Crisil
3	Arun Negi	Leadership Hiring - Talent Acquisition	Reliance Industries Ltd.
4	Roshni Mascarenhas	Senior Manager - Talent Acquisition	Viacom 18
5	Saptarishi Bhattacharya	Vertical Head - Talent Acquisition	Bajaj Allianz General Insurance
6	Unmesh Rai	General Manager - Talent Acquisition	Reliance Industries Ltd.
<b>Marketing : Topic - Reaching the Aam Aadmi : Challenges &amp; Strategies of Rural Marketing</b>			
1	Abhimanyu Khanna	Partner Business Manager	Hewlett Packard
2	Archana Jain	Co-Founder	Askino Technologies
3	Ekta Acharya	Head - Tenant Representation	Jones Lang LaSalle
4	Shailesh Kelkar	Vice President - Sales & Distribution	ICICI Prudential Life
5	Shikha Kochar	Consultant	Hindustan Times
6	Shripal Gandhi	Founder & CEO	Swipe Telecom

- WOMANCIPATION** : The institute conducts annually a seminar “Womancipation”, which is a first of its kind to be conducted by a B-School in Pune. For this seminar, top level women executives, entrepreneurs, and women who have made it to the top in their respective

fields, come and address our student managers on women related issues in the work place.

### Womancipation 2014 - List of Guest Speakers

Sl No.	Name	Designation	Company
1	Tina Rastogi	Head BPHR	Infosys
2	Aspy Engineer	President & Country Head – ATM Management & Currency Chest	Yes Bank
3	Saharsh David	Head - CSR	Sandvik
4	Sangeeta Lund	VP HR	Golden Source
5	Shikha Kochhar	Consultant	Hindustan Times
6	Anamika Dasgupta Sharma	Founder	The Potters Earth

### Conferences:

**SIMSARC :** The institute organizes its annual international research conference known as SIMSARC. SIMSARC provides an opportunity to researchers, corporates and scholars to enrich body of knowledge through their contribution through research. SIMSARC also offers a platform to the researchers and scholars to share their thoughts and ideas. Faculty and students are encouraged to send and present papers in this conference. Papers that get shortlisted are then either published in the institute's peer reviewed ISSN research journal, “Jidnyasa”, or sent for publication in other peer reviewed journals.

### SIMSARC 2014 - List of Guest Speakers

- **Mr. Rabindra Kumar Behera**, Chairman – RSB Group
- **Dr. Stuart M. Locke**, Professor of Finance, University of Waikato, New Zealand
- **Dr. Dilip K. Pithadia**, Chairman – Pithadia Foundation, Texas (USA)
- **Dr. Debbie Craig**, Managing Director, Catalyst Consulting, South Africa
- **Dr. Raj Khandekar**, Professor of Management, Metropolitan State College of Denver, USA
- **Mr. Rajendra Shivaraikar**, Associate Vice President – Garware Wall Ropes, Pune & Wai region
- **Dr. Ravi Seethamraju**, Senior Lecturer, University of Sydney Business School, Australia
- **Mr. Sarang Bapat**, CEO, I- Brand, North Carolina, USA

### 31. Code of ethics for research followed by the departments

- Research is one of the very important thrust areas of SIMS as enshrined in the mission of SIU.
- A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

- The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.
- Each paper is checked through anti plagiarism software “Turnitin” for malpractices and plagiarism.

### 32. Student profile programme – wise:

Name of the Programme (refer to question no. 4)	Application received	Selected		Pass Percentage	
		Male	Female	Male	Female
MBA : 2009-11	2303	144	135	100%	100%
MBA : 2010-12	2099	162	129	98.76%	100%
MBA : 2011-13	1487	194	135	96.90%	100%
MBA : 2012-14	1949	153	154	100%	100%
MBA : 2013-15	2110	166	142	Appeared	
MBA : 2014-16	5907	154	126	Appearing	
MBA : 2015-17	2045	169	146	Programme commenced on 4th June 2015	
PGPM : 2009-10	16	12	04	100%	100%
PGPM : 2010-11	148	48	12	100%	100%
PGPM : 2011-12	65	20	10	100%	100%
PGPM : 2012-13	74	24	10	100%	100%
PGPM : 2013-14	60	23	13	96%	100%
PGPM : 2014 -15	23	13	7	Appeared	
PGPM : 2015 -16	32	11	6	Programme commenced on 4th June 2015	
MBA (E) : 2009-12	189	48	12	100%	100%
MBA (E) : 2010-13	59	51	8	100%	100%
MBA (E) : 2011-14	34	30	4	100%	100%
MBA (E) : 2012-15	38	31	3	90%	100%
MBA (E) : 2013-16	66	33	1	Appearing	
MBA (E) : 2014 -17	75	57	12	Appearing	
MBA (E) : 2015 -18	130	87	17	Programme commenced on 6th July 2015	
PGDBM : 2009-10	44	31	13	100%	100%
PGDBM : 2010-11	20	14	4	100%	100%
PGDBM : 2011-12	29	20	9	100%	100%
PGDBM : 2012-13	21	16	4	100%	100%
PGDBM : 2013-14	23	16	4	44%	75%
PGDBM : 2014-15	20	13	7	58%	57%
PGDBM : 2015-16	40	27	10	Programme commenced on 12th July 2015	



PGDHRM : 2009-10	25	7	18	100%	100%
PGDHRM : 2010-11	16	2	14	100%	100%
PGDHRM : 2011-12	12	3	9	100%	100%
PGDHRM : 2012-13	21	7	14	100%	100%
PGDHRM: 2013-14	13	3	10	33%	90%
PGDHRM : 2014-15	11	6	5	50%	80%
PGDHRM : 2015-16	14	4	10	Programme commenced on 12th July 2015	
PGDIB : 2009-10	22	19	3	100%	100%
PGDIB : 2010-11	22	18	4	100%	100%
PGDIB : 2011-12	11	8	3	100%	100%
PGDIB: 2012-13	13	10	3	100%	100%
PGDIB: 2013-14	11	7	4	86%	100%
PGDIB : 2014-15	7	4	3	50%	67%
PGDPM: 2013-14	4	4	Nil	100%	Nil
PGDPM : 2014-15	11	10	1	70%	100%
PGDPM : 2015-16	10	5	5	Programme commenced on 12th July 2015	
PGDFM : 2015-16	10	7	3	Programme commenced on 12th July 2015	

### 33. Diversity of students

Name of Programme (refer to question no. 4)	% of students from same university	% of students from other universities within the state	% of students from universities outside the State	% of students from other countries
MBA : 2009 -11	4%	30%	65%	1%
MBA : 2010 -12	19%	32%	45%	4%
MBA : 2011 -13	23%	33%	39%	5%
MBA : 2012 -14	5%	30%	61%	4%
MBA : 2013 -15	13%	32%	51%	4%
MBA : 2014-16	6%	30%	63%	1%
MBA : 2015-17	3%	24%	72%	1%
PGPM : 2009-10	0%	28%	72%	0%
PGPM : 2010-11	0%	13%	87%	0%
PGPM : 2011-12	0%	22%	78%	0%
PGPM : 2012-13	0%	42%	58%	0%
PGPM : 2013-14	0%	45%	55%	0%

PGPM : 2014 -15	0%	25%	75%	0%
PGPM : 2015 -16	0%	29%	71%	0%
MBA (E) : 2009-12	0%	71%	29%	0%
MBA (E) : 2010-13	0%	99%	1%	0%
MBA (E) : 2011-14	0%	99%	1%	0%
MBA (E) : 2012-15	0%	68%	26%	6%
MBA (E) : 2013-16	0%	85%	15%	0%
MBA (E) : 2014 -17	0%	61%	39%	0%
MBA (E) : 2015 -18	1%	35%	64%	0%
PGDBM : 2012-13	0%	65%	35%	0%
PGDBM : 2013-14	5%	65%	30%	0%
PGDBM : 2014-15	10%	53%	37%	0%
PGDBM : 2015-16	0%	78%	22%	0%
PGDHRM : 2012-13	1%	64%	35%	0%
PGDHRM: 2013-14	0%	85%	15%	0%
PGDHRM : 2014-15	0%	64%	36%	0%
PGDHRM : 2015-16	0%	57%	43%	0%
PGDIB : 2012-13	8%	69%	23%	0%
PGDIB : 2013-14	0%	65%	35%	0%
PGDIB : 2014-15	14%	57%	29%	0%
PGDPM: 2013-14	0%	35%	65%	0%
PGDPM : 2014-15	0%	55%	45%	0%
PGDPM : 2015-16	0%	50%	50%	0%
PGDFM : 2015-16	0%	70%	30%	0%

**34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category wise.**

Sl No	Examination	Name	Batch
1	Civil Services	Mr Piyush Sharma	MBA 2008-2010
2	NET	Ms AmitaThapiyal	MBA 2012-2014

**35. Students progressions**

Student Progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA

PG to Ph.D.	NA*
Ph.D. to Post- Doctoral	NA
Employed Campus selection Other than campus recruitment	Campus selection - 90% Other than campus recruitment - 10%* (*includes entrepreneurs also)
Entrepreneurs	1%

\* No natural progression from PG to Ph.D. Admission through entrance exam and merit.

### 36. Diversity of Staff

Details	2014-15
Percentage of faculty who are graduates of the same university	12%
From other universities within the state	50%
From universities from other state	38%
Universities outside the country	NIL

### 37. Number of faculty who were awarded M.Phil, Ph.D., D.Sc. and D.Litt. during the assessment period

During the assessment period four faculty members of the Institute have been awarded Ph.D :

SI No	Name	Date of award
1	Dr Suruchi Pandey	June 30, 2011
2	Dr D M Deshpande	January 27, 2012
3	Dr Pravin Kumar	December 8, 2012
4	Late Dr Ashwini Purandare	June 21, 2013

### 38. Present details of departmental infrastructure facilities with regard to

#### a) Library Details of library infra-structure

S. No.	Library facility	Details
1.	Total area	2125.52 sq. ft.
2.	Total seating capacity	Total 96 users can seat at a time. Seating for - Faculty - 2 cubicles with four chairs. Student - 85 Library Staff - 7

3.	Working hours: i. On working days ii. On Sunday iii. Festival /Holidays iv. Before Examination v. During examination vi. During vacation	8.30 am to 11.00 pm 10.00 am to 6.30 pm Library remain closed 8.00 am to 1.00 am (15 days prior) 8.00 am to 1.00 am 10.00 am to 6.00 pm ( only in May)
4.	Layout of the library Relaxed reading  IT zone for accessing e-resources	Open area at the back side of the library surrounded by greenery  5 computers in reading hall with LAN connection and Wi fi Facility
5.	Display of floor plan i. Adequate sign boards  ii. Access to differentially abled users and mode to access to collection	a. Boards indicating Subjects and locations b. Boards indicating discipline in library  a. One movable platform for physically disabled users is available with institute estate dept.

#### Details of the library holdings:

S. No.	Items	Numbers
1.	Print I. Books ii. Titles iii. Back volumes	22016 11779 78
2	Average number of books added in last 3 years	1171
3	Non-print ( Microfilms, AV)	548 Video Cassettes + 1191 CDs = 1739
4	Electronic (e-books, e-journals)	a. e-books – 374 (www.myilibrary.com)  Database - 12  b. e-journals – 35099 (Sage Publications: 8) (Publishing India Group: 7)
5	Special collections (SIU) Reference books	886
6	Book banks	4140
7	Question banks	Total - 24 (MBA - 9, MBA EE - 5, PGPM - 6, Part-time - 4)
8	Total number of national journals	37
9	Total number of international journals	9

## Tools deployed to access the collection

Sr. No.	Tool Name	Details	Remarks
1.	OPAC	KOHA	http://10.10.106.15:9094 http://symbiosis-koha.informindia.co.in
2	Electronic Resource Management package for e-journals	<ul style="list-style-type: none"> <li>• EBSCO,</li> <li>• Emerald,</li> <li>• JSTOR,</li> <li>• Sage Publ (8 jr.)</li> <li>• Publishing India Group (7 jrs.)</li> <li>• SCOPUS</li> </ul>	<ul style="list-style-type: none"> <li>• EBSCO, SCOPUS, Emerald and JSTOR are in consortia from SIU</li> <li>• Sage &amp; Publishing India group jrs are individually purchase by inst.</li> </ul>
4	Library website	Yes	Improvement in existing website under progress.
5	In-house/remote access to e-publications	Yes	All e-resources are accessible through institute internet IP address.

- b) **Internet facilities for staff and students** – Yes, The institute provides 24\*7 free internet facilities on campus through LAN and Wi-Fias given below

S.No.	IT infrastructure/Facility	Number
1	Systems	160 + 3 Server + Two IMac Machine
2	Computer-student ratio	30 PC old lab +60 PC new lab =90 PC Total. Each batch 60 Student. 1:1 Ratio
3	Dedicated computing facilities	40
4	LAN facility	Yes, 20mbps
5	Number of nodes/ computers with internet facility	200

- c) Total number of class rooms : 16
- d) Class rooms with ICT facility:16 - All class rooms are equipped with computer with LAN, Wi-fi and projector.
- e) Students' laboratories : 2 Computer Labs
- f) Research laboratories : NIL

### 39. List of Doctoral, Post-doctoral students and Research Associates

a) **From the host institution/university:**

1. Brig Rajiv Divekar (Retd) - SIU
2. Mr. Komal Chopra - SIU
3. Mr. Venkatesh Iyengar (Ph.D. Scholar) - SIU

**b) From other institutions/ universities :**

1. Ms. Vanishree Pabalkar- Bharti Vidyapeeth, Pune
2. Ms. Arti Chandani - Madras University, Chennai

**40. Number of post graduate students getting financial assistance from the university.**

S. No.	Name of Student	Batch	Scholarship	Amount (Rs.)
1	Ms. Arzoo Bista	2012-14	Best International Student	675000
2	Ms. Aranxta Sanchis	2011-13	Best Sports Person	24000
3	Ms. JyotiGaikwad	2013-15	Best Sports Person	12000
4	Ms. Avantika Madhavan	2009-11	Outstanding Incoming student (Fee waiver in First Semester)	80500
5	Ms. Gurleen Kaur	2010-12	Outstanding Incoming student (Fee waiver in First Semester)	92575
6	Ms. Debashree Mandal	2011-13	Outstanding Incoming student (Fee waiver in First Semester)	115500
7	Ms. Neha Gupta	2012-14	Outstanding Incoming student (Fee waiver in First Semester)	64100
8	Mr. Ravinder Singh Puri	2013-15	Outstanding Incoming student (Fee waiver in First Semester)	68900

**41. Was any need assessment exercise undertaken before the development of new programmes(s)? If so, highlight the methodology.**

Yes, a need assessment exercise was undertaken for commencing the Post Graduate Diploma in Project Management programme. As part of the assessment exercise, a need analysis study through a questionnaire filled-up by faculty, students, alumni and industry people was conducted. Based on this study, the programme was designed and projected to SIU for approval. The programme was processed through the Board of Studies, Academic Council and finally approved by the Board of Management and commenced in academic year 2013- 14.

**42. Does the department obtain feedback from:****a) Faculty on curriculum as well as teaching-learning- evaluation? If yes, how does the department utilize the feedback?**

As a process each faculty gives feedback on subject/ course, credits, duration, batch size, reading material, staff and students at the end of the semester. The feedback collated is then analysed. Additionally, each year a Review and Revision Committee of faculty for every specialisation goes through the courses and the syllabus comparing it from SIU course catalogue. Their recommendations are discussed in the institute Faculty Curriculum Review meeting. Changes accepted are incorporated in the programme structure and forwarded to SIU with justification for approval.

**b) Students on staff, curriculum and teaching-learning- evaluation and how does the department utilize the feedback?**

The institute obtains feedback from students on teaching style, pedagogy, course content, performance feedback, and over all

faculty through open house feedback session and online feedback at the end of the semester. Additionally, Academic coordinators interact with Class Representatives of all sections on a regular basis on areas of infrastructure and/or any academic related issues/grievances. Collected feedback is analysed and then shared verbally with faculty if found not upto the mark by the Director of the Institute.

**c) Alumni and employers on the programmes offered and how does the department utilize the feedback?**

**Alumni :** Formal feedback is taken via e-mails and verbal feedback during alumni meets. The alumni are also invited for guest lectures and other institution building activities where they give feedback on curriculum development.

**Employers/Industries:** A verbal formal feedback on curricula suitability is obtained during visits to corporates by Director, staff and students. Industry perspectives are also obtained through academic meetings, guest lectures, workshops, placements and seminars. The Head of Placement at our institute takes verbal feedback from the Corporate mentors during and after the Company Project Study(CPS), which is a part of our curriculum.

In addition to students and faculty a verbal feedback is taken from alumni and executives from Industries to help in restructuring the programmes, syllabus, and pedagogy. Further, the Curriculum of all the programmes currently pursued at the Institute is reviewed every year by the review and revision committee.

#### 43. List the distinguished alumni of the department

Sl No	Name	Company	Designation	Batch
1	Mr. Deepak Khanna	Reliance Communications	CEO	1996-98
2	Mr. Anurag Tyagi	HSBC Asset Management, India	Senior VP & Regional Director	1997-99
3	Mr. Rahul Nandi	HP	Global Talent Acquisition Leader	1995-97
4	Mr. Ashish Kapoor	Eaton Technologies	Director HR	1996-98
5	Mr. Rana Ranjan	Credit Suisse	Director	1993-95
6	Mr. Royce D' Costa	Danaher	Executive Director - Human Capital Management	1995-97
7	Mr. Vivek Dwivedi	Honeywell	Director - India Organization Development & Learning	1998-2000
8	Mr. Lester D'Souza	Genpact UK Ltd.	V.P, Re-engineering Leader Europe	1996-98
9	Mr. Karan Johar	HSBC	Vice President	2000-02
10	Mr. Harshvardhan Singh	Cushman & Wakefield	Asst. VP – Retail	2003-05

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

The institute conducts the following events (special lectures / workshops / seminars) every year as part of the students' enrichment programmes.

1. **360 Degree Series** : 'The 360 Degree Lecture Series' aims to enhance holistic knowledge amongst students. A one of its kind of initiative, its main purpose is to enhance the thinking abilities of student managers and widen their scope of knowledge through a series of lectures by prominent personalities across different sectors.
2. **StrateGem** : The StrateGem is organized by Infinite, the Finance Club of SIMS. The word 'StrateGem' in our context means 'A Gem of a Strategy'. Each year StrateGem is conducted to discuss the issues and challenges faced by nation in finance arena, whereby noted and eminent people come and share their views.
3. **Field Marshal Manekshaw Lecture** : The aim of the lecture series is to provide experiential learning and expert perspective about related fields to students and members of the audience. Each year, a renowned luminary who is an expert in his / her field is invited as the guest speaker.
4. **Colosseum** : is an annual event HR seminar on contemporary HR themes, where eminent people from the industry are invited to share their thought with the students.
5. **4THOUGHT** : is an annual seminar conducted by the Marketing club where top corporates are invited to share their thoughts and experiences.

Apart from above, the institute also organises guest talks on various topics by renowned personalities and industry experts.

**45. List the teaching methods adopted by the faculty for different programmes.**

- i. Lectures
- ii. Case Study
- iii. Case Study Presentation
- iv. Class discussion and participation
- v. Presentation
- vi. Group Assignment
- vii. Group Activity
- viii. Role Play
- ix. Project Work
- x. Industry Visit

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The objective of every MBA programme is to produce knowledgeable, practical, ethical, value driven, empathetic managers who are industry



ready. SIMS ensures that these aspects are inculcated in the student managers through curricular, co-curricular and extra-curricular activities. The programme structure has courses such as ISR Projects, Ethics and Governance, Energy and Environment amongst others. Each of these courses has its objectives clearly given.

During the semester, regular feedback from class representatives, faculty feedback from students, Students performance in continuous evaluations, B-School competitions is monitored to see if learning outcomes are met. Mid-course corrections, if required, in terms of change in pedagogy, assignments, extra classes, projects are done.

Semester end feedback of students and faculty, student performance in semester exams, feedback from industry on students' knowledge, application skill sets, attitude and performance during summer internship projects and during placement interviews are monitored and analysed. Any changes/ inclusion of courses, events, and activities are then done in the programme structure and yearly co- curricular and extra-curricular schedule.

#### **47. Highlight the participation of students and faculty in extension activities.**

- 1. PRANAY - Our Social Initiative:** PRANAY is a first of its kind, social initiative by a B-school which is totally student driven. The PRANAY Club of the institute promotes social and developmental work in the society. This is a voluntary work. Through our efforts at PRANAY, we conduct numerous social and welfare activities in collaboration with NGOs, Corporates and Government organizations. A faculty is incharge for driving the initiatives in PRANAY.
- 2. DGR Programmes :** SIMS is duly recognized as a centre for conducting DGR (Directorate General Resettlement) programs for high ranking officers of the Defence Services recently retired or on the verge of retirement. The Institute conducts the DGR courses on “Independent Directors” and “Supply Chain Management”.
- 3. Entrepreneurship Development :** The objective of the E-Cell at SIMS is to instill entrepreneurial real thinking in the student managers and to create a community of business professionals with a lifelong commitment to achieve social and economic progress through entrepreneurship. E-Cell at SIMS actively works towards setting up an incubation centre on Campus. It invites various eminent entrepreneurs to deliver lectures to educate students about the advantages and hardships of entrepreneurship. Guest Lectures, Mentorship programs, Entrepreneurship Awareness Camp, Business Plan workshops, Case study and workshops are conducted throughout the year to involve students in activities that are essential to an entrepreneur.

4. **Swachh Bharat Abhiyaan** : As part of this initiative the faculty, staff and students at SIMS participated in the cleanliness drive and executed the Swachhta Abhiyaan in the campus and surrounding area.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- SIMS offers **SIX SIGMA green belt training course** which is a certificate course. This course is open to all and a value addition in terms of knowledge and skills in particular level.
- SIMS offers **ICICI learning matrix online course** where students can register online and take this course on his/ her own to enrich the knowledge. There are various modules offered at ICICI learning matrix level.
- SIMS also conducts **a certificate course with IBM on SPSS** for students and faculty.
- SIMS promotes research amongst students and has an in house research publication, “**SIMSKRITI**” (**SIMS JMR**), where research articles or papers of students from the different college as well as SIMS are published. Students are also encouraged to write and publish articles and research papers in various magazines and reputed research journals. The papers are also presented in National and International conferences.
- The Students have formed various clubs and cells like I-Station, Infinite - The Finance Club, People Tree - The HR Club, SMARK - The Marketing Club, Academic Cell, Placement Cell, Alumni Cell, Library Cell, E-Cell and Event Cell. All these clubs and cells organize numerous guest lectures, events, seminars, competitions, games, quizzes and workshops.
- To motivate students of SIMS to take entrepreneurship as a matter of challenge and pride and to provide them opportunities to develop their managerial skills through real life projects, the student managers are encouraged to run campus companies. Some of the campus entrepreneurial ventures started by the student managers are Sub-Conscious, Creativa, Identify Oral Care Pvt Ltd.

**49. State whether the programme/department is accredited / graded by other agencies? If yes, give details.**

Yes, the institute has been accredited/graded by some agencies. The indicative list is given below

1. **SIMS is an ISO 9001:2008 quality certified institute**
2. **SIMS is recognised by Department of Science and Technology**  
The institute has been recognized by Department of Science and Technology (DST) for its Entrepreneurship Development Programme (EDP) and Entrepreneurship awareness camp (EAC).
3. **SIMS is recognised by National Foundation of Corporate Governance**  
SIMS is the only accredited Centre for Corporate Governance of the National Foundation for Corporate Governance in Pune. The NFCG has been established by the Ministry of Corporate Affairs and CII with support from ICAI and ICSI.

The Centre's singular focus is to enhance knowledge on important aspects of good Corporate Governance norms amongst the senior management and boards of companies through dissemination of appropriate programs in association with experienced persons practicing in the field. SIMS undertakes various research projects in the area of Corporate Governance funded by National Foundation for Corporate Governance (NFCG) every year.

**4. SIMS is also recognised by Directorate General Resettlement, Ministry of Defence**

SIMS is duly recognized by Directorate General Resettlement (DGR) for conducting programs for officers of the Defence Services. The Institute in collaboration with DGR conducts courses on “Independent Directors” and “Supply Chain Management”.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SIMS, based on feedback and interaction with corporates, academic, students, Government Policies and happenings in society and the world brings in changes in its curriculum as also in co-curricular and extra-curricular activities and events. SIMS has introduced new and contemporary courses such as Business Ethics and Corporate Governance, Energy and Environment, CSR Project in its curriculum.

In keeping with the Govt policy of promoting entrepreneurship, SIMS has encouraged students to become entrepreneurs. Each year SIMS promotes two campus companies, operated by students within the campus. In additions SIMS also conducts 'Market Beat' where-in students get an opportunity to run a stall and present a business plan. Viable and good proposals are then presented to Alumni during Alumni Meet as part of a competition. Promising ventures are encouraged by incubating them, giving guidance by getting experts, bringing venture capitalists and angel investors to review the ventures and invest. SIMS has six students who turned entrepreneurs while studying in SIMS - Ms. Smita Rajgopal of Batch 2005-07, Ms. Kirti Advani and Mr. Karan Kochar of Batch 2008-10, Ms. Jabish Golyan of batch 2009-11, Mr. Amol Kakde of Batch 2010-12 and Dr. Sunil Shekhawat of batch 2013-15.

SIMS is also a centre for promotion of entrepreneurship recognised and funded by Department of Science and Technology. SIMS conducts each year two Entrepreneurship Awareness Camps and two Entrepreneurship Development Programme for budding/new entrepreneurs. This has met with great success. So far there are seven participants who have become entrepreneurs.

SIMS is also a centre for Corporate Governance recognised by National Foundation for Corporate Governance. In 2012, two faculty and two students formed as part of a team along with Pune International Centre and wrote a white paper on “Corporate Governance”. The same was then presented to Mr. Veerappa Moily, Union Minister for Corporate Affairs and submitted to the Ministry of Corporate Affairs.

In the curriculum of 4<sup>th</sup> Semester, every student has to do a 30 hours CSR project. The institute collaborates with Govt Schools, Orphanages, Old Age Homes, Hospitals, Mobile Creche and others for the students to do the project. This helps the students to understand the challenges, problems and issues of the weaker, poor, downtrodden, challenged sectors of society and helps in developing compassion, values, ethics and empathy in them.

#### **51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

##### **STRENGTHS**

- Only B-School of its kind in the country for Defence Personnel and their dependents in the civil sector.
- Huge alumni base, positioned at key positions in wide range of Industry across India.
- Global Immersion Programmes with Foreign Universities.
- Accredited Centre for Corporate Governance by Ministry of Corporate Affairs, Government of India and Centre for Entrepreneurship under Department of Science and Technology.
- Developing empathy, ethics and values amongst students through ISR.
- Promoting and encouraging entrepreneurship amongst students through Campus Companies, Entrepreneurship Awareness Camp (EAC) and Incubation Centre.
- Inculcating research bent in students through encouraging students to present and publish research papers in indexed journals, magazines and conferences.
- Unique pedagogy with corporate guest lectures, workshops, forum, group tasks, industry visits etc.
- Increasing focus on research, project and consultancy.

##### **WEAKNESSES**

- Less visibility in civil sector.
- Bulk student intake from one category (Defence)
- Heavy dependence on part-time/ visiting faculty members for certain courses
- Limited hostel facility for PGPM Students.

##### **OPPORTUNITIES**

- To have a DST funded incubation centre.
- To have collaborations with industry for sponsoring employees for Post Graduate Programme in Management (PGPM) and Part time courses.
- To have collaborations with industry for conducting company sponsored diploma courses, certificate courses, MDPs and workshops.
- To undertake consulting assignments of companies.
- Writing joint research papers with faculty of foreign universities with whom there is MoU.

## CHALLENGES

- Tough competition with other B-Schools.
- Placements of one year PGPM programme for experienced executives.
- Increase presence in civil sectors to attract good students in Industry sponsored category and for other programmes which are open to all.
- Increase intake in PGPM and other executive programmes.

### 52. Future plans of the department.

- **Opening up MBA programme for dependents of defence personnel of SAARC countries**  
SIMS plans to start a post graduate management programme exclusively for dependents of defence personnel of the South Asian Association for Regional Cooperation (SAARC) countries. This will be in Collaboration with Govt. of India (Ministry of Defence) and Ministry of External Affairs.
- **Incubation Centre** : SIMS is a centre for entrepreneurship development of Department of Science and Technology. To promote entrepreneurship and assist entrepreneurs, SIMS plans to set up a full-fledged Incubation Centre. The Centre will provide legal business advice and guidance, seed funding, market survey and consulting facility.
- **Conducting certification courses for Ministry of Defence.**  
SIMS is planning to have a tie up with MoD for conducting various certification courses in management for defence personnel. This will facilitate their smooth transition after retirement to the corporate world.



Symbiosis Institute of  
Telecom Management

(SITM)



“SITM...a perfect destination for graduates who want to build a career in ICT industry! SITM is not only recommended for telecom but also for IT sector. Teaching methodology and curriculum here is as per industry standards and requirements. Highly qualified and experienced faculty members of the institute help students to excel by giving them thorough knowledge. Events conducted at the institute are organised entirely by student teams. This gives them the practical experience of management.”

***Amita Ajay Budhwani, Pune - SITM***



## Evaluative Report of the Department

- 1. Name of the Department:**  
Symbiosis Institute of Telecom Management (SITM)
- 2. Year of establishment:**  
1996
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. SITM is a constituent of Symbiosis International University (SIU) under Faculty of Management.
- 4. Names of programmes offered:**
  - Master of Business Administration (Telecom Management)
  - Master of Business Administration (Executive) Telecom Management
- 5. Interdisciplinary programmes and departments involved:**  
In addition to courses from the catalogue of the faculty of management, SITM compiles its programme structure from the course catalogues of other faculties including the faculty of computer science and law.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.:**
  - SITM has setup business analytics lab in collaboration with IBM under the IBM Career Education for Business Transformation (CEBT) program. Courses such as descriptive analytics and predictive analytics are offered to select MBA students. Students get exposure to IBM products like SPSS, COGNOS under this program.
  - SITM in collaboration with Tele Management Forum (TMFORUM USA) offers training and certification for all students in the area of Business Process Framework (eTOM) and Revenue Assurance.
  - SITM in collaboration with EMC Corp. offers training and certification for all students in the area of Information Storage Management (ISM) and Cloud Infrastructure Services (CIS).
  - SITM is CISCO Local Academy under the CISCO academic initiative. Students opting for Systems specialisation undergo Cisco Certified Network Associates (CCNA) papers with practicals using the simulator.
  - Similarly SITM has an association for Broadband Wireless Simulation (BWSIM) on telecom network with Centre of Excellence in Wireless Technology (CEWiT), Chennai. CEWiT is established in the campus of Indian Institute of Technology, Chennai. Students are able to simulate 4G LTE network planning, interference, traffic and throughput.
  - SITM offers training and certification in Information Technology Information Library (ITIL) for all students in the area of IT service management.

**7. Details of programmes discontinued, if any, with reasons:**

Nil

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System:**

Semester and Choice Based Credit System

**9. Participation of the department in the courses offered by other departments:**

- Dr. Giri Hallur and CA Abhijit Chirputkar taught courses at SCMHRD.
- Prof. Yatin Jog taught courses at SICSR.
- Dr. Pramod Damle has taught at TLRC (SIU).
- Dr. Trupti Dhote has taught at SIMC-PG Pune.

**10. Number of teaching posts sanctioned and filled:**

	Sanctioned	Filled
Professor	2	2
Associate Professors	4	5
Assistant Professors	10	8
Adjunct Faculty	-	2
Other Teaching staff	-	1
<b>Total</b>	<b>16</b>	<b>18</b>

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance :**

S. no.	Name	Qualification	Designation	Specialization	No. of Years of Experience (years.months)	No. of Ph.D./ M.Phil. Students guided for the last 4 years
1	Dr. Sunil Patil	BSEE, ME (India), M. A. Sc. (Canada), MSEE (USA), MBA (USA), PhD	Director – Associate Professor	Telecom and Management	Industry experience: 24 Teaching Experience: 7	Nil
2	Mr. Abhijit Chirputkar	B.Com, M.Com, CA., CISA(USA), MBF, SET	Deputy Director and Assistant Professor	Finance	Professional / Consultation experience: 10 Teaching Experience: 12	Nil

3	Dr. Pramod Damle	B Sc (Maths), LL B, M Com, MCM, PhD CAIIB, CISA, CISSP, PMP, GIAC GSLC	Professor	IT Management	37	Nil
4	Dr. Tarun Kumar Singhal	Bsc, MSc (Maths), MS(Software Systems), PhD	Professor	IT Management	Corporate Experience:1.5 Academic Experience: 20	5 on-going
5	Dr. Sujata Joshi	MBA, M. Com, SET, PhD	Associate Professor	Marketing	Academic/Teaching experience at MBA level: 17 Corporate experience: 3	Nil
6	Mr. Prasanna Kulkarni	B.Com, M.Com., F. C. A. Pursuing PhD	Associate Professor	Finance	Professional / Consultation experience: 25 Teaching Experience: 19	Nil
7	Mr. Avinash Aslekar	B.com. M.C.M, M.M.M. UGC NET pursuing PhD in Management	Associate Professor	Networking, Network Security, IT, Telecom	Teaching Experience:23	Nil
8	Dr. Abhijeet Deshpande	PhD, MBA, BCom, DBM, MCom, MSc	Associate Professor	Management	Professional 7 Teaching Experience: 11	Nil
9	Mr. Sandeep Prabhu	BE, MBA-Marketing, MBA (Finance),NET Pursuing PhD	Assistant Professor	Marketing	Industry experience : 13 Teaching experience : 5	Nil
10	Dr. Giri Hallur	M.Sc (Physics), PGDTM (Marketing), M.M.M, NET, Ph.D, Diploma In Competition Policy and Law	Assistant Professor	Telecom	Academic experience : 9 Teaching experience :4	Nil
11	Mr. Yatin Jog	BSc.(CS) Msc. (CS) MCM, Pursuing Ph.D	Assistant Professor	Networking & IT	Corporate Teaching Experience: 6 Academics (G/PG):11	Nil
12	Dr. Trupti Dhote	Bsc, BMC, MBA (Marketing), PhD	Assistant Professor	Marketing	Corporate Experience:8 Academic Experience: 10.4	Nil

13	Mr. Chintan Vadgama	B.Com, M.B.A. , NET	Assistant Professor	Finance	Professional Experience: 1 Teaching Experience: 6	Nil
14	Ms. Madhavi Damle	B.Sc. (Phy. & Inst.),, B.Sc.(CE), MBA (Finance), NET, Pursuing PhD	Assistant Professor	Management	Industries Experience: 7 Teaching Experience: 6	Nil
15	Ms. Anurupa Ghatge	MBA, MA, BA	Assistant Professor	Management	Teaching Experience:10 Industry Experience: 6	NIL
16	Ms. Aditi Khutwad	MS, BE	Research Assistant	Management	Industry Experience : 3	Nil
17	Ms. Vijaya lakshmi Chetala palli	MS, BTech, Pursuing PhD	Adjunct Faculty	Telecom	Industry Experience: 12 Teaching Experience: 2	Nil
18	Dr. KSS Iyer	PhD, MSc	Adjunct Faculty	Statistics and Management	Teaching And Research Experience : 54	Nil

## 12. List of senior Visiting Fellows, Adjunct Faculty emeritus professors:

### Visiting Faculty

SN	Title	First Name	Last Name	Organization	Designation
1	Ms	Madhumita	Banerjee	Bajaj Allianz	Branch Training Manager
2	Mr	Satish	Dhanorkar	Detapro Ltd.	CEO
3	Dr	Tapash	Ganguli	Tata Consulting Engr	Principle Consultant
4	Dr	Rohitesh	Gidwani	US Vitamin	Senior Marketing Manager
5	Mr	Rishi	Kappal	Sony mobile communication	Vice President
6	Mr	Sandeep	Khedkar	Hewlett Packard	BT Consultant
7	Mr	Abhijeet	Kulkarni	Siemens Ltd.	Dy. Manager
8	Mr	Uday	Kulkarni	UVK & Associate	Senior Partner
9	Mr	Kiran	Kunte	K G Kunte Associates	Owner
10	Mr	Jayant	Oke	State Bank of India	Sr. Manager
11	Mr	Shekhar	Tankhiwalla	Tech Mahindra	Director
12	Mr	Rahul	Wargad	BSNL	SR. Manager , IT
13	Mr	Hemant	Dudhe	BSNL	Sub Div. Engineer
14	Mr	Shashank	Deshmukh	TCS	Sr. Consultant
15	Mr	Shirish	Kulkarni	TCS	Sr. Consultant

**13. Percentage of classes taken by temporary faculty – programme-wise information:**

Name of Programme: M.B.A. – Telecom Management

Sr.No.	Batch (Year)	% of classes taken by Visiting faculty
1	2014-15	35%

Name of Programme: M.B.A.(Executive) Telecom Management

Sr.No.	Batch (Year)	% of classes taken by Visiting faculty
1	2014-15	54%

**14. Programme-wise Student-Teacher Ratio:**

13:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual:**

Sr. No.	Designation	Sanctioned	Filled
1	Technical staff	6	4
2	Administrative staff	18	14
3	<b>Total</b>	<b>24</b>	<b>18</b>

**16. Research thrust areas as recognized by major funding agencies:**

- Wireless Communication
- Assessing customer experiences

**17. Number of faculty with on-going projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise:**

Nil

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration – Nil  
b) International collaboration – Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received:**

NIL

**20. Research facility/centre with:**

- State recognition – Nil  
National recognition – Nil  
International recognition – Nil

## 21. Special research laboratories sponsored by/created by industry or corporate bodies:

SITM does not have special research laboratories; however SITM has collaboration with IBM for setting up IBM Analytics Lab under Career Education for Business Transformation (CEBT). This Lab can also be used by students and faculty for research.

## 22. Publications:

Total number of publications (From 2009 to 2015; as of 31-07-2015)		60
i.	Number of papers published in peer reviewed journals (national / international):	49 (National 35 & International 14)
ii.	Monographs	1
iii.	Chapters in Books	4
iv.	Case Studies	1
v.	Proceedings papers	5
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		26
Citation Index – range / average (For SIU affiliated papers)		Total Citations= 3 Range:1-1 Avg: 1
Total citations of SITM faculty (SIU + Non-SIU affiliated papers)	Google Scholar	16
SNIP		Range: 0-0.804 Avg: 0.584
SJR		Range:0-1.302 Avg: 0.336 Avg: 0.848
Impact Factor – range/average		Range:0-0.420 Avg:0.303
h-index		Google Scholar: 1

**23. Details of patents and income generated:**

Symbiosis Institute of Telecom Management faculty members have applied for a patent in the areas of Audit and Assurance. The service mark has already been registered and the initial screening process for patent is in process.

**24. Areas of consultancy and income generated:**

Training for middle level executives of AMDOCS on telecom conducted between June-Aug 2012 and income generated of Rs.1.46 Lacs.

**25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in:**

- Dr. Jasmeet Kaur was invited at Telecom Ecole De Management, Paris, France for teaching a course on Operations Management to MBA students in 2015.
- Dr. Giri Hallur was invited to attend training on ‘Systematic Review’ at an Institute -Lirne Asia, Sri Lanka in 2013
- Dr. Sujata Joshi was invited as Keynote Speaker and Session Chair for ICTTM (International conference on Telecom & Technology Management) conducted by IIT Delhi in 2015
- Prof. Sunil Patil chaired session in a conference conducted by International Journal of Arts and Sciences at Harvard in 2014
- Prof. Prasanna Kulkarni chaired a session at SIMS International Research Conference in December 2013
- Dr. Pramod Damle chaired a session at SIMS International Research Conference in December 2014
- Dr. Tripti Dhote chaired a session at SMBS Indo-Canadian International Research Conference in July 2015

**26. Faculty serving in:**

- a) National committees: Nil
- b) International committees: Nil
- c) Editorial Boards
  - Prof. Sunil Patil (Journal – Telecom Business Review)
  - Prof. Dr. Sujata Joshi (Journal – Telecom Business Review)
  - Dr. Jasmeet Kaur: Editorial Board of Asia Pacific Journals
  - Dr. Pramod Damle: Platinum Member of Software Engineering Information Repository (SEIR) of Software Engineering Institute (SEI) at Carnegie Melon University.
- d) Any other (please specify):
  - Dr Tripti Dhote appointed as Brand expert on Hon’ble CM Maharashtra’s MTDC tourism Branding panel.
  - Dr. Giri Hallur is SITM’s representative in Telecom Standards Development Society of India (TSDSI).

**27. Faculty recharging strategies:**

Faculty members attended various refresher courses, workshops to keep them updated with the latest changes in the academics and industry. In the period of assessment faculty members have obtained following certifications which are well known in the industry such as e-TOM (enhanced Telecom Operation Map), ISMS (Information Security

Management System) (ISO 27001) Lead Auditor, (BSMS: Business Continuity Management System) ISO 22301 Implementer, Revenue Assurance, EMC certified professional in ISM (Information Storage Management) and CIS (Cloud Infrastructure Services), Google certified Professional in Digital Marketing and Masters in Business Finance and Summer school at IIMA on quantitative techniques.

All the faculty members also attend the workshops/FDP conducted by Symbiosis Teaching and Learning Resource Center (STLRC). Faculty members have also attended various professional conferences, seminars and events. Faculty-wise Summary of FDPs attended is as follows:

FDPs/ Workshops/ Conferences /STTP	Attended by no. of faculty members
FDPs	8
Conferences	6

## 28. Student projects:

- Percentage of students who have done in-house projects  
100% students do in house projects in the form of Summer Projects and Research Projects every year. These projects are evaluated and their marks are considered in the final passing of the students.
- Percentage of students doing projects in collaboration with other universities industry/institute :

Faculty	Company	No of students	Percentage
Sujata Joshi	Amdocs	6	2.5
Yatin Jog	SenApps	6	2.5

## 29. Awards/recognitions received at the national and international level by:

- Survey ranks of the institute  
2013: Best Domain Specific B-School by Bloomberg - UTV  
2014: Best Telecom B-School in India by "The Week"  
2014: "Competition Success Review" ranked SITM in Top 20 B-Schools for Excellence in India  
2015: SITM won the 'National Award for Excellence in Telecom' as Best Institute in Telecom Management endorsed by World CSR day and Stars of the Industry Group.

### Faculty:

- Dr. Sujata Joshi received Outstanding Faculty in Management award from Venus International Foundation (VIFFA) in July 2015.

### Best Research Paper Award received by following faculty members at International Research Conferences:

- Dr. Sujata Joshi at SIMS International Conference in 2013
- Dr. Tripti Dhote at Indo Canadian International Conference 2015, Goa, India



- Dr. Tripti Dhote, Dr. Sujata Joshi, Prof. Yatin Jog and Prof. A. V. Chirputkar at SITM - TEM International Research Conference 2015

### Doctoral/post-doctoral fellows - Nil

### Students - Research Awards:

- Best paper Award to Ms. Shruti Bharadwaj on 20th January 2013 at the International Conference on Facts of Business Excellence held at Pune.
- Best paper award was given to following students at SITM International Research Conference in January 2015

Title of paper	Track	Name of student
Transforming Telecom Business : Scaling the shift using predictive analytics	Telecom	Rohit Dalal
Crowd funding as a tool of business transformation to micro enterprises in India - A conceptual framework	Finance & Economics	Saurabh Saxena Juhi Tarkas
Effectiveness of digital marketing in education: An insight into consumer perceptions	Marketing	Nutan Gavade, Gesu Srivastava

### Students -Other Awards

Year	Event name	Organising Institute	Achievement
2010-11	Dhruv'10	University of Pune – PUMBA	Two types of events and two Winners (Trophy)
	Dhruv'11	University of Pune – PUMBA	First prize in B2B Sales case study competition. (Trophy)
	Dhruv'11	University of Pune – PUMBA	Second prize in Battle of Buohuatso (Biz Quiz) (Trophy)
2011-12	Transcend's Jugaadu	SIBM	1st Position
	Fest-o-comm's Skit play	SIMC	1st Position
	Fest-o-comm's T-shirt painting	SIMC	1st Position
2012-13	Badminton	Symbiosis Institute of Management Studies	Finals
2013-14	Chanakya Neeti	SCIT Event	1st Position
2014-15	Faire-2015-Kaize	Symbiosis School of Economics	2nd Position
	Deck-O-Trade	Symbiosis Centre for Information Technology	1st Position
	Deck-O-Trade	Symbiosis Centre for Information Technology	1st Position
	Deck-O-Trade	Symbiosis Centre for Information Technology	1st Position
	Orion- 2015 - Mercurise (B-Plan)	Symbiosis Institute of Management studies	1st Runner Up

	Orion- 2015 - Mercurise (B-Plan)	Symbiosis Institute of Management studies	1st Runner Up
	Melange-2015- Corporate Kurukshetra	K J Somaiya Institute of management Studies & research	2nd Position

**30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any:**

Sr. No.	Nature of Seminar/ Conferences/ Workshop	Year	Source of Funding	Participants
1	Asian Telecom Seminar – I	25 <sup>th</sup> & 26 <sup>th</sup> Sept 2009	Internal and sponsors	Senior and middle level officers from industry
2	Asian Telecom Seminar – II	24 <sup>th</sup> & 25 <sup>th</sup> 2010	Internal and sponsors	Senior and middle level officers from industry
3	International Telecom Seminar – I	23 <sup>rd</sup> & 24 <sup>th</sup> 2011	Internal and sponsors	Senior and middle level officers from industry
4	International Telecom Seminar – II	14 <sup>th</sup> & 15 <sup>th</sup> September 2012	Internal and sponsors	Senior and middle level officers from industry
5	International Telecom Seminar – III	20 <sup>th</sup> & 21 <sup>st</sup> September 2013	Internal and sponsors	Senior and middle level officers from industry
6	International Telecom Seminar – IV	19 <sup>th</sup> & 20 <sup>th</sup> September 2014	Internal and sponsors	Senior and middle level officers from industry
7	Conexion – 2010 - Annual Management Conclave	21 <sup>st</sup> August 2010	Internal	Senior and middle level officers from industry
8	Adhyayan – 2011	30 <sup>th</sup> July 2011	Internal	Senior and middle level officers from industry
9	Conexion – 2011 - Annual Management Conclave	27 <sup>th</sup> August 2011	Internal and sponsors	Senior and middle level officers from industry
10	Conexion – 2012 - Annual Management Conclave	11 <sup>th</sup> August 2012	Internal	Senior and middle level officers from industry
11	Conexion – 2013 - Annual Management Conclave	24 <sup>th</sup> August 2013	Internal	Senior and middle level officers from industry
12	Conexion – 2014 - Annual Management Conclave	2 <sup>nd</sup> August 2014	Internal	Senior and middle level officers from industry
13	Conexion – 2015 - Annual Management Conclave	1 <sup>st</sup> August 2015	Internal	Senior and middle level officers from industry
14	TedxSITM' 2012	22 <sup>nd</sup> September 2012	Internal	Eminent entrepreneurs, motivational speakers, authors, Filmmakers and luminaries from different walks of life
15	TedxSITM' 2014	22 <sup>nd</sup> February 2014	Internal	Eminent entrepreneurs, motivational speakers, authors, Filmmakers and luminaries from different walks of life
16	Adhyayan-2012	20 <sup>th</sup> July 2012	Internal	Senior and middle level officers from industry
17	International Research Conference 2015	16 <sup>th</sup> & 17 <sup>th</sup> January 2015	Internal	Senior and middle level officers from industry

**31. Code of ethics for research followed by the departments:**

- Research is one of the very important thrust areas of SITM as enshrined in the mission of SIU.
- A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects.
- The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.
- In addition to this Anti-Plagiarism policy is in place and all the projects/assignments of students are run through anti plagiarism software “Turnitin”

**32. Student profile programme-wise:**

## MBA – Telecom Management

Year	Applications Received	Selected		Pass percentage	
		Male	Female	Male	Female
2009-11	3143	101	25	90	96
2010-12	4868	86	31	95	94
2011-13	2747	106	27	87	100
2012-14	1933	100	41	94	93
2013-15	3354	107	34	99	100
2014-16	4395	88	51	NA	NA
2015-17	2167	83	54	NA	NA

## MBA – (Executive) Telecom Management

Year	Applications Received	Selected		Pass percentage (Final Degree)	
		Male	Female	Male	Female
2011-14	19	15	3	93	100
2012-15	14	10	4	80	100
2013-16	11	10	1	NA	NA
2014-17	23	7	2	NA	NA
2015-18	8	7	1	NA	NA

**33. Diversity of students: MBA– Telecom Management:**

Name of the Programme	% of students from the Same university	% of students from other Universities within the State	% of students From Universities outside the State	% of Students From Other Countries
2009-11	NA*	12	82	6
2010-12	NA*	14	84	2
2011-13	NA*	9	88	3
2012-14	NA*	7	92.3	0.7
2013-15	NA*	27	73	0

2014-16	1 (0.79%)	17.21	82	0
2015-17	NA*	18	82	0

\* The % of students of the same university is insignificant.

#### MBA (Executive) Telecom Management

Name of the Programme	% of students from the Same university	% of students from other universities within the State	% of students From Universities outside the State	% of Students From Other Countries
2011-14	NA	55	45	0
2012-15	NA	85	15	0
2013-16	NA	64	36	0
2014-17	NA	75	25	0
2015-18	NA	62.5	37.5	0

#### 34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise:

- Civil Services: 1
- Defence Services: Nil
- NET: 1
- SET: Nil
- GATE: NA

#### 35. Student progression:

Student progression	Percentage against enrolled	
UG to PG	NA	
PG to M.Phil.	NA	
PG to Ph.D.	There is no natural progression from PG to Ph.D; admission through entrance exam and merit	
Ph.D. to Post-Doctoral	NA	
Employed	NA	
Campus selection	Year	Percentage of Students Placed
	2008-10	94%
	2009-11	94%
	2010-12	99%
	2011-13	97%
	2012-14	93%
Other than campus recruitment	Year	Percentage of Students Placed
	2008-10	6%
	2009-11	6%
	2010-12	1%
	2011-13	3%
	2012-14	7%
2013-15	7%	
Entrepreneurs	7	

**36. Diversity of staff:**

Sr. No.	Percentage of faculty who are graduates	Data in %
1	of the same university	16%
2	From other universities within the State	34%
3	From universities from other States	39%
4	From universities outside the country	11%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period:**

Ph.D: 2 – Dr. Sujata Joshi and Dr. Giri Hallur

**38. Present details of departmental infrastructural facilities with regard to:**

a) Details of Central Library infra-structure (A. Year - 14-15)

S.N.	Library facility	Details
1.	Total area	14434 Sq.Ft
2.	Total seating capacity	260
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> <li>Reading Hall Hours</li> </ul>	10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 09.00 a.m. to 12.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>Individual reading carrels</li> <li>Lounge area for browsing and relaxed reading</li> <li>IT zone for accessing e-resources</li> </ul>	No (03 Research Cubicles are available) 403 sq.mt @ Ground Floor 60 sq.mt @ First Floor
5.	Display of floor plan, sign boards, fire alarms and any other information	Yes <ul style="list-style-type: none"> <li>Floor plan displayed in ground floor reading hall.</li> <li>Adequate sign boards are displayed at each row of library stack and floors.</li> <li>Fire extinguishers are fixed at all strategic positions.</li> <li>In addition to this, arrangement of amp at the entrance of the library and wheel chair for differentially abled users to access the library collection.</li> </ul>
6.	Total No of :- <ul style="list-style-type: none"> <li>Books</li> <li>Titles</li> </ul>	41284 39623
7.	Total No of :- <ul style="list-style-type: none"> <li>National Journals</li> <li>International Journals</li> </ul>	40 17
8.	Total No. of e-journals	35084 available through online databases
9.	Total No of :- <ul style="list-style-type: none"> <li>Magazines</li> <li>CDs</li> <li>Databases</li> </ul>	57 Total 434 (02 added during 2014-15) 12
10.	Average number of books added (last 3 years)	957 (SIU)
11.	Special collections <ul style="list-style-type: none"> <li>Text book</li> <li>Reference books</li> </ul>	Nil 886 (SIU)

- b) Internet facilities for staff and students: The institute has 24x7 broadband internet facilities along with WiFi. SITM has 12 Mbps as bandwidth.
- c) Total number of classrooms: There are a total of 4 classrooms and 1 conference hall.
- d) Class rooms with ICT facility: All the classrooms have WiFi connectivity, all classroom and conference have state of the art facility
- e) Student laboratory: Students have a separate lab consisting of 110 computers.
- f) Research laboratory: SITM has IBM Analytics Lab which is useful for research activity.

#### **Details of hardware, software and facilities:**

Computing facilities i.e., hardware and software.

- Number of systems with individual configurations - Number of nodes/computers with internet facility Nodes/Computers – 155
- Computer: Student ratio – 1:2
- All the computers have internet facility

#### **Software:**

For Computer Laboratory: Windows 7, Ubuntu, MS Office 2010, Adobe reader, Cisco Packet Tracer, IBM Cognos and SPSS, BWSIM, Symantec antivirus

For Staff: Windows 7, MS Office 2010, Adobe reader, Symantec antivirus, Adobe, Creative Cloud, SAP Cristal Report 2013

- Services: Internet Facility, Web Security through Firewall
- LAN facility: Computer laboratory, Admin block, Academic block, Canteen, Mess, Hostel, Recreation hall.

#### **Proprietary software:**

- Microsoft Windows Server 2008 R2 Ent.
- Microsoft Windows 7 Professional,
- Microsoft office 2010 plus,
- SAP Crystal Report 2013
- Adobe Creative Cloud for Education Ent.
- IBM SPSS Statistics 20.0
- IBM COGNOS
- CISCO Packet Tracer ( Data Network Simulator)
- BWSIM ( Bandwidth Simulator)
- Symantec Endpoint Protection 12.0

#### **List of software/Services used in SITM:**

- eCLDP
- Xed Intellect
- Eduwiz
- Turnitin
- CESIM- Business, Management, and Strategy simulation

- 39. List of doctoral, post-doctoral students and Research Associates:**
- a) From the host Institution/University : 6  
Dr. Sunil Patil, Dr. Giri Hallur, Dr. Sujata Joshi, Mr. Avinash Aslekar, Mr. Prasanna Kulkarni, Yatin Jog
  - b) From other Institutes/University : 2  
Ms. Madhavi Damle(NMIMS), Mr. Sandip Prabhu (SPPU)
  - c) Research Associate: 1  
Ms. Aditi Khutwad
- 40. Number of post graduate students getting financial assistance from the university:**  
Nil
- 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology:**  
SITM MBA Executive programme was commenced for working professionals from ICT industry. It was started as per the specific request from the industry.
- 42. Does the department obtain feedback from:**
- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?  
Feedback is provided by full time and visiting faculty through mails and during meetings; however there is no specific process for obtaining formal feedback from faculty.
  - b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?
    - Regular feedback mechanism is in place and is obtained online
    - SITM collects informal feedback from Students' Academic Committee
    - Students' feedback is considered while devising new methodologies of teaching, learning, and evaluation.
    - A regular feedback is taken from students about faculty.
    - From current year, SITM plans to collect feedback on curriculum in prescribed form.
  - c. Alumni and employers on the programmes offered and how does the department utilize the feedback?
    - Feedback from industry/alumni (through corporate interaction of director and faculty members)
    - Feedback from top industry experts in Advisory Council meeting every year
    - Feedback from alumni is taken throughout the year. The alumni are also involved as visiting faculty and as members of the Advisory Council of the Institute.

- Feedback from alumni is taken on SITM portal <http://alumni.sitm.ac.in/feedback.aspx>
- SITM also obtains feedback from employers during various events and summer internship.

#### 43. List the distinguished alumni of the department:

Mr. Gautam Karmakar	Chief Service Officer – Bharti Airtel Ltd	2000
Mr. Kaustubh Medhe	AVP and Senior Practice Head at Paladi on Networks	2000
Mr. Piyush Saxena	General Manager at HCL Technologies	2000
Mr. Rajarshi Purkayastha	Head Advanced Solution- TSG at Tata Communications	2000
Mr. Vishal Jain	Partner, Ernst and Young	1999
Miss. Navreet kaur	Vertical Manager, Google – Hyderabad	1999
Dr.Giri Hallur	Asst Professor, SITM - Pune	1999
Mr. Vikas Goel	Director-Delivery and Operations -Europe, On mobile	1999
Mr. Indranil Sen	Director Marketing European Union, OnMobile	1998
Mr. Beram Sorab Gazdar	Vice President, ICICI Prudential	1998
Mr. Kundan Kumar Das	Business Development Manager, Cisco	1998
Mr. Rahul Bhagat	Superintendent of Police, Indian Police Service	1996
Mr. Ankur Singh	Client Partner, Cognizant	1996
Mr. Yogesh Mathur	Country Manager, Gemalto	1996

#### 44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts:

##### **Tedx SITM**

**TED** is a non-profit organization devoted to **Ideas worth Spreading**.

TEDxSITM was initiated in September 2012 with the theme “An Eye for I” aimed at stimulating imagination and new ideas encouraging innovation, getting inspiration, and thereby enhancing entrepreneurial ability and understanding the management of one-self. The speakers represented a wide spectrum of life including media and entertainment, NGO, technology, and design.

Since 2012 the spirit of TEDx is being successfully taken forward by SITM with the themes:



- Together Towards Transition (T3) in 2013-14
- ‘EXCELSIOR... DREAMS TO REALITY’ in 2014-15.

In 2014-15, “TEDx at SITM” has been taken to the next level as “TEDxSIULavale” TED organization renewed the license for SITM to conduct the event at the university level.

### **Empower**

This is an outbound activity – a camp which is normally organised outside Pune in the month of January for the new batch joining SITM. The basic objective of Empower is to develop leadership qualities among students. The emphasis of Empower programme is on enhancing human effectiveness through personality enrichment. The camp offers a vast variety of management and leadership games and activities. This activity is conducted twice for every new batch- one day on Lavale campus as part of the new batch induction program and three days outbound program at Sutarwadi near Kolad, Raigad district in the second semester.

#### **45. List the teaching methods adopted by the faculty for different programmes:**

- Classroom teaching
- Case Studies based teaching
- Simulation
- Lab practical
- Lab based teaching and evaluation
- Group based assignments and presentations

#### **46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The objectives of the programme are:

1. To develop world class telecom business leaders who can handle the ever changing technology and business scenario effectively.
2. To instil human values to make better citizens.

The objectives are achieved and monitored with the help of following activities:

- The programme structure and the curriculum is aimed at meeting programme’s objectives. The faculty members ensure that the curriculum is updated and is relevant to industry.
- The delivery of the courses is aimed at developing technology, business, managerial, and leadership skills where SITM has included simulation, empower – a leadership program, SITM’s Plan to Act, Reach, Support and Heal (SPARSH) Institute Social Responsibility (ISR) activity etc.
- A continuous monitoring is done in respect of completion of courses, syllabus, evaluation, and feedback mechanism.
- For every semester, an academic audit is conducted by the university and the observations/remarks if any are taken seriously for further improvement.
- SITM conducts continuous evaluation for all the courses.
- Pre-placement mock interviews are conducted by SITM alumni. This process provides feedback from alumni about industry readiness of SITM students.

**47. Highlight the participation of students and faculty in extension activities:**

SITM has a specific committee 'SPARSH' which undertakes extension activities throughout the year. Following activities have been undertaken so far:

- Blood Donation Camps
- School Teaching at a village – Sus gaon
- Band Drive for rehabilitating victims of human trafficking
- Utsav – To sell items prepared by NGO
- Computer training to students in Zilla Parishad school in Sus gaon .

**48. Give details of “beyond syllabus scholarly activities” of the department:**

- Prevision: SITM Annual Telecom Forecast.
- Writing research papers and articles in periodicals. More than 50 publications in last five years
- Participation in TRAI stakeholder participation process.
- Paper/poster presentation in conferences.
- Collaborative learning by using telecom blog.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details:**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied:**

- SITM faculty members have applied for patent in the areas of Audit and Assurance. The service mark has already been registered and the initial screening process for patent is in process.
- SITM faculty members have published papers on various aspects involving technology and management.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.:**

**Strengths**

- Unique programme with a global approach;
- Extensive practical exposure - CISCO/IBM Analytics labs, network/business simulations;
- Strong research focus in techno-commercial aspects ;
- Consistently good placement record;
- Strong alumni base (more than 1800) holding middle/top managerial positions;
- Established brand - excellent traction with ICT companies;
- Strong corporate interaction programme.

**Weakness**

- Programme in niche domain - restricts student career progression in diverse domains.

**Opportunities**

- Emerging Information and Communication technologies;
- Horizontal and vertical application possibilities across industries/sectors;

- Credit Transfer Programme with Telecom Ecole de Management (TEM) in France.

**Challenges**

- Adapting the syllabus to rapidly changing technology;
- Competition - differentiation;
- Convergence of Telecom and IT - cannibalisation and positioning challenges.

**52. Future plans of the department.**

- To initiate specialisations in ICT and Telecom Analytics;
- To focus on internationalisation;
- To offer more electives to students;
- To start programmes, projects, and consultancy with industries;
- To focus on research, publication, and IPR related issues;
- To reposition in view of changing technology, industry, and regulations.



Symbiosis Centre for  
Management Studies, Pune

(SCMS-P)



“I chose Symbiosis because it is one of the best colleges in India. When I joined SCMS, I met students from other countries and, of course, Indians too. They all were very friendly and helpful. SCMS offers a wide range of subjects and many specializations. There are a lot of extracurricular activities in the college.”

**Reshab Poddar, Bangladesh – SCMS, Pune**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Centre for Management Studies, Pune (SCMS-P)
- 2. Year of establishment**  
2004
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. The institute is a department of SIU, under the Faculty of Management.
- 4. Names of programmes offered:**  
Bachelor of Business Administration (B.B.A.)
- 5. Interdisciplinary programmes and departments involved**  
The BBA programme at SCMS has evolved to provide knowledge to students about core business subjects as well as help them develop an appreciation and understanding of the importance of other disciplines. The cafeteria approach enables them to have a wide choice of subjects under six specializations: Human Resource, Accounts and Finance, Environment, Entrepreneurship, International Business and Marketing.

Subjects from other Institutes of Symbiosis are also offered under the Floating credits. Thus the students take courses from Liberal arts, Law, Design and Media. Students also complete internships with NGOs (Service Learning Course). Alternatively, the students can opt for a GIP (Global Immersion Programme) which is a semester exchange programme and earn 12 credits

As an illustration the floating credits pertaining to Batch 2013-16 for year 2014 Semester IV have been presented here.

Compulsory Courses-12 Credits from Service Learning, Liberal Arts, Inter-Institute Courses and Skill Development courses are given below:

12 Floating Credits	
<b>1.</b>	<b>Service Learning Course</b>
<b>2.</b>	<b>Liberal Arts Courses offered</b>
	French
	Spanish
	German
	Creative Writing
	Carbon Foot Printing
	Rhetorical and Critical Writing Workshops

Cyber Crime and Information Technology Law
International Relations
Political Science
Application of Intellectual Property Laws in the 21st Century
<b>3. Inter-Institute Courses</b>
Business Laws
Human Rights
Cyber Laws
Intellectual Property Rights
<b>4. Skill Development</b>
Career and Leadership Development
Entrepreneurship Skill Development
Communication and Soft Skill Development
Quality Assurance - Six Sigma
<b>5. Global Immersion Program</b>

## 6. Courses in collaboration with other universities, industries, foreign institutions, etc.

SCMS provides a platform for the students to learn from other cultures and Institutes. This helps them in enhancing their knowledge and also developing their personality.

SCMS has the following collaborations for the students:

- 1) **ACCA:** SIU has signed an MoU with the Association of Chartered Certified Accountants (ACCA), which is a global body for professional accountants. A Certificate/Diploma course is offered by SCMS in collaboration with ACCA.
- 2) **Global Immersion Programme (GIP):** At SCMS, we provide opportunity for students to go for student exchange programs. SIU has collaborations with the following Universities.

Sr. No	Name Of University	Country	Paid / Sponsored	Type of Student Exchange
1.	Berlin School of Economics & Law	Germany	Full Scholarship	Semester Exchange
2.	Nanyang Technological University	Singapore	Full Scholarship	Semester Exchange
3.	Ontario - Maharashtra - Goa Program	Canada	Full Scholarship	Semester Exchange
4.	University of Cork	Ireland	Full Scholarship	Semester Exchange
5.	Die Duale Hochschule Baden-Württemberg (DHBW) Ravensburg	Germany	Tuition Waiver	Semester Exchange
6.	Hochschule Bremen University of Applied Sciences	Germany	Tuition Waiver	Semester Exchange



7.	Technische Hochschule Nurnberg Georg Simon Ohm	Germany	Tuition Waiver	Semester Exchange
8.	ISEG, Lisbon	Portugal	Tuition Waiver	Semester Exchange
9.	ESSEC	France	Tuition Waiver	Semester Exchange
10.	Dauphine University	France	Tuition Waiver	Semester Exchange
11.	IESEG	France	Tuition Waiver	Semester Exchange
12.	DePaul University	USA	Paid	Semester Abroad
13.	Deakin	Australia	Paid	Semester Abroad
14.	RMIT	Australia	Paid	Semester Abroad

### **Partner-wise Student Exchange Details**

Academic Year	Outgoing Students	Incoming Students
2009-10	1	N.A.
2010-11	4	N.A.
2011-12	6	3
2012-13	18	11
2013-14	24	6
2014-15	15	8
2015-16 (Up to July 31 <sup>st</sup> , 2015)	1	10
<b>Total</b>	<b>69</b>	<b>38</b>

#### **7. Details of programmes discontinued, if any, with reasons**

No program has been discontinued

#### **8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

We follow the Semester system for examination. Since 2011, we have been following the Choice Based Credit System (CBCS) through the cafeteria of courses that allows a student to choose to complete the programme as a General BBA programme, BBA with a single specialization or dual specialization.

#### **9. Participation of the department in the courses offered by other departments**

SCMS also participates and delivers courses in other departments. Inter-Institute Credit Transfer (IICT) courses delivered to other Institutes (Symbiosis Institute of Design, Symbiosis Institute of Media and Communication, Symbiosis Law School-Pune)

**IICT courses for SLS**

2015
Security and Investment in 2015
Soft Skill development in 2015
HRM in 2015
Elements of Costing in 2015
Market Research in 2015

**IICT courses for SIMC**

Business Ethics and Corporate Governance in 2015
Market research in 2013
Indian Management System in 2013

**IICT courses for SID**

Consumer Behavior in 2014 and 2015
Retail Management 2014

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled/Actual
Professor	3	0
Associate Professor	7	4
Assistant Professor	14	26
Adjunct Faculty	-	4
Teaching/Research Associate	-	1
Total	24	35

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sr. No	Full Name	Current Designation	Qualification	Specialization	Experience in years and months	No of Ph. D. Students guided for the last four years
1	Ms. Adya Sharma	Director & Assistant Professor	B.Sc. PGDAMM, M.Com. NET	Marketing	20	
2	Dr. Olive Vikram Nerurkar	Associate Professor	B.A. MBA Ph.D.	Marketing	22.2	
3	Dr. Nitin Rajayya Mahankale	Associate Professor	M.Sc., Ph.D., FICER	Environmental Science	10.10	
4	Dr. Dhiraj Jain	Associate Professor	B.Sc. LLB MBA NET Ph.D. AIII	Operations Management	23.4	2

5	Dr. Satyendra Patnaik	Associate Professor	B.Sc. MBA Ph.D.	Marketing	15.3	
6	Ms. Ishita Joytilak Dutt	Assistant Professor	M.Sc., PGDIRPM	Economics	16.2	
7	Mr. Sajeesh Hamsa	Assistant Professor	B.Sc. MCA	Computer Applications	9.8	
8	Ms. Gowri Sumesh Menon	Assistant Professor	M.Com, M.Phil., PGDBA, NET	General Management	11.7	
9	Dr. Parimala Mohan Veluvali	Assistant Professor	M.A. FCS, NET, Ph.D.	Legal Aspects of Business / Corporate Law	11	
10	Ms. Soma Ramakant Kulshrestha	Assistant Professor	M.Com. B.Ed. NET	Advanced Accountancy & Personnel Management and Industrial Relations	18.11	
11	Mr. Deepak Hanmant Havaldar	Assistant Professor	M.A. B.Ed. SET	Economics	14	
12	Ms. Mansi Kishan Kapoor	Assistant Professor	B.Com. M.B.A. NET	Finance	4.1	
13	Dr. Yogesh Manohar Pisolkar	Assistant Professor	M.Sc. B.Ed. Ph.D.	Geography	13.4	
14	Ms. Anupa Shrikant Godse	Assistant Professor	B.Com MMS. SET.	Marketing	13.6	
15	Ms. Archana Richesh Singh	Assistant Professor	M.Com. B.Ed. SET	Cost Accountancy & Business Administration	9.3	
16	Mr. Vijay Prakash Misra	Assistant Professor	M.A. NET.	Economics	3	
17	Ms. Nehajoan Panackal	Assistant Professor	B.E MBA NET	HR	3.9	
18	Ms. Anjali Tarun Sharma	Assistant Professor	M.Com. M.Phil. MBA, NET	Marketing	12.10	
19	Ms. Sruti Debashis Mitra	Assistant Professor	M.Sc. PGDBA, NET	Marketing	6.11	
20	Ms. J.C. Sharmiladevi	Assistant Professor	M.A. MBA M.Phil.	Economics	11	
21	Mr. Nishant Khandelwal	Assistant Professor	BE, MBA, Diploma T&D, NET	HR/ Personal Management	14.5	
22	Dr. Sameera Raees	Assistant Professor	M.Com. MBA LLB Ph.D.	Law/ HR	14.9	
23	Dr. Shreya Virani	Assistant Professor	B.Com. DBM MMS Ph.D.	Financial Management	10.8	
24	Mr. Punit Kumar Mishra	Assistant Professor	B.Sc., MBA, NET,	Marketing	10.7	
25	Ms. Paramjeet Kaur	Assistant Professor	M.Com. SET NET CS	Finance / accountancy	2.7	
26	Dr. Smriti Ashish Pathak	Assistant Professor	M.Com. MBA NET DFM Ph.D.	HR & Finance	13	

27	Ms. Sonica Rautela	Assistant Professor	B.Sc. MBA NET	Financial Management	4	
28	Ms. Sana Rehman	Assistant Professor	M.Com.(EAF M) NET (Mgmt) NET (Comm.) JRF	Financial Management	-	
29	Mr. Sushil Jaydev Mavale	Assistant Professor	B.Sc. MBA (Mktg.) NET	Marketing	5.3	
30	Mr. Jaysing Baban Bhosale	Assistant Professor	BE MBA NET	General Management	9.2	
31	Ms. Sabiha Salman Fazalbhoy	Teaching Associate	M.Com. PGDP	Business Administration	8.5	
32	Dr. Gilbi John	Adjunct Faculty	M.Com. M.Phil. NET, Ph.D.	Finance	12	
33	Ms. Preeti Sodhi	Adjunct Faculty	B.Com. M.A. M.Ed. PGDBM	Economics	19.5	
34	Ms. Seema Mathew	Adjunct Faculty	B.Com. MPM DLL& LW, DCA	Personnel Management	1	
35	Ms. Romila Joshi	Adjunct Faculty	M.Sc. PGDTD, NET	Geology	10	

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

S. No	Full Name	Qualification	Experience	Organisation
1	Prof. Dhanunjay Kumar	M. Tech IT	20 Years Work experience including 15 years teaching experience	Self Employed, Ex air force officer, Visiting Faculty in other institutes
2	Prof. Vijay Haldavnekar	B.Sc. LLM	30 years Corporate Experience and 4 years In Academics	Retired bank employee, Visiting Faculty in other institutes
3	Prof. Aparna Thadani	CA /CPA	3 years as visiting faculty and 7.5 years Corporate Experience	Tax Sutra, Experience with PWC, ABN Amro Bank
4	Prof. T. Lakshmi	M. Sc. Applied Mathematics	9 Years as visiting faculty	Self Employed (Visiting faculty in other Institutes)
5	Prof. Shilpi Arora	BE Computer Science, MBA HR, PG Diploma in labour Law	8 years Corporate Experience	Self employed (Visiting Faculty in other institutes), ex Tech Mahindra Employee

6	Prof. Amit Gupta	MMS Finance, MS Finance, B Tech,	9 years Corporate Experience and 2 years In Academics	Experience with ICICI Securities, ISE India, Financial technologies Ltd, Standard Chartered securities
7	Mr. Nitin Jain	B.Tech, MBA	7 years Corporate experience	CFO, Inyantra Technologies
8	Mrs. Ashu Gupta	M.Sc (Maths) and M.Phil (Maths)	5 years teaching experience	Self Employed (Visiting Faculty in other institutes)
9	Mr. Amey Sane	CA	10 years teaching experience and 8 + years of corporate experience	Practicing CA in V.S Sane and Company
10	Mrs. Devashree Sane	CA	7 years teaching experience and 4 years of corporate experience	Practicing CA in V.S Sane and Company
11	Prof. Joseph Panackal	M.Com, ICWA	32 years of teaching experience;	Retd. Principal, Runs a small scale industry for the past 30 years, Self Employed (Visiting Faculty in other institutes)

### 13. Percentage of classes taken by temporary faculty programme-wise information

The percentage of classes taken by visiting faculty at SCMS is as follows:

Academic Year	Percentage of lectures delivered by temporary faculty
2014 – 15	8.89 %

### 14. Programme-wise Student Teacher Ratio

21:1

### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

	Sanctioned	Actual
Full-Time Admin Staff	26	21
Full-Time Technical Staff	10	7
Full-Time Non-Teaching	36	28

### 16. Research thrust areas as recognized by major funding agencies

At SCMS, Pune we are constantly trying to engage in research. Our efforts are recognized and we have been able to initiate work on the following thrust areas:

1. Feasibility study of Rain Water Harvesting(RWH) in Symbiosis Viman Nagar Campus (Funded by South Asian Youth Environment

Network (SAYEN) in association with United Nations Environmental Programme(UNEP)

2. SCMS Pune Corporate Consultancy Projects

Area of project	Month and year of starting	Name of the project funding Institution/ Organization	Faculty Involved	Status
Employee Satisfaction Survey	April 2015	Bajaj Electricals	Prof. Ashutosh Mathur, Dr. Parimala, Prof. Gowri Menon	Proposal and draft questionnaire sent
Infrastructure Growth and Its Impact on Vertical Transport Industry	April 2015	Kinetic Hyundai Elevators & Movement Technologies, Pune	Prof. J.C.Sharmiladevi, Prof. Punit Kumar Mishra, Prof Sana Rehman, Prof. Sabiha Fazalbhoj, Prof Ashutosh Mathur	Proposal and draft questionnaire sent
Intelligent hyper local insights for business	April 2015	Indiacom	Dr. Satyendra Patnaik, Prof. Ashutosh Mathur , Prof. Vijay Misra	Student team selected by the company
Marketing edge survey analysis	March 2015	Phoenix Mecano	Dr. Smriti Pathak, Dr. Sameera Raees, Col Surendra Joshi, Prof Nehajoan Panackal, Prof Ashutosh Mathur	Student team selected by the company

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

1. Minor Research Project funded by SIU on Livelihood Creation at the Grass Root Level through Self Help Groups. – A Case Study of Select Districts of Kerala: It is a study of Kudumbshree a self-help group model of Kerala & the factors that contributed to the success of this module. Grant sanctioned was Rs 150,000. It started in 2013 and is in on-going status.
2. Minor Research Project approved by Symbiosis International University (SIU) - “Tourism, Transformations and change in livelihood pattern – Designing new approaches for integrated coastal zone management (ICZM) along Devbag Coast, Coastal Maharashtra, India.”The project mainly aims at Documenting and Reporting of - How unplanned development and growing tourism are causing rapid changes in the environment. Grant sanctioned was Rs 150,000/-(2015)

3. Minor Research Project approved by Symbiosis International University (SIU) -“Evaluating the role of "Crowd funding as an Alternate Finance opportunity for businessstartups in Pune region”. The project will help to understand the current status of crowd funding and the possible potential of crowd funding. Grant sanctioned was Rs 105,000/- (2015)

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration) International collaboration  
Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

10 students under the guidance of one faculty member worked on South Asian Youth Environment Network (SAYEN) in association with United Nations Environmental Programme (UNEP) initiative "Handprint Challenge: a Sustainability challenge for colleges in Asia Pacific supported by (UNEP)" - on a project titled 'Catch the Raindrop' for water sustainability in SVC, Campus. This challenge aimed at providing and promoting awareness of sustainability among college students across Asia and the Pacific. Amount – Rs. 39,130/-

**20. Research facility/centre with recognition of the State/National/ International organisations**

Nil

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	99
i. Number of papers published in peer reviewed journals (national / international):	71 (National 52 & International 19)
iii. Chapters in Books	4
v. Books with ISBN with details of publishers	1
vi. Case Studies	1
vii. Proceedings papers	22

Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		16
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 3 Range: 0-1 Avg: 1
Total citations of SCMS, Pune faculty (SIU + Non-SIU affiliated papers)		54
SNIP		Range: 0 - 0.804 Avg: 0.408
SJR		Range: 0 - 1.302 Avg: 0.336 Avg: 0.462
Impact Factor – range/average		Range: 0 - 1.105 Avg: 0.401
h-index		Google Scholar: 1

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated :

Nil

### 25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in India and abroad

Nil

### 26. Faculty serving in

a) National committees b) International committees c) Editorial Boards d) any other (please specify)

Nil

### 27. Faculty recharging strategies

SCMS endeavors to provide opportunity to faculty to achieve professional and academic excellence through FDPs, workshops, Conferences.

Year	FDP	Workshops	Seminar	Conference – National	Conference – International
2014- 2015	12	16	2	5	14

SCMS has also conducted international conference which was attended by the faculty.

### 28. Student projects

**Percentage of students who have done in-house projects including inter-departmental projects.**

At SCMS, Corporate Internship (Projects) are a compulsory part of programme structure. The completion rate is almost 90%.

At SCMS, all non GIP students have to undertake a course in SLC



(Service Learning Courses). The completion rate is almost 90%.

### **Percentage of students doing projects in collaboration with other universities/industry/institute**

Our students have also participated in projects in collaboration with other Institutes/industry

- 8 (Approx 0.9%) students under the guidance of 7 faculty worked on a minor project titled - Livelihood Creation at the Grass Root Level through Self Help Groups and Micro financing Schemes - A case study of select Districts of Kerala an ongoing project in SCMS,Pune which is funded by SIU.
- 10 (Approx 1.1%) under one faculty member worked on South Asian Youth Environment Network (SAYEN) in association with UNertia " Handprint Challenge: a Sustainability challenge for colleges in Asia Pacific supported by the United Nations Environmental Program (UNEP)" - on Project titled 'Catch the Raindrop' for water sustainability in SVC, Campus. This challenge aimed at providing and promoting sustainability in college students across Asia and the Pacific
- 2 (Approx 0.22%) students worked on a service learning programme proposed by the NGO-Green Contributor (Canadian-based organization) to Zambia in Nov-Dec 2012.Green Contributor is a Canadian based NGO actively involved in community outreach programmes and for fostering sustainable practices and promoting sustainable development encompassing environment concerns.

## **29. Awards/recognitions received at the national and international level by**

- Faculty
- Doctoral/post-doctoral fellows
- Students

### **Achievements/Recognition and Awards other than Publication of Students and Faculty**

#### **2009-10**

#### **Student Achievements**

##### **Academic:**

- Omkar Bhat was awarded the gold medal for Best Outgoing Student of the Batch 2007-10 by Dr. Mahesh Singh of Istavan University, Hungary.

##### **Faculty Achievements:**

#### **Dr. Bhama Venkataramani was invited as a Resource person at:**

- National level seminar on 'Leadership', organized by SCON to deliver a lecture on "Team Building"
- Was invited to be a Speaker at an International Conference on Investment opportunities in Higher Education in India, organized by FICCI, New Delhi.

##### **Non-Teaching Staff Achievements:**

Ms. Sheetal Naik, Librarian qualified SET in 2010.

**2010-11****Awarded Ph.D****Faculty Achievements**

Dr. Deepa Deepak Tanksale, was awarded the Ph.D degree for her thesis - "Psycho-social correlates of subjective wellbeing", from Department of Psychology, University of Pune.

**M.Phil Scholars**

Prof. Nirupama Patwardhan completed her M.Phil. in Management from MKU Tamil Nadu. Her thesis was on 'Work –Life balance initiatives in the IT industry in Pune'.

**Qualified NET**

- Ms. Shachi Bhargava passed the UGC NET examination in the subject of Commerce held in June 2010 and
- Mr. Joel Xavier passed the UGC NET examination in the subject of Business Management held in June 2010
- Ms. Gowri Menon passed the UGC NET examination in the subject of Commerce, held in December 2010
- Ms. Soma Kulshrestha passed the UGC NET examination in Commerce held in December 2010

**2011-12****Student Achievements****UG Merit scholarship Award:**

Mr. Adesh Oswal was awarded UG Merit scholarship award by Symbiosis Society Foundation for Semester I, Academic Year 2011.

**Exchange Students for Academic Year 2011-12**

6 students of SCMS availed the opportunity for semester exchange during this year. They were Ratula Halder, Pallavi Sirohi, Surabhi Parekh, Pranav, Aanchal Goyal and Ajay Chander.

This was the first year wherein SCMS Pune received its first batch of incoming exchange students. They were, Bente, Karina and Kathleen; all belonging to the Berlin School of Economics and Law, Germany.

**Faculty Achievements****Qualified NET/SET**

- Mrs. Parimala Veluvali passed the UGC NET examination in the subject of labour welfare held in June 2011
- Prof. Mansi Kapoor passed UGC NET Examination in Management in December 2011.

**2012-13****Student Achievements:****UG Merit scholarship Award:**

Ms. Abeel Fazal was awarded UG Merit scholarship award by Symbiosis Society Foundation for the academic year 2012-13

SIU-ICCR Joint Scholarship award for Foreign National - Mr. Pukar Shrestha was awarded SIU-ICCR Joint Scholarship award for the academic year 2012-13

**Exchange Students for Academic Year 2012-13**

Following students were selected/successfully completed a semester at our partner universities:

- Neerav Verma at Nanyang Technological University, Singapore.
- Abhinav Mannepalli at ISEG, Portugal.
- Darshan Mehta, Harshvardhan Dhandhanian and Aishwarya Mappat at Berlin School of Economics & Law, Germany
- Ryan Prazeres at ISEG, Portugal.
- Nisheta Chugani, Piyush Maheshwari, Vanshika Gupta, Aditi Birla, Luvesh Bansal and Piyush Maheshwari at ESSEC, France.
- Huzaifa Hamid at George Simon Ohm University, Germany
- Manish Gangwani, Jagmeet Chahal and Lolita Romanoff at Deakin University, Australia.
- 18 students from SCMS successfully attended King's College London, Summer School, Mumbai 2013.

**Incoming Exchange Students for Academic Year 2012-13**

9 students came to SCMS and successfully completed semester exchange program.

- 5 students (Marc Dib, Alexandre Gros, Marie Lagade, Laura and Arthur) from ESSEC, France
- 2 students (Carolina and Carlos) from ISEG, Portugal
- 2 students (Martin and Nicolai) from Berlin School of Economics & Law (BSEL), Germany

**Faculty Achievements:**

Prof. Parimala Veluvali was awarded with Fellowship of Institute of Company Secretaries of India in 2012.

**2013-14****Student Achievements****International exchange:****Semester Exchange Program with SCHOLARSHIPS (6 students)–**

- 3 students (Sharmistha Ghosh, Arman Verma, and Shantanu Gupta) went to Berlin School of Economics & Law, Germany, they got 650 Euros per month along with Health Insurance and Travel Costs separate
- 2 students (Manan Vora & Shaunak Jindal) went for semester exchange program at University of Cork, Ireland. They got stipend of 500-600 Euros per month (approx.)
- 1 student (Rama Bhandare) from Batch 2011-14 completed semester exchange program at Ryerson University, Canada through OMG program. She got a scholarship of 2000 CAD for the program

**Semester Exchange Program with tuition fee waiver (21 students)**

- 3 students (Ishita Kataria, Kartikay Parihar & Aishwarya Kansara) at Dauphine University, France
- 3 students (Harit Chawla, Prashant Maheshwari & Kunal

- Sachanandani) for Technische Hochschule Nuernberg Georg Simon Ohm, Germany
- 2 students (Aditya Srivastava & Arjun Bansal) at Die Duale Hochschule Baden-Württemberg (DHBW)
  - 2 students (Rahat Alagh & Garima Verma) for ESSEC, France
  - 2 students (Janhavi Vedpathak&Dheeraj Mandiwal) for IESEG, France
  - 1 student (Anushweta Mukherjee) for RMIT Australia
  - 1 Student (Anirudh Mahajan) at ISEG, Portugal
  - 3 students (Jeevalpreet Batra, DePaul University & DePaul University) went to DePaul University, Chicago, USA in Jan' 2014.
  - 1 student (Ayushi Rastogi) for Hochschule Bremen University of Applied Sciences, Germany

### **Incoming exchange students**

Seven students came from Foreign Universities to SCMS, Pune for Semester Exchange Program

- 3 Students (David, Joschka & Robert) from Berlin School of Economics & Law, Germany
- 1 Student (Elin) from Sodertorn University, Sweden
- 1 Student (Maria) from Hochschule Bremen - University of Applied Sciences, Germany
- 1 Student (Pierre) from University of Dauphine, Paris

### **Achievements of the Students – Academic**

- Pallavi Sirohi received the Late Jayatee Deshmukh for 'The Best Outgoing Girl Student' for the Academic year 2013.
- Neha Bhanawat received the Jayatee Deshmukh UG Scholarship for 2013.
- Sanjeet Satish Mutha received UG Merit Scholarship for Semester I for Academic Year 2013-14.
- Mr. Pukar Shrestha was awarded Under Graduate SIU-ICCR Joint Scholarship for the year 2013-14.
- Shaunak Jindal and Manan Vora received scholarships for pursuing semester abroad in University of Cork, Ireland Ayushi Singh, Rhujuta Pendase, Jayesh Kumar Balani and Arjun Singh Shergill successfully completed a service learning program to Jamaica which was conducted by a Canada based NGO, 'Green Contributor'

### **Faculty achievements:**

#### **Faculty awarded Ph.D during 2013-14**

Prof. Netra Neelam

Prof. Mansi Kapoor was invited as a resource person for the Practical Wisdom Conference organized by Yale University.

#### **Faculty qualified NET/SET during 2013-14**

- Ms. Nehajoan Panackal
- Mrs. Sruti Mitra

- Mr. Sahil Vadgaonkar

## 2014-15

### Institute Achievements:

- Symbiosis Centre for Management Studies (SCMS), Pune was ranked second in the BBA course stream in the India Today Nielsen rankings.
- SCMS was awarded the UNEP Project : South Asian Youth Environment Network (SAYEN) in association with UNertia launched “Handprint Challenge: a Sustainability challenge for colleges in Asia Pacific supported by United Nations Environmental Program. This challenge aimed at providing and promoting sustainability in college students across Asia and the Pacific by asking them to form a team of 10. SCMS, Pune entered into a project ‘Catch the Rain Drop”, for water sustainability in Symbiosis Viman Nagar campus (SVC), Pune. SCMS, Pune was one of the 20 finalists and received a seed funding of USD 650 from SAYEN to implement their action plans and carry out sustainable activities on campus.

### Faculty Achievements

- Prof. Parimala Veluvali and Prof. Rishi Shukla were awarded Ph.D during 2014-15
- Prof. Sabiha Fazhalbhoy was awarded with the best paper award at the JK Laxmipat University Jaipur at their International Conference held from 19-21st December 2014. She was awarded with a certificate, a trophy and a Cheque of Rs 10,000/-
- Prof Gowri was invited as a resource person for panel discussion organized by SLS , Pune

### Student Achievements

#### Scholarships

- Mr. Apoorva Gupta awarded the **UG Merit Scholarships** for Semester I of Academic Year 2014 by Symbiosis Society Foundation.
- Mr. Pukar Shreshtha was awarded SSF UG SIU-ICCR joint scholarship for semester V.

### Student Achievements in Sports

#### Football:

SCMS boys won the football championship.

#### SIU Cricket Tournament:

- SCMS-Pune was declared the Champions of the Inter Institute Cricket Championship 2014 – 15. SCMS has won the SIU Tournament.
- Best Bowler: Mr. Mohit Jain – SCMS Pune
- Man of the Tournament: Mr. Siddhath Luthra – SCMS Pune
- The following players from SCMS are selected to represent Symbiosis International University in West Zone Inter-University

tournament after the selection trials held on 18th to 20th Nov,2014. Aarav Viji, Mohit Jain, Ameya Dumbre, Vaibhav Vaish, B.S.K. Jeetendra.

- Manmeet Singh Jolly was awarded as BEST PLAYER in the Men Section of the Inter Institute Basketball Championship 2014– 15.

#### **Business Events:**

- Atharv, business and cultural fest of IIM Indore- 5th -7th September. SCMS won the events, Finance & Marketing and obtained the Second runner up position in Business Quiz.

### **2015-16**

#### **Institute achievement**

**Symbiosis Centre for Management Studies was ranked second in the BBA course in India Today Nielson ranking.**

#### **Student Achievements**

##### **International Students Exchange**

##### **Incoming students – 2015 - 16 as on July 2015**

- 1 Student (SHIBATA Yuki) from Chuo University, Japan
- 2 students (Mr Jannik Wettlin & Ms Elena Schulmeister) from Flensburg University of Applied Sciences
- 3 students (Mr Vasseur Pierre & Mr Janot Francois & Filipe Aires De Matos Almeida Dos Santos) ISEG, Portugal
- 3 Students (Mr Nicolas Bontemps, Ms Anais Lu, Ms Marion Prieur & Ms Lisa Yoh) from Dauphine University

#### **Students' achievements:**

- Mr Vishal Keswani, Student of SCMS, was selected from more than 400 students across 100 Universities to represent our country, at the DSS Apprenticeship Program 2015.
- Team ENACTUS from SCMS Pune, is working with a vision to empower underprivileged women community and make an entrepreneurial change; was adjudged the 'Rookie of the Year' nationwide, and was awarded the 'Spirit of Enactus 2015' award at the National Competition held in New Delhi this year. They have also received a grant of Rs. 40,000 from Blue Dart.

### **30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.**

Academic	FDP /Workshop		Source of Funding
2014- 2015	4	2	Institute & part by sponsorship for International Conference

#### **List of Eminent Speakers for International Conference –**

SCMS Pune has organized 3 international conferences till date, on contemporary themes.

**2012-13: “Issues and challenges in the retail sector and FDI in India and across the world”**

- Mr. Tom Calder, Trade Commissioner, Australian Trade Commission
- Dr. C.P. Chandrashekhar -Professor Center for Economic studies & Planning, JNU, New Delhi
- Mr. Timothy Eynon, Management Consultant, Provogue (India) Ltd
- Mr. Kumar Rajagopalan, CEO Retailers Association of India
- Mr. Vaitheeswaran, MD IndiaPlaza.com
- Mr. Govind Shrikande, MD Shopper’s Stop
- Dr. Gibson Vedamani, Retail Industry expert and consultant
- Mr. Biju Dominic, CEO, Final Mile Consultancy
- Mr. Paramjit S. Bawa, Country Manager (India) – British Tourism
- Ms. Ravneet Pawha, Country Director, Deakin University, Australia
- Mr. Vaitheeswaran, MD IndiaPlaza.com
- Dr. Manoj Pant, Professor, Centre for International Trade & Development, School of International Studies, JNU, New Delhi
- Dr. Ganesh Kawadia, Professor and Head, Department of Economics, DAVV, Indore,
- Dr. H. S. Yadav, Professor, Department of Regional Planning and Economic Growth, Barkatullah, Vishwavidyalaya, Bhopal
- Peter Philip, Certified Global Trainer and Senior Level Human Services Professional.
- Dr. Vikas Chitre - Hon. Director, Arthbodh, Pune,
- Dr. Sudhakar Kota, Associate Professor, Economics & Marketing, Skyline University College, Sharjah, U.A.E and Ms.
- Ms. Kalpana Salunkhe, Managing Trustee Pani Panchayat, Pune
- Dr.Zafar Iqbal, Associate Professor, DePaul University, Chicago.(through webinar)
- Dr. Allan Collins Senior Lecturer, Department of Food Business & Development, University College Cork, Ireland. (through webinar)
- Mr. Srinivasa Rao, Managing Director, Indiacom

**2013-14: “Emerging Trends In World Economy Through Innovation And Entrepreneurship Development”**

- Mr. Vikas Gadre, Director General, Bombay Chamber of Commerce and Industry
- Dr. Brian O’Flaherty- Programme Director-M-Sc in Innovation, University College, Cork, Ireland
- Dr. R.G.Chouksey - Dean -Academics, NITTTR, Bhopal
- Dr. V.S.Mehrotra, Head-NVEQF Cell, PSS Central Institute of Vocational Education, NCERT
- Mr. Shalendra Porwal, MD and CEO, Battelle Science and Technology India Pvt. Ltd.
- Mr. Praful Naik (PhD) Executive Director & Chief Scientific Officer, Bilcare Ltd.
- Mr. Pawan Solanki, Senior Manager, Deakin University on ‘Entrepreneurial Opportunities by Higher Education Abroad’
- Dr. Vilmos Simon, Associate Professor, BME, ICT Labs Outreach Program (webinar)

- Laszlo Bacsa, Co-founder and director of BME Technology and Knowledge
- Transfer Office (MTTI)(webinar)
- Mr. Y. H. Gharpure, President, Indo Japan Business Council Ltd
- Ms. Monica Raina, Project Director, SEWA, SABAH Project
- Mr. Ashish Merchant, Vice President, Prince Aga Khan Foundation, India Chapter
- Mr. Pandurang Taware, Director, Agri Tourism, Baramati
- Mr. George Koshy, Founder and President, Greencontributor (webinar)
- Mr. Prashant Brahmane, Founder Director, Gurukool
- Mr. Vivek Prakash, General Manager, CSR, Jubilant Bhartia Foundation
- Dr. Ganesh Kawadia, Professor and Head, School of Economics, Devi Ahilya University, Indore
- Mr. Surendra N. Agarwal, Chairman, BYST & President Neilsoft Ltd
- Mr. Ashish Belagali, Head of Pune Open Coffee Club
- Mr. Nachiket Thakur, GM, Product Design and Development, Mahindra Composites, Pune on ‘Creating Social Entrepreneurship by Design’
- Mr. Dippak Wani, M.D, Wani Technologies
- Prof. Kanaiyalal Ahuja, Professor School of Economics, DAVV University, Indore
- Dr. R. G. Chouksey, Dean -Academics, NITTTR, Bhopal & Organizing Secretary
- Ms. Sonia, Samruddhi Foundation
- Mr. Abhimanyu Asija, Deputy CEO, SMPL, Nashik
- Ms. Neha Singh, Proprietor, Fab Forum, London
- Ms. Namita Thapar, CFO, Emcure Pharmaceuticals
- Debbie Craig, Managing Director, Catalyst Consulting
- Mr. Subodh Sangle, Dabbawala’s Association, Mumbai
- Ms. Ana Larrea Yaguez, Entrepreneurial Group ‘GLOW’ - Spain
- Dr. Vijay K. Agarwal, Director, NITTTR, Bhopal
- Mr. Frank La Pira, (PhD) Prof. Entrepreneurial et Strategy, IESEG, School of Management (webinar)
- Mr. Sowmya Chattopadhyay, Regional Cooperation Consultant Asian Development Bank

***2014-15: “Emerging trends in the Global financial landscape – Approaches, Challenges and Opportunities”***

- Mr. Alexander K. Sattler, Financial Counsellor & Representative of the Deutsche Bundesbank, Consulate General of the Federal Republic of Germany
- Shri Y.M Deosthalee, Chairman & MD, L&T Finance Holdings Ltd
- Shri H.R.Khan, Deputy Governor, Reserve Bank of India
- Shri Hemant G. Contractor, Chairman, PFRDA
- Shri S Raman, Whole Time Member, SEBI
- Mr. D.R.Dogra, MD & CEO, Credit Analysis & Research Ltd
- Shri Manas Mohanty, General Manager, College of Agricultural Banking, Pune



- Shri. C.VR.Rajendran, Chairman & Managing Director, Andhra Bank
- Shri Narasimhan Srinivasan, International expert in Development finance and livelihoods, Ex- CGM, NABARD
- Dr. Mukesh Khanaskar, Director-International, All India Institute of Local Self-Government & Director, International Centre of EQUITY
- Shri Arun Kejriwal, Primary Market Analyst
- Dr. Sunder Ram Korivi, Dean School of Securities Information and Research, NISM
- Dr. Ajit Ranade, Chief Economist, Aditya Birla Group
- Mr. Ananth Narayan, Regional Head, Financial Markets, South Asia Standard Chartered Bank
- Mr. Alok Sheopurkur, Executive VP and Head HR, HDFC Asset Management Company
- Dr. Asha Naik, Specialist- Strategic Management & Leadership
- Shri Sushil Muhnot, Chairman and Managing Director, Bank of Maharashtra
- Mr. Sai Srinivas Dhulipala Actuary & President Bajaj Allianz Life Insurance Company Limited
- Mr. Milind Choudhari, CFO, Bajaj Allianz General Insurance Company Limited
- Mr. Boman Mehta, CEO, Darashaw & Co
- Mr. Rajiv Mitra, Managing Director, Govind Milk & Milk Products Pvt Ltd
- Mr. Sandeep Mehta, CEO & CIO, Value Investment Principles Ltd
- Mr. Kulwinder Singh, Director- Global Marketing & Communication, Synchron
- Mr. Ajay Raina, CEO, Kinetic Hyundai Elevator& Movement Technologies Ltd
- Mr.Srinivasan Rao, MD, Indiacom
- Shri M.Narendra, Former Chairman and MD, Indian Overseas Bank

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SCMS, Pune as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

There is robust anti-plagiarism policy available and implemented for all thesis/dissertations.

### 32. Student profile programme-wise:

	Applications received	Selected	Enrolled		Pass Percentage		Total Pass Percentage
			Male	Female	Male	Female	
BBA 2009 – 12	3340	298	202	96	71%	84%	75%
BBA 2010 – 13	2931	296	207	89	71%	87%	76%

BBA 2011 – 14	2938	302	201	101	74%	91%	80 %
BBA 2012 – 15	3796	312	203	109	72%	91%	78%
BBA 2013 – 16	4593	306	203	103	NA	NA	NA
BBA 2014 – 17	5483	306	206	100	NA	NA	NA
BBA 2015 – 18	7696	326	196	130	NA	NA	NA

### 33. Diversity of students

Students join SCMS after class 12 and hence columns related to University are not applicable to us

	Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
2010	BBA	-	-	-	6.95%
2011		-	-	-	6.71%
2012		-	-	-	6.62%
2013		-	-	-	6.45%
2014		-	-	-	6.17%
2015		-	-	-	5.38%

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

NA

### 35. Student progression:

SIU does not have any natural progression built into its admission process. At each level there is a merit based admission process where Symbiosis students do not get an automatic entry or advantage. SCMS, Pune does not have any PG programme as yet either.

Student progression	Against % enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	2011-12 (58%) 2012-13 (80%) 2013-14 (90%) 2014-15 (94%) (This % is against the number of students who opted for placement)
• Other than campus recruitment	NA
Entrepreneurship/Self-employment	Batch 2004-07 (01) 2006-09 (03) 2007-10 (01) 2008-11 (01) 2009-12 (02) 2010-13 (01) 2011-14 (01) 2012-15 (02)

**36. Diversity of staff:(Teaching staff) :**

		Data in %
Sr. No.	Percentage of faculty who are graduates	2014
1	of the same university	2.78%
2	from other universities within the State	52.78%
3	from universities from other States	44.44%
4	from universities outside the country	0

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Faculty Name	Year (degree was awarded)	Month (degree was awarded)
Dr Deepa Tanksale	2010-11	Ph.D.
Prof Nirupama Patwardhan	2010-11	M.Phil
Dr Netra Neelam	2013-14	Ph.D.
Dr Parimala. Veluvali	2014-15	Ph.D.
Dr. Rishi Shukla	2014-15	Ph.D.

**38. Present details of departmental infrastructural facilities with regard to****a) Library**

Library facility	Details
Total area	1840 Sq ft.
Working hours:	
i. On working days	Monday to Friday 9.00 to 7.30pm, Saturday – 9.00 to 4.00pm
ii. On Sunday	Closed
iii. Festivals/ Holidays	Closed
iv. Before examination	Monday to Friday 9.00 to 7.30pm, Saturday – 9.00 to 4.00pm
v. During Examination	Monday to Friday 9.00 to 7.30pm, Saturday – 9.00 to 4.00pm
vi. During Vacation	Monday – Friday : 9.00am to 5:00pm, Saturday: 9:00 am to 4:00 pm Sunday closed
Layout of the library	
Relaxed reading	Yes, In the lobby area
IT Zone for accessing e – resources	Yes, Digital Library
Display of floor plan:	Plan is displayed outside library,
Adequate sign boards :	Adequate sign boards posted on the Library floor
Access to differentially abled users and mode to access to collection :	Individual help available by library staff

Details of Library Holdings:	
- Print	
Books	12146
Titles	5740
Total Number of	
Indian Journals	14
International Journals	6
Magazines	41
Average no of books added in last 3 years	593 (per year) until 31 <sup>st</sup> March. 2015
- Non print (CD's)	960
Electronic	
Database	12
e-journals	35085
Special Collections	
• Reference Books	886 (SIU)
• Book Banks	The Department provides selected books to the students in the Kit at the time of induction.

#### b) Internet Facilities for Staff and Students

- Systems: 161
  - Computer - Student Ratio: 1:4
  - Dedicated Computing Facility: All the faculty & Staff have dedicated computers at their workstations.
  - LAN Facility: Available
  - No of nodes/computers with Internet facility: 161
- Internet lease line facility 34 mbps (shared)
- Total number of class rooms- 17
  - Class rooms with ICT facility- 17
  - Students' laboratories- 1
  - Research laboratories – Nil

### 39. List of doctoral, post-doctoral students and Research Associates -

#### a) from the host institution/university b) from other institutions/universities

Following is the list of doctoral students

#### a) From the host Institution/University:

- Ms. Adya Sharma
- Ms. Sabiha Fazalbhoy
- Ms. Ishita Dutt
- Ms. Anjali Sharma
- Ms. Gowri Menon

#### b) From other institutions/universities

- Mr. Deepak Havaladar
- Ms. Archana Singh
- Ms. Mansi Kapoor
- Ms. Sharmila Devi
- Mr. Nishant Khandelwal
- Mr. Sushil Mavale

**40. Number of post graduate students getting financial assistance from the university.**

SCMS does not have a PG programme. However, scholarships are awarded at UG level also. The details of Scholarships awarded to students at UG level are as follows:

Financial assistance from SIU (Symbiosis Foundation/Symbiosis sports scholarship)

Year	UG	No. of Students awarded with scholarship	No. of Students awarded by Freeship
2014-15	Yes	1	1(100%)
2013-14	Yes	3	1 (100%)
2012-13	Yes	2	1 (100%)
2011-12	Yes	2	Nil
2010-11	Yes	0	Nil

Year	Type of Financial Assistance given (please specify central/state/other agencies)	Number of Students	UG	Percentage of Fee waiver
Please specify in case of SC/ST				
2014-15	Other	1	Yes	25%
2013-14	Nil		Nil	-
2012-13	State Govt.	3	Yes	100% (for SC/ST)
2011-12	Other	1		33%
2010-11	State Govt. / Others	3	Yes	100% in two cases (one for SC/ST) and 33% in one case
2009-10	State Govt. / Others	7		100% in 4 cases (for SC/ST) and 50% in 2 cases and 33% in one case

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

SCMS Pune has been offering the BBA programme since 2004. From the batch 2011-14 the programme is being offered through cafeteria curriculum. To give the students an international exposure GIP (Global Immersion Programme) was introduced. A study through secondary sources revealed that there was a demand for management education with Global exposure. Hence the idea of Global BBA was conceived. Further SIU's relationship with other international universities helped us in formulating the Global BBA programme. The Global BBA will be offered in the next academic year. The programme is also in line with the vision of the university.

**42. Does the department obtain feedback from****a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

- In faculty meetings and through correspondence with faculty, feedback is sought on curriculum as well as on the teaching - learning evaluation.
- The suggestions (in the nature of modification of courses or including new courses) are then put by the BOS before the Academic Council for approval.
- The changes in the curriculum are incorporated by revising the programme structure. Scheme of the evaluation is revised based on the feedback received.

**b) Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

The Department has the following processes in place for the evaluation of staff, curriculum and teaching-learning evaluation by the students

- Open house sessions are conducted where the students are encouraged to give feedback about the staff, the curriculum and the teaching-learning evaluation.
- Written student feedback is also taken through online and offline forms on Faculty and their pedagogy.
- All feedback received is analysed and presented to the faculty for deliberation and guidance on improvement, if necessary.
- Annual appraisal of the faculty and the resultant incentives take into account the faculty feedback.
- Student feedback on evaluation is also taken and submitted to the University. Feedback is analysed and changes are incorporated in the evaluation pattern at the University level.

**c) Alumni and employers on the programmes offered and how does the department utilize the feedback?**

- Informal feedback is taken from the employers during their visits for campus recruitment regarding the qualities/ attributes of our students and what needs to be incorporated to enhance their deliverables at the work place. Training programmes are conducted for the students registering for placements.
- Since the Academic year 2015-16, the Department is working towards taking structured feedback from Alumni on the programme.

**43. List the distinguished alumni of the department (maximum 10)**

S. No	Name	Batch	Designation	Company
1	Abhimanyu Asija	2004 - 07	Deputy CEO	Someshwar Metal Private Ltd
2	AmeY Yerawadekar	2004 - 07	Founder	Sporti Luv (Entrepreneur)
3	Yudhishter Rana	2004 - 07	Assistant Vice President	Digital Acquisitions, Citigroup, Poland
4	Amit Gupta	2004 - 07	Purchase Order Specialist	Avaya Telecom
5	Krish Raghav	2004 - 07	Research Analyst	TRPC
6	Ankit Khanna	2004 - 07	Manager, Global Strategy Group	Samsung, Seoul, South Korea
7	Sandra Mergulhao	2004 - 07	Segment Producer	The Business News Network
8	Shivam Bhargava	2005 - 08	Actor	Movie - Siddharth
9	Melanie Noronha	2005 - 08	Sr. Analyst	Middle East Economic Digest (MEED)
10	Stephanie Noronha	2005 - 08	Sr. Associate	Price Waterhouse Coopers, Dubai
11	Jayanti Mukherjee	2005 - 08	Captain	Indian Army
12	Rochit Jain	2005 - 08	Account Manager	Khaleej Times, UAE
13	Sahil Rizwan	2005 - 08	Writer & Sub-Editor	Amar Chitra Katha
14	Tarun Markose	2006 - 09	Director	Teemac Ideas (Entrepreneur)
15	Rohit Jindal	2006 -08	Founder	'We Faculty'
16	Neha Poonia	2008 – 11	Assistant Editor	CNN-IBN
17	Nishita Karad	2009 - 12	Graduate Intern	ILO

**44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts.**

The BBA course at SCMS Pune is designed to be very intense in its academic and co-curricular inputs. A range of enrichment courses is offered to students to make the education rich and solid.

**1. Constitution of India**

The objective of this course is to create a meaningful understanding of basic philosophical tenets of Indian Constitutional law. It is to underline the significance of our constitution as Fundamental Law of the land. The course aims at instilling not just a bare understanding, but a perspective on constitutional developments in Indian Constitutional Law. The Course was compulsory for all the students.

**2. Foreign Languages:**

With ever-increasing levels of international trade and business, tourism, immigration, and random cross-cultural experiences, there is a need to learn a foreign language and become global citizens.

With this endeavour, SCMS Pune has offered foreign language courses in French, Spanish and German.

**3. BSE Training:**

With the intention to offer a value-added career-oriented training to students to enhance internship & placement options, a course was offered in association with the Training arm of the BSE Stock Exchange for interested students.

**4. ACCA**

**ACCA:** SIU has signed an MOU with the Association of Chartered Certified Accountants (ACCA), which is a global body for professional accountants. A Certificate/Diploma course is offered by SCMS in collaboration with ACCA.

SCMS has successfully completed its first batch (November 2014-February 2015). Our students have scored well in their first attempt itself.

**45. List the teaching methods adopted by the faculty for different programmes.**

- a) Use of audio visual media to increase participation
- b) Encouraging students to write research papers
- c) Use of case studies
- d) Role plays/Study tour
- e) Research projects
- f) Experiential projects and business games

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The Department ensures the following:

- a) The programme structure is systematically designed which ensures that the learning outcomes of each course and its means of implementation are clearly defined.
- b) The pedagogy of the teaching-learning process for each course is designed taking into account the desired learning outcomes. Emphasis is given on project based and group learning activities.
- c) Learning outside the classroom: Students at SCMS, Pune are involved in Industry visits and field trips. Activities like service learning and corporate internships also aid in learning outside the classroom.
- d) Assessment strategies are formulated in such a manner so that the achievement of the intended learning outcome can be ascertained. Emphasis is given to testing conceptual knowledge through MCQs, group discussions and class presentations. To overcome any barriers to learning, remedial classes are conducted. Counselling of students is undertaken by the class mentors.



#### 47. Highlight the participation of students and faculty in extension activities.

- **Supporting Urban Sustainability (SUS) was undertaken in 2012-13**

Symbiosis Centre for Management Studies, Vimannagar, Pune was a part of the Supporting Urban Sustainability (SUS) 2012-13 programme which is an International Initiative.

The Supporting Urban Sustainability (SUS) programme aims at enhancing the capacity of key public, civic and private organizations to collaboratively learn about and take action for ecosystem services for poverty alleviation (ESPA) in cities. It enables pooling of knowledge from different stakeholders to jointly specify the objective of their learning process. Thereby they gain ownership of the learning process and potential for positive impact on the ground is increased.

Dr. Pisolkar Yogesh from Symbiosis Centre for Management Studies, Vimannagar, Pune was the member of the core committee of inquiry team 'SANGAM' for the city of Malvan. How Can We Manage Fisheries and Tourism in Karli, Kolamb and Talashil Creeks for Sustainable Development?" was the inquiry/research question of the team 'SANGAM'.

- **Research Project in Zambia:** A service learning programme was proposed by the NGO-Green Contributor (Canadian-based organization) to Zambia in Nov-Dec 2012. Green Contributor is a Canadian based NGO actively involved in community outreach programmes and in fostering sustainable practices and promoting sustainable development encompassing environment concerns.
- **Catch the Raindrop:** Rainwater harvesting feasibility study for Symbiosis Viman Nagar Campus project was completed by 10 students and a faculty in 2014. The project was funded by the United Nations Environment Program (UNEP)
- **Social Connect:**  
We transform students into socially responsible managers and leaders by sensitizing them to the needs of the society. Towards this end, our students are required to serve in NGOs and undertake a Service Learning Projects  
Students worked mainly in the fields of - Human rights, Environment, Wildlife and Animals, Underprivileged students, Social Welfare and Special Children.
- **Swachha Bharat Abhiyaan:** Symbiosis Center for Management Studies, Pune launched "Swachha Bharat Abhiyaan" on 8<sup>th</sup> October 2014 and it has been an ongoing process since then. The entire team at SCMS Pune, be it faculty or staff took up the responsibility to maintain cleanliness all around them throughout the year.
- **Fundraising event and Donation drive:** Initiate a club at SCMS, Pune organized a fundraising event and donation drive. The amount collected from the donation drive was used to sponsor a girl child's education.
- **Workshops for Housekeeping staff** on "Basic Financial Planning were held by Club Initiate on 29<sup>th</sup> April 2014

- Computer Training for Senior Citizens of Viman Nagar was conducted in the year 2012-13 and 2015-16. The programme was conducted to teach the senior citizens basic computer skills such as MS Word, Excel, Internet, Mail etc.
- Blood donation camps are organized in the campus every year.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

The Department has regularly conducted three International Conferences on diverse and current themes. These conferences encourage faculty and students to present research papers which have been published in the Annual Research Journal of SCMS, Pune. The Department has also conducted Conclaves and Symposia on socially and economically relevant themes. A brown bag seminar is organized every month where faculty discusses their current research work with other members of the faculty.

The following research papers of the faculty have been published in Scopus and other reputed International databases:

1. **Mahankale Nitin, Arora Richa** (10/2012) Short Communication (NS-1) Studies on forage production under the influence of synthetic fertiliser and industrial waste water. *Journal of Environmental Research And Development*, 7 (2): 716-719 (ProQuest, WorldCat, Google Scholar, Academic Journals, Academic Keys, Global Impact Factor, ResearchGate, Scribd, Ulrich's Web; ISSN: 0973-6921).
2. **Menon Gowri** (05/2014) Maintaining quality of education in Management Institutes - Reforms required. *Procedia - Social and Behavioural Sciences*, 133: 122-129 (Thomson Reuters, ScienceDirect; ISSN: 1877-0428).
3. **Tanksale Deepa, Neelam Netra**, Venkatachalam Rama (05/2014) Consumer decision making styles of young adult consumers in India. *Procedia - Social and Behavioural Sciences*, 133: 211-218 (Scopus, SciVerse, Scopus ScienceDirect, ScienceDirect; ISSN: 1877-0428).
4. **Kapoor Mansi** (05/2014) Redefining progress and ushering in the fourth revolution. *Procedia - Social and Behavioural Sciences*, 133: 203-210 (Thomson Reuters, ScienceDirect; ISSN: 1877-0428).
5. **Parimala, V.**, Fakhir Abdullah (09/2014) Companies Act, 2013- A Relook At The Rules in Light of The Role of A Company Secretary. *Indian Journal of applied Research*, 4 (9): 286-288 (Google Scholar, Open J-Gate, Thomson Reuters, CrossRef; ISSN: 2249-555X).
6. **Olive Nerurkar** ‘Sustainability Driven Innovations Matrix a conceptual framework for environmental sustainability opportunities’ *International Journal of Applied Engineering Research*, ISSN 0973-4562 Vol. 10 No.50 (2015) Scopus indexed
7. **Kapoor Mansi** (03/2015) Pulling the Strings. *Indian Journal of Science and Technology*, 8 (6): 91-94 (Scopus; ISSN: 0974-5645).
8. **Dr. D. R. Mane, Mansi Kapoor**, Veni Vedi Veci - A New Paradigm for Sustainability, *International Journal of Humanities and Social Studies*, ISSN 2321- 9203 Open J Gate, Electronic Journals Library

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

Nil

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Students and Faculty of SCMS, Pune engage in Minor research projects in multidisciplinary areas. SCMS, Pune has also initiated Corporate research Projects with reputed organizations in Pune. These projects seek to generate new knowledge.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths**

- **Standing in the BBA world** Ranked second in the All India Nielson Survey consequently for two years.
- **Academic orientation**
  - Favourable Faculty-student ratio
  - Well qualified faculty
  - Cafeteria approach: Option to the students to choose from a range of subjects and design their curriculum.
  - Tie up with ACCA to provide more opportunities to students
  - Regular updating of curriculum
  - Option to students to go for study abroad programs under GIP
- **Research base**  
Successful conduct of International Research Conferences in the last three years. Increase in research output from Faculty.
- **Placements**  
Good track record of placements
- **Technology friendly**
  - Online portal to connect with students and faculty & parents
  - Wifi campus
  - Technologically enabled teaching and learning process.
- **Overall Personality development of students**
  - Platform for students to interact with students with diverse backgrounds both on national and International scale
  - Holistic development of students by providing and encouraging avenues for extracurricular activities.

**Weakness**

- Infrastructure needs to be upgraded to match the growing needs of the college for the regular programme.

**Opportunities**

- Offering more courses: There is an opportunity to offer part-time certificate/diploma courses in the evenings when infrastructure is available.
- **Building Alumni relations:** Alumni engagement is important to

- strengthen the brand
- **Internationalization:** More number of students for study abroad programs and more number of foreign national students to study in SCMS. Opportunity for faculty exchange program and joint research with faculty of international Universities.
  - **Connect with the corporate world**
    - MDPs by faculty can be an important way to strengthen relation with the corporate world and also provide good exposure to faculty.
    - Possibility of offering short certification courses

### Challenges

- **The Road ahead:** To be recognized as the best BBA programme in the country.
- **Create job providers and not job seekers:** To support students in setting up their ventures

## 52. Future plans of the department

### Into the Future:

SCMS started its journey as a teaching institute. Over the years research has gained emphasis among faculty and students. In the coming years SCMS aspires to move to the next level of being a research based consulting Institute.

SCMS proposes to launch a Global BBA in the coming academic year. This global BBA program will offer the students international exposure as they would be doing their semester in three different universities i.e SCMS, Pune, IHC Dubai, Webster University, Thailand.

Symbiosis Institute of  
Operations Management,  
Nashik

(SIOM-N)



*“With the best industry curriculum, faculty and student fraternity, SIOM is an ideal platform to learn about Operations in the country. Mastering operations' challenges early in one's career is the best kind of general management anyone can ask for. There are not many better places than SIOM which would provide a holistic overview of contemporary business practices by imparting knowledge of technical intricacies and its implications on business. The assignments, industry sneak peak and guest lectures give us an insider view of the industry.”*

***Sagar Thacker, Gujarat - SIOM, Nashik***

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Operations Management, Nashik. (SIOM-Nashik)
- 2. Year of establishment**  
2005
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. The institute is a constituent of the Symbiosis International University under the Faculty of Management.
- 4. Names of programmes offered**  
Master of Business Administration Management (Operations Management) (MBA-OM)  
Post Graduate Diploma in Operations Management (PGDOM)
- 5. Interdisciplinary programmes and departments involved**  
In addition to courses from Faculty of Management, SIOM compiles its course structure from the Course Catalogue of various Faculties like Faculty of Computer Studies, Faculty of Health and Biomedical Sciences and Faculty of Law.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**
  - a) Global immersion programmes with Munich University of Applied Sciences, Germany
  - b) ERP Courses under SAP University Alliance Programme.
  - c) Six Sigma in collaboration with KPMG
  - d) Summer Internship projects
- 7. Details of programmes discontinued, if any, with reasons**  
Master of Business Administration (Executive) (MBA-Executive) Staggered.
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
Choice Based Credit System with Semester pattern.
- 9. Participation of the department in the courses offered by other departments**  
Apart from Faculty of Management, SIOM takes course structure from the Course Catalogue of various Faculties like Faculty of Computer Studies, Faculty of Health and Biomedical Sciences and Faculty of Law. Courses like SAP-ERP, Business Laws, ERP-SCM, IDMP has been taught by faculty members from other faculties of University.
- 10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled and Actual
Professor	2	1
Associate Professor	4	5
Assistant Professor	10	6
Adjunct Faculty	-	2
Other Teaching staff	-	2
TOTAL	16	16

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No.	Name	Qualifications	Designation	Specialization	Number of teaching years	Industry experience (years. months)	Nos. of Ph.d/ M. Phil students guided in last 4 years
1	Dr. Vandana Sonwaney	MBA, Ph D	Director & Professor	Marketing	15	13.5	2
2	Dr. Shilpa Parkhi	M. Com, CMA, CS, Ph D, NET	Associate Professor	Finance	11	3.3	-
3	Dr Rameshwar Dubey	PHD (Operations Mgt.)	Associate Professor	Operations & SCM	8	3.3	1
4	Dr.P.A. Ratna	Ph D, MBA, BBM, SLET	Associate Professor	Finance	15	0.5	-
5	Dr. Aditi Mishal	MBA, Ph D	Associate Professor	Marketing	9	4.5	-
6	Pravin Tambe	Ph.D , M.Tech, BE	Associate Professor	Operations	7.2	0	-
7	Dr. Bibhuti Tripathy	B.Sc (Mathematics-Hons), M.Sc (Mathematics), M.M.S, Ph.D (Operations Research)	Assistant Professor	Operations Research / Management	17	0	-
8	Prashant Barge	MBA, BE, NET	Assistant Professor	Information Technology	15	2.33	-
9	Yasho mandira Kharde	B.Sc. M.B.A	Assistant Professor	Marketing	4	10	-
10	Shiba Parhi	B. Sc., PGDM, NET	Assistant Professor	General Management	2.5	12	-
11	Rishabh Jain	M Com, PGDBA, NET	Assistant Professor	Finance	8	0	-
12	Rohit Kumar Singh	B Tech, MBA, NET, JRF	Assistant Professor	Operations Management	0	0	-
13	Hemant Tambade	CPIM,MBA,I CWA(Inter),B. E,(Mech.)	Adjunct Faculty	Operations	3	19	
14	Subasish Roy	Chartered Accountant Company Secretary, B.Com	Adjunct Faculty	Finance		31	
15	Aasha Sharma	MBA	Teaching Associate	Marketing	14.5	0	-
16	Mrunalini Dodkey	BE, MBA	Teaching Associate	Information Technology	1.5	21	-



## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

### Visiting faculty for the Academic Year 2014-15

Sr. No.	Name of Faculty	Designation	Company
1	Mr.Abhijeet Chaudhary	Founder CEO	Milestone Consulting, Mumbai
2	Mr.Sameer Desai	Executive Vice President	Riyansh Hospitality, Nashik
3	Mr.Manoj Agarwal	Management Consultant	Thruput Consultants
4	Mr.AvinashGhalke	Promoter Director	Sampurna Agro Venture, Mumbai
5	Mr Veer Metha	Director	Sansrisk Business Solutions Pvt.Ltd., Delhi
6	Mr.Pradeepkhetan	Founder Executive	ISM Mumbai
7	Mr.Suraj S. Jhavar	Ex CEO	Asian Electronics Ltd
8	Mr. Radhakrishnan	Consultant	KPMG, Chennai
9	Mr. Balakrishna	Consultant	KPMG, Chennai
10	Mr.Sunil Joshi	Quality Manager	Lear Automotive, Ambad, Nashik
11	Mr.Gourang LaxmanAmbulkar	Management Consultant	Consultant
12	Mr.Sneha Nair	Exeutive HR	Cable Corporation of India
13	Mr.Pinak Kulkarni	Consultant & Trainer	Spakr Consultants
14	Mr.R.K.Deodhar	Management Consultant	Deodhar Tax Consultants

## 13. Percentage of classes taken by temporary faculty – programme-wise information:

Year	Programme	No of total credits	Credits taken by visiting faculty	% taken by VF
2009-10	MBA	112	62	55.36
2010-11	MBA	112	69	61.61
	PGDMM	50	29	58.00
2011-12	MBA	125	32	25.60
2012-13	MBA	126	28	22.22
	Exe MBA	40	9	22.50
2013-14	MBA	160	46	28.75
2014-15	MBA	140	32	22.86
	Exe MBA	31	11	35.48

## 14. Programme-wise Student Teacher Ratio :

MBA - 15:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual :**

For the year 2014-15 the details are as below

Type	Sanctioned	Actual
Technical	06	06
Non technical	18	18
TOTAL	24	24

**16. Research thrust areas as recognized by major funding agencies :-**

SIOM is creating a mark in the field of Operations Management through research. The faculty members have published several papers in the areas of Supply Chain Management, Sustainability and Consumer Behaviour. Research is in progress on ICT adoption, Green Consumerism, SCM, Financial Engineering and Cost Management. Project in Sustainability and waste management has been attested by funding from corporates. SCRI had also funded a project on “Humanitarian Supply Chain Design”

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Year	Number of Faculty	Name of Project	Name of Funding agency	Total Grant received
2013	2	Humanitarian supply chain designs and their impact's on performance: reference to Nashik MahaKumbh.	Symbiosis International University, Pune	Rs. 1.4 lakh
2015	2	"Project Shuddhi" in human bio waste management. The project implemented through Collaborative network entails installation of Mobile biodigester toilets during Kumbhmela through CSR funding	Reckitt Benckiser India Pvt. Ltd. Charities Aids Foundation Shri Chaitnya Charitable trust.	Rs. 13 lacs Rs. 6.65 lacs Rs. 6.92 lacs

**18. Inter-institutional collaborative projects and associated grants received**

**a) National collaboration**

Last year a major project “Project Shuddhi” was conceptualized. This Mobile bio-digester toilets project for human bio-waste management during Kumbhmela is in the process of implementation. The project received all the governmental permissions. Considering the significance of the social issue being addressed, project received sanctions of Rs. 13 lacs from Reckitt Benckiser India Pvt. Ltd. and Rs. 7 lacs from Charities Aids Foundation and a primary approval of Rs. 9 lacs from India Infoline. The team has also approached other corporates like SBI to seek funding so that the scale could be extended.

The project is a perfect example of socially networked collaboration between Local governing bodies working for a national cause, corporates joining as funders, Research & development organisation as technology collaborators and academic institution as implementation partner.

**b) International collaboration- Nil****19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility/center with**

- state recognition - Nil
- national recognition - Nil
- international recognition - Nil

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	64	
i. Number of papers published in peer reviewed journals (national / international):	56 (National 6 & International 50 )	
ii. Monographs	1	
iii. Chapters in Books	4	
iv. Case Studies	1	
v. Proceedings papers	2	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	48	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 62 Range:1-10 Avg: 2.70
	Scopus	Total Citations= 27 Range: 1-6 Avg: 2.25
Total citations of SIOM, Nashik faculty (SIU + Non-SIU affiliated papers)	111	
SNIP	Range: 0-2.475 Avg: 0.708	
SJR	Range:0-2.786 Avg: 0.336 Avg: 0.476	
Impact Factor – range/average	Range:0-3.649 Avg:0.917	
h-index	(Google Scholar:4 Scopus:2)	

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

SIOM undertakes consultancy projects in its area of expertise in line with its vision and mission. The consultancy is broadly classified under two heads

a. Professional Consultancy under Business Advisory Function for Industry

Professional consultancy projects undertaken for last four years include:

Professional Consultancy was delivered to

Kama Schachter Jewellery India, Pvt Ltd – in the area of Kaizen-Rs. 2,25,000.

Levia technologies Mumbai in Business feasibility for Rs 50,000

MDP income generated was as below:

2009- 2010: 14.8 lacs

2010-2011: 7.97 lacs

2011-2012: 5.34 lacs

2012-2013: 0.82 Lacs

2013-2014: 3.20 lacs

b. Students Consultancy for learning experience and providing value add to Industry

Student's consultancy projects done since last four years

Organization	Project Name	Client	Name of the students	Income Generated
Bhatia Glass Tuff Pvt. Ltd.	Create New offers and related documents for a market segment	TPMS	Sushanto Saha , Saurabh Jain	NIL
ONGC Petro Additions	Preparation of Purchase and Supply manual and Procurement manual	TPMS	Tejbir Singh, Bhushan Sardesai	NIL
FaberInfinite	Current and Future scenario of Plastic Industry in India for Plastic	FaberInfinite	Sneha and Gaurav Madan	NIL
FaberInfinite	Operational Excellence and its application in Construction Industry	FaberInfinite	Anupriya Tyagi, Abhishek Ladake and Harmeet	NIL
FaberInfinite	Current and Future scenario of Sugar Industry in India in Sugar Industry	FaberInfinite	Shailendra Kumar, Sandeep Patil	NIL

### 25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in India and abroad

- Dr.Ratna Paluri - HBP case method of teaching seminar – 2014.
- Dr. Rameshwar Dubey – Workshop on SCM by DIME, IIT Kanpur– 2014
- Dr. Dubey, Dr. Vandana Sonwaney for Master class on designing and managing Enterprise Supply Chains by Gattorna Alignment– 2014
- Dr.Rameshwar Dubey – ISB Master Teachers' Programme at ISB Hyderabad - 2014

- Dr. Vandana , Ms Yashomandira Kharde –Case Writing workshop at ISB Hyderabad.

## 26. Faculty serving in

### a) National committees b) International committees c) Editorial Boards d) any other (please specify)

#### (a) Dr. Vandana Sonwaney

Editorial Board member of Journal of Supply Chain Management System,  
 Guest Editor of International Journal of Process Management and Benchmarking (Inderscience)  
 Independent Director CG Lucy ltd  
 Independent Director Bedmutha Industries ltd  
 Board of Director, Alumni Association of SB Arts & Commerce Aurangabad  
 Advisory Board Member, Kumbhthon Foundation steered by Massachusetts Institute of Technology (MIT)

#### (b) Dr. Rameshwar Dubey

Editor-in-Chief, Journal of Supply Chain Management Systems  
 Associate Editor, Global Journal of Flexible Systems Management (Springer)  
 Editorial Board Members of International Journal of Innovation Science, AIMS International Journal, International Journal of Automation Logistics (Inderscience), International Journal of Process management and Benchmarking (Inderscience).  
 Guest Editor of Annals of Operations Research (Springer), International Journal of Process management and Benchmarking (Inderscience).

#### (c) Dr Shilpa Parkhi

Chairperson of Nashik Ojhar Chapter of Institute of Cost Accountants of India (ICAI).

**“Faculty serving as members of steering committees of international conferences recognized by reputed organizations/ societies –**

#### (A) Dr. Vandana Sonwaney

- International Advisory Board Member of AIMS International Conference held at IIM Khozikhode.
- Chaired Case Study Session at 10th International Conference on Quantitative Management Dubai (ICOQM-10) on 29th, June 2011

#### (B) Dr. Rameshwar Dubey

- International Advisory Board Member of AIMS International Conference to be held at IIM Khozikhode.
- Chaired Case Study Session at 10th International Conference on Quantitative Management (ICOQM-10) on 28th, June 2011
- Chaired Supply Chain Session at 8th AIMS International Conference on 1st, January, 2011 at IIM-Ahmedabad.

- Selected among Editorial board member of AIMS International Journal and Editor of Doctoral Dissertation Abstract section.
- Sessions Chaired for supply chain management at AIMS, 11<sup>th</sup> international conference on management held at Institute of Management Technology, Ghaziabad, from December 21 to 24, 2013.

## 27. Faculty recharging strategies (UGC, ASC Refresher/orientation programs, workshops, training program & similar programs)

Faculty members attend various conferences and workshop to recharge and update their knowledge. In the year 2014-15 SIOM faculty members attended events as below:

Conferences attendance	6
MDP conducted	3
Seminar/ Workshops attended	10
FDPs attended	4

## 28. Student projects

- percentage of students who have done in-house projects including inter-departmental projects
- percentage of students doing projects in collaboration with other universities /industry/institute

The institute has three major categories of projects to be executed by the students. They are summer internship projects (SIPs), Final Projects (Six Sigma projects) and NGO projects. The number of projects executed in the last 3 years are detailed year.

Number of projects executed :

Batch	MBA (11-13)	MBA (12-14)	MBA (13-15)
SIP Projects	98	95	97
No. of companies in SIP	50	51	49
Final Projects	41	35	34
No of companies in Final projects	19	21	31

Number of projects in industries undertaken across various sectors. (2011-15)

Sector	No of projects	Sector	No of projects
BFSI	1	Oil & Gas	8
Chemical	1	Others	1
Consulting	28	Petrol Chemical	1
e-Commerce	5	Pharmaceutical	13
FMCG	34	Project	4
IT/ITES	31	PSU	7
Logistics	4	Retail	12
Manufacturing	189	SCM - Consulting	4
		Service Industry	5

For final projects which are based on six sigma methodologies, all major companies from Nashik like Bosch Ltd, Crompton Greaves Ltd, Lear Ltd, & Samsonite Ltd and also companies from Pune and Mumbai are involved for the implementation of DMAIC Cycle as part of process improvement.

#### **NGO Projects –**

Various activities & initiatives have organized along with Prabhodini Trust, Dang Seva Mandal., Nashik Citizen Forum (NCF) ,Rang De ,Disha Foundation, , SIFE, NGO – Sharan, Goonj , National Association for the Blind, Anath Balakashram and Niradhar Swabhilambh

#### **Role of faculty in facilitating such projects**

The institute has made SIP and Final projects by the students mandatory. Every student has to undergo around 10 weeks of summer internship programme at the end of semester II and the live six sigma projects for around 6 to 8 weeks in semester IV. There is a faculty committee and also students committee in identifying the companies for such projects. Every project and every stream has a faculty allocated with and the faculty is constantly in touch with the company guide for the progress of the project from time to time. There are mid project review and interim reports which a student has to submit during the on-going project.

In addition to above there are various subject related projects wherein the students need to visit the company allocated and collect the data in requisite format.

### **29. Awards/recognitions received at the national and international level by**

#### **Institute:**

SIOM Nashik was ranked among top 50 Business Schools in the Outlook's 2014 Survey of India's Best Business Schools. The Institute has also won awards as listed below:

#### **Symbiosis Institute of Operations Management AWARDS**

<b>Sr. No</b>	<b>Awarded by</b>	<b>Award Name</b>	<b>Place</b>	<b>Year</b>
1	Dalal Street Certificate of Merit	Ranked in India's top 100 B.School survey	Mumbai	2009
2	By Danik Bhaskar B School Awards.	Business School with industry related curriculum	Mumbai	2010
3	Star News Award by National Education Awards in association with Canon	Business School with industry related curriculum in Operation Management .	Mumbai	2011

4	CMO Asia & Stars group .	Business School with best Industry Interface	Singapore	2011
6	Bloomberg & UTV awards	B.School with Excellence Industry Interface	Mumbai	2012
8	ET Now	"B-School with the Best Industry related Curriculum in Operations Management",	Mumbai	2013
9	Bloomberg UTV	"B-School Excellence Award for Innovative, Modern and Industry related Curriculum",	Mumbai	2013
10	"Dainik Bhaskar	B School award for Industry related curriculum in Operations	Mumbai	2013
11	"Dainik Bhaskar B-School	B-School award for Best Industry Interface	Mumbai	2013
12	2nd Annual CPO Forum India 2014 Awards	Recognizing Procurement Excellence Awards	Mumbai	2014
15	ABP News award by National Education Awards in association with Canon	Business School with industry related curriculum in Operation Management .	Mumbai	2015

- **Faculty**  
Research awards received by the faculty and students

#### **Dr. Vandana Sonwaney**

- Awarded International Distinguished Service Award for the year 2011 by AIMS International and IMT Ghaziabad  
Second Asia's Best B - School Award 2011 for Best Professor in Marketing Management presented by CMO Asia, Singapore

#### **Dr. Rameshwar Dubey**

- Selected as an outstanding reviewer for the year 2013 in 2014, by Emerald Literati Network-Awards for excellence for Journal of Humanitarian Logistics and Supply Chain Management.  
(<http://www.emeraldgroupublishing.com/authors/literati/awards.htm?year=2014&journal=jhlscmandPHPSESSID=cffftjq8k2g77qqhsfn2a4s3n7>)
- Awarded Youngest International Researcher Award for the year 2011 by AIMS International and IMT Ghaziabad
- Awarded Distinguished Service Award for the year 2010 by AIMS International.  
Selected for "Distinguished Services Award" in recognition to



exemplary contributions to AIMS International on 02nd January, 2011 at IIM-Ahmedabad.

#### **Dr. Aditi Mishal**

Best Ph.D. Thesis Award at Sixth International Conference by Prestige Institute of Management, Gwalior.

#### **Dr. Bibhuti Tripathy**

- Second Asia Best B- School Award 2011 for Best Professor in Operations Management presented by CMO Asia, Singapore.
- Doctoral/post doctoral fellows  
NIL
- Students

#### **Students Achievements**

Year	Level ( Regional/ National/ International)	Event	Achievement
2009-10	National Level	Think Tank organised at Confluence 2009 in Ahmedabad Marketing Case Study Competition	Third Prize
2011-12	National Level	Street Play, SPJIMR	First Prize
	National Level	19th Business School Affaire and Dewang Mehta Business School Award	Best Student in Management Contest
2012-13	National Level	SIFE Regional Competition	Regional Winners- Western Region
	National Level	SIU, Cricket tournament	Winners
2014-15	National level	'Maverick' 2014- case study competition, by Deloitte	Regional qualifier (West)
	National level	Perfect Pitch, Business Plan Competition by NarseeMonjee Institute of Management (NMIMS)	First Prize
	National Level	Cinemark Movie Marketing, organised by IIM Ahmedabad	Second Prize
	National Level	Beer Game organized by Goa Institute of Management	First prize
	National level	Opstrat, Transcend 2015, Annual Management and Cultural Festival of SIBM	Runners-up

### **30. Seminars/Conferences/Workshops organized and the source of funding (national/International) with details of outstanding participants, if any.**

Following are the major national and international conferences held at SIOM from the past few years:

- **Tattv:** “TATTV” has been the flagship Seminar for the Operations fraternity. The purpose of “TATTV” is to ‘unfold the real elements governing the dynamics’ of business today. Since its inception in 2006, “TATTV” has been a forum witnessing COOs, Directors and VPs sharing their wealth of knowledge and experience with

students and other industry leaders. “TATTV” through the years has constantly evolved to fuel the nascent desire of young Operations management professionals. It is an ideal occasion for companies to showcase their best practices in Operations management in domains like production, marketing, IT and finance

- **HR Summit:** The HR Summit hosted in Mumbai explores dynamism of People, Operations and organizational development. The event witness insights from thought leaders & HR practitioners on best human capital practices that makes an organization the employer of choice. The idea is to explore how operations management tools can be applied in HRM.
- **Converge:** The Institute calls forth the companies to send their senior professionals to discuss to contemporary topics through panel discussion along with academia .Our idea is students witness the merging of these two and learn to derive applied knowledge in specified area.
- **Research Colloquium:** Every talent needs a platform and we here at SIOM provide aspiring researchers the best opportunity to showcase their intense research works carried out in different fields through the RESEARCH COLLOQUIUM. This unique event encourages the young minds not just to disseminate but also to create knowledge. It all started in the year 2012 with a vision to encourage SIOM students towards the field of Research findings, analytics and consulting. The inaugural edition of the Research Colloquium had 26 teams participating from SIOM and thereby building a strong foundation for a better future. This year too, Research Colloquium 2.0 in association with the “International Association of Innovative Professionals (IAOIP)” concluded on 18th Jan 2014. As part of the event, eight best research papers were selected from SIOM and seven research scholars were invited from reputed management institutions to share valuable insights through their research works. “Supply Chain Innovation” is the ultimate key in this competitive age and thus aptly, it reflected the underlying theme of Research Colloquium 2.0.
- **ICOQM’10:** This event gave international exposure to SIOM amongst the OM fraternity, as the conference was attended by most academicians in OM. The conference organization consisted of Conference Patron and Chief Guest Dr. S. B. Mujumdar, President SYMBIOSIS and Chancellor Symbiosis International University, Conference General Chair Dr.Omprakash K. Gupta, College of Business, University of Houston - Downtown, USA, Conference Chair Dr. Vandana Sonwaney, Director, SIOM, Nashik, Conference Convener Dr Shivprakash K. Agrawal, Babaria Institute of Technology, Vadodara supported by faculty and staff of SIOM. Important Speakers included Dr. M. R. Rao, Dean Emeritus ISB Hyderabad, and Dr.Gopalan Srinivasan: Professor at Faculty of Business Administration, University Of New Brunswick, Canada.

Dr. R R K Sharma: Professor at Industrial and Management Engineering Department, IIT, Kanpur, Fellow of IIM Ahmedabad. Mr Prahlad Bhugra from Eaton conducted the workshop on Innovation and IPR. A total of 84 Research papers from India, Fiji Islands, Thailand, Eritrea, Canada, USA, and Yugoslavia were presented in three parallel sessions organized in 13 categories like Case Studies, Decision Analysis, Finance, Human Resource Management, Information Systems, Management Education, Manufacturing, Marketing, Operations Management, Quality Management, Quantitative Models, Supply Chain Management, Technology and Innovation.

- **Kumbhthon**

KumbhaThon, an innovation event conceived by Massachusetts Institute of Technology (MIT) was organized under the banner of Kumbhathon Foundation. Nashik experienced 3 KumbhaThon since Jan 2014. Symbiosis Institute of Operations Management Nashik got the opportunity to host the fourth Kumbhathon from January 24th to 30th 2015 in its premises. Kumbhathon, along with the innovativeness of MIT and the management quotient of SIOM, provided a platform for the ideator's and innovators to convert their idea into an implementable business plan.

#### Outstanding Participant for the above mentioned conferences:

Name of Event	Type	Funding Resource	Eminent
HR Summit 2014	Summit	Symbiosis Society	Mr. RavindMithe Executive Director (Operations Consulting) PwC , Mr.SatishLuman, Global Head, HR , TCS Mr.P.P.Sahoo, Director-HR, Balmer Lawrie & Co. Mr.SiminAskari, Vice President, Corporate HR, Mr. A.D. Burman GM (HR), Maruti Suzuki ,Mr. YashwantBhaid, GM (HR) Nagarjuna Group
Tattv 2014	Seminar	Symbiosis Society	Mr.Pawan Kumar Singh- MD, RotheErde India Pvt.Ltd., Mr.HiramanAher- Vice President- Operations Mahindra and Mahindra Nashik
Converge 2014 (Finance, Analytics, Operations, Marketing, IT)	Seminar	Symbiosis Society	Mr.Raghava Rao, Director-Finance, Amazon Seller Ltd., Mr.DilipRajpur, Vice president- Wealth Management Service Nashik, Mr.RajkumarMylvananam-Rober Bosch, Mr.PrakashLekkala-Robert Bosch, Mr.MilindRajwade-GM-Mahindra & Mahindra, Ms.MoumitaSarker, Ms.Namratha Bhat, Mr.RamachandranVedamurthy, Mr.RajeevPapneja
ICOQM 2011	Conference	Symbiosis Society	Mr.R.Rao-Indian School of Busienss, Mr.GopalanSrinivasan – University of New Brunswick, USA, Mr.ArnavSheth,

#### 31. Code of ethics for research followed by the departments :-

Research is one of the very important thrust areas of Symbiosis Institute of Operations Management as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if

research involves human subjects and if there is a possibility of involving an ethical issue.

Faculty Members emphasize the significance of ethics during their classes and also consider it while evaluating assignments

### 32. Student profile programme-wise:

Name of the Programme (refer to question no. 4)	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
MBA (OM) 2009-11	4094	91	18	95.60	100.00
MBA (OM) 2010-12	5434	102	22	86.27	90.91
MBA (OM) 2011-13	3097	98	22	90.82	100.00
MBA (OM) 2012-14	2794	95	21	100.00	100.00
MBA (OM) 2013-15	3610	104	16	99.04	100.00
MBA (OM) 2014-16	7562	91	13	NA	NA
MBA (OM) 2015-17	2803	108	19	NA	NA
PGDOM (12-13)	16	11	1	81.82	100.00
PGDOM (14-15)	08	6	0	16.67	NA
PGDOM (15-16)	09	6	0	NA	NA
MBA Exe (2012-14)	12	5	2	100.00	100.00
ADMM 2009-2010	30	18	4	77.77	100
PGDMM 2010-2011	21	14	3	73.30	100
PGDBM 2009-10	17	12	5	50.00	60
PGDBM 2010-11	18	14	3	16.60	50
PGDBM 2011-12	11	9	2	55.5	0

### 33. Diversity of students

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
MBA (OM) 2009-11	0	33.95	66.05	0
MBA (OM) 2010-12	0	32.26	67.74	0

MBA (OM) 2011-13	0	35.00	65.00	0
MBA (OM) 2012-14	0	18.10	81.90	0
MBA (OM) 2013-15	0	29.17	70.83	0
MBA (OM) 2014-16	0	19.24	80.76	0
MBA (OM) 2015-17	0	15.75	84.25	0
PGDOM (12-13)	0	83.33	16.67	0
PGDOM (14-15)	0	83.33	16.67	0
MBA Executive (2012-14)	0	57.14	42.86	0
ADMM 2009-2010	0	31.81	68.19	0
PGDMM 2010-2011	0	22.22	77.78	0
PGDBM 2009-10	0	47.05	52.95	0
PGDBM 2010-11	0	82.35	11.75	0
PGDBM 2011-12	0	100.00	0	0

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

Student progression	Percentage against enrolled					
UG to PG	NA					
PG to M.Phil.	NA					
PG to Ph.D.	Admission to Ph.D. programme is through entrance test and merit thereof.					
Ph.D. to Post-Doctoral	NA					
Employed	2010	2011	2012	2013	2014	2015
• Campus selection	89%	94%	91%	90%	91%	100%
• Other than campus recruitment/ Entrepreneurs	11%	6%	9%	10%	9%	Nil

**36. Diversity of staff**

Percentage of faculty who are graduates	
of the same university	6.3%
from other universities within the State	50%
from universities from other States	43.7%
from universities outside the country	Nil

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Ph. D. : Three

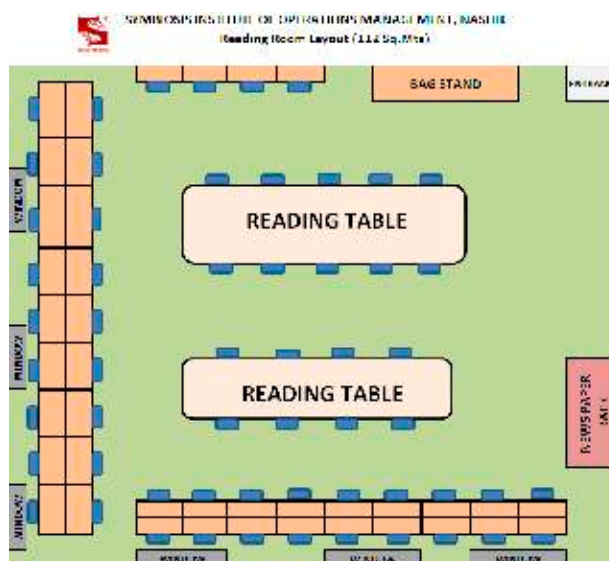
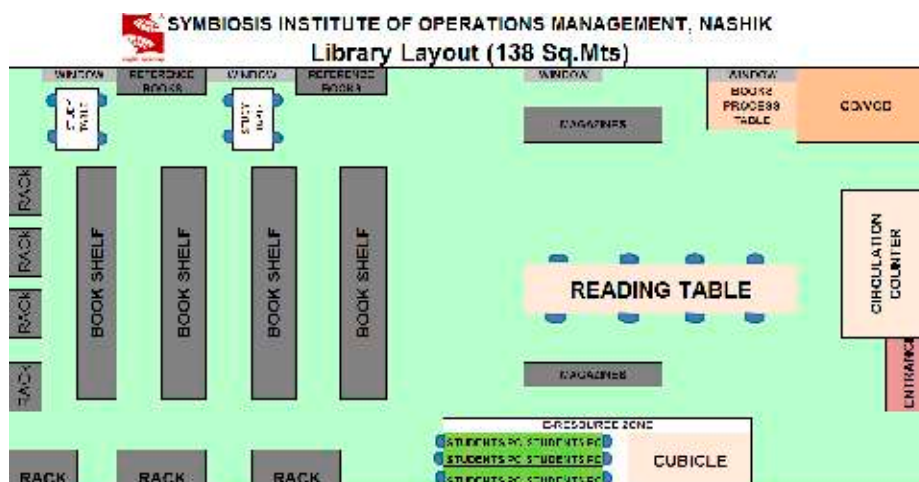
**38. Present details of departmental infrastructural facilities with regard to**

**a) Library :**

- Total Area - 2820 sq. ft.
- Library-138 sqmtrs, Reading Room – 112 sqmtrs
- Total Seating Capacity : Library – 20 nos, Reading Room – 60 Nos
- Working Hours

Working hours	Library Timing
Working days inclusive of examination days	9.00am to 9.30 pm
Saturday & Sunday	9.00am to 5.00pm
Festivals / Holidays	As per SIU Guidelines
During Vacation	9.00am to 5.00pm
Reading Room	Available all the time

- Layout of Library



- Display Floor Plan  
Yes

#### Details of Library Holdings

- Print (books, back volumes and theses :-  
Books :- 12644  
Titles :- 9116  
Back volumes:- 38
- Average number of books added during the last three years :- 639
- Non Print (Microfiche, AV) :- AV CD: 1195 DVD: 295
- Electronic (e-books, e-journals) :-  
e-journals:-35090, e-databases - 14
- Special collections (e.g. text books, reference books, standards, patents)  
Reference books 505+886 (SIU), standards 18
- Book Banks: Yes, We distribute textbooks for the academic year.
- Question Banks :- Past Years Question Papers are made Available in the library since 2005
- Journals:  
Total Number of national journals : 38  
Total Number of International journals : 18
- Magazines : 32

#### Tools Deployed to access the collection

- Internet facilities for staff and students :**
  - Systems -166 (PC)
  - Computer: Student Ratio – 1: 2
  - Dedicated Computing facility –
  - LAN Facility – Available
  - No of Computers with internet facility - 166

#### 39. List of doctoral, post-doctoral students and Research Associates

- (i) from the host institution/university :- 2  
(ii) from other institutions/universities :- 4

#### 40. Number of post graduate students getting financial assistance from the university

Name of Scholarship	Name of Student	Amount Sanctioned	Year
Post Matric Scholarship Government of Bihar for SC Students	Mr.Dipu Paswan	Rs.331600	12-13

#### 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.

SIOM has introduced part time programmes as it did not have any programme offerings for the local Nashik industry. SIOM faculty members are representative on various professional bodies like CII, CSI,

PMI, AIMA, ISTD. Feedback is sought during these interactions. Industry professionals also visit SIOM as MDP participants, visiting lecturers, guest faculty and during events conducted by various committees. Interactions during these visits give important insights.

#### 42. Does the department obtain feedback from

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Yes

Feedback is obtained during the faculty meetings at semester end and meetings of the Board of Studies. Relevant changes in the curriculum are incorporated in the programme. Corresponding changes are reflected in the course plans. Feedback is also used to plan support lectures and workshops.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

Yes.

Student feedback is obtained on the faculty twice during the semester for every subject. The first feedback is collected after the 5<sup>th</sup> session. In case the feedback is below 3.5 out of 5, Director conducts a meeting with the faculty to discuss the feedback. As a result remedial measures are devised. The follow-up feedback taken towards the end of the semester validates the appropriateness of the measures taken. Open houses are conducted to obtain overall feedback on the proceedings in the semester, which help the institute take the necessary action.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

Yes.

Based on the feedback from employers and alumni, appropriate inputs are provided to the students in the form of guest lectures and workshop. Further teaching is aligned to the latest tools in the industry. Syllabus updation forms collected from students after their Summer-internship programme provides inputs for updating the syllabus for the coming years. Detail feedback on project progress and performance of the student during internship is taken from student as well as internal and external industry guide.

#### 43. List the distinguished alumni of the department (maximum 10):-

1.	<b>Harish P K</b> Company: Mitre10 New Zealand Ltd. Designation : Analyst Batch: 2007-2009 <a href="https://nz.linkedin.com/in/harishpkrishnan">https://nz.linkedin.com/in/harishpkrishnan</a>
2.	<b>Apurv Shukla</b> Company : Amazon Designation: Transportation Operations Manager, Last Mile Delivery Batch : 2008-10 <a href="in.linkedin.com/in/apurvshukla">in.linkedin.com/in/apurvshukla</a>



3.	<b>Arpita Tiwari</b> Company: SSA Consulting Group, Singapore Designation: Consulting Senior Batch: 2007-09 <a href="https://sg.linkedin.com/pub/arpita-tiwari-pmp/5/4a/b6b">sg.linkedin.com/pub/arpita-tiwari-pmp/5/4a/b6b</a>
4.	<b>Mayank Kukreti</b> Company : Hindustan Unilever Ltd. Designation : Assistant Supply Planning Manager – Hair Care Batch: 2007-09 <a href="https://in.linkedin.com/pub/mayank-kukreti/9/669/343">in.linkedin.com/pub/mayank-kukreti/9/669/343</a>
5.	<b>Rajat Gayal</b> Company : KPMG Advisory Services Designation: Senior Consultant Batch : 2009-2011 <a href="https://in.linkedin.com/pub/rajat-gayal/10/5bb/b15">https://in.linkedin.com/pub/rajat-gayal/10/5bb/b15</a>
6.	<b>Harish Nair</b> Company: Nestle Designation: Specialist- Demand and Supply Planning Batch: 2005-07 <a href="https://de.linkedin.com/pub/harish-nair/b/a0b/36b">https://de.linkedin.com/pub/harish-nair/b/a0b/36b</a>
7.	<b>Mandar Mahajan</b> Company : Pricewaterhouse Coopers Designation : Associate Director Batch: 2005-07 <a href="https://in.linkedin.com/pub/mandar-mahajan/5/718/767">in.linkedin.com/pub/mandar-mahajan/5/718/767</a>
8.	<b>Risham Thakur</b> Company : Procter & Gamble Designation : Senior Purchase Manager Batch : 2010-12 <a href="https://in.linkedin.com/pub/risham-thakur/38/5a8/283">in.linkedin.com/pub/risham-thakur/38/5a8/283</a>
9.	<b>Premsteve Martis</b> Company : Otis Elevator Company (India) Ltd Designation : Manager – Strategy Sourcing Batch: 2009-11 <a href="https://in.linkedin.com/pub/premsteve-martis-cpim-pmp/18/828/339">https://in.linkedin.com/pub/premsteve-martis-cpim-pmp/18/828/339</a>
10.	<b>Nupur Jha</b> Company : PepsiCo Foods Designation : GM-Customer Service & Projects Batch: 2005-2007 <a href="https://in.linkedin.com/pub/nupur-jha/6/417/4a3">in.linkedin.com/pub/nupur-jha/6/417/4a3</a>

The above alumni have been able to reach these heights in a very short span of time.

#### 44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts. :-

Workshops on Communication Skills, Personality Development, CV Writing, GD and PI:

S no	Name of the Programme/Workshop
1	Advanced Business Communication
2	Dale Carnegie Workshop – “Generation Next”
3	Workshop on CV writing, GD and PI

**Workshops on Entrepreneurship Skills:**

- E-Cell committee has been formed. It aims to enable students imbibe the spirit of entrepreneurship and foster innovative ideas for setting up new ventures. The E-cell at SIOM is working towards facilitating budding entrepreneurs with the required guidance and support to start new business ventures.
- Entrepreneurs are invited to share their experiences with the students through Guest lectures.

**Workshops**

S.N.	Work Shop	Faculty / Organization
1	Art of Living	Mr Virat Chirania - Art of Living Foundation
2	Wellness Workshop	Symbiosis Center for Healthcare
3	Leadership Workshop - Conflict Resolution	Wg. Cdr. S. Hariharan - Consultant
4	IDMP Workshop	Symbiosis Center for Healthcare - Mr S Naik, Dr Prahnya Pagar Dr Wasim Shaikh, Mr Nerhul

**45. List the teaching methods adopted by the faculty for different programmes.**

SIOM faculty adopts teaching methodologies suitable to their courses and learning outcomes. To name a few, skill building course like ERP is taught in lab on a live dataset and SAP platform, Research methodology is taught with a live project, Business communication is delivered through role plays & games, Costing through numerical & SCM through research papers. Industry visit is done by all students.

- Lectures
- Case study method
- Projects
- Role Plays
- Simulation Exercise
- Field/Industry Visit
- Group Discussions
- Panel Discussions
- Workshops
- Seminars
- Research Papers
- Outward Bound Learning

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The MBA (OM) Programme at SIOM is niche due to its curriculum. The Programme objectives are sought to be achieved by compiling a good programme structure consisting of different courses, learning of which equips the students towards operations management proficiencies. Apart from course contents, every course structure details the specific objectives and the learning tools / resources & evaluation pattern required to achieve those objectives. The same is translated into session wise plan which is shared with the students. Session plan completion is monitored by academic department. Open house / Subject coordinators meeting with

Director gives feedback on session conduction. Continuous evaluation system gives insights to teaching faculty on whether the students' performance is aligned to the learning outcome mentioned in the respective course structure.

**47. Highlight the participation of students and faculty in extension activities.**

SIOM aims at ensuring a positive impact on the constant growth and development of society. Spandan is the social umbrella of SIOM championing social values, aiming to create a humanitarian society. A number of activities are organized under the aegis of 'Spandan'. Students are introduced to the activities of Spandan during the induction program. These activities see voluntary participation by students, faculty and staff of the institute. The institute works along with NGOs on most of these social causes. For the purpose periodic meetings with the NGOs and visits to the NGOs are conducted by students & faculty. Feedback is taken from the beneficiaries and the NGOs by faculty.

In its endeavor to build a better community for a better tomorrow, Students in Free Enterprise (SIFE), now Enactus, was introduced to Symbiosis Institute of Operations Management (SIOM) in November, 2009. Till date, SIOM has taken up challenging projects like financial literacy program sponsored by HSBC, which aimed at providing financial aid to the inhabitants of Nashik and suburbs, Project Kshitij which strived to connect the farmers directly to the customers, Project Bee Happy which tried to impart knowledge and business skills to the farmers of various villages in and around Nashik, by training them in several scientific methods of bee keeping and Project Stree Shakti, which aimed at providing life skills to the urban unemployed women.

Students also under take social projects. The students are graded on their work and participation during projects. These projects are an integral part of a course titled 'Leadership Studies'. All the staff, faculty and students are involved in the projects.

A strong support system is created for all social activities conducted by the students at the institutional level. A member of the faculty and staff oversee all the social activities of the students and also liaison with the NGOs and corporate. Faculties handhold students on various projects providing the much needed expertise and suggestions.

A budget is allocated for these activities on an annual basis. Corporate sponsorship is also sought on select projects. Students are reimbursed for all expenses incurred on all social activities. A detail list of activities conducted under Institutional Social Responsibility are as given below:

**2010-11**

Social Projects – every student works on some social cause for at least 6 days every year.

Some areas for social projects:

- a. Teaching Dance at Prabhodini Trust which was aimed at the specially abled students.

- b. AIDS awareness campaigns in the city
- c. Blood donation campaign
- d. Cleanliness Drives
- e. Computer literacy and basics of mathematics taught to students in the Adivasi Ashramshala Schools run by Dang Seva Mandal.
- f. Voter awareness campaign along with Nashik Citizen Forum (NCF).
- g. Projects undertaken by the team were – Financial Literacy

### 2011-12

Social Projects – every student works on some social cause for at least 6 days every year.

- i] Some areas for social projects:
  - a. Computer literacy and basics of mathematics taught to students in the Adivasi Ashramshala Schools run by Dang Seva Mandal.
  - b. Developing a mobile library for the schools of Dang Seva Mandal.
  - c. Project with Disha Foundation - Developing different models of problem solving intervention with the migrant community/stakeholders. Creating a network of supportive programs involving various government and non-government organizations to address different needs of the migrant community
  - d. Portal Design and delivering training to the migrant workers at Nashik, partnering with Disha Foundation
  - e. Identifying employment opportunities for the mentally challenged at Prabhodini Trust Workshop
  - f. Mapping learning processes for the mentally challenged at Prabhodini Trust Workshop
- ii] SIFE, SIOM  
Projects undertaken by the team were – Kshitij and Bee Happy
  - a. Kshitij – aimed at supporting the farmers in developing a supply chain to reduce costs
  - b. Bee Happy – aimed at training the unemployed rural youth on bee keeping to generate additional income
- iii] Spandan Committee activities
  - a. Partnering with Prabhodini School for the specially abled children
  - b. Conducting financial training programs for the staff

### 2012-13

i] Social Projects – every student works on some social cause for at least 6 days every year.

Areas for social projects:

- a. Hausala – Project aims at creating an enabling environment for the unemployed youth of the nearby villages to earn a sustainable livelihood and explore employment opportunities. Bring about computer literacy with the intention of creating a knowledge society.
- b. Sharan: for animals – Project aimed at providing safer environment for stray and injured animals by spreading

- awareness amongst people and school students in association with the NGO – Sharan.
- c. Cleanliness drive – Spreading awareness about cleanliness in the slums nearest to the college
  - d. Teaching Dance at Prabhodini Trust which was aimed at the specially abled students.
  - e. Basic computer literacy and mathematics taught at Adivasi Ashramshala Schools run by Dang Seva Mandal.
- ii] SIFE now Enactus Team from SIOM  
Projects undertaken by the team were – Kshitij, Bee Happy, Stree Shakti
- a. Kshitij – aimed at supporting the farmers in developing a supply chain to reduce costs
  - b. Bee Happy – aimed at training the unemployed rural youth on bee keeping to generate additional income
  - c. Stree Shakti – Financially empowering unemployed urban women. A group of 11 women was adopted from a slum in the vicinity to the college. Training was provided on how to make floor cleaners and candles. These women were trained to become self-sufficient in the conduct of the business to sell the products they manufactured.
- iii] Spandan Committee activities
- a. Partnering with Prabhodini School for the especially abled children and training them on dance, painting and games.
  - b. Clothes and dry ration donation campaigns for Goonj and National Association for the Blind
  - c. Clothes and dry ration donation campaigns for NAB and Goonj.
- iv] Projects undertaken
- v] Project titled – “Internal and external communication process optimization at Police stations in Nashik”, has been undertaken by the institute. The project was carried out in a phased manner over a period of 3 months.

### 2013-14

- i] Social Projects – every student works on some social cause for at least 6 days every year.  
Areas for social projects:
- d. Career counselling for students at AnathBalakashram
  - e. Project with Disha Foundation to help the foundation on their work with migrant workers
  - f. Project with Sivanand Electricals to support the tribal around Nashik
  - g. Project with NiradharSwabhilambh to teach basic English to the children in the schools in the slums near the institute.
  - h. Career counselling and computer literacy for tribal youth at Police Training Institute, Nashik
- ii] Spandan Committee activities
- i. Partnering with Prabhodini School for the specially abled children and training them on dance, painting and games.
  - j. Training on self-defence for women staff and faculty, training of yoga.

- k. Two government schools have been identified, where the SIOM students are training the students on basic computer literacy and English.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- Conduct of Journal days on a designated date to promote research among faculty members, The aim is to inculcate research culture at the institute which will help faculty members to publish research papers in high ranking international journals
- Hosting of Research Colloquium annually to create a platform for research scholars (Ph.D Students) and faculty members to share the latest happenings in research arena with paper presentations and research inputs from the jury/judges.
- Faculty members handhold students and encourage them to write research papers. Few of the papers are published in Scopus listed journals.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

NA

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

The publications of articles, case studies, monographs and research papers in acclaimed journals add new dimensions to existing body of knowledge. SIOM faculty and students have created new knowledge through research and case studies. The major areas have been:

Sustainable Supply chains

Humanitarian Supply chain management

Optimization techniques in project management

Advanced Manufacturing techniques

Consumer behaviour

Cost optimization

Taxation

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department. :**

**Strengths**

- Focus: SIOM is an Institute exclusively for Operations Management. It is an aspired destination for an Engineer with a career focus in OM across different sectors.
- Curriculum: SIOM's curriculum is highly niche, award winning and Industry acclaimed. It is well blended with other domains & inclined towards business application.
- Industry Connect : SIOM has good industry association for curriculum delivery, experiential learning & students' grooming.
- Administration: It has good processes and systems for execution & governance, through participative planning & execution.
- Symbiosis Brand: Symbiosis is the aspired brand in education amongst aspirants. The guiding principles are of “World is one family” a great strength for success at the institute.

### Weaknesses

- Absence of Alumni in HR department: Hence patronage from Corporate HR is only through Operations functional managers
- Focus on Students research: It needs to be fostered more. Efforts are being made to encourage participation of students in research conferences by paper submissions.
- Infrastructure enhancement: The existing infrastructure for residential capacity will need to be addressed for future needs.

### Opportunities

- Establish OR lab: Dedicated tools for modelling Decision making by Analytics. Integrate management subjects like marketing , finance with statistics and OR
- Evolving sectors like E commerce, Analytics, Project Management. Make in India campaign will also revive the Manufacturing sector.
- Programme accreditations from international agencies like AACSB
- International Collaborations for faculty exchange, research projects and GIP programmes in OM
- Relevance for MSME and Family owned business
- Tie up Government and Developmental institution's for OM related projects
- More focus on Professional programmes & Consulting services for Industry.

### Challenges

- Slow growth of Nashik and stagnating manufacturing base
- Maintain good gender diversity ratio.
- Absence of air connectivity becomes challenging as Senior corporates have less inclination to visit the institute

## 52. Future plans of the department.

With nine batches placed well in the corporates, industry linked courses and corporate trainings; SIOM has created a niche for itself amongst aspirants, industry recruiters and academic teaching faculty. Its existence can be best envisioned as a Centre of Operations excellence in Operations Management (CoE)

CoE will provide specialized emphasis on building Leadership on the BoK of OM, Strategy for Sustainability, and help to benchmark for Business Excellence.

This will help to promote research in the area of operations management, supply chain and project management through publications in top refereed journals, reputed industry journals and developing cutting edge contents for industry professionals engaged in operational excellence and attract funding from reputed agencies. Institute will act as catalytic mechanism for Corporates in OM with wider industry reach. Integration of silo will be facilitated. With OM knowledge apart from the management sciences areas, SIOM will be able to offer/seek support from all other disciplines like Engineering, Media & Design, and Law. The possible areas of integrating would be multidisciplinary research,

syllabus delivery sessions by concerned faculty or department.

SIOM envisions to create highly advanced state-of-the-art courses creating a balanced understanding of technical-analytical, organizational-behavioural aspects of Operations management area and offer flexible program with inter-disciplinary delivery of tracks ( Minors in Mktg, Finance, IT,HR, SCM, Project Management )

Implementation plan:

**AY 2015-2017: Create & Align**

SIOM plans to create a foundation for a sustained ecosystem within and around itself to achieve its long term goals. For this purpose the first phase will be targeted towards achievement of following milestones:

- Create research competencies through publications, senior faculties and joint projects with international universities.
- Opening Operations Research Laboratory
- International tie ups for faculty & students exchange
- Institutional & governmental projects
- Programmes for industry sponsored executives
- Offer super specialized tracks in SCM, Logistics, Advanced Manufacturing etc
- Associations with industry bodies
- Interdisciplinary modules for BFSI, Retail, Distribution, IT & ITES

**AY 2018 - 20 : Perform & Be accredited :**

In its second phase of future plans SIOM will visibly showcase its achievements as Centre of Operations excellence and make efforts to get these attested & certified by renowned bodies.

- Chair for Operations Management and Endowments
- International Quality accreditations and AACSB accreditation process
- Align all Operations specialization stream across SIU MBA institutes under one umbrella CoE –OM
- Enhance Operations consulting capabilities
- Upgrade infrastructure
- Establish Full-fledged Operations Diagnostics Centre.
- Fulbright and similar scholarships for Faculty



Symbiosis Institute of  
Business Management  
- Bengaluru

(SIBM-B)  
(SIBMS)



“SIBM-B unlike other MBA colleges is a student run institution. Here, if you have a dream you can make it come true, as long as you have the willpower or enthusiasm to pursue it. As an NRI student, I feared that I might not fit in or cope with the competition. But that fear went away as soon as I joined college. The seniors are super helpful! Faculty are very friendly and approachable. I have great memories of in this college and I've learnt a lot!”

**Roshni Rajan, Bahrain – SIBM, Bengaluru**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Business Management - Bengaluru (SIBM – B)
- 2. Year of establishment**  
2008
- 3. Is the Department part of a School/Faculty of the university?**  
SIBM Bengaluru is a constituent of Symbiosis International University (SIU) under the Faculty of Management.
- 4. Names of programmes offered**  
**Post Graduate Degree:**
  - MBA
  - MBA (Executive)**Post Graduate Diploma:**
  - Post Graduate Diploma in Marketing Management(PGDMM)
  - Post Graduate Diploma in Financial Management(PGDFM)
  - Post Graduate Diploma in Operations Management(PGDOM)
  - Post Graduate Diploma in Human Resource Management(PGDHRM)
- 5. Interdisciplinary programmes and departments involved**  
In addition to the courses from the catalogue of faculty of Management, SIBM - B compiles its programme structure from the Course Catalogues of other Faculties including the Faculty of Computer Studies, Faculty of Health and Biomedical Sciences, Faculty of Law and Faculty of Humanities and Social Sciences.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Nil
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**
  - MBA: Semester pattern with Choice Based Credit System
  - MBA (Executive) : Semester pattern
  - Post Graduate Diploma in Financial Management(PGDFM) : Semester pattern
  - Post Graduate Diploma in Human Resource Management (PGDHRM): Semester pattern
  - Post Graduate Diploma in Marketing Management(PGDMM) : Semester pattern
  - Post Graduate Diploma in Operations Management(PGDOM) : Semester pattern

## 9. Participation of the department in the courses offered by other departments

The following faculty members of SIBM Bengaluru have taught various courses offered by other departments of SIU.

S.No.	Faculty	Courses taught	Department
1	Dr Rajesh Panda	Marketing Management (Corporate batches of Allscripts and Wipro Bengaluru ), Managerial Economics (Corporate batch of Allscripts, Bengaluru)	Symbiosis Centre for Corporate Education
2	Prof. Pooja Gupta	Financial Management (Corporate batch of Allscripts, Bengaluru )	Symbiosis Centre for Corporate Education
3	Prof. Pooja Gupta	Financial Management	Symbiosis School of Media and Communication Bengaluru
4	Dr. Madhvi Sethi	Financial Management	Symbiosis School of Media and Communication Bengaluru
5	Prof.Aarti Mehta Sharma	Research Methodology	Symbiosis School of Media and Communication Bengaluru
6	Prof. Venkatesh	Introduction to Logistics Management	Symbiosis Institute of Business Management, Pune
7	Prof. Venkatesh	International Logistics, Supply Chain Management	Symbiosis Institute of Operations Management, Nashik
8	Prof. Venkatesh	Supply Chain Management (Muscat)	Symbiosis Centre for Corporate Education
9	Prof. Venkatesh	Supply Chain Management	Symbiosis Institute of Business Management, Hyderabad

## 10. Number of teaching posts sanctioned, filled and actual

	Sanctioned	Filled
Professors	2	0

Associate Professors	5	5
Assistant Professors	13	9
Adjunct Faculty		1
Other Teaching staff		2
Total	20	17

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr.No	Name	Qualification	Designation	Specialization	No. Years of Experience (years. months)	No of Ph.D/M. Phil students guided for the last 4 years
1.	Dr. Rajesh Panda	MA(Economics), PGDABM (IIM,A), Ph.D.(SIU), UGC-NET	Associate Professor & Director	Marketing	11.10	NIL
2.	Prof. A. Vidyasagar	B. Tech, PGDM(IIM-C),UGC -NET	Assistant Professor & Deputy Director	Marketing	31	NIL
3.	Dr. Madhvi Sethi	B.Com., MBA (Finance), PhD, Post-Doctoral Fellow(ISB)	Associate Professor	Finance	9.7	1 (awarded) +2
4.	Dr. Biranchi Swar	M.A (Economics), M.B.A (Marketing), Ph.D (Business Administration)	Associate Professor	Marketing	11.3	NIL
5.	Dr. R.R. Rajamohan	PhD , PGP in Securities Markets	Associate Professor	Finance	18.9	NIL
6.	Dr. Asha Nadig	M.Com, PG-DMM, Ph.D, UGC NET,SLET	Associate Professor	Finance	23	NIL
7.	Prof. Semi-laFernandes	MBA, M.Phil, B.Sc pursuing Ph.D	Assistant Professor	Marketing	10.2	NIL
8.	Prof. Pooja Gupta	MBA , UGC NET pursuing Ph.D	Assistant Professor	Finance	9.2	NIL
9.	Prof. Saina Baby	MA, M. Phil	Assistant Professor	Economics	7.8	NIL
10.	Prof. Aarti Mehta Sharma	B.Sc., M.Sc, Mphil, pursuing Ph.D	Assistant Professor	QT and Statistics	17.3	NIL
11.	Prof. V.G. Venkatesh	MF Tech (Production), Masters in Manufacturing, UGC -NET	Assistant Professor	Operations	13.7	NIL

12.	Prof. D. Subramaniam	MBA, M.Phil, UGC-NET, Appeared for Ph. D.	Assistant Professor	Operations	39.4	NIL
13.	Prof. Lakshmaiah Botla	MBA, MA, UGC-NET pursuing Ph.D	Assistant Professor	Marketing	8.5	NIL
14.	Dr. Neha Singh	B.Sc, M.M.S, Ph.D	Assistant Professor	HR	2.6	NIL
15.	Atish Ratan Dasgupta	MBA, B.Tech	Adjunct Faculty	HR	24.7	NIL
16.	Shivani Inamdar	MBA, BBA	Research Assistant	HR	1.3	NIL
17.	Srijani Choudhary	B.Sc, M. Sc (Economics)	Research Assistant	General	0	NIL

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

The list of visiting faculty members is as shown below

Name	Company Name	Designation
Mr Shiben Moitra	IBM	GM HR
Mr Praveen Kamath	Wipro	GM, HR
Mr Manas Mody	Amazon	Sr. Category Manager
Mr Awadhesh Pratap Singh	Societe General Investment Bank	Vice President
Mr Narayanan Sundaresan	Atos	Service Delivery manager
Mr Venkatesan Somanthan	BIZARDS IT Solutions Pvt Ltd.	Director
Mr Dinesh Vaitheswaran	Career Alternative	Director
Mr Balaji T V	Alpine Capital Advisory	CEO
Mr Anand Deshpande	Admaa consultant	CEO
Mr Vasudevan Murthy	Cast Craft PVT LTD	CEO
Mr Akhilesh Gupta	Triveni Global PVT LTM	Director
Mr Surjyabrat Buragohain	KODE Infatainment PVT LTD	CEO

## 13. Percentage of classes taken by temporary/ visiting faculty – programme-wise information

MBA		MBA(Executive)	
Year	Percentage	Year	Percentage
2014-15	55.79%	2014-15	52.34%

Post Graduate Diploma In Marketing Management (PGDMM)		Post Graduate Diploma in Financial Management (PGDFM)		Post Graduate Diploma in Operations Management (PGDOM)		Post Graduate Diploma in Human Resource Management (PGDHRM)	
Year	Percentage	Year	Percentage	Year	Percentage	Year	Percentage
2014-15	39%	2014-15	53.84%	2014-15	39%	2014-15	64.28%

#### 14. Programme-wise Student Teacher Ratio

MBA	
Academic Year	Student Teacher Ratio
2014 – 2015	18:1

#### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

	Sanctioned	Actual
Academic support staff (technical)	8	6
Administrative staff	22	17

#### 16. Research thrust areas as recognized by major funding agencies

Present projects are in the area of:

- Service Quality Delivery and Customer Satisfaction in Indian retail banks
- Effect of behavioural biases on investment patterns in the Indian stock market

#### 17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

University Awarded Projects	Year	Number of Faculty	Name	Name of the funding agency	Total grant received
Minor project	2012	1	Service Quality Delivery and Customer satisfaction in Indian retail banks	SIU	Rs. 1,30,000/-
Minor project	2014	1	A select study on the effect of behavioural biases on investment patterns in the Indian stock market	SIU	Rs. 1,47,900/-

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration -Nil                      b) International collaboration–Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- State recognition - Nil
- national recognition - Nil
- international recognition - Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)		76
i. Number of papers published in peer reviewed journals (national / international)		57 (National 35 & International 22 )
ii. Chapters in Books		2
iii. Books with ISBN with details of publishers		1 (Publisher: Foundation Books)
iv. Case Studies		3
v. Proceedings papers		13
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		24
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 7 Range: 1 - 4 Avg: 1.75
	Scopus	Total Citations= 4 Range: 0-1 Avg: 1
Total citations of SIBM,Bengaluru faculty (SIU + Non-SIU affiliated papers)		76
SNIP		Range: 0-1.244 Avg: 0.443



SJR	Range:0-1.302 Avg: 0.336 Avg: 0.469
Impact Factor – range/average	Range: 0-1.328 Avg:0.380
h-index	(Google Scholar: 1; Scopus:1)

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

The institute has been conducting Executive Development Programmes(EDP) for various companies.

Areas of Consultancy and Income generated are given below:

Sr. No	Year	Areas of Consultancy	Income Generated
1	2010-11	<ul style="list-style-type: none"> <li>• Project Planning Execution and Monitoring</li> <li>• Advanced Programme in Creative HRM</li> <li>• Strategic Cost Control</li> <li>• First Time Managers</li> </ul>	5,45,550
2	2011-12	Basics of Finance	1,22,500
3	2014-15	Product and Brand Management	5,76,000

### 25. Faculty selected nationally / internationally to visit other laboratories / institutions /industries in India and abroad

Dr Rajesh Panda – Khimji Ramdas Group ,Oman

### 26. Faculty serving in

- a) National committees - Nil
- b) International committees - Nil
- c) Editorial Boards-4 Faculty members of SIBM Bengaluru are serving as reviewers of 12 journals (national and international journals)

1	Madhvi Sethi	2014 onwards	Reviewer	International Journal of Law and Management
2	Venkatesh V G	2013 onwards	Reviewer	Benchmarking : An International Journal (Emerald)

3	Venkatesh V G	2013 Onwards	Reviewer	Journal of International Entrepreneurship (Springer)
4	Venkatesh V G	2013 onwards	Reviewer	International Journal of Automation in Logistics (Inderscience)
5	Venkatesh V G	2014 Onwards	Reviewer	Journal of Inventory and Supply Chain Management (Inderscience)
6	Venkatesh V G	2014 Onwards	Reviewer	World Review of Entrepreneurship, Management and Sustainable Development (Inderscience)
7	Dr.V.V.Ajith Kumar	2014 Onwards	Reviewer	Asia Pacific Journal of Business Administration
8	Dr.Biranchi Narayan Swar	2014 Onwards	Editorial Board	International Journal of Applied Services Marketing Perspectives
9	Dr.Biranchi Narayan Swar	2014 Onwards	Reviewer	International Journal of Intercultural Information Management (Ind erscience)
10	Dr.Biranchi Narayan Swar	2013 Onwards	Reviewer	International Journal of Leisure and Tourism Marketing (Inderscience)
11	Dr.Biranchi Narayan Swar	2012 Onwards	Reviewer	Asia-Pacific Marketing Review
12	Dr.Biranchi Narayan Swar	2013 Onwards	Reviewer	International Journal of Services Technology and Management (Inderscience)

d) any other:

Prof V. G Venkatesh was invited to be on the 2014 International Supply Chain Management Symposium Program Committee held in Edmonton, Alberta from June 10th to June 11<sup>th</sup>, 2014.

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Faculty members are encouraged to attend and participate in national and international conferences, internal and external Faculty Development Programmes. They are also encouraged to participate in in-house research initiatives like Brown Bag (faculty discussing their research initiatives in their areas of interest) and Quest (faculty sharing knowledge in their areas of interest).

Year: 2014-15	No of Faculty Attended
Conferences	13
FDP	1
Workshop/Seminar	8

## 28. Student projects

- percentage of students who have done in-house projects including inter-departmental projects : 100%  
It is mandatory for all the MBA students of SIBM Bengaluru to spend 2 months for summer internship program in industry. Similarly it is mandatory for all MBA (Executive) students of SIBM Bengaluru to do a project for 6 months in industry.
- percentage of students doing projects in collaboration with other universities / industry / institute

SIBM B offers industry driven live projects to the advanced learners. 40% of MBA students at SIBM,Bengaluru are involved in live projects given by corporate houses.

## 29. Awards / recognitions received at the national and international level by Faculty

### International level:

- Dr Rajesh Panda's and Dr Biranchi Swar's research paper titled "Green Marketing Initiatives: A Study of Selected Cases from India" has been adjudged for the Best Paper Award during the 13<sup>th</sup> Conference on Emerging trends, Challenges and Opportunities in Global Business, Management, Tourism and Information Technology Organized by Research Development Association and Research Development Research Foundation in collaboration with Rajasthan Chamber of Commerce and Industry, Jaipur held in Goa on 28-29 Sept'2013.
- Prof.Ravi Kumar's and Dr.Madhvi Sethi's research paper titled "Transforming Banking through Telecom- An approach" has been selected as the best paper in the International Conference Organized by Symbiosis Institute of Telecom Management(SITM Pune) and Telecom Ecole De Management, France on 16<sup>th</sup> and 17<sup>th</sup> January,2015.
- Mr. V. G. Venkatesh, Assistant Professor, Symbiosis Institute of Business Management (SIBM), Bengaluru has been elected to the SCMA (Supply Chain Management Association) - Annual Conference steering committee as a member. SCMA is one of the oldest professional associations of Canada and it is renowned in the Global SCM Industry.

4. Case studies authored by Dr.Rajesh Panda,Dr.Madhvi Sethi and Prof.Pooja Gupta are ranked among the top 10 cases in ISB(Indian School of Business) - Ivey Global Case Competition 2014.

**National Level:**

1. Dr. Rajesh Panda has been awarded the 'Best Professor in Marketing Management' by Lokmat National Education Leadership Awards.
2. Dr. Rajesh Panda received RashtraVibhushan Award for outstanding individual achievement and distinguished services to the nation by Foundation for Accelerated Community Development.

Doctoral / post -doctoral fellows: Nil

**Students Recognition** :44 students from SIBM,Bengaluru have won awards in co-curricular and extra-curricular activities

**30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

Industry experts visit the campus as keynote speakers or panel members for various seminars or conclaves. The list is as follows:

**ALCHEMY 2014**

Sr. No	Speaker	Designation	Remarks
1	Mr. NK Gupta	Director (CFA), BSNL	Keynote Speaker
2	Mr. JK Gupta	CFO, CMC	Keynote Speaker
3	Mr. ApurvNagpal	Ex-CEO, SAREGAMAPA	Keynote Speaker
4	Mr. Manish Gupta	Sales Director of Distribution and Retail, Dell India	Keynote Speaker
5	Mr. Sanat Kumar Mishra	DGM, Premier Banking in State Bank of India	Panel Member
6	Mr. Rajeev Misra	Head, Digital Practice in Wipro	Panel Member
7	Mr. Ravi Gowda	CEO, Global Mergers	Panel Member
8	Mr. Rajkumar	Founder director and COO, Sequel Logistics	Keynote speaker
9	Mr. Pawan K Bhageria	Senior VP, Manufacturing and IT, Tata Technologies	Panel Member
10	Mr. M. BalakrishnanGanesan	Senior Finance Manager, Amazon	Panel Member
11	Mr.PadmanabhanBabu	Director, Logilink India	Panel Member
12	Mr. Cherian Kuruvila	Managing Partner, CNC Transcend	Panel Member
13	Mr. Anand Pillai	Senior EVP & Chief Learning Officer, Reliance	Keynote speaker
14	Mr. ShantanuDhar	VP - HR, Kirloskar Oil Engines	Panel Member

15	AtanuSengupta	Head, HR & Admin, Saint Gobain	Panel Member
16	Ganesh Subramaniam	GM- HR, HUL	Panel Member
17	Mr. Sidhartho Banerjee	MD and India Head, Markit	Keynote speaker
18	Mr. Chandrasekhar	CFO, Reliance Petrochemicals	Keynote speaker
19	Mr Arun Kumar	Exec. Director-Credit Rating, Nomura Capital India	Panel Member
20	Mr Ramana Kumar CSV	Head - ALM, ING Vysya	Panel Member
21	Mr Chirag Shah	Director- Supply Chain, Unilever	Panel Member
22	Ms. Deena Jacob	Finance Controller, Taxi For Sure	Panel Member
23	Mr. Deepankar Bose	GM, SBI	Panel Member

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SIBM Bengaluru as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects at Institute level for both faculty and students. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

SIBM, Bengaluru being a constituent of SIU, follows SIU prescribed guidelines for research. Turnitin software is used to detect plagiarism.

### 32. Student profile programme-wise: MBA

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
MBA 2009-11	5378	124	52	100	100
MBA 2010-12	9067	114	59	100	100
MBA 2011-13	6829	131	36	99.24	97.22
MBA 2012-14	9743	118	50	100	100
MBA 2013-15	12867	107	62	94.39	96.77
MBA 2014-16	22081	105	64	Pursuing Semester III	
MBA 2015-17	11220	110	69	Pursuing Semester I	

**MBA (Executive)**

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
MBA(E) 2009-12	72	37	11	67.57	72.73
MBA (E) 2010-13	75	35	7	80	85.71
MBA (E)2011-14	87	39	4	89.74	100
MBA (E)2012-15	82	39	4	79.5	100.0
MBA (E) 2013-16	55	15	5	Pursuing Semester V	
MBA (E) 2014-17	50	19	3	Pursuing Semester III	
MBA (E) 2015-18	46	18	4	Pursuing Semester I	

**Post Graduate Diploma in Marketing Management (PGDMM)**

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
PGDMM 2009-10	43	4	0	75	NA
PGDMM 2010-11	63	13	3	100	100
PGDMM 2011-12	16	8	2	62.5	50
PGDMM 2012-13	34	17	3	88.24	100
PGDMM 2013-14	36	11	6	54.5	50
PGDMM 2014-15	29	12	4	75	50
PGDMM 2015-16	13	5	3	Pursuing Semester I	

**Post Graduate Diploma in Financial Management (PGDFM)**

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
PGDFM 2009-10	43	5	2	40	100
PGDFM 2010-11	63	3	5	100	80
PGDFM 2011-12	22	11	5	45.45	80
PGDFM 2012-13	18	8	3	100	33.33
PGDFM 2013-14	23	9	2	88.89	50
PGDFM 2014-15	23	7	7	57.14	85.71
PGDFM 2015-16	26	8	9	Pursuing Semester I	

### Post Graduate Diploma in Operations Management (PGDOM)

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
PGDOM 2009-10	43	11	2	90.91	100
PGDOM 2010-11	63	6	4	100	100
PGDOM 2011-12	33	18	4	94.44	100
PGDOM 2012-13	39	17	6	88.24	100
PGDOM 2013-14	36	19	5	78.95	100
PGDOM 2014-15	31	15	4	66.67	75
PGDOM 2015-16	16	7	1	Pursuing Semester I	

### Post Graduate Diploma in Human Resource Management (PGDHRM)

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
PGDHRM 2009-10	43	1	3	0	100
PGDHRM 2010-11	63	1	6	100	83.33
PGDHRM 2011-12	24	3	12	33.33	83.33
PGDHRM 2012-13	26	5	9	80	100
PGDHRM 2013-14	27	4	11	50	54.55
PGDHRM 2014-15	21	2	7	100	71.43
PGDHRM 2015-16	12	2	7	Pursuing Semester I	

### 33. Diversity of the Students MBA

Name of the Programme	%of students from the same university	%of students from other universities within the state	%of students from universities outside the state	%of students from other countries
MBA - 2010-12	5.78	9.25	72.83	12.14
MBA - 2011-13	4.79	4.19	82.63	8.38
MBA - 2012-14	0.60	5.36	80.95	13.10
MBA - 2013-15	4.73	6.51	80.47	8.28
MBA - 2014-16	4.68	8.19	78.95	8.19
MBA - 2015-17	0.56	10.61	84.92	3.91

**MBA (Executive)**

Name of the Programme	%of students from the same university	%of students from other universities within the state	%of students from universities outside the state	%of students from other countries
MBA(E) - 2010-13	0	33.33	66.67	0
MBA(E) - 2011-14	0	41.86	58.14	0
MBA (E) - 2012-15	0	34.88	65.12	0
MBA (E) - 2013-16	0	30.00	70.00	0
MBA (E) - 2014-17	0	22.73	77.27	0
MBA (E) - 2015-18	0	27.27	72.73	0

**Post Graduate Diploma in Marketing Management (PGDMM)**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
PGDMM -2010-11	0	43.75	56.25	0
PGDMM -2011-12	0	40.00	60.00	0
PGDMM -2012-13	0	35.00	65.00	0
PGDMM -2013-14	0	64.71	35.29	0
PGDMM -2014-15	0	50.00	50.00	0
PGDMM -2015-16	0	50.00	50.00	0

**Post Graduate Diploma in Financial Management (PGDFM)**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
PGDFM -2010-11	0	87.50	12.50	0
PGDFM -2011-12	0	50.00	50.00	0
PGDFM -2012-13	0	36.36	63.64	0
PGDFM -2013-14	0	54.55	45.45	0
PGDFM -2014-15	0	50.00	50.00	0
PGDFM -2015-16	0	47.06	52.94	0

**Post Graduate Diploma in Operations Management (PGDOM)**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
PGDOM -2010-11	0	20.00	80.00	0
PGDOM -2011-12	0	22.73	77.27	0
PGDOM -2012-13	0	47.83	52.17	0
PGDOM -2013-14	4.17	37.50	58.33	0



PGDOM -2014-15	0	26.32	73.68	0
PGDOM -2015-16	0	62.50	37.50	0

### Post Graduate Diploma in Human Resource Management (PGDHRM)

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
PGDHRM -2010-11	0	14.29	85.71	0
PGDHRM -2011-12	0	46.67	53.33	0
PGDHRM -2012-13	0	28.57	71.43	0
PGDHRM -2013-14	6.67	26.67	66.67	0
PGDHRM -2014-15	0	44.44	55.56	0
PGDHRM -2015-16	0	55.56	44.44	0

34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

Nil

35. Student progression - MBA Batch 2012-14

Student progression	Percentage against enrolled
UG to PG	Not Applicable
PG to M.Phil.	Not Applicable
PG to Ph.D.	Not Applicable*
Ph.D. to Post-Doctoral	Not Applicable
Employed	
• Campus selection	93.61
• Other than campus recruitment	6.39
Entrepreneurs	Nil

\*There is no natural progression in SIU from PG to Ph.D. Admission to Ph.D. is through an Entrance Test.

36. Diversity of staff

Department / School	% of Faculty from the Same University	% of faculty from other Universities within the State	% of faculty from universities outside the State	% of Faculty From Other Countries
Post graduate level	0	5.8%	94.2%	0

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Number of faculty who were awarded Ph.D – 2

### 38. Present details of departmental infrastructural facilities with regard to

#### a) Library

Library facility	Details
Total area	2175 (Sq.ft.)
Total seating capacity	65 : 37 in library + 28 in reading room
Working hours:	
• On working days	10 hours (09.00 AM to 07.00 PM)
• On Sunday	08 hours (09.00 AM to 05.00 PM)
• Festivals/Holidays	Need Based
• Before examination	10 hours (09.00 AM to 07.00 PM)
• During examination	10 hours (09.00 AM to 07.00 PM)
• During vacation	08 hours (09.00 AM to 05.00 PM)
Layout of the library	Yes
• Relaxed reading	1430 (Sqft) Reading Room (Next to Library) 28 seating capacity
• IT zone for accessing e-resources	02 dedicated terminals in the library. Same can be accessed from class-rooms and hostel rooms.
Display of floor plan	Yes
• Adequate sign boards	Yes
• Access to differentially abled users and mode to access to collection	Yes
<b>Details of Library Holdings</b>	
• Books	10,299
• Books (Titles)	5,599
• Back Volumes	152
• Average no of books added in last 3 years	472 (2014-15), 2004 (2013-14), 714 (2012-13) = $3190/3$ = Average per year = 1063
• Non print (Microfilms, AV)	289 CD/DVD's
• Electronic (e books, e-journals)	• (2014-15) E-books are part of 35084
• Database	12

Special Collections :	
• Text Books	- (SIU)
• Reference Books	886 (SIU)
Book banks	No
Question Banks	Yes
Magazines	27
Total No. of Journals :	
• National Journals	6
• International Journals	21

- b) Internet facilities for staff and students
- Systems - 176 Total Systems (Staff, Faculty and LAB) + 350 Students laptops
  - Computer - Student Ratio 1:3
  - Dedicated Computing Facility Yes, 108 computers in labs
  - LAN Facility -Yes for 526 (176 desktops+ 350 student laptops)
  - No of nodes/ computers with Internet facility = 526 (176 desktops+350 laptops)

- c) Total number of class rooms
- 12 Class rooms equipped with Projectors
  - 1 auditorium with seating capacity of 400
  - 2 assembly halls with seating capacity of 150 each
  - 1 open air theatre of seating capacity of 140
  - Two Computer LABs with 108 computers

- d) Class rooms with ICT facility

S.No	ICT-enabled classrooms/learning spaces available	Mode of utilization
1	All 12 classrooms and 2 assembly halls in the campus are equipped with LCD projectors, audio systems and are wifi enabled	To view the Power-Point presentation and to enhance the teaching learning process.

- e) Students' laboratories  
There are a total of 108 computers in two computer labs. SPSS is installed for quantitative research.

- f) Research laboratories: Nil

### 39. List of doctoral, post-doctoral students and Research Associates

- a) From the host institution/university  
List of faculty doing Ph.D in host institute/university

Name of Faculty	Date of Enrolment	Discipline
Prof. Semila Fernandes	July 2012	Management (Marketing)
Prof. Venkatesh V. G.	September 2013	Management (Operations)

b) From other institutions/universities

Name of Faculty	Date of Enrolment	Discipline	University
Prof. Pooja Gupta	July 2014	Management (Finance)	Alliance University, Bengaluru, Karnataka
Prof. Aarti Mehta Sharma	November 2013	Statistics	Shri Jagdishprasad Jhabarmal Tibrewala University, Jhunjhunu, Rajasthan
Prof. D. Subramaniam	April 2008	Management – Marketing	Sri Chandrasekharendra Saraswathi Viswa Maha Vidyalaya (SCSVMV), Kanchipuram, Tamilnadu.

40. Number of post graduate students getting financial assistance from the university.

Name of the Student	Scholarship	Scholarship Amount
Deepkumar Dohre	UGC	Rs.92,000
Somya Shraddha	UGC	Rs.75,000
Ashim Ekka	Jharkhand State	Rs.50,000
Sai Sandeep	District Treasure	Rs.27,000
Piyush Singh	UGC	Rs.2,05,610

41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.

SIBM Bengaluru has not started any new programme post 2009

42. Does the department obtain feedback from

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

There is a structured format for collecting feedback which is done through Online Learning and Teaching (OLT) software and through Google Forms. The same feedback is discussed in the faculty meetings and necessary changes are incorporated for the curriculum of the next batch.

b. **Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

Yes, we have a structured form for collecting feedback from students. The same feedback is discussed in the faculty meeting and necessary changes are inculcated for the next batch. Faculty are evaluated by students through the software OLT (online learning & teaching). The feedback on the faculty is shared with the respective faculty in person or email and wherever needed improvement measures are shared with the faculty.

Students provide course feedback through Google forms indicating courses' industry relevance, inputs of addition and deletion of courses, input on topics per course etc.

Students provide feedback on the examination system through a format provided by SIU.

c. **Alumni and employers on the programmes offered and how does the department utilize the feedback?**

There is a structured format for collecting feedback which is done through Google Forms/emails. The same feedback is discussed in the faculty meetings and necessary changes are incorporated in the curriculum. We also collect feedback regarding Summer Internship Projects (SIP) from the companies where students do their internships.

**43. List the distinguished alumni of the department**

Name	Batch	Current Positions
Bimlesh Gundurao	2009-12 MBA (Executive)	CEO, Aguai Solutions Pvt Ltd
Rajesh Gupta	2009-12 MBA (Executive)	Director WW Alliance, Oracle
Jayesh Dubey	2009-12 MBA (Executive)	Vice President, By Design India Pvt. Ltd.
Reema Castelino	2008-10 (MBA)	Recruiting Team Lead, The Boston Consulting Group
Kulbhushan-Chattoo	2008-10 (MBA)	Business Development officer, CIPLA, Mumbai
Rohit Garg	2008-10 (MBA)	Manager, Genpact
Varun Gupta	2009-11 (MBA)	Senior Marketing Manager, Dharma Productions
Himanshu Arora	2009-11 (MBA)	Key Accounts Manager, Gyansys
Satyakant	2008-10 (MBA)	Associate Manager, MTR Foods
Navdeep Kumar	2010-12 (MBA)	Sr Presales Consultant, Capgemini
Pratik Pawar	2010-12(MBA)	Virtual Business Manager, Cisco Systems

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

SIBM, B organises ‘Guest Sessions ‘where eminent external subject matter experts are invited to the campus to deliver knowledge pertaining to their areas of expertise as relevant to the student community.

Guest Lectures and Leadership Series(2014-2016)				
Sr no	Date	Company Name	Name Of the Person	Designation
1	16th Jun 2014	NetApp	Net App Team	
2	17th Jun 2014	Google	Mr. S.Kodukulla	Director - SME Business, Google India
3	4th Jul 2014	Unilever	Mr. Chirag Shah	Director,Supply Chain
4	11th Jul 2014	Mydeals 247	Mr. Venu G Somineni	Founder & CEO, MyDeals247
5	30th Jul 2014	Yes Bank	Ms Aditi Anand	(From Yes Foundation)
6	4th Aug 2014	Trophic Wellness	Mr Harsh	Director
7	5th Aug 2014	Finitiatives	Ms Anjali Mulatti	Co-Founder
8	12th Aug 2014	Housing.com	Mr. Advitiya Sharma	Co-Founder, Housing.com
9	13th Aug 2014	Randstad	Mr. Aditya Mishra	President - Staffing
10	25th Aug 2014	Pepsico	Mr. Kinjal Choudhary	Senior Director - HR at Pepsico
11	12th Sept 2014	HUL	Ms Aarti Daryanani	Consultant, HUL
12	25th Sept 2014	Fitch Ratings	Mr Atul Joshi	MD,CEO
13	27th Sept 2014	General Electric	Mr Arif Aziz	Head of HumanResources
14	6th Oct 2014	NetApp	Mr Mohan Ram	Technical partner Manager
15	4th Nov 2014	Genpact	Mr Mohit Sharma	AVP Quality,Genpact
16	14th Nov 2014	Dell	Dell Leadership Team	
17	22nd Nov 2014	LocVille	Mr Vivek Singhal	Founder ,CEO
18	29th Nov 2014	Care Ratings	Mr Dinesh Sharma	VP ,BD & Regional Head
19	11th Dec 2014	Smarton Learning	Mr Chaitanya Chitta	CEO& Co Founder,Smarton Learning

#### 45. List the teaching methods adopted by the faculty for different programmes.

In addition to the traditional method of teaching SIBM, B follows the following innovative pedagogy to impart holistic education for our students:

- SIBM, B heavily depends upon the case method of teaching. For the same we have a site licensing agreement with Harvard and faculty members use cases to apply concepts learned and to strengthen students' analytical ability. Also, as a part of our agreement 14 simulations to familiarise students with real time business situations are used in class.
- The Operations batch goes in for Industrial visits to enhance industry exposure.
- The learning management system (LMS) is also used for teaching and evaluation of students.
- The student admission process happens in March while the session starts in June. Before classes start students go through online induction. It also works as a bridge course for students who do not have exposure to subjects like Finance, Quantitative Techniques, etc.

Use of 'Creatist-Engaged Class Room Technology' to increase student engagement in class room. The Engaged Classroom embeds questions in reading material that are given to students in class. Students cannot turn the leaf of the articles or progress from one topic to another unless they answer the embedded questions. This way, no student can come to class not having read the study material; besides, the teacher has the responses from the students.

#### 46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?

At the beginning of the semester, every faculty in their respective courses provide a detailed session plan indicating the following:

- Learning objectives
- Pedagogy
- Topics
- Materials Used/Case Study/Presentation/Project
- Essential/Optional Readings
- Likely Evaluation scheme

Each faculty member submits weekly report of the sessions and evaluations conducted

This periodic review process helps in constantly checking whether programme objectives are met.

At the end of the academic year, semester wise audit template (provided by SIU) is used to review the semester progress in terms of discrepancies/ deviations if any.

Learning outcomes are monitored through continuous evaluation process comprising of Assignments, Projects, Class Tests, Simulations, Case Analysis, Quizzes, etc.

#### 47. Highlight the participation of students and faculty in extension activities.

SIBM-Bengaluru has, among its 14 committees, a Social Responsibility Committee (SRC). The mission and aim of this committee is to sensitise management students about the prevailing issues pertaining to society, community and environment amidst their busy day-to-day professional life. The committee's responsibility is to enable participation of the students in various activities that are tied to social, communal or environmental issues by organising various events. Some of the events that take place regularly at SIBM Bengaluru on the institutional responsibility front are given below:

##### 1. Blood Donation Camps

There have been three blood donation camps held at SIBM-B over the past two years. All these camps witnessed a high number of student participation in donating blood. The details are as follows:

Date	Collaboration
July 31 <sup>st</sup> 2013	Symbiosis Centre of Health Care, Pune
4 <sup>th</sup> February, 2014.	Rotaract Club of Koramangala, Bengaluru
31 <sup>st</sup> July, 2014	Symbiosis Centre of Health Care, Pune
31 <sup>st</sup> July, 2015	Symbiosis Centre of Health Care, Pune

##### 2. Utthaan

Utthaan 2014 aimed to promote a positive relationship among underprivileged children through a funfair held at the campus. 75 children from various shelters across Bangalore arrived on the campus and took part in various games, competitions and educational events.

Utthaan 2013 was themed as "infinite growth on a finite planet", in which NGO stalwarts educated the students about the implications of economic growth on our environment.

Utthaan 2012 had the theme of "Reworking Conventional Education System". It defined the method and processes to aid holistic development of students for a better future. Rotaract Club SIBM Bangalore, in association with Social Responsibility Committee and Rotary Bangalore Indiranagar held "Sutradhar" a short film / video making competition as a part of the signature event "Utthaan". The theme of the Short film / Video was 'Education System in India – Past, Present and Future'. The idea was to accentuate the importance of education for the present and future generations.

##### 3. Street Play

Every year, students of SIBM-B perform a street play on 26<sup>th</sup> December. These plays have been performed in the years 2010, 2011, 2012, 2013 and 2014. The students organized a street play at Forum Mall, Bengaluru



to mark the anniversary of the terrorist attacks that shook Mumbai, on 26<sup>th</sup> November, 2014 and to pay tribute to all the people who lost their lives. The street play was witnessed by onlookers in and around Forum mall, a prime location in Koramangala, Bengaluru. In 2013 it was conducted in collaboration with Jzaa, the dramatics club at the same venue. The play was woven around various social and political issues that prevail in the Indian society- corruption, harassment of women and the like. The play received remarkable applause from on-lookers on the streets of Bengaluru.

4. **Symbriksha**

SYMBRIKSHA is the annual tree plantation endeavour, carried out by students of SIBM-B which is arranged by the Social responsibility Committee. The primary purpose of this activity is to imbibe in the students, the importance of a green and healthy surrounding in a rapidly growing concrete jungle. It was held on 21<sup>st</sup> February 2015 in collaboration with TREES FOR FREE, an environment-oriented NGO and Electronics City Industries Association (ELCIA). The drive was also attended by the founder of 'Trees for free', Ms. Janet and Corporate employees from Tally Solutions. The event provided an opportunity for the students to interact with some of the corporates from Tally Solutions, foster a sense of team spirit while planting trees and also made them aware of the importance of a green city. SIBM-B was represented by over 40 participating students in the tree plantation drive. The Drive took place at KIABD Ground in Electronics city Phase-2, next to Bhavani Industries and over 200 saplings were planted in a place predecided by ELCIA which is looking forward to setting up a Waste management Unit in the area.

Symbriksha was started in 2011 as "World Environment Day-I own a tree" which was a tree plantation endeavour by SRC in the hope of contributing to a greener planet. It was then continued as Symbriksha in the following years 2012, 2013 and 2015. In July 2013 around 70 students of SIBM-B, in collaboration with Saytrees- an environmental NGO planted saplings of different kinds at the Turahalli forest range.

5. **RYLA**

Rotary Youth Leadership Awards is the annual children's teaching drive held by Rotaract Club of Indiranagar. RYLA 2014 took place on the 14<sup>th</sup> of December at a Government school in Neelamangala, off Tumkur road. The students of SIBM-B were involved in engaging the school children from classes 7 to 12 in various personality development activities like team-building, leadership, attitude building and self-discipline. The school students had a fun and informative session towards the end of which the teaching volunteers of SIBM-B had become role models for the children.

6. **Old is Gold**

This is an annual old clothes donation drive in collaboration with an NGO called “**Goonj**”. Towards the end of their academic year, students are encouraged to donate their old clothes, blanket and footwear to this NGO which ensures that they reach the hands of the needy. This was held in 2012, 2013 and 2014.
7. **Rotaract Club**

SIBM BENGALURU is a recognised institutional Rotaract Club under the aegis of Rotary Club of Indiranagar, Bengaluru- District 3190. There are close to 50 Rotaract members from SIBM-B, headed by a President, Secretary and 6 board directors who actively enable the students to participate in the events organised by Rotary Club of Indiranagar like blood donation, RYLA (2012 and 2013) and the like. The club also holds meetings on a regular basis to discuss prospective avenues where we can make meaningful contributions to society.
8. **Smiling Future**

This event was held in 2011. Smiling Future was an initiative by SIBM Bengaluru and Youth United - an NGO to provide a platform for the under-privileged kids from across the city. The children showcased their talent in any form of art. The contribution raised in the function was donated to different participating NGOs.
9. **TaareZameen Par**

“TaareZameen Par” was a sit and draw competition sponsored by Nissan. It was held on 30th December 2012 at Child Fund Association.
10. **Joyfest**

Joyfest was an event where students visited a local government school to spend a day with the underprivileged children. Held on 27<sup>th</sup> September, 2010.
11. **Earth Hour**

Earth Hour 2011 was held on 26<sup>th</sup> March 2011 along with the Tata Energy Club as part of a global sustainability movement.
48. **Give details of “beyond syllabus scholarly activities” of the department.**
  1. At SIBM-B, students are involved in various clubs of their choice, where they can discuss current happenings in their field of interest in an informal setting. The following clubs are active within the campus :  
**PRISyM the Marketing Club**, focuses on empowering SIBM-B students to be the most innovative and effective marketers in the industry. The aim is to serve as an aid to those interested in careers in marketing and to provide them with the tools to be premiere candidates beyond the classroom. This mission is achieved by providing access to resources, guidelines and a way to expand learning beyond the classroom; fostering connections among students through mentorship and networking opportunities.

**Investment Club:** The basic goal of the club is to understand the basics of investing including value investing and to get familiar with the various economic factors that affect the overall market scenario. The emphasis is on analysis of the trends in the stock price movements, the reasons for such trends and expectation of the future prices.

### **Ensemble the HR club**

Ensemble brings together students interested in the field of Human Resources Management, help them develop interpersonal skills needed in the corporate and encourage them to meet professionals who work in the field of Human Resources Management. Ensemble conducts regular meetings with student aspiring to be HR professionals and encourages discussion and debate on current events and trends in the world of human capital management.

### **SIBM Bengaluru Toastmasters club**

The SIBM-B Toastmasters club was installed for the first time on November 2011. The journey started with a roster of only 22 members. The dream was to improve the leadership and the public speaking skills of the members and to provide a platform for corporate interaction and a formal out of campus experience of professionalism. In its journey of 3 years the SIBM Toastmasters Club has come a long way with numerous past members working in various multinationals practicing the learning's of their Toastmasters experience. The club has successfully mentored, both formally as well as informally, multiple corporate clubs and experienced members have been mentors to many Toastmasters from other corporate clubs like Wipro, CGI, Yokogawa and Infosys.

2. Students are encouraged to participate in live Projects in collaboration with various industries
3. Quest and Brown Bag, SIBM, Bengaluru's in-house Research Seminar Series are conducted regularly to maintain the interest in research and knowledge sharing.
4. SIBM, Bengaluru hosts "Symposio" which is an annual Student Paper Presentation Contest
5. SIBM, Bengaluru publishes Orion which is an annual Student Research Publication

### **49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

### **50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SIBM, Bengaluru believes that a strong research base is essential as the quality of the research directly translates to the quality of teaching and learning in the classroom. To this end, faculty are encouraged to write and publish papers, present papers in conferences, write case studies etc

## 51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

### Strengths

- Academic Rigour – Continuous curriculum revision to adapt to the dynamic industry requirements.
- Innovative Teaching Pedagogy – Use of Harvard Online Pre Induction Module, Use of Harvard Cases and Simulations, Industry visits, Moodle Learning Management System etc.
- Strong Industry-Interface through Summer Internships, Live projects, Guest Lectures and Regular Corporate Events and Executive Development Programme.
- World Class Infrastructure which includes Wi-Fi enabled campus, fully residential campus, Audio Visual rooms to facilitate holistic development of the student, Medical Centre, IT Infrastructure, Library resources, Access to online Databases, modern Gymnasium, Basket Ball Court, Cafeteria etc.
- Faculty are empowered and encouraged to write research papers which is reflected through high number of research publications by faculty. Appetite for research being developed internally through Questand Brown bag seminars.

### Weaknesses

- SIBM, Bengaluru being a relatively new B school has a long way to go in branding itself as a dream destination for students seeking admission from IITs and NITs.
- SIBM, Bengaluru being in the hub of the IT world attracts a lot of quality visiting faculty from industry, but finds it difficult to recruit full time faculty with relevant industry and research experience.
- SIBM, Bengaluru is yet to aggressively prioritise student & faculty exchange programmes with reputed international B schools.
- SIBM, Bengaluru does not have adequate research funding from industry / research funding agencies.

### Opportunities

- Being in the heart of the IT hub, there lies a huge opportunity to enhance industry interaction and revenue generation potential through customised Executive Development programmes for Corporate.
- Designing of specialized courses for IT industry.
- Introduction of short term programmes and certificate courses.
- Tie-up with industry for co-creation of industry specific programmes.
- Tie-up with industry for research projects

### Challenges

- To ensure that there is adequate diversity in the classroom

(students from various academic disciplines, from various parts of the country including rural and urban areas, students having work experience in various sectors etc.)

- With the creation of the new IIMs (taking the total number to 19) competition is likely to increase for intake of quality students.
- Rapid changes in IT and introduction of online courses by reputed international B-schools may make the current classroom based academic systems less attractive in times to come.

## **52. Future plans of the department.**

- To focus on increasing corporate engagement through Executive Development Programmes.  
Currently SIBM Bengaluru is conducting an Executive Development Programme for John Distilleries Pvt. Ltd (JDPL) one of India's leading spirits companies with a strong portfolio of brands, leadership in key southern states and a market presence in 14 states/UTs across the country.
- To set up a research cell for creation of industry relevant case studies based on primary information.
- In house development of online courses which will be offered free to MBA aspirants and working executives to build their base in management. The courses will be developed in line of existing MOOCs (massive open online courses). The courses will be developed in lines of existing MOOCS (Massive Open Online Courses).
- Alumni related activities – To create a dedicated alumni portal and to organize lateral placement opportunity at SIBM Bengaluru.



Symbiosis School of  
Banking And Finance

(SSBF)  
(SSBS)



“One thing is for sure; my life in India for almost five years has revolved around Symbiosis. For me it's a family, where I am nurtured, looked after, empowered and challenged to reach high frontiers of human development. If I wasn't aging, I would have stayed here for good. This university has planted the seed; my end of the deal is to nurture it into a huge tree for the whole world to shelter under. If I do that, then I would have repaid for the homelike university life that I was accorded here.”

***Simon Kuany Kiir, South Sudan - SSBF***



## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis School of Banking and Finance (SSBF)
- 2. Year of establishment**  
2010
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, SSBF is a department of Symbiosis International University (SIU) under the Faculty of Management.
- 4. Names of programmes offered**  
SSBF offers MBA- Banking and Finance- Full time, 2 year fully residential programme.  
It also offers Post Graduate Diploma in Banking and Finance from June 2015.
- 5. Interdisciplinary programmes and departments involved**  
In addition to the courses from the catalogue of Faculty of Management, SSBF compiles its programme structure from the course catalogue of other Faculties including Faculty of Computer Studies, Humanities and Social Sciences and Law.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Finitatives Learning India Pvt. Ltd. (FLIP) is a pioneer professional employability enhancement firm, in Banking and Financial Services, imparts training via e-learning and certification that is practical and relevant to the work done in a Bank/Financial Institution. Students are required to complete one certification of FLIP every semester and are rewarded by having this as one of the components of the internal evaluation.  
  
As a part of the curriculum, students undertake a two credit internship with companies in the BFSI sector. To name a few companies where the students have interned are ICICI Bank, HDFC Bank, Karvy, Deutsche Bank, Bank of India. Students have also interned at Reserve Bank of India, Abu Dhabi Commercial Bank, Mumbai, Nabil Bank, Kathmandu, Nepal, Standard Chartered Bank, Kathmandu, Nepal, Bank of Nepal, Kathmandu, Nepal, Bank Muscat, Oman, Al Ahli Bank, Oman, Third Eye Investments, Kathmandu, Nepal, Central Bank of South Sudan, Juba, South Sudan.  
  
In association with Bajaj Finserv, SSBF offers a Certificate Programme in Banking, Finance and Insurance. The objective of the programme is to impart practical knowledge and essential skills to graduates with no prior experience with a view to create employment opportunities for them in Banking, Finance and Insurance sector.
- 7. Details of programmes discontinued, if any, with reasons**  
No programmes have been discontinued.

## 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System

SSBF follows the semester pattern of teaching and the evaluation is based on CGPA. Since MBA – Banking and Finance programme is a highly specialized programme, the courses offered are all core courses. However, from the batch 2016-18, SSBF will introduce a few electives to adopt the Choice Based Credit System (CBCS)

## 9. Participation of the department in the courses offered by other departments

The course of 'Management Accounting' is offered to institutes under the Faculty of Media, Communication and Design

## 10. Number of teaching posts sanctioned, filled and actual as of July, 2015

	Sanctioned	Filled
Professor	1	0
Associate Professors	2	4
Assistant Professors	5	5
Adjunct faculty	-	1
Other Teaching staff	-	0
Total	8	10

## 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance as of July, 2015

Sr. No.	Name	Qualification	Designation	Specialization	No. of Years of Experience (years. months)	No. of Ph.D./ M.Phil. students guided for the last 4 years
1.	Dr. Manisha Ketkar	PhD,MBS, PGDBM, FCMA , B.Com	Director and Assistant Professor	Costing & Supply Chain Management	16 years (Industry) 9 Years (Academic)	No
2.	Dr.Deepa Gupta	PhD., UGC NET, M.A. (Eco), B. Com	Deputy Director and Associate Professor	Economics	20 Years (Academic)	No
3.	Dr.Bindya Kohli	Ph.D., MBA (Finance), MFC, UGC-NET, AMFI	Associate Professor	Finance	13.5 years (Academic)	No
4.	Dr. Dilip Ambarkhane	Ph.D. M.B.A. (Finance) M.Sc. (Maths.) CAIIB	Associate Professor	Rural Finance	36 Years (Bank) 4 Years (Academic)	No
5.	Dr.Deepa Pillai	Ph.D., ACMA, M.Com, UGC-NET	Associate Professor	Finance	11 Years (Academic)	No

6.	Ms. Trupti Bhosale	MBA (Finance), B.Sc. (Statistics), UGC-NET, pursuing PhD	Assistant Professor	Statistics	3 years (Industry), 7 years (Academic)	No
7.	Mr. Ardhendu Shekhar Singh	MBA, Fellow (IRMA)	Assistant Professor	Marketing	3 Years (Industry) 2.5 Years (Academic)	No
8.	Mr. Dipayan Roy	Fellow –Indian Institute of Management, Indore, M.Sc (Computational Finance), B.Sc (Mathematics)	Assistant Professor	Quantitative Finance	Nil	No
9.	Mr. Mark Deane	CAIIB, M.A., B. A., Dip in German	Assistant Professor	Banking	32 Years (Industry) and 3 Years (Academics)	No
10.	Mr. Pradeep Mandke	PGDB from NIBM, CAIIB, B.Com	Adjunct Faculty	Banking	35 years (Industry)	No

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

### Visiting Professors from Partner Universities

Sr. No	Name	Qualification	Specialization	No. of Years of Experience	Year
1	Dr. Nilanjan Sen, Professor Nanyang Technological University, Singapore	PhD, CFA	Mergers & Acquisitions	25 years (Academic & Industry)	2013
2	Dr. Markus Loecher, Berlin School of Economics and Law, Germany	B.S, M.S, PhD	Statistics	25 years (Academic & Industry)	2013

### Visiting Faculty

Sr No	Name	Qualification	Specialization	Teaching Year	No. of Years of Experience	Sector
1	Ms. Vaishali Apte	M.com, MBA (Finance)	Managerial Accounting	2010 to 2011	15 Years (Industry) 12 Years (Academic)	Industry & Academic
2	Mr. Ashish Kulkarni	M.A.(Economics), Pursuing Ph.D	Managerial Economics, MS Office, SCD	2010 to 2014	8 Years (Industry) 5 Years (Academic)	Academic

3	Dr. Sangharsh	Doctorate in Alternative Medicine, Clinical, PCC coach from ICF, MBA-HR, Philosophy	Organizational behaviour, HRM	2010 to 2011	7 Years (Industry) 5 Years (Academics)	Industry & Academics
4	Prof. Aparna Prabhudesai	M.Com, MA (English), ISB Hyderabad	Managerial Communication	2010 to 2011	5 Years (Industry) 4 Years (Academics)	Industry & Academics
5	Mr. Ameya Sane	C.A., M.Com	Direct Indirect Taxation Managerial Accounting	2010 to till date	10 years (Industry, 8 years (Academic)	CA
6	Ms. Manasi Phadke	M.A. (Economics)	Economics	2010 to till date	5 yrs. (Industry), 11 yrs. (Academic)	Academic
7	Mr. Miresh Sheth	MEM, BE (Elect), Diploma in Electrical Engineering	Operation Management Systems	2011 to till date	10 years (Industry), 5 years (Academic)	Industry
8	Prof. Aneesh Day	M.A. (Eco), B.A. (Eco), ISC, ICSE, IRDA, AMFI	Wealth Management	2014 to till date	7 Years (Industry) 1 Year (Academic)	Industrial
9	Prof. Vijay Bankar	MMS(Finance), BE, CAIIB	Development Banking and Rural Finance	2014 to till date	11 yrs. (Industry)	Industrial
10	Prof. Nitin Pai	CA	Banking Regulation & supervision and International Finance	2014 to till date	11 yrs. (Industry) 4 yrs. (Academic)	CA
11	Prof. Abhishek Awadhani	MBA, CA, CFA, B.Com	Investment Banking and Marketing of Financial Services	2014 to till date	8 yrs. (Industry)	Industry
12	Prof. Jyoti M.K.	MPM, PGPM, Training Diploma, B. Com, MFDM, CAIIB (I)	Legal Aspects of Banking	2014 to till date	12 Years (Academic & Industry)	Industry

### 13. Percentage of classes taken by temporary faculty – programme-wise information

In 2014-15, 46% of the classes were conducted by visiting faculty members

### 14. Programme-wise Student Teacher Ratio: 12:1

### 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Academic Year	Technical Staff		Administrative Staff	
	Sanctioned	Actual	Sanctioned	Actual
2014-15	3	2	9	11



Total citations of SSBF faculty (SIU + Non-SIU affiliated papers)	36
SNIP	Range: 0-0.284 Avg.: 0.181
SJR	Range: 0-0.204 Avg.: 0.118
Impact Factor – range/average	Range: 0-0.364 Avg.: 0.214
h-index	(Google Scholar: 1 Scopus: 1)

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

At SSBF, SIU guidelines are followed for consultancy projects.

A management development programme conducted for Bank of Maharashtra:

As part of the initiative to expand its presence in the field of higher level banking training and education, SSBF has been actively marketing its capabilities as a centre of excellence in this field. As a result, it was entrusted with the mandate to train recently promoted senior executives of a leading public sector bank in critical aspects of banking, leadership and management skills, decision making, stress management and effective communication.

Over a period of 6 weeks during the months of July and August 2013, SSBF conducted two very successful, fully residential Executive Training Programmes for senior bank executives at the University's facilities on the Lavale Campus.

These were as under:

- a) Executive Training Programme for recently promoted Chief Managers (SMGS IV).
- b) Executive Training Programme for recently promoted Assistant General Managers (SMGS V).

The course curricula for both these programmes were exclusively designed by SSBF in consultation with the bank. The pedagogy involved a mix of lectures, interactive discussions, role plays, audio-video clips and also the screening of a movie with the objective of analysing it from the angles of team management, strategic planning, stress management, use of technology etc.

### 25. Faculty selected nationally/internationally to visit other laboratories /institutions/industries in India and abroad

Dr. Bhama Venkataramani, former director, SSBF visited Macquarie University, Australia to initiate talks for a collaboration on research and faculty exchange in the year 2013

**26. Faculty serving in**  
**a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

None

**27. Faculty recharging strategies (UGC, ASC, Refresher/orientation programs, workshops, training programs and similar programs).**

- a. The following FDPs have been conducted by SIU for promotion of research culture and these programmes were attended by SSBF faculty members:-  
 Action Research, Case Writing, Multivariate Data Analysis Techniques using SPSS and AMOS, National Level FDP on fundamentals of PhD Thesis, Research Methodology Workshops, Time Series Econometrics, Data Analysis using R programming.
- b. International Conferences organized by Symbiosis International University –where in SSBF faculty members participated
- c. Faculty members have also attended various conferences for eg. NIBM Pune, CAB - RBI etc.
- d. The following FDPs have been conducted by SSBF for promotion of research culture. The faculty members of SSBF actively participated in these FDPs:
  - i. Using Statistical Tools for Research, 2012
  - ii. Using parametric and non parametric methods to analyse the data, 2012
  - iii. 5<sup>th</sup> International Workshop on Quantitative Finance, 2013

**28. Student projects**

- **Percentage of students who have done in-house projects, including interdepartmental projects**

100% of the student's undertake ISR project work

ISR as a part of the curriculum: The field project is a 2 credit course in the third semester. It requires students to work for the society in association with organizations such as BAIF and other NGOs for conducting financial inclusion programs, creating financial awareness, computer literacy amongst the villagers (school children, adults, and women) of the neighbouring villages in and around Lavale campus. Thus, the students are engaged in ISR activity as part of the curriculum in the following areas:

- a) Financial Literacy
- b) Computer Literacy

- **Percentage of students doing projects in collaboration with other universities/industry/institute**

100% of the students undertake dissertation and a summer internship project with the industry as a part of the curriculum.

**29. Awards/recognitions received at the national and international level by**

Faculty- Nil

Doctoral/post-doctoral fellows- NA

### Students

- GARP (Global Association of Risk Professionals) scholarship was awarded to Mr. Avinash Khasge.
- Bloomberg organized a competition on ‘You can Trade’ where the students of the department stood second amongst the 27 institutes who had participated in the competition.

### 30. Seminars/Conferences/Workshops organized and the source of funding (national, international) with details of outstanding participants, if any.

#### **IWQF**

The 5<sup>th</sup> International Workshop on Quantitative Finance (IWQF) was organized by SSBF under the banner of Symbiosis International University, Pune from 21<sup>st</sup> to 24<sup>th</sup> December 2013.

The workshop was jointly conducted by:

- Institute for Development and Research in Banking Technology (IDRBT) India
- Indira Gandhi Institute of Development Research (IGIDR) India
- Industrial and Management Engineering (IME) Department : IIT Kanpur India
- Lally School of Management, Rensselaer Polytechnic Institute USA
- Symbiosis School of Banking and Finance (SSBF), SIU India

#### **Bankers Conclave- Vision 2020**

Symbiosis School of Banking and Finance hosted a seminar titled “Insights and Foresight” on July 7, 2012. The theme was the challenges and opportunities to be faced by the banking sector in the years to come. The following were the eminent speakers who delivered lectures in this seminar:

Mr. Ajay Banerjee – CGM, Bank of Maharashtra  
 Mr. Amit Kumar – Senior Executive VP, HDFC Bank  
 Mr. V. Ramanmurthy – Executive Director, RBS  
 Mr. Rajiv Maniar – Vice President HDFC Mutual Funds Co  
 Mr. Baskhar Babu – CEO, Suryoday Microfinance

#### **Banking and Financial Services Conclave 2015**

SSBF hosted Banking and Financial Services Conclave in 2015. As a part of the Conclave, Panel Discussions were held on Financial Inclusion and Corporate Social Responsibility. The various speakers were as follows:

Prof. Samapti Guha, Associate Professor, (TISS)  
 Mr. Ajay Desai, Senior President and Chief Financial Inclusion Officer, Yes Bank  
 Mr. L. M. Deshmukh, General Manager - Financial Inclusion & Convenor State Level Bankers’ Committee, Bank of Maharashtra  
 Mr. Muthuselvan ER, Asst. Gen Manager & Member of Faculty, Reserve Bank of India, College of Agricultural Banking  
 Prof. Girish K. Agrawal, Centre Coordinator, Centre for Rural Infrastructure and Corporate Social Responsibility, IRMA  
 Mr. Zubin Kabraji, Regional Director – Pune, Indo German Chamber of Commerce



Mrs. Leena Deshpande, Head of CSR, Bharat Forge Ltd  
 Mr. MN Sanyal, Head of CSR, Thermax Ltd.  
 Mr. Srinath Komarina, Senior Vice President, YES Bank

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SSBF as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

In addition to this Anti -Plagiarism policy is in place and all the projects /assignments of students are run through anti plagiarism software "Turn it in"

### 32. Student profile programme-wise:

Name of the Programme (refer to question no. 4)	Batch details	Applications received	Selected		Pass percentage	
			Male	Female	Male	Female
MBA - Banking Management	2010-12	621	35	24	100%	100%
MBA - Banking Management	2011-13	1803	37	23	97%	100%
MBA - Banking Management	2012-14	1733	39	22	95%	95%
MBA - Banking & Finance	2013-15	2518	44	30	81.4%	100%
MBA - Banking & Finance	2014-16	6971	35	24	NA	NA
MBA - Banking & Finance	2015-17	3178	33	28	NA	NA
Post Graduate Diploma in Banking and Finance	2015-16	5	2	-	NA	NA

### 33. Diversity of students

Name of the Programme (refer to question no. 4)	Batch details	% of students from the same university	% of students from other universities within the State	% of students From universities outside the State	% of students from other countries
MBA - Banking Management	2010-12	0%	30.51%	69.49%	0%
MBA - Banking Management	2011-13	4.92%	21.30%	73.77%	0%
MBA - Banking Management	2012-14	4.92%	24.59%	65.57%	4.92%
MBA - Banking & Finance	2013-15	6.76%	22.97%	68.92%	1.35%
MBA - Banking & Finance	2014-16	5.08%	25.42%	64.42%	5.08%
MBA - Banking & Finance	2015-17	1.67%	32.77%	62.29%	3.27%
Post Graduate Diploma in Banking and Finance	2015-16	0%	0%	100%	0%

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

Sr.No.	Name of the student	Batch	Examination
1	Mr. Rajiv Dudeja	2012-14	SBI PO

### 35. Student progression

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	There is no natural progression from PG to Ph.D. Admission to Ph.D. is through an entrance exam and merit
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	Batch 2010-12 = 92% Batch 2011-13 = 70% Batch 2012-14 = 78%
• Other than campus recruitment	Batch 2010-12 = 8% Batch 2011-13 = 30% Batch 2012-14 = 22%
Entrepreneurs	2 students from Batch 2010, Dhruv Bhardwaj and Gaurav Nahata – both Principal, Shian Capital – A SEBI registered Research Analyst Firm

### 36. Diversity of staff

Percentage of faculty who are graduates	
Of the same university	10%
From other universities within the State	50%
From universities from other States	40%
From universities outside the country	-

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Swati Khatkale awarded Ph.D. in 2014

Ardhendu Shekhar Singh awarded Ph.D. in 2014

Dipayan Roy awarded Ph.D. in 2014

Manisha Ketkar awarded Ph.D. 2015

### 38. Present details of departmental infrastructural facilities with regard to

#### a) Library

The services of a central library on Lavale Hill Top Campus is utilized

S. No.	Library facility	Details
1.	Total area	14454 Sq.Ft
2.	Total seating capacity	260
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> <li>Reading Hall Hours</li> </ul>	10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 09.00 a.m. to 12.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>Individual reading carrels</li> <li>Lounge area for browsing and relaxed reading</li> <li>IT zone for accessing e-resources</li> </ul>	No (03 Research Cubicles are available) 403 sq.mt @ Ground Floor 60 sq.mt @ First Floor
5.	Display of floor plan, sign boards, fire alarms and any other information	Yes <ul style="list-style-type: none"> <li>Floor plan displayed in ground floor reading hall.</li> <li>Adequate sign boards are displayed at each row of library stack and floors.</li> <li>Fire extinguishers are fixed at all strategic positions.</li> <li>In addition to this, arrangement of ramp at the entrance of the library and wheel chair for differentially abled users to access the library collection.</li> </ul>
6.	Total No of :- <ul style="list-style-type: none"> <li>Books</li> <li>Titles</li> </ul>	41284 39623

7.	Total No of :- • National Journals • International Journals	40 17
8.	Total No. of Ejournals	35084 available through online databases
9.	Total No of :- • Magazines • CDs • Databases	57 Total 434 (AVs) (02 added during 2014-15) 12
10.	Average number of books added (last 3 years)	957 (SIU)
11.	Special collections • Reference books	886 (SIU)

b) **Internet facilities for staff and students**

LAN facility: 6 Mbps Network,  
Classrooms are Wi-Fi enabled.

c) **Total number of class rooms**

3 Class rooms and 1 Assembly Hall

d) **Class rooms with ICT facility**

3 Class Rooms and 1 Assembly hall

e) **Students' laboratories**

Two computer lab of 50 seats each, shared with SIBM  
Total number of systems : 207  
Student Computer ratio : 1:1

f) **Research laboratories**

Nil

**39. List of doctoral, post-doctoral students and Research Associates**

a) **from the host institution/university**

Mr. Pradeep Kumar Gupta – Research Associate under guidance of Dr. Bhama Venkataramani from 2011 to 2014.  
Mrs. Trupti Bhosale is pursuing her Doctoral degree from Symbiosis International University.

b) **from other institutions/universities**

Nil

**40. Number of postgraduate students getting financial assistance from the university.**

One student, Mr. Simon Kir Kuany from Batch 2014-16 is receiving a 100 % scholarship – Rs. 4.5 lacs p.a.

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

Yes, the need assessment was done and it was found that the Banking

Services and Recruitment Board had stopped recruiting Probationary Officers from the late 1980's. Further, with liberalization, Public Sector Banks (PSB's) faced stiff competition from New Private Sector Banks as trained staff moved out for their future prospects. There will be a huge crunch of trained personnel as per McKinsey report on the Indian banking structure. It was, therefore, expected that the banking sector would see a void of trained personnel as there would be retirement of a large part of the workforce in the PSB's.

It is in recognition of this need that Symbiosis School of Banking and Finance (Formerly known as Symbiosis School of Banking Management) was set up.

**42. Does the department obtain feedback from**

a) **Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

Faculty meetings are conducted from time to time to receive inputs, suggestions and feedback on the curriculum as well as other academic aspects. These reviews, feedbacks, etc. are taken into consideration for the betterment of the course and the teaching learning process at the department.

Feedback on the curriculum is also taken from international faculty Prof. Nilanjan Sen, (Associate Professor, Banking and Finance Department, NTU, Singapore) during his visits to the department. His suggestions have been considered while modifying the curriculum.

b) **Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

There is a structured way in which the department obtains feedback from the students regarding the faculty and a verbal feedback on the course curriculum. Their feedback is taken into consideration and if found constructive, it is implemented in the curriculum. At times, when the students want an advanced knowledge in continuation of a particular course, SSBF organizes workshops for the same. SSBF has introduced an online structured system of feedback on the curriculum from 2015.

c) **Alumni and employers on the programmes offered and how does the department utilize the feedback?**

An Industry Academia Confluence was held for Course Delineation in November, 2012. The various courses offered were revisited by experts from the industry and academia and these suggestions were incorporated. Apart from this, feedback is taken from the distinguished visitors to the department, namely recruiters and alumni.

For Summer Internship, feedback of the recruiters is obtained for students and is a part of evaluation.

**43. List the distinguished alumni of the department (maximum 10)**

Name	Batch	Designation	Organization	Location
Gaurav Nahata & Dhruv Bhardwaj	2010-12	Principal	Shian Capital – A SEBI registered Research Analyst	Hyderabad
Kavya Rajashekar		Senior Risk Analyst	Ocwen Financial Corporation	Fort Washington, Pennsylvania
Shubhika Bilgrami		Associate Consultant, Risk Advisory Services	EY Services Pvt. Ltd	Haryana
Rakesh Agarwal	2011-13	Wealth Management Consultant	Citibank India	Bengaluru, Karnataka
Yagnesh Rathod		Quantitative Risk Analyst	Rand Merchant Bank (of South Africa)	Mumbai
Tahiya Din		Deputy Manager	Kotak Securities	Mumbai
Nithya Manohar		Executive	Deloitte India	Mumbai
Vandana Nagar	2012-14	Assistant Manager	American Express	Gurgaon, Haryana
Mam Sarkar		Research Associate Private Equity- Merger and Acquisition	Tech Mahindra	Pune
UzairMirza		Credit Manager, Business Banking	HDFC Bank	Nashik

**44. Give details of student enrichment programmes (special lectures /workshops/seminar) involving external experts.**

- In 2014-15, twelve guest lectures and workshops on topics like Mergers and Acquisitions, Insurance, Liberal Arts were conducted on a regular basis by inviting eminent resource persons.
- Students participate in quiz competitions and give presentations on various topics at the department as well at local, state, national level Intercollegiate festivals. Students are encouraged to participate in conferences and conclaves.
- At the department, students had formed Knowledge Assimilation Groups (KAG).
- Certifications like FLIP are embedded in the course curriculum to make them keep abreast with latest development in the BFS.

**45. List the teaching methods adopted by the faculty for different programmes.**

The faculty members use various techniques apart from the lecture method to increase students' interest in the course leading to improved student learning and assimilation of concepts. Methods such as Role Plays, Dumb Charades', Cross Word, Quiz, Case Studies, Simulation, Management Games, etc. are regularly utilized.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The programme objective is to build capabilities in students and professionals of the BFS sector by developing their competencies and

skills relevant for the sector. In order to widen the scope of the program and achieve the desired objectives, in October 2013, the nomenclature of the programme is changed from MBA- Banking Management to MBA-Banking and Finance. The placement records are testimony that learning outcomes are met.

At the beginning of the academic year, examination schedule, teaching plan (syllabus with topic wise allocated hours) and extra co-curricular activities are planned. The academic calendar is given to the students and faculty members in the handbook for the smooth implementation and organization of the same. A continuous evaluation pattern is followed to monitor that the learning objectives are met.

**47. Highlight the participation of students and faculty in extension activities.**

All students are required to undertake a 2 credits field project, two faculty members' act as mentors to the students. As a part of the field project, a group of students visited BAIF, a leading NGO in the country. They visited BAIF's Center at Uruli Kanchan to understand their Micro Insurance, Micro Finance, and Training Programme offered by them. They interacted with the officials and beneficiaries to understand the process of Micro finance and Micro insurance. Another group of students visited R-SETI of Bank of Maharashtra to gain exposure to their training programme customized for underprivileged women.

**48. Give details of "beyond syllabus scholarly activities" of the department.**

- a) Research projects are an integral part of the department's 2 year programme. The mandatory projects include the field project, which aims at creating financial literacy amongst the villagers in and around Lavale campus. The Major Project where student's research in their area of interest in groups on which they are encouraged and guided to publish a research paper.
- b) The SSBF e-Bulletin is an initiative by a group of students of the batch 2010-12, under the guidance of faculty. It was a weekly research-based online journal written primarily for the students with the aim of spreading the awareness of current global and domestic financial affairs. It is an attempt to provide the readers with the general and analytical perspective of news over the week. This weekly featured all crucial information with respect to Banking, Markets, Economy and Business. The periodical also featured write-ups by students on banking products. Besides all these, the editorial team also published study articles covering detailed analysis of sectors through this e-magazine.
- c) Nearly 40 workshops and guest lectures have been organized. Apart from this the students also participate in the lecture series under "Festival of Thinkers" organised by SIU.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

Nil

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- a) Students create financial awareness amongst nearby villages which supports the financial inclusion programme of the Government.
- b) Two students each were engaged in live projects with Abu Dhabi Commercial Bank and ICICI Bank respectively. At Abu Dhabi Commercial Bank, the students were involved in the process of implementing new Standard Operating procedures. At ICICI bank, they were assigned to Retail Strategy and Product Planning group. They got involved in designing financial products and their initial survey to understand market demands.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strength**

- 1) The curriculum is designed in consultation with Industry experts (Industry, Academia Confluence for Curricula Delineation - IACCD)
- 2) Focused programme on Banking and Financial Services sector
- 3) Industry recognized certification (FLIP), Bloomberg terminal has been woven into the curriculum
- 4) Community outreach as a part of course curriculum (Field projects)
- 5) Low attrition of faculty and staff

**Weakness**

- 1) Lack of consultancy projects
  - 2) Infrastructure
  - 3) Limited usage of technology in administration
- The department is actively pursuing ways to overcome the above-mentioned weaknesses.

**Opportunities**

- 1) Consultancy projects
- 2) Executive Training programme
- 3) National/International Collaboration
- 4) Placement opportunity beyond BFSI sector

**Challenges**

- 1) No campus recruitment by public sector banks
- 2) New department, hence no alumni in the senior management cadre yet
- 3) Competition from other banking and finance institutes (NIBM, NMIMS, SMU etc.)
- 4) Improving average CTC
- 5) Attracting recruiters beyond the BFSI sector

**52. Future plans of the department.**

- To launch Executive MBA in Banking and Finance in the next four years
- To conduct short term training programmes for BFSI professional bi-annually



Symbiosis Centre For  
Management Studies,  
NOIDA

(SCMS-N)



“*Academically, I am satisfied with the way knowledge is imparted, both theoretically and practically.*

*Talking about the various extra-curricular opportunities provided, I am motivated to take part in various college events, such as Symcharcha (Debate Fest), Mock-Market Day, Financial Day, HR Day, etc. The campus has a very friendly student-teacher relationship. Being an NRI student, it seemed challenging to adjust to the environment at first, but thanks to the faculty and my peers, it was a cake walk for me to adjust to the environment and feel like I was at home away from home.*”

**Tapashya Rawat, Dubai - SCMS, NOIDA**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Centre for Management Studies, NOIDA (SCMS-N)
- 2. Year of establishment**  
2010
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, SCMS-N is a constituent institute of SIU under the Faculty of Management.
- 4. Names of programmes offered**  
Bachelor of Business Administration
- 5. Interdisciplinary programmes and departments involved.**  
Apart from the Faculty of Management, SCMS(N) compiles its programme structure from the Course Catalogues of other Faculties including the Faculty of Computer Studies, Faculty of Health and Biomedical Sciences, Faculty of Law and Faculty of Humanities and Social Sciences.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc. :**  
Some selected students from SCMS Noida attend the Summer Schools to Berlin School of Economics & Law, Germany and London School of Economics and Political Science. The periods during which they attended is as follows.

S. No.	Summer School	Course	Duration	Academic year
1.	Berlin School of Economics & Law, Germany (Berlin International Summer School)	European Business & Economics Programme	2 months	2015-16
2.	Berlin School of Economics & Law, Germany (Berlin International Summer School)	European Business & Economics Programme	2 months	2014-15

3.	Berlin School of Economics & Law, Germany (Berlin International Summer School)	European Business & Economics Programme	2 months	2013-14
4.	London School of Economics and Political Science (LSE Summer School)	Marketing, Strategic Management	2 months	2013-14

**7. Details of programmes discontinued, if any, with reasons:**

NA

**8. Examination System:**

Semester System and Choice Based Credit System

**9. Participation of the department in the courses offered by other departments:**

Inter-Institute Credit Transfer - Management subjects to Faculty of Law, SLS- NOIDA - Business Law

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	2	0
Associate Professors	4	5
Asst. Professors	9	11
Adjunct	-	2
Teaching /Research Associate	-	1
<b>Total</b>	<b>15</b>	<b>19</b>

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

S. No.	Name	Qualification	Designation	Specialization	Years of Experience (Years . Months)	No. of Ph.D./ M.Phil. students guided for the last 4 years
1	Dr. Shirang Altekar	PhD	Director	Marketing	31(23 years industry, 8 years teaching)	

2	Dr. Anubha Vashisht	PhD	Deputy Director	Marketing	14	
3	Dr. Sunita Dwivedi	PhD	Associate Professor	Marketing	20	8
4	Dr. Kriti Priya Gupta	PhD	Associate Professor	Operations Research	14	
5	Dr. Bharti Wadhwa	PhD.	Associate Professor	Finance	10	
6	Prof. Bharat Bhushan	MBA, LLBDDTA, UGC NET (HR)	Sr Assistant Professor	HR	40	
7	Prof. Nidhi Phutela	M.phil, UGC NET.PHD Pursuing	Assistant Professor	Marketing	10	
8	Dr. Abhishek Srivastava	D. Phil	Assistant Professor	Economics	10.5	
9	Prof. Divya Chaudhary	UGC NET. PhD Pursuing	Assistant Professor	Finance	8	
10	Prof. Davinder Kaur	M.Phil, MA Eco, M.Com	Assistant Professor	Finance	15	
11	Prof. Preeti Bhaskar	MBA, UGC NET, PHD Pursuing	Assistant Professor	HR	3.5	
12	Prof. Swati Singh	MA Eco, ( PHD Pursuing)	Assistant Professor	Economics	6	
13	Dr. Vivek Sharma	Phd	Assistant Professor	Finance	5	
14	Dr Harshit Maurya	Phd	Assistant Professor	Marketing	9	
15	Mr. Narander Chaudhary	Mcom, MBA, UGC NET	Assistant Professor	HR	6.5	
16	Dr. Chandan Tiwari	Phd	Assistant Professor	Finance	3.5	
17	Ms. Sharmila Atri	M.A., B.Lib&I. Sc., B.A.	Adjunct Faculty	General Management	13.7	
18	Ms. Anju Chawala	Ph.D, PG-DBMB-CA, BA	Adjunct Faculty	HR	11	
19	Khushboo Tyagi	MBA, BBA	Teaching Associate	General Management	6.2	

**12. List of senior Visiting Fellows, Adjunct, emeritus professors****Eminent Visiting faculty:**

Prof. Sudhir Devare- Ram Sathe Chair Professor, SIU

Dr Anwar Hussain- Hon'ble Vice Chancellor, South East University, Dhaka, Col. H. S. Walia, Project Management, Quality Management

Ms. Subamitra Adhikari- Business Communication Soft Skills.

**13. Percentage of classes taken by temporary faculty–programme-wise information**

10%

**14. Programme-wise Student Teacher Ratio**

24:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Designation	Sanctioned	Actual
Full Time Admin Staff	17	10
Full Time Technical Staff	6	4
Total	23	14

**16. Research thrust areas as recognized by major funding agencies.**

The main research thrust areas of the institute is Applied Research, for both National and International Business. To this end the Institute has organized four research conferences to date which have contributed well to an original body of knowledge.

**17. Number of faculty with on-going projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

S.N.	Name Of the Faculty	Title	Funding Agency	Amount Received (Rs.)
1.	Dr. Kriti Priya Gupta, Ms. Preeti Bhaskar, Ms. Swati Singh	Citizens' perceptions of e-governance services offered by New Delhi Municipal Council	SIU	Rs 1,10,000/-

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration
  - b) International collaboration
- Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received**

Nil

**20. Research facility / centre with**

- state recognition
- national recognition
- international recognition

Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)		39
<b>i.</b> Number of papers published in peer reviewed journals (national / international):		22 (National 10 & International 12 )
<b>ii.</b> Chapters in Books		4
<b>iii.</b> Case Studies		1
<b>iv.</b> Proceedings papers		12
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		9
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 1 Range: 1 Avg: 1
Total citations of SCMS, Noida faculty (SIU + Non-SIU affiliated papers)		27

**23. Details of patents and income generated :**

Nil

**24. Areas of consultancy and income generated :**

Year	Area	Company	Income (Rs)	Venue
14/11/11 to 19/11/11	Supervisory Development Programme	L&T	1,74,337	CSTI Pilakhuwa, U.P.
12/12/11 to 14/12/11	Competency Based Programme	L&T	75,000	Project Management Delhi
17/11/2011 to 19/11/11	Competency Based Programme	L&T	82,187	Project Management Mumbai, MIAL
4/12/13 to 10/12/13	Sales Training	HFS	2,65,763	Noida, Chennai, Mumbai
28/7/14 to 9/01/15	Executive Development Programme	L&T	10,86,900	Delhi

**25. Faculty selected nationally / internationally to visit other laboratories / institutions/ industries in India and abroad :**

- Dr. Shrirang Altekar: Hindustan Unilever Ltd., (for TNA for L&D initiatives) Mumbai, L&T Construction, Chennai, for L&D Initiatives as well as for addressing global HR managers of L&T on Change management) Institute of Company Secretaries of India, ICSI, New Delhi, as external panel member on the departmental promotions and increments committee), Army War College, MHOW, Madhya Pradesh (to address Brigadier and equivalent rank officers on Strategic Decision Making)
- Prof. Bharat Bhushan: Asia Pacific HR Task Force, Singapore Task force formed by Mitsui Ltd. to address HR needs for Asia

**26. Faculty serving in**

- a) National committees b) International committees c) Editorial Boards d) any other (please specify)

S. No	Name	National	International
1	Dr. Shrirang Altekar	Journal of General Management Research (Editorial Board) Member, Technical Academic Committee of the Institute of Company Secretaries of India.	Proceedings of International Conference on "Changing Dynamics in Global Village 2013" (Editorial Boards)



2	Dr. Anubha Vashisht	Journal of General Management Research (Editorial Board) External Examiner and Reviewer for Ph.D thesis (BanasthaliVidyapeeth)	Proceedings of International Conference on “Changing Dynamics in Global Village 2013” (Editorial Board)
3	Dr. Sunita Dwivedi	Journal of research in Social Life sciences (Advisory Member) Research Journal of Arts, Management and Social Sciences (Advisory Member) Asia Journal Of Management Research (Editorial Board)	
	Dr. Kriti Priya Gupta	Journal of General Management Research (Editorial Boards)	American Journal of Mathematical and Management Sciences (Reviewer) International Journal of Modelling in Operations Management (Reviewer)
4	Dr. Bharti Wadhwa	Journal of General Management Research (Editorial Board)	Proceedings of International Conference on “Changing Dynamics in Global Village 2013” (Editorial Boards) International Educational Research Centre (Member)
5	Dr. Abhishek Srivastava		Proceedings of International Conference on “Changing Dynamics in Global Village 2013” (Editorial Board)
6	Ms. Davinder Kaur	Reviewer of books published by Pearson	
7	Ms. Swati Singh	Reviewer of books published by Pearson	
8	Ms. Nidhi Phutela		Reviewer of International Journal of on line marketing, Reviewer of International Journal of Customer Relationship Marketing and Management, Reviewer of Asian Social Science

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Sr No.	Faculty	Training Programme/Workshop/FDP
1	Dr. Anubha Vashisht, Dr. Bharti Wadhwa, Ms. Davinder Kaur	FDP on Advances in Research Methods & Data Analytical Tools
2	Ms. Swati Singh	Quality Improvement Programme on Frontier areas in Econometrics and International Finance
3	Ms. Divya Chaudhary	Workshop on Case teaching and Case Writing
4	Ms. Swati Singh	International Conference on Empirical Research on Trade in Services
5	Dr. KritiPriya Gupta	Tools and Techniques for Data Analysis in Management Research
6	Ms. Khushboo Tyagi	Strategic Human Resource Management for Effective Performance
7	Ms. Preeti Bhaskar	Strategic Human Resource Management for Effective Performance
8	Dr. Shrirang Altekar	Case Method Teaching Seminar
9	Dr. Sunita Dwivedi	Case Method Teaching Seminar
10	Ms. Sharmila Atri	1 <sup>st</sup> National Case Writing Workshop
11	Ms. Anju Chawla	1 <sup>st</sup> National Case Writing Workshop
12	Ms. Khushboo Tyagi	Data Analysis for Research and publication
13	Ms. Preeti Bhaskar	Data Analysis for Research and publication
14	Ms. Divya Chaudhary	Data Analysis for Research and publication
15	Ms. Divya Chaudhary	Training Workshop on CGPA based Assessment
16	Ms. Divya Chaudhary	Short-term course on Data Analysis for Research and Publication
17	Ms. Khushboo Tyagi	Training Workshop on CGPA based Assessment
18	Mr. Bharat Bhushan	Training Workshop on CGPA based Assessment
19	Ms. Preeti Bhaskar	Training Workshop on CGPA based Assessment
20	Ms. Sharmila Atri	Training Workshop on CGPA based Assessment

21	Dr. Bharti Wadhwa	Training Workshop on CGPA based Assessment
22	Ms. Anju Chawla	FDP on Research Methodology and Tools for Management and IT
23	Ms. Preeti Bhaskar	Data Analysis using SPSS
24	Ms. Davinder Kaur	National Workshop on Conducting Quality Research

## 28. Student projects

- percentage of students who have done in-house projects including inter-departmental projects –  
100% students are involved in Service Learning Projects.  
All students have to mandatorily undertaken a project on service learning, which involves working with an NGO and submitting a report on the same.
- percentage of students doing projects in collaboration with other universities /industry / institute:  
100% students are involved in Industry Projects for summer internship Approx.10% are involved in one year internship in Hindustan Field Services Pvt. Ltd following which the students are absorbed into the company.

## 29. Awards / recognitions received at the national and international level by

### Research awards received by the faculty and students

- Dr.KritiPriya Gupta: Best Paper (Applications) Award in *Annual Conference of VijnanaParishad of India and the Global Society of Mathematical and Allied Sciences* held during March 24 – 26, 2011 at Shobhit University, Meerut for the paper “Reliability Analysis of a Software with Non Homogeneous Poisson Process (NHPP) Failure Intensity”
- Dr. Kriti Priya Gupta: Best Paper Award in Operations Track in the *International Research Conference on Innovative Business Strategies*, held during March 28-29, 2014 at SIBM, Pune for the paper “Software Reliability Issues under Operational and Testing Constraints”.
- Dr. Anubha Vashisht: Best paper award in International Conference on “Innovative Strategies for Contemporary Management” at Om Institute of Technology, Hisar 24-25 March 2012 for her paper “Study of Debt Crisis of Kingfisher Airlines”

S.No	Name of Student	Awards / Recognitions
1.	Aarushi Nanda	Best Outgoing student ( 2013 )
2	Aishwarya Srivastava	Best Outgoing student ( 2014 )

**30. Seminars/ Conferences/Workshops organized and the source of funding (national /international) with details of outstanding participants, if any.**

- 1<sup>st</sup> International Conference on Changing Dynamics in Global Village 2013 Funded by ICSSR and ONGC (Rs. 5.00 lakhs)
- 2<sup>nd</sup> International Conference on Emerging Trends in Global Management Practices- An Interdisciplinary Approach Funded by ICSSR (Rs. 1.00 lakhs )
- 3<sup>rd</sup> International Conference on Creating Opportunities in Emerging Markets a Global Approach Funded by ICSSR ( Rs. 1.00 lakhs )
- National Conference on Innovation for competitive edge: Growth and Sustainability.

**Excellence series:**

HR Seminar: Global HR Practices: Relevance in Indian Context on 27<sup>th</sup> October 2012

Management Conclave on Nov. 2012.

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

**32. Student profile programme-wise:**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
BBA 2010-2013	23	19	4	100	100
BBA 2011-2014	1888	48	18	97.91	94.44
BBA 2012-2015	2051	94	37	78.72	94.59
BBA 2013-2016	3265	75	26	-	-
BBA 2014-2017	4078	71	24	-	-
BBA 2015-2018	5425	113	41	-	-

**33. Diversity of students**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
BBA 2010-2013	0	65.2	34.8	-
BBA 2011-2014	0	19.7	71.2	9.1
BBA 2012-2015	0	29.8	65.6	4.6
BBA 2013-2016	0	25.7	72.3	2.0
BBA 2014-2017	0	28.4	65.3	6.3
BBA 2015 -2018	0	21.4	73.4	5.2

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

SIU does not have any natural progression built into its admission process. At each level there is a merit based admission process where Symbiosis students do not get any automatic entry or advantage. SCMS, Noida does not have any PG programme as yet either.

Student progression	Percentage against enrolled
UG to PG	-
PG to M.Phil.	-
PG to Ph.D.	-
Ph.D. to Post-Doctoral	-
Employed	
• Campus selection	2013-14 - 8% 2014-15 - 13%
• Other than campus recruitment	NA
Entrepreneurs	NA

**36. Diversity of staff**

Percentage of faculty who are graduates	Percentage (%)
of the same university	5.2%
from other universities within the State	36.8%

from universities from other States from	57.9%
Universities outside the country	-

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period - 4**

Dr. Shrirang Altekar – Ph.D.

Dr. Hina Rana – Ph.D.

Dr. Chandan Tiwari – Ph.D.

Dr. Vivek Sharma – Ph.D.

**38. Present details of departmental infrastructural facilities with regard to**

a) Library :

S. No.	Library facility	Details
1.	Total area	1000 sq.ft.
2.	Total seating capacity	40
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> </ul>	8:00 a.m. - 5:00 p.m. - 8:00 a.m. - 5:00 p.m. 8:00 a.m. - 5:00 p.m. 8:00 a.m. - 5:00 p.m. 9.00 a.m. - 5.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>Individual reading carrels</li> <li>Lounge area for browsing and relaxed reading</li> <li>IT zone for accessing e-resources</li> </ul>	- Yes with sitting capacity of 40
5.	Display of floor plan, sign boards, Fire alarms & any other information	Yes
6.	Total No of :- <ul style="list-style-type: none"> <li>Books</li> <li>Titles</li> </ul>	5073 books 1032
7.	Total No of :- <ul style="list-style-type: none"> <li>National Journals</li> <li>International Journals</li> </ul>	3 7
8.	Total No. of e-journals	35084
9.	Total No of :- <ul style="list-style-type: none"> <li>Magazines</li> <li>CDs</li> <li>eDatabases</li> </ul>	15 - 12

10	Special Collections:- • Text Books • Reference Books	Nil (SIU) 886 (SIU)
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- b) Internet facilities for staff and students : Yes  
 c) Total number of class rooms : 9  
 δ) Class rooms with ICT facility : 9  
 ε) Students' laboratories : 1  
 φ) Research laboratories : NA  
 γ) Computers Systems : 94  
 η) Computer Student Ratio : 1:4

### 39. List of doctoral, post-doctoral students and Research Associates

#### List of doctoral Students

- a) from the host institution/university :  
 • Ms. Swati Singh
- b) from other institutions/universities :  
 • Ms. Nidhi Phutela-Lovely Professional, University, Punjab.  
 • Ms. Preeti Bhaskar- Punjab Technical University, Jalandhar.  
 • Ms. Divya Choudhary - Indira Gandhi National Open University, New Delhi

### 40. Number of post graduate students getting financial assistance from the university.

NA

### 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.

Informal feedback was taken from students in Pune a majority of whom came from North India as to whether a similar programme should be commenced in North India.

### 42. Does the department obtain feedback from

#### a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Yes Feedback on Faculty is taken from the students and based on the feedback, faculty is counselled, sent for FDPs and workshops, and if three continuous feedbacks fall on similar track (bad or poor), the faculty is discontinued. Good faculty is rewarded in the performance appraisal.

#### b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

Yes, Feedback on Staff is taken from the students and based on the feedback staff is counselled, send for Staff Development Programmes (SDPs), and if three continuous feedbacks fall on similar track (bad or poor), the staff is discontinued. The members of the staff are rewarded in the performance appraisals accordingly.

The Feedback of students on Curriculum is taken through Open house. The Open house is chaired by the Director. The Deputy Director and one Faculty member is also present. The respective batch coordinator records the discussion.

**c. Alumni and employers on the programmes offered and how does the department utilize the feedback?**

Yes Alumni and employers feedback is taken and on this basis of that the curriculum is revised and extra inputs are given in the related subjects. Every year the second year students undergo Summer Internship. The Feedback from the employer is taken regarding their performance, their knowledge level in relation to the industry Requirement.

Informal meetings are held continuously with industry. Additional workshops are held in concerned topics, e.g. Six sigma and entrepreneurship.

**43. List the distinguished alumni of the department (maximum 10)**

Aarushi Nanda	Pursuing MBA from Singapore	2010-13
Aashima Mathur	Pursuing P.G. from Bimtech, New Delhi	2011-14
Kanik Gupta	Entrepreneur	2010-13
Symmond Das	Entrepreneur	2011-14
Pallavi	Wedding Planner	2011-14

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

S.No	Date/Period	Name	Affiliation	Topic
1.	5th January 2013	Justin Paul	Professor, University of Washington Foster School of Business, USA	Global Marketing
2.	7 March 2014	Dr. Anwar Hossain	Vice Chancellor, Southeast University, Dhaka, Bangladesh	“Impact of globalization on entrepreneurship development in twenty first century with special reference to bangladesh”



3.	7 March 2014	Dr. Dilip Bandyopadhyay	Ex-Vice Chancellor, Guru Gobind Singh Indraprastha University, Delhi	“Growing gaps between management education and business needs”
4.	7 March 2014	Dr. Badar Alam Iqbal	Professor, Department of Commerce, Aligarh Muslim University, India and Adjunct Professor, Monarch Business School, Zug, Switzerland	“Global business issues”
5.	8 March 2014	Sajjan Singhvi	Senior Professor (Marketing), IMT Ghaziabad	“Impact of social media on marketing”
6.	8 March 2014	Dr. Pawan Kumar Singh	Professor (OB, HRM), IIM Indore	“Behavioural issues at work: india-centric approach”
7.	8 March 2014	Dr. Bhagwan Singh Chaudhary	Professor (RS & GIS), Department of Geophysics, Kurukshetra University	“Space applications for environmental management: issues and challenges”
8.	8 March 2014	Dr. Madhu Jain	Associate Professor, Department of Mathematics, IIT Roorkee	“Reliability growth modeling and cost optimization of software systems”
9.	13 Feb 2015	Dr. Manodip Ray Chaudhuri	Prof. & Dean : Future Business School, Kolkata	Spirituality in workplace: the art of work-life
10.	14 Feb 2015	Dr. Parag Kulkarni	CEO and Chief Scientist, Anomaly Solutions Pvt Ltd	New paradigm of systematic knowledge innovation to create business opportunity in adversity

**45. List the teaching methods adopted by the faculty for different programmes.**

- Lecture method
- Case Study Method
- Research Paper based study & Discussion
- Role Plays
- Live Projects
- Financial Quiz
- Group Discussion
- Educational trips
- Practical labs
- Virtual Trading
- Mock Markets
- Market Visits
- SPSS Laboratory
- Article review
- Tutorials
- Presentations
- Working with NGO
- Documentary (making)

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The institution has a clearly defined, set mechanism to monitor the learning outcomes. Institute collects session plans from all the faculty members who highlight the learning outcomes as well as evaluation components. These session plans are evaluated by the head of the institute. An academic register is maintained for daily class entry which includes the duration of the class, the topic covered and the evaluation component conducted. These session plans and the academic registers are compared time to time. The faculty members are encouraged to conduct surprise tests, quizzes, etc. to monitor the academic progress of each student. Every care is taken to see that the session plans are faithfully followed. This is done on a fortnightly basis by the Director.

**47. Highlight the participation of students and faculty in extension activities.**

- Service Learning: Plantation, NGO, Voting awareness, save girl child, save animals, Blood donation Camp etc.
- Live Projects
- Financial Quiz
- Group Discussion
- Educational trips
- Practical labs
- Virtual Trading
- Mock Markets
- Market Visits
- Documentary (making)

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- Tally: Tally was taught to interested students to sharpen their basic skills of accounts.
- Students Research Papers: Students of SCMS-N have presented research papers at different conferences and their papers have been published in different Journals. Students have participated in poster presentations during the international conference.
- Model United Nations (MUN): SCMS-N organised MUN for building awareness of international relations and international businesses.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

SIU is accredited by NAAC in 2009 and SCMS-N is a constituent unit of the University.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

The institute has entered in to an agreement with the “most admired corporate house” of India’s (cannot put in writing as NDA is being worked on) in partnering them on introduction of certain best practices. This will also involve external benchmarking of more fortune nominated most admired companies in India. This work will be published in the form of an edited book. It will be a key addition to the body of knowledge. The institute encourages the faculty to publish books, case study books, edited books and research papers.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.****Strengths:**

- Faculty student Ratio is as per desired norms.
- Contemporary and Relevant course curriculum.
- Modified cafeteria approach.
- International Exposure to students.
- Excellent industry interface.
- Good ICT infrastructure.
- Introduction of Liberal Arts
- Management Development Programmes.
- One year internship programme for students
- Open door policy towards students.

**Weaknesses:**

- Undergraduate programmes are basically day programmes however considering the safety aspects, the lady students outside the NCR are provided hostel facility. Plans have been submitted to increase the rooms in the hostel.
- Limited number of staff have been provided staff quarters. A plan

- for the construction of some more staff quarters is being submitted.
- The institute places fair emphasis on research and publications. This needs to be increased.
- Institute needs to promote more in-house development programme for faculty and staff as also external faculty. A beginning however has been need.

**Opportunities:**

- Institute is strategically located close to residential as well as institutional area of NOIDA. Good opportunities exist to offer additional programmes for working professionals as well as home makers for enhancing their education.
- NOIDA is also home for small scale enterprises giving us opportunity to start family business management.

**Challenges:**

- Existence of DU and IP University whose fee structure and equity are unfavourable for us.

**52. Future plans of the department.**

- Board of Management of SIU has approved the Advance Diploma in Business Management through the Centre for Extension Studies. The institute will run this on behalf of the university.
- Institute has conducted Management Development Programmes for leading corporate houses It is proposed to extend additional plans. The institute also proposes to enter into the field of consultancy.
- The institute shall be an authorised centre for pre induction course work for the students who have enrolled with University for their Ph.D.

Symbiosis Institute of  
Business Management  
- Hyderabad

(SIBM-H)



*“SIBM-Hyderabad has definitely been a value adding experience, particularly in my skill set and knowledge, which complements my previous work experience. The infrastructure and the quality of accommodation available are state of the art. The programme is embedded with industrial examples and practicality. SIU will definitely help me to survive and develop in the industry and create a foundation for my future.”*

**Rohit Uday Kulkarni, Nashik - SIBM, Hyderabad**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Business Management, Hyderabad (SIBM-H)
- 2. Year of establishment**  
2014
- 3. Is the Department part of a School/Faculty of the university?**  
SIBM – Hyderabad is a constituent institute under the Faculty of Management at SIU.
- 4. Names of programmes offered**  
Master of Business Administration (M.B.A)
- 5. Interdisciplinary programmes and departments involved**  
In addition to the courses from the catalogue of the faculty of Management, SIBM-H compiles its program structure from the course catalogues of other faculties including the faculty of Humanities & Social sciences and faculty of Law.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Nil
- 7. Details of programmes discontinued, if any, with reasons:**  
NA
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System:**  
Semester based, Choice Based Credit System.
- 9. Participation of the department in the courses offered by other departments:**  
Yes. The faculty members of SIBM-Hyderabad, Dr. Venugopal Rao and Dr. Ravi Kumar Jain have taught management courses at SLS-Hyderabad and at SIBM-Pune respectively.
- 10. Number of teaching posts sanctioned, filled and actual**

Particulars	Sanctioned	Filled
Professor	1	1
Associate Professor	2	1
Assistant Professor	5	6
Adjunct Faculty	-	-
Other teaching Staff	-	-
TOTAL	8	8

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

S. No.	Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D./ M.Phil. students guided for the last 4 years
1	Dr.Ravi Kumar Jain	M.B.A. Ph.D.	Professor	Finance	Teaching: 11 years 10 months( full time) and 2 years 5 months (parttime) Industry: 4 years 5months ( full time)	Recognised Ph.D. guide from the academic year 2014-15.
2.	Dr. Chitta Shyamsunder	M.B.A. Ph.D.	Associate Professor	Operations	Teaching: 14 years (full time) Industry: 1 Year 6 Months	Recognised Ph.D. guide from the academic year 2014-15
3.	Dr.K.P. Venugopala Rao	M.Com. Ph.D.	Assistant Professor	Finance	Teaching: 21 years (full time)	Nil
4.	Dr.C. Venkata Ramana	B.E., M.B.A., Ph.D.	Assistant Professor	Marketing	Teaching: (5 years 7 months (full time) Industry: 11 years 3 months (full time) and 4 years 7 months (part time)	Nil
5.	Dr.Balaji D.	B.Tech., M.B.A., Ph.D.	Assistant Professor	Human Resource	Industry: 8 Months Teaching: 5 years	Nil
6.	Dr. Rishi Shukla	M.B.A. Ph.D.	Assistant Professor	Marketing	Teaching: 6 years 4 months Industry: 5months	Nil
7.	Mr. Hariprasad Soni	M.Com., NET	Assistant Professor	Finance	Teaching: 8 years 11 months (full time) Industry: 13 years (full time)	Nil
8.	Ms. Ridhi Rani	M.B.A., M.A., B.A., NET	Assistant Professor	Human Resource	Industry: 4 years Teaching: 5 years	

### 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

Nil

### 13. Percentage of classes taken by temporary faculty – programme-wise information

Nil

### 14. Programme-wise Student Teacher Ratio

15:1



**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Particulars	Sanctioned	Filled
Technical Staff	3	3
Administrative Staff	9	4

**16. Research thrust areas as recognized by major funding agencies**

Faculty members of SIBM-Hyderabad have identified Business Analytics as thrust area for research to develop a centre of excellence. Towards this objective we are in the process of identifying and empanelling professors and industry experts from India and abroad. However, we have not submitted any formal proposal for funding support with any agency as yet.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

The details are given below.

Name of the Faculty	Name of the funding agency	Project Title	Grants Received
Chitta Shyamsunder	SIU	Funding landscape and gap analysis for pharmaceutical SMEs in Hyderabad	INR 1,40,000

**18. Inter-institutional collaborative projects and associated grants received**

**a) National collaboration                      b) International collaboration**

Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility/centre with**

- state recognition
- national recognition
- international recognition

NA

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

Nil

**22. Publications:**

Nil

SIBM-H being a new SIU institute, faculty members are yet to publish papers with SIBM-H/SIU affiliation. However, the faculty members of SIBM-H have several papers to their credit as mentioned below:

- 47 national journal papers and 46 international journal papers
- Chapters in Books: 21
- Books Edited: 17
- Books with ISBN Number: 2
- Scopus listed: 3
- ABDC listed: 2

S. No.	Name of faculty	National Journal	Inter-national Journal	Chapters in books	Books Edited	Authored books	Total
1.	Dr.RaviKumar Jain	15	10	16	17	2	60
2.	Dr. Chitta Shyamsunder	11	3	2			16
3.	Dr.C.VenkataRamana	6	2				8
4.	Dr.K.P.Venugopala Rao	--	3	3			6
5.	Dr. Balaji D	3	27				30
6.	Dr.Rishi Shukla	4					4
7.	Mr.HariprasadSoni	4	1				5
8.	Mr. Ridhi Rani	4					4
	<b>Grand Total</b>	<b>47</b>	<b>46</b>	<b>21</b>	<b>17</b>	<b>2</b>	<b>133</b>

**23. Details of patents and income generated :**

NA

**24. Areas of consultancy and income generated :**

Nil

**25. Faculty selected nationally/internationally to visit other laboratories/institutions/industries in India and abroad**

NA

**26. Faculty serving in**

- a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

**Dr. Ravi Kumar Jain**

- (i) President, Indian Sub continent, DSI (Headquarters in Houston, USA)
- (ii) Empanelled on the reviewer board for two Emerald journals :
  - Strategic Outsourcing and International Journal of Emerging Markets.
  - Member, Editorial Board for *The Journal of Accounting, Ethics and Public Policy*, an international research journal, sponsored by the Dumont Institute for Public Policy

- Research, USA, ISSN 1089-652X.
- Member, Editorial Board for *Progress*, a multidisciplinary international research journal, sponsored by Polytechnic of Namibia, Namibia's University of Science and Technology, published by Inderscience Publishers, UK; ISSN 2026-7096.

**Dr. Chitta Shyamsunder, Associate Professor**

Editor-in-Chief of International Journal of Decision Making in Management.

**27. Faculty recharging strategies**

Faculty are encouraged and supported for various training programmes. Dr. Balaji D. has attended a Case Study Workshop conducted by Harvard Business Publishing in 2015 at Dr. Reddy's Laboratories, Hyderabad.

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects
- percentage of students doing projects in collaboration with other universities /industry/institute

All the forty three students have completed summer internship projects with industry.

**29. Awards/recognitions received at the national and international level by**

- Faculty
- Doctoral/post doctoral fellows
- Students

None since the commencement of SIBM Hyderabad

**30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.**

Nil

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of SIBM-Hyderabad as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. There is a robust anti plagiarism policy available and implemented for all thesis/dissertations.

**32. Student profile programme-wise:**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
M.B.A. (2014-16)	419	29	14	NA	NA
M.B.A (2015-17)	654	44	23	NA	NA

**33. Diversity of students**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from other universities outside the state	% of students from other Countries
M.B.A (2014-16)	19%	23%	58%	Nil
M.B.A (2015-17)	3%	12%	79%	Nil

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	NA*
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	Not as yet; First batch yet to graduate
• Other than campus recruitment	Not as yet; First batch yet to graduate
Entrepreneurs	Not as yet; First batch yet to graduate

\* In SIU there is no natural progression from PG to Ph.D. Admission to Ph.D. program is through a national level entrance test and merit thereof

**36. Diversity of staff**

Percentage of faculty who are graduates of the same university	12%
from other universities within the State	38%
from universities from other States	50%
From universities outside the country	----

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Nil

### 38. Present details of departmental infrastructural facilities with regard to

#### (a) Details of library infra-structure

S. No.	Library facility	Details
1.	Total area	3271.04 sq. ft.
2.	Total seating capacity	68
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> </ul>	09.00 to 20.00 Hrs 09-00 to 17.00 Hrs 09.00 to 20.00 Hrs 07.00 to 22.00 Hrs 09.00 to 17.00 Hrs
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	No Yes Yes
5.	Display of floor plan, sign boards, Fire alarms & any other information	Yes
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> </ul>	5286 3301
7.	Total No of :- <ul style="list-style-type: none"> <li>• National Journals</li> <li>• International Journals</li> </ul>	48 24
8.	Total No. of e-journals	35097
9.	Total No of :- <ul style="list-style-type: none"> <li>• Magazines</li> <li>• CDs</li> <li>• Databases</li> </ul>	6 139 15 (3 Prowess, Industrial Outlook, Economic Outlook)

- (b) Internet facilities for staff and students: Wi-Fi and LAN connectivity with 10 mbps speed
- (c) Total number of class rooms: 14 class rooms, 2 common rooms and 1 lecture theatre
- (d) Class rooms with ICT facility: 8
- (e) Students' laboratories :1
- (f) Research laboratories :NA

### 39. List of doctoral, post-doctoral students and Research Associates

- a) from the host institution/university :  
Nil
- b) from other institutions/universities:  
Ridhi Rani pursuing Ph.D from Baba Saheb Bhimrao Ambedkar Bihar University, Bihar

**40. Number of post graduate students getting financial assistance from the university.**

Nil

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

SIU always undertakes a need assessment exercise before launching any programme. For example, when the university was invited by the Govt. of Andhra Pradesh vide D.O. Letter No. 12760/UE.II/2007- 1 dated 26th November, 2007 and provided 40 acres of land, to establish an off-campus centre at Hyderabad, the university undertook a survey of existing applications for MBA programmes. It was found that about 40% of the total applications are from southern and eastern parts of India. Only the top 2% to 5% of applicants were successful in getting admission to SIU. Hence a campus at Hyderabad would attract aspirants to pursue the programme of their choice. SIU's objective is to give the local population access to courses with various specialisations and electives to suit their needs.

Hyderabad has grown as the next Silicon Valley. With a large number of corporates in IT, Pharma and Biomedical Sciences in and around Hyderabad, trained and qualified human resource is needed.

**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

No feedback taken, however faculty are involved in programme structure design and updates. The programme structure is drafted by the director, faculty in-charge of academics and faculty members.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

Yes. The department obtains feedback from students on staff, curriculum and teaching-learning-evaluation. The feedback is used to enhance the effectiveness and efficiency of the staff and faculty. Also the feedback is used to make any changes in the curriculum if necessary.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

SIBM Hyderabad's first batch is yet to graduate.

**43. List the distinguished alumni of the department (maximum 10)**

NA. First batch is yet to graduate.

#### 44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts.

##### Guest Lectures

Name of the speaker	Affiliation	Designation	Topic	Date of Programme
Dr. Abhirama Krishna	South State Business School,	Director	Expectation from Industry	30-01-2015
Ms. Nayana Chakka	HCL Learning and Development	Head, Leadership Excellence	<b>Learning &amp; Development: A Strategic Partner with Business</b>	05-03-2015
M. N Bhaskaran	Nagarjuna Fertilizers and Chemicals Ltd	Executive Vice President – Downstream Business	Management Career – Changing Expectations	07-3-2015
Ms. Sonal Saharia	Nagarjuna Fertilizers and Chemicals Ltd	HR Manager, Downstream Business & OD Expert.	Women in Management - Opportunities and Challenges	08- 3-2015
Mr. Ravikanth Reddy J	Larsen & Toubro	Head HR Special Initiatives	HR Special Initiatives	10-04-2015
Mr. Krishnasaagar Rao	Independent Consultant	Strategist & Executive Coach	Individuality Driven Leadership	13-04-2015
Mr. Arun Rao	Deloitte	Chief Learning Officer	Students employability and opportunity in the market	20-04-2015
Mr. Venkateshwara Prasad Challagalla	Travel Express	MD	Entrepreneurship & the Infinite game	22-04-2015
TejpalMehta	i-Cube	Founder and CEO	Data Science Services	09-05-2015
Jayaprakash Nimbaru	iGoGreen Foundation	Founder	Corporate Social Responsibility	09-05-2015
Mr. Firoz K H Khan	Dr. Reddy's Lab	Director, Global Generic India	Digital Marketing	27-06-2015

##### Workshops

Name of the Resource person	Affiliation	Designation	Topic of workshop	Date of programme
Mr. Pankaj Gujjar	Centre for Monitoring Indian Economy (CMIE)	Authorised Representative –Subscription Services	Prowess	16-04-2015
Dr.C. Venkata Ramana	SIBM-Hyderabad	Assistant Professor	Entrepreneurship Awareness Camp	29-04-2015

**45. List the teaching methods adopted by the faculty for different programmes.**

- Lectures
- In-class exercises
- Case Studies
- Role Play
- Assignments/Projects
- Simulation
- Field Studies

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Rigorous academic schedules, disciplined approach, continuous student faculty engagement. SIBM Hyderabad ensures that the programme delivery is at its best without any discrepancy, delay and dilution.

**47. Highlight the participation of students and faculty in extension activities.**

- Debating on environment issues, rural development and tree plantation.
- Engaging in green initiatives like participation/coordination of Harithon.
- A workshop on sensitisation of environmental issues for managers by JayaprakashNambaru.
- Planting of saplings by guest speakers.
- Engaged in Swachh Bharat Abhiyaan in the nearby village of Mamidipally

**48. Give details of “beyond syllabus scholarly activities” of the department.**

1. Students are encouraged and fully sponsored to participate in seminars and workshops conducted by other institutions and industry associations like FTAPCCI, NHRD, ISTD etc’
2. Students are sent for industry visits to gain exposure to manufacturing system, logistics, inventory management and other aspects of management etc.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

Nil

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

1. Faculty members of SIBM-Hyderabad have participated as resource persons for various programs/seminars/conferences and workshops
2. Faculty members of SIBM-Hyderabad also serve on the reviewer panels and editorial boards of International journals.



**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.****Strengths**

- High quality and experienced faculty and staff
- Academic flexibility and research orientation
- State of the art infrastructure
- Industry Relations
- Brand image and legacy of SIU

**Weaknesses**

- New institute. Yet to establish independent reputation.
- Location far from the city

**Opportunities**

- Positive trends in the industry leading to potentially greater job opportunities.
- Opportunity to expand into executive education including M.D.Ps and E.D.Ps.
- High potential for initiating research projects with various national and international agencies.
- Scope for expansion into business consultancy
- Internationalisation by way of engaging with prominent universities across the world.

**Challenges**

- Small class size creating challenges in terms of offering specialisations
- Create a distinctive programme that can be positioned apart from other SIBM programmes
- Ever changing dynamics in global management education.

**52. Future plans of the department.**

1. Introduction of modular programmes
2. Encourage entrepreneurship
3. Establish a Case Development Centre
4. Setting up of a Consultancy wing



# Abbreviations

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## Constituents and Departments of SIU

1. SLS - P: Symbiosis Law School, Pune
2. SLS - N: Symbiosis Law School, NOIDA
3. SLS - H: Symbiosis Law School, Hyderabad
4. SIBM - P: Symbiosis Institute of Business Management, Pune
5. SIIB: Symbiosis Institute of International Business
6. SCMHRD: Symbiosis Centre for Management and Human Resource Development
7. SIMS: Symbiosis Institute of Management Studies
8. SITM: Symbiosis Institute of Telecom Management
9. SCMS - P: Symbiosis Centre for Management Studies, Pune
10. SIOM - Nashik: Symbiosis Institute of Operations Management
11. SIBM - B: Symbiosis Institute of Business Management, Bengaluru
12. SSBF: Symbiosis School of Banking and Finance
13. SCMS - N: Symbiosis Centre for Management Studies, NOIDA
14. SIBM - H: Symbiosis Institute of Business Management, Hyderabad
15. SICSR: Symbiosis Institute of Computer Studies and Research
16. SCIT: Symbiosis Centre for Information Technology
17. SIHS: Symbiosis Institute of Health Sciences
18. SCON: Symbiosis College of Nursing
19. SSBS: Symbiosis School of Biomedical Sciences
20. SIMC: Symbiosis Institute of Media and Communication
21. SID: Symbiosis Institute of Design
22. SSMC - B: Symbiosis School of Media and Communication, Bengaluru
23. SCMC: Symbiosis Centre for Media and Communication
24. SSP: Symbiosis School of Photography
25. SSE: Symbiosis School of Economics
26. SSLA: Symbiosis School for Liberal Arts
27. SIT: Symbiosis Institute of Technology
28. SIG: Symbiosis Institute of Geoinformatics

## Departments of SIU providing Support Services

1. ELTIS: English Language Teaching Institute of Symbiosis
2. SCCE: Symbiosis Centre for Corporate Education
3. SCEI: Symbiosis Centre for Entrepreneurship and Innovation
4. SCHS: Symbiosis Centre for Health Skills
5. SCIE: Symbiosis Centre for International Education
6. SCRI: Symbiosis Centre for Research and Innovation
7. SCWMS: Symbiosis Centre for Waste Management and Sustainability
8. SSIS: Symbiosis School of International Studies
9. STLRC: Symbiosis Teaching Learning Resource Centre

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## Abbreviations in SIU NAAC SSR

1. ACCA: Association of Certified Chartered Accountants
2. ACT: Assessment of Courses and Teachers
3. ADR: Alternative Dispute Redress
4. AMC: Annual Maintenance Contracts
5. AMOS: Analysis of Moment Structures
6. API: Academic Performance Indicators
7. ARTI: Appropriate Rural Technology Institute
8. BLF: Bangalore Literature Festival
9. BoM: Board of Management
10. BoS: Board of Studies
11. BSE: Bombay Stock Exchange
12. BUD: Board of University Development
13. CAP: Central Assessment Programme
14. CBCS: Choice Based Credit System
15. CDC: Consultancy Development Centre
16. CEE: Centre for Environment Education
17. CEP: Corporate Education Programme
18. CEPT: Centre for Environmental Planning and Technology
19. CFL: Compact Fluorescent Lamps
20. CGPA: Cumulative Grade Point Average
21. CHAC: Campus Health Advisory Committee
22. CII: Confederation of Indian Industry
23. CISCO: Computer Information System Company
24. COE: Controller of Examinations
25. CPCSEA: Committee for the Purpose of Control and Supervision of Experiments on Animals
26. CRF: Chest Research Foundation
27. DDC: Dewey Decimal Classification
28. DGR: Directorate General of Resettlement
29. DRDE: Defense Research and Development Establishment
30. EAR: Energy Audit Report
31. EEC: Electrical Energy Conservation
32. EIA: Environmental Impact Assessment
33. ELCIA: Electronic City Industries Association
34. ELTIS: English Language Teaching Institute of Symbiosis
35. EMIS: Emerging Markets Information Service
36. FAEA: Foundation for Academic Excellence and Access
37. FCP: Floating Credits Programme
38. FICCI: Federation of Indian Chamber of Commerce & Industry
39. FIS: Faculty Information System
40. FOGSI: Federation of Obstetric and Gynecological Societies of India

41. FRO: Foreigners' Registration Office
42. GE-PIWAT: Group Exercise - Personal Interaction and Writing Ability Test
43. GFATM: Global Fund to Fight AIDS, Tuberculosis and Malaria
44. GIP: Global Immersion Programme
45. GOI: Government of India
46. HPU: Health Promoting University
47. HSSC: Health Sector Skill Council
48. HSTP: Health Science Technology Park
49. IAEC: Institutional Animal Ethics Committee
50. ICC: Internal Complaints Committee
51. ICCR: Indian Council of Cultural Relations
52. ICSSR: Indian Council of Social Science Research
53. ICT: Information & Communication Technology
54. IDMP: Integrated Disaster Management Programme
55. IHCQF: Indian Health Care Quality Forum
56. IMA: Indian Medical Association
57. ISCCM: Indian Society for Critical Care Medicine
58. ISR: Institutional Social Responsibility
59. ISRO: Indian Space Research Organisation
60. ITELF: IT Entrepreneurship and Leadership Forum
61. KVPY: Kishore Vaigyanik Protsahan Yojana
62. LED: Light Emitting Diode
63. LMS: Learning Management System
64. MDHEA: Masters Diploma in Higher Education Andragogy
65. MDP: Management Development Programme
66. MEDA: Maharashtra Energy Development Agency
67. MEMS: Maharashtra Emergency Medical Services
68. MERC: Maharashtra Electricity Regulatory Council
69. MMC: Maharashtra Medical Council
70. MNC: Maharashtra Nursing Council
71. MOIA: Ministry of Overseas Indian Affairs
72. MOU: Memorandum of Understanding
73. MRA: Moral Re-Armament
74. NDSU: North Dakota State University
75. NFCG: National Foundation for Corporate Governance
76. NIMC: National Inspection & Monitoring Committee.
77. NIOS: National Institute of Open Schooling
78. NPTEL: National Programme on Technology Enhanced Learning
79. NRSC: National Remote Sensing Centre
80. NSDC: National Skill Development Corporation
81. OCI: Overseas Citizens of India
82. OMG: Ontario Maharashtra Goa

83. OMPI: Outcome Metrics and Performance Indicators
84. PAR: Performance Appraisal Review
85. PCT: Patent Cooperation Treaty
86. PET: Ph.D. Entrance Test
87. PHFI: Public Health Foundation of India
88. PIO: Person of Indian Origin
89. PMI: Project Management Institute
90. RRC: Research and Recognition Committee
91. RWC: Recreation & Wellness Centre
92. SAMARC: Social Action for Manpower Creation
93. SAP: Systems, Applications and Products in Data Processing
94. SCALSAR: Symbiosis Centre for Advanced Legal Studies and Research
95. SCI: Science Citation Index
96. SCOPE: Symbiosis Community Outreach Programme and Extension
97. SDRC: Software Development and Research Cell
98. SEMI: Society for Emergency Medicine in India
99. SET: Symbiosis Entrance Test
100. SII: Serum Institute of India
101. SIP: Study India Programme
102. SMU: Singapore Management University
103. SNAP: Symbiosis National Aptitude Test
104. SPoW: Science Parks of Wallonia
105. SPSS: Statistical Package for Social Sciences
106. SSCI: Social Science Citation Index
107. STS: Symbiosis Test Secretariat
108. SUR: Shared University Reward
109. TAP: Term end Assessment Programme
110. TEG: Technical Experts Group
111. USB: University Sports Board
112. VCP: Vegetation Carbon Pool Assessment
113. WISCOMP: Women In Security Conflict Management and Peace
114. WPMC: Wireless Personal Multimedia Communications Symposium
115. YCMOU: Yashwantrao Chavan Maharashtra Open University







# SYMBIOSIS

## INTERNATIONAL UNIVERSITY

Established under section 3 of the UGC Act 1956, vide notification No - F.9-12/2001-U.3 of the Government of India

Symbiosis International University, Lavale. Tal. : Mulshi, Dist : Pune - 412115

Tel.: 20 - 39116200 / 8 / 9 Fax: 20 - 39116206 Email: registrar@siu.edu.in





# SYMBIOSIS INTERNATIONAL UNIVERSITY

(Established under section 3 of the UGC Act, 1956  
vide notification No.F9-12/2001-U 3 of the Government of India)



## NAAC Reaccreditation (Cycle 2) SELF STUDY REPORT PART - II (Volume - 2)

SUBMITTED TO  
NATIONAL ASSESSMENT & ACCREDITATION COUNCIL



## Vision

- Promoting international understanding through quality education

## Mission

- to inculcate the 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 the community
- to instill sensitivity amongst the youth towards the community and environment
- to produce thought provoking leaders for the society

# SYMBIOSIS INTERNATIONAL UNIVERSITY

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# Evaluative Reports

Symbiosis Institute of  
Computer Studies  
and Research

(SICSR)



“Symbiosis Institute of Computer Studies and Research (SICSR), is one of the best places where anyone willing to pursue a career in Information Technology can choose. The best IT institute that scales new heights in the field of Information Technology, both for Indian and foreign students. Providing quality education to students is what matters at SIU.”

**Daniel, D R Congo - SICSR**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Computer Studies and Research (SICSR)
- 2. Year of establishment**  
1985
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, the institute is under the Faculty of Computer Studies, SIU
- 4. Names of programmes offered**  
**Undergraduate:**  
 Bachelor of Computer Applications : B.C.A.  
 Bachelor of Business Administration (Information Technology)  
 B.B.A.(IT)  
**Post –Graduate:**  
 Master of Science (Computer Application) M.Sc.(CA)  
 Master of Business Administration (Information Technology) M.B.A.(IT)
- 5. Interdisciplinary programmes and departments involved:**  
 B.B.A. (IT) and M.B.A. (IT) are interdisciplinary programmes. These programmes have courses approved from the Faculty of management discipline as well as from computer studies.

For the assessment period 2009-2014, the institute offered depth courses and breadth courses to the students in the form of free electives, liberal arts courses, service learning and courses from other institutes of Symbiosis. The details are as follows:

Courses offered	The department
Integrated Disaster Management Programme	Symbiosis Institute of Health Sciences
Liberal arts	Symbiosis School for Liberal Arts
Media and Communication	Symbiosis Institute of Mass Communication
Cyber Law	Symbiosis Law School

- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.:**  
 Students take up a one-semester long internship in industry, which is part of their curriculum. Mentors from the industry as well as the institute guide and continuously monitor the progress of students. This exposure augments the theoretical understanding that they develop through various other courses in their curriculum. This industry internship helps in exposing the students to real life problems in their chosen field of



work and finding their solutions, using a systematic and logical approach employing latest tools and techniques.

Students are also encouraged to either take up one-semester abroad in a partner institute through the Global Immersion Programme or to enhance their learning by choosing electives that enrich their skill-set. Under GIP, the student has the flexibility of choosing courses offered by the partner institute that map to the courses being taught at the parent institute. The credits of the courses qualified abroad, then get transferred to the student's academic record. Partner institutes include Nanyang Technological University (Singapore) and institutes under the Ontario-Maharashtra-Goa programme.

**7. Details of programmes discontinued, if any, with reasons-**

None

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

SICSR follows the Choice Based Credit System (CBCS) and Semester Pattern.

**9. Participation of the department in the courses offered by other departments:**

Sr.No	Course Name	Institute Name
1	Web Development Technology	Symbiosis Institute of Technology
		Symbiosis College of Nursing
		Symbiosis Institute of Media & Communication
		Symbiosis Institute of Design
		Symbiosis Institute of Health Science
		Symbiosis School of Economics
		Symbiosis Center for Management Studies
2	Internet Security	Symbiosis Institute of Technology
		Symbiosis College of Nursing
		Symbiosis Institute of Media & Communication
		Symbiosis Institute of Design
		Symbiosis Institute of Health Science
		Symbiosis School of Economics
		Symbiosis Center for Management Studies
3	Web Designing	Symbiosis Law School

### 10. Number of teaching posts sanctioned, filled and actual as of July 2015

	Sanctioned	Filled
Professor	4	0
Associate Professor	7	6
Asst. Professor	20	15
Adjunct	-	6
Other Teaching staff	-	3
Total	31	30

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance :

Sr. No	Name	Qualification	Designation	Specialization	No. of years of experience (Years . Months)	No of Ph.D / M.Phil students guided for the last 4 years
1	Mr. Lalit Kathpalia	B.E (Electronics), D.O.R.M, MBS	Associate Professor & Director	Computer Science	27	-
2	Mr. Harshad Gune	B.E , MCM	Associate Professor & Deputy Director	Computer Science	19	-
3	Mr. Shirish C. Joshi	BCS, MCM	Associate Professor	Information Technology	22	-
4	Dr. Pravin Metkewar	M.ScPh.D (Computer Science)	Associate Professor	Computer Science	16	06
5	Dr. Rajashree Jain	Ph.D, M.Phil, M.Sc, PGDIT	Associate Professor	Computer Science	19.6	-
6	Mrs. Shilpa Mujumdar	M.Sc , M.Phil	Assistant Professor	Computer Science	14.5	-
7	Mrs. Shubhashri Waghmare	M.Sc, CSSBB	Assistant Professor	Computer Science	13.10	-
8	Ms. Samaya Pillai	B.Sc, MCA, MCM, M.Phil	Assistant Professor	Computer Science	13.10	-

9	Mrs. Priti Kulkarni	M. Tech	Assistant Professor	Computer Science	11	-
10	Mr. Shrikant Mapari	MSc (Computer Science), DAC, SET	Assistant Professor	Computer Science	13	-
11	Mr. Sachin Naik	M.Sc. (Computer Science)	Assistant Professor	Computer Science	13	-
12	Ms. Vidya-Kumbhar	BSc,MCM, MCA	Assistant Professor	Computer Science	9.8	-
13	Mrs. Prafulla Bafna	MCS,M.Phil	Assistant Professor	Computer Science	10.2	-
14	Mrs. Anuja Bokhare	MCS,M.Phil	Assistant Professor	Computer Science	13	-
15	Mrs. Hema Gaikwad	MCA	Assistant Professor	Computer Science	12.9	-
16	Dr. Anagha Vaidya	MCM,MCA	Assistant Professor	Computer Science	18.3	-
17	Dr. Amit Suratkar	Ph.D, B.Tech, BE	Associate Professor	Optical Science and Engineering	8.2	-
18	Mrs. Barnali Goswami	MCA	Assistant Professor	Computer Application	9	-
19	Mr. Dhananjay Deshpande	B.Sc., M.C.M., B.Ed., M.C.A., M.Phil. – IT	Assistant Professor	Computer Management Applications	15	-
20	Ms. Minal Abhyankar	MCS	Teaching Associate	Computer Science	8.5	-
21	Mrs. Janhavi-Pednekar	B.E., MCA	Teaching Assistant	Computer Applications	6.4	-
22	Mrs. Shradha Dubey	MCA	Teaching Assistant	Computer Applications	2.2	-
23	Dr. Tejaswini Apte	PhD,MCA	Assistant Professor	Computer Science	15	-
24	Mrs. Kishori Kasat	M.Phil, MBA, M.Sc. , NET	Assistant Professor	Electronics & Finance	15	-

25	Dr. Anupam-Saraph	M.Sc, PhD	Adjunct Faculty	Computer Science	28	-
26	Prof. Ashok Kotwal	B.Tech, M.S	Adjunct Faculty	Computer Science	34	-
27	Hiren Malani	B.E( Computers), CFA	Adjunct Faculty	Computer Science	33	-
28	Rohan Bhave	B.Com, MCom, CA	Adjunct Faculty	Finance	16	-
29	Ashok Pattar	B.Sc (Electronics)	Adjunct Faculty	Computer Science	34	-
30	Shrikant Phadke	B.E (Mech), MMS (Fin)	Adjunct Faculty	Finance	26.4	-

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors :

Sr No	Subject Name	Visiting Faculty Name	Company Name	Years of Industry Experience
1	Principles & Practice of IT Enabled Management	Mr Supratik Ghatak	Blazeclan technologies	10
2	Software Quality Management, Software Quality Standards I	Arun Marathe	Cognizant	20
3	Business Policy and Strategy, Financial Technologies II	Mr. Avinash Nene	Kenya matches group kenya	30
4	Organizational Behavior	Ms. Yoshima Somvanshi	National Entrepreneurship Network	4
5	Web Tech., Web Services, Cryptography, Web 2.0, XML	Mr. Atul Kahate	Oracle Financial Solutions	24
6	Network Operating Systems, IS Risk Analysis	Mr. Sudhanwa Jogelakar	Consultancy	22
7	Network Operating Systems, Server Hardening	Mr. Rohit Shrivastwa	Consultancy	10
8	Java EE	Mr .Harshad Oak	Rightrix	14

9	Software Project Management	Mr. Vijay Shrtotriya	BT Financial Group, Sydney	40
	IT Infrastructure Library	Brigadier (Retd) Ashok Sharangpani	Principal Consultant in IT Infrastructure Support for Nucleus Software Exports Ltd. at Tokyo, Japan	40

**13. Percentage of classes taken by temporary faculty – Programme-wise information**

Academic Year : 2014-2015	
Courses	% of Visiting Faculty
B.B.A. (IT)	64
B.C.A.	10
M.Sc. (CA)	34
M.B.A. (IT)	71

**14. Programme-wise Student Teacher Ratio**  
23:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual :**

Staff Details	Sanctioned	Actual
Administrative Staff	34	27
Technical Staff	12	10

**16. Research thrust areas as recognized by major funding agencies**

The research thrust areas recognized by Institute of Electrical & Electronics Engineers (IEEE) are as follows:

- 1) Entrepreneurship development and start up mentoring - women. The objective of the project was to educate, encourage and empower technical women of the section.
- 2) PUNE NERDs: To encourage, educate and empower rural high school girls towards science and technology education.

- 17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Sr. No.	Year	No. of Faculty	Project title	Funding agency	Amount Received (Rs.)
1	2013	1	Influence of Electronic-Learning Management System (e-LMS) environment on student engagement and their academic performance	SIU	101000

- 18. Inter-institutional collaborative projects and associated grants received :**

**a) National collaboration**

**b) International collaboration**

Nil

- 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Aakash Project entitled 'Effective utilization of Aakash Tablets for R&D work and for T10kT workshop' under the National Mission on Education through ICT (NMEICT). This project is funded by MHRD through IIT, Bombay (Grant received: Rs. 95,425 /-).

- 20. Research facility / Centre with**

- State recognition
- National recognition
- International recognition

Nil

- 21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)		63
i.	Number of papers published in peer reviewed journals (national / international):	44 (National 12 & International 32 )
ii.	Chapters in Books	6
iii.	Books with ISBN with details of publishers	2
iv.	Proceedings papers	11
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		31
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 39 Range:1-14 Avg: 2.79
	Scopus	Total Citations= 13 Range: 0-11 Avg: 6.5
Total citations of SICSR faculty (SIU + Non-SIU affiliated papers)		62
SNIP		Range: 0 - 0.82 Avg: 0.31
SJR		Range: 0 - 1.30 Avg: 0.336 Avg: 0.35
Impact Factor – range/average		Range: 0-0.70 Avg: 0.20
h-index		(Google Scholar:3 Scopus:2)

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

The broad areas of consultancy services provided by SICSR are:

- Web design, development
- IT training
- Open source initiatives

The total revenue generated since 2009-10 till date is Rs. 21,50,024/-.

## 25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad

1. Prof. Priti Kulkarni has participated in 'Japan-Asia Youth Exchange Program in Science' hosted by Ritsumeikan University, Japan from 10th June to 30th June 2015.
2. Dr.(Mrs.)Rajashree Jain, faculty member , SICSR, was part of the delegation representing Women In Engineering Affinity Group, IEEE Pune Section, during IEEE Region 10 (Asia-Pacific) WIE-YP- Students Congress Colombo, Srilanka in July 2015.

## 26. Faculty serving in

### a) National committees

### b) International committees

### c) Editorial Boards

### d) any other (please specify)Details of faculty member serving as the member of editorial boards of national and International Journals are as:

Sr. No.	Name of Faculty	No.	Name of Journal	Serving as	Duration	National, International, state
1	Dr. Rajashree Jain	1	International Journal of New Innovations (IJNI)	Reviewer	2011-12	International
		2	IET Microwaves ,Antennas and Propagation	Reviewer	Since 2011	International
		3	CSIR, Indian Journal of Radio and Space Physics.	Reviewer	For 2013	National
		4	NCDM 2011 Genetic Algorithm	Reviewer	For 2011	National
2	Dr Pravin S Metkewar	1	Mathematical and Computer Modelling of Dynamical Systems, USA	Reviewer	For 2014	International
3	Vidya Kumbhar	1	International Journal of Computer Engineering Research with ISSN: 2141-6494 and DOI: 10.5897/IJCER	Reviewer	For 2014	International
		2	Advances in Crop Science and Technology	Reviewer	For 2015	International
4.	Ms. Gayatri Venugopal	1	Education Practice and Innovation	Reviewer	For 2015	International



- **Faculty serving as members of steering committees of international conferences recognized by reputed organizations / societies**

Sr. No.	Name of Faculty	Sr. No.	Name of conference and conference organizer	National, International, state level
1	Dr. Rajashree Jain	1	IEEE MITE 2013, 2014 and 2015 (I, II,III IEEE International Conference on MOOCs, Innovation and Technology in Education)	International
		2	IEEE Indicon 2014, Organizing Committee Member	IEEE India Council Conference
			Chair, Tutorials, IEEE Indicon 2014	
3	Member, Technical Programme Committee, 'First International Conference on Computing, Communication, Control and Automation (ICCUBEA - 2015)', organized by PCCoE, Pune in Feb 2015.	International Conference		

## 27. Faculty recharging strategies

Faculty members are encouraged to attend and organize national and international conferences, workshops and FDPs. Symbiosis Teaching Learning Resource Centre, regularly organizes faculty development programs and faculty from SICSR regularly attend these FDPs.

The data for 2014 -2015 is given below:

FDPs/ Workshops/ Conferences	Attended by no. of faculty members
FDPs	02
Workshops	54
Conferences	06

**28. Student projects :**

- Percentage of students who have done in-house projects including inter-departmental projects:

As a part of the curriculum 100% students are doing projects. Apart from these projects, 15.84% students have done in-house projects.

- Percentage of students doing projects in collaboration with other universities / industry / institute  
Nil

**29. Awards / recognitions received at the national and international level by****Institutional Rankings**

- Symbiosis Institute of Computer Studies & Research (SICSR) Pune has been declared as Rank 3 among India's Best BCA Colleges 2015 **India Today exclusive survey 2015.**
- Symbiosis Institute of Computer Studies & Research (SICSR) Pune has been declared as Rank 5 among India's Best BCA Colleges 2014 **India Today exclusive survey 2014.**
- SICSR has been ranked 8th by CSR (Competition Success Review) in the Ranking of B-Schools by Sector in the **CSR-GHRDC B-School Survey 2011.**

**Faculty**

Sr. No.	Year	Faculty Name	Award
1	2012	Prof. Lalit Kathpalia	<b>IBM faculty award</b> in 2012 as recognition for exceptional efforts in building and leading innovation at SICSR
2	2015	Ms. Gayatri Venugopal	<b>Best paper award</b> in the IT track for presenting a paper on 'A review of popular applications on Google Play - Do they cater to visually impaired users?' at the SITM-IRC-TEM conference, held at SITM, Lavale, on 16th and 17th January 2015

**Students: Student Achievements: 2009-2015**

A total of 31 students brought laurels by participating in national events organized by educational and corporate organisations during 2011 to 2015.

**30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

**Summary of workshops conducted by SICSR (2009-2014)**

Sr. No.	Workshop Details	Duration in days		Sponsoring Agency, Speaker
<b>Academic Year 2014-2015</b>				
1	Two Week ISTE Short Term Training Programme on Introduction to Design of Algorithms	2 Weeks	18th May 30th May 2015	NMEICT,MHRD,Govt. of India
2	Two Week ISTE Short Term Training Programme on Pedagogy for Effective use of ICT in Engineering Education	2 Weeks	5th -7th Jan 2015 and 19th-21st Jan 2015	NMEICT,MHRD,Govt. of India
3	Two Week ISTE -IITB Workshop on Cyber Security	2 Weeks	10th -20th July 2014	NMEICT,MHRD,Govt. of India
4	Two Week ISTE -IITB Workshop on Computer Networking	2 Weeks	30th June to 5th July and 5th to 9th July 2014	NMEICT,MHRD,Govt. of India
5	Two Week ISTE -IITB Workshop on Computer Programming	2 Weeks	11th May to 15th June 16th June to 21st June	NMEICT,MHRD,Govt. of India
6	Faculty Development Programme on Moodle	2 days	29th April 2015	Symbiosis Teaching Learning Resource Centre

7	Faculty Development Programme on Moodle	2 days	25th and 26th February 2015	Symbiosis Teaching Learning Resource Centre
<b>Academic Year 2013-2014</b>				
8	Workshop on “Enabling Innovation in Higher Education”	04 Days	3rd and 4th Day ,10th and 11th May 13	Value Centered Innovation, William Miller, Debra Miller
9	“Latex A Documentation Tool”	1 Day	8th March 2013	IEEE WIE Workshop, March 8 2013, by Mrs. Manjusha Joshi
10	FDP on “Communicating complex ideas: The Power of Storytelling” @ SICSR,Pune	1 Day	7th May 2013	SICSR,Pune, Liz Alexander
<b>Academic Year 2012-2013</b>				
11	2 Day ISTE Workshop on Akash for Education	2 Days	10th and 11th Nov 2012	NMEICT,MHRD,Govt. of India
<b>Academic Year 2010-2011</b>				
12	Training on LEAN Six Sigma	1 Day	8th Feb 2011	SICSR,Pune,
<b>Academic Year 2009-2010</b>				
13	Analytics Through Designed Experiment on Databases	1 Day	30th Aug 2009	SICSR

### 31. Code of ethics for research followed by the departments

- Research is one of the very important thrust areas of SICSR as enshrined in the mission of SIU.
- A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.
- The Independent Ethics Committee (IEC) of SIU focuses on rights,

safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

- In addition to this Anti-Plagiarism policy is in place.

### 32. Student profile programme-wise:

Academic Year : 2009-2010						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	416	129	87	42	67.44	32.55
BCA	310	49	32	18	63.26	36.73
MBA (IT)	1169	97	65	32	67.01	32.98
MSc(CA)	1169	77	49	28	63.63	36.63

Academic Year : 2010-2011						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	543	95	69	26	72.63	27.36
BCA	543	52	37	15	71.15	28.84
MBA (IT)	1750	94	58	36	61.7	38.29
MSc(CA)	292	89	67	22	75.28	24.71

Academic Year : 2011-2012						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	402	80	65	21	75	25
BCA	401	66	52	15	78.04	21.9
MBA (IT)	1134	89	52	39	57.3	42.6
MSc(CA)	230	91	61	32	64.8	35.1

Academic Year : 2012-2013						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	448	79	66	19	77.2	22.7
BCA	505	60	52	13	80	20
MBA (IT)	1354	90	64	32	66.66	33.33
MSc(CA)	349	82	50	33	59.7	40.2

Academic Year : 2013-2014						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	441	75	63	20	76.31	23.68
BCA	317	52	51	15	71.15	28.84
MBA (IT)	860	87	54	35	60.91	39.08
MSc(CA)	290	80	69	17	78.75	21.25

Academic Year : 2014-2015						
Course Name	Application Received	Total Admission	Select-ed	Select-ed	Pass per-centage	Pass per-centage
			Male	Female	Male	Fe-male
BBA(IT)	402	71	56	20	73.68	26.31
BCA	273	39	35	5	87.5	12.5
MBA (IT)	3922	66	38	29	56.71	44.3
MSc(CA)	208	54	38	16	70.3	29.7

**33. Diversity of students**

Academic Year :2009-2010				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	15.58	49.35	48.05	2.60
MBA(IT)	5.15	36.08	51.55	12.37
BBA(IT)	NA	NA	NA	13.95
BCA	NA	NA	NA	16.00

Academic Year :2010-2011				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	10.11	42.70	55.06	2.25
MBA(IT)	4.26	43.62	52.13	4.26
BBA(IT)	NA	NA	NA	18.95
BCA	NA	NA	NA	3.85

Academic Year :2011-2012				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	7.53	60.22	39.78	0.00
MBA(IT)	9.89	43.96	56.04	0.00
BBA(IT)	NA	NA	NA	26.74
BCA	NA	NA	NA	7.46

Academic Year :2012-2013				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	13.25	51.81	46.99	1.20
MBA(IT)	1.04	36.46	60.42	3.13
BBA(IT)	NA	NA	NA	22.35
BCA	NA	NA	NA	20.00

Academic Year :2013-2014				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	4.65	50.00	45.35	4.65
MBA(IT)	5.62	33.71	65.17	1.12
BBA(IT)	NA	NA	NA	10.84
BCA	NA	NA	NA	8.93

Academic Year :2014-2015				
Name of the Program	% of students from the same university	% of students from other universities within the sate	% of students from universities outside the state	% of students from other countries
MSc(CA)	14.81	53.70	44.44	1.85
MBA(IT)	4.48	28.36	71.64	0.00
BBA(IT)	NA*	NA*	NA*	13.16
BCA	NA*	NA*	NA*	7.50

\* Applicants are from class XIIth of various Boards and not Universities.



- 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Sr. No.	Name of Examination	Name of the Student	Year of Passing
1.	NET	Gayatri Venugopal	2013
2.		Samarendra Hedao	2013

- 35. Student progression 2014-15**

Student Progression	Percentage against enrolled	
UG to PG	NA*	
PG to M.Phil.	NA	
PG to Ph.D.	NA*	
Ph.D. to Post-Doctoral	NA	
Employed (2013-15)	MBA (IT)	MSc (CA)
• Campus selection	59	68
• Other than campus recruitment	24	11
Entrepreneurs	01	

\* No natural progression to the next level. Admissions through entrance exam and merit.

- 36. Diversity of staff**

Percentage of faculty who are graduates	
of the same university	3%
from other universities within the State	70%
from universities from other States	17%
from universities outside the country	10%

- 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Sr. No.	Name of Examination	Name of the Faculty
1.	Ph.D.	Dr. Rajashree Jain
2.		Dr. Anagha Vaidya
3.		Dr. Tejaswini Apte

### 38. Present details of departmental infrastructural facilities with regard to

#### a) Library

##### 1. Details of library infra-structure

Sr. No.	Library facility	Details	Remarks
1.	Total area	1819.24 sqft	Library
2.	Total seating capacity	80 (Ref. Room-35, Reading Hall-45)	
3.	1. Working hours: 2. On working days 3. On holidays 4. Before Examination 5. During examination 6. During vacation	09.00 am to 07.00 pm 10.00 am to 05.30 pm 10.00 am to 05.30 pm -- --	These timings are only for issue and return of books otherwise the reading hall is open till 9 pm.
4.	Layout of the library i. Individual reading carrels ii. Lounge area for browsing and relaxed reading iii. IT zone for accessing e-resources	Adequate seating for students, casual reading, lounging. Room for group reading and group work for projects, Computers available for individual work. Wi-Fi enabled zone	Reading room is airy and lighted. and spacious Ref. Books are displayed properly in another room
5.	Display of floor plan	No	
6.	Adequate sign boards	Books, Periodical and other print & non print material in the library are well classified and well arranged. All the racks are displayed with proper subject guide & shelves with proper subject & title label.	At the Entrance proper sign boards for every room are displayed.
7.	Fire- alarm	No	
8.	Access to differentially abled users and mode to access to collection	Yes	
9.	Any other	No	

## Details of Library Holdings:

1. Print
  - Books 18952
  - No of Titles 7748
  - Back Volumes 00
  - Average no of books added in last 3 years: 600
  
2. Non print (Microfilms, AV) = 3251
  - CD (BOOKS) 1899
  - CD (PERIODICALS) 1253
  - CD (GEN) 099
  - Electronic (e books, e- journals) 35084
  - **Special Collections (SIU)**
    - **Text Books NIL (SIU)**
    - **Reference Books 886 (SIU)**
  - Book banks:- NIL
  - Question Banks:- NIL
  - Magazines :-NIL
  - e - database :- 12
  
3. Total No. of
  - National Journals 2
  - International Journals 7

### b) Internet Facilities for Staff and Students

1. 10 Mbps internet lease line
2. **Computer - Student Ratio: 2:1**  
Systems: 285 Desktops + 60 Laptops + 244 Tablets
3. **Dedicated computing facilities**
  - SICSR has three high end configuration computer labs for students to do their regular practicals, project work, word processing & work related to their syllabus.
  - SICSR has one Green Computer Lab uses virtual desktop technology with N-Computing.
  - SICSR has one Network lab for the students to do various network related practice like creating a network, installing servers, creating AD, DNS, DHCP servers etc.

### 4. LAN Facility:

#### • Wired Network:

SICSR campus is connected through LAN with Gigabit Ethernet Network using Layer 3 & Layer 2 manageable switches of Cisco & Avaya Extreme.

• **Wi-Fi Network:**

SICSR has a WiFi enabled campus with 100/1000 Ethernet Network using Cisco Access Points.

• **Distribution of Network:**

SICSR has distributed its LAN into the various Virtual LAN (VLAN) for easy to monitor, manage and maintain the network.

• **Security:**

SICSR has a well deployed and secured network using a hardware firewall of Cyberoam.

**5. No of nodes/ computers with Internet facility**

a) Nodes with Internet facility

Item	Qty	Internet facility
Desktop	195	Yes
Thin Client	90	Yes
Laptops	8	Yes
Workstation	5	Yes
Desktop (Exam Department)	2	No

b) Total number of classrooms - 14

d) Classrooms with ICT facility - 14

e) Students' laboratories -4 (computer lab) +1 (network lab)

f) Research laboratories-NIL

**39. List of doctoral, post-doctoral students and Research Associates**

a) From the host institution/university: Number: 11

Sr. No.	Faculty Name	PhD Status	Year of Registration	Designation
1.	Mrs. Priti Kulkarni	Pursuing PhD	Jul-2011	Assistant Professor
2.	Mrs. Shilpa Mujumdar	Pursuing PhD	Jul-2011	Assistant Professor
3.	Mrs. Shubhashree Waghmare	Pursuing PhD	Nov-2012	Assistant Professor
4.	Ms. Vidya Kumbhar	Pursuing PhD	Nov-2012	Assistant Professor
5.	Mr. S. C. Joshi	Pursuing PhD	Nov-2012	Assistant Professor

6.	Mr. Sachin Naik	Pursuing PhD	Nov-2012	Assistant Professor
7.	Mr. Shrikant A. Mapari	Pursuing PhD	Nov-2012	Assistant Professor
8.	Mr. Lalit S. Kathpalia	Pursuing PhD	Jun-2013	Professor
9.	Mrs. Anuja Bokhare	Pursuing PhD	June 2014	Assistant Professor
10.	Ms. Minal Abhyankar	Pursuing PhD	Jun-2014	Assistant Professor

b) From other institutions/universities: Number: 2

Sr. No.	Faculty Name	PhD Status	Year of Registration	Name of University
1.	Barnali Goswami	Pursuing PhD	2012	Jadavpur University, Kolkata
2.	Dhananjay Deshpande	Pursuing PhD	2013	Dr. Babasaheb Ambedkar Marathwada University, Aurangabad

**40. Number of post graduate students getting financial assistance from the university.**

Sr.	Name	Assistance from	Course	Amount	Year
1.	Manish Rajak	Scholarship Tribal Welfare Commissioner, Jharkhand Mantralaya, Ranchi	MBA(IT)	53960/-	2009-10
2.	Umar Prem Prakash	Dept. of SC/ST welfare,	MSc(CA)	103960/-	2009-10
3.	Kumar Prem Prakash	Dept. Of SC/ST welfare,	MSc(CA)	103960/-	2010-11
4.	Vidya Bhosale	Special Dist. Soc. Mumbai (M.S.) under SC category	MBA(IT)	230732/-	2011-12

5.	Manish Rajak	Scholarship Tribal Welfare Commissioner, Jharkhand Mantralaya, Ranchi	MBA(IT)	50000/-	2011-12
6.	Kuldeep Lakhra	Jharkhand Govt.	MBA(IT)	50000/-	2013-14

### Fee concession from SIU

Sr. No	Name of the Student	Reason for fee concession	Type of fee concession	Institute/ Program	Semester in which the concession given	Amount	Year in which concession given
1.	Krunal Shaha	Father Auto driver-economic condition not good	50% Fee concession on academic fees	MSc (CA)	Sem I of batch 2011-14	39750	2011-12
2.	Krunal Shaha	Father Auto driver-economic condition not good	50% Fee concession on academic fees	MSc (CA)	Sem II of batch 2011-14	39750	2011-12
3.	Krunal Shaha	Father Auto driver-economic condition not good	50% Fee concession on academic fees	MSc (CA)	Sem III of batch 2011-14	39500	2012-13

4.	Krunal Shaha	Father Auto driver-economic condition not good	50% Fee concession on academic fees	MSc (CA)	Sem IV of batch 2011-14	40000	2012-13
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### UG Scholarships

Sr. No	Name	Institute	Batch	Program	Sem	Amount
1.	Naman Gupta	SICSR	2011-14	BCA	Sem I	39500
2.	Naman Gupta	SICSR	2011-14	BCA	Sem II	39500
3.	Aniket Shrivastava	SICSR	2012-15	BCA	Sem I	42000
4.	Naman Gupta	SICSR	2011-14	BBA(IT)	Sem III	39500
5.	Naman Gupta	SICSR	2011-14	BBA(IT)	Sem IV	39500
6.	Atiya Hassan	SICSR	2013-16	BCA	Sem I	50500
7.	Atiya Hassan	SICSR	2013-16	BCA	Sem II	50500
8.	Naman Gupta	SICSR	2011-14	BBA(IT)	Sem VI	39500
9.	Neha Panjwani	SICSR	2014-17	BBA(IT)	Sem I	72000
10.	Atiya Hassan	SICSR	2013-16	BCA	Sem III	55500
11.	Atiya Hassan	SICSR	2013-16	BCA	Sem IV	50500

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

No new programmes have commenced since 2009.

**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

The feedback given by the faculty is used to upgrade the syllabus

of existing courses and introduce new courses, if required. This feedback is also used to improve the teaching-learning-evaluation processes.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

The feedback given by Students is used to upgrade the syllabus, launch new courses, help the faculty to innovate new teaching methodologies, smoothen the teaching-learning-evaluation processes.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

The feedback given by the Alumni and Employers is used to upgrade the syllabus, launch new courses.

**43. List the distinguished alumni of the department (maximum 10)**

1. Jaideep Junnarkar - Product and Engineering Leader, SAP, MCM 96-98
2. Rohit Srivastav, Cyber Security expert, ClubHack, Director CYG, Pune, MSc (CA) 02-04
3. Pranali Vichare, iLeadFarmers, MBA (IT) 02-04
4. Omkar Sonar, M.Sc (2008-2010), Data Warehousing and Data Mining Expert, Persistent Systems
5. Yashraj Paralikar, M.Sc (CA) (2009-2011), Android Technology Expert, NitorInfotech
6. Shashi Sudhanshu, iLeadFarmers, MBA (IT) 02-04
7. Akshay Dhavale, Agile and Lead Consultant, Thought Works, MBA (IT) 03-05
8. Priyank Kapadia - VP Morgan Stanley, BCA 03-06, MSc(CA) 06-08
9. Dhaval Shah, MBA (IT), (2012-2014), Business Consultant, 3i.
10. Kalash Pandey, Analyst (IBD) Goldman Sachs, BCA 06-09,
11. Aman Jain, Entrepreneur, Founder and Developer of WebRupee, BCA 2008-2011
12. Lucky Narayani, MBA (IT), (2007-2009), Sr. Quality Consultant, Cognizant Technologies.

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

- The institute hosts GNUNIFY, an annual fest that promotes the use of open source software, where speakers from across the world are invited to conduct sessions. Open source events such as Mozilla Carnival, Mozilla Session Maker Party have also been conducted at the institute.
- Chrysallis is an E-Week event, where faculty and students organize



- competitions and invite eminent speakers for panel discussions.
- The institute also hosted workshops such as ethical leadership and living in collaboration with CIB, ethical hacking.
- Session on Personality development by Wg. Cdr E P Gaikwad for M.Sc (CA) students.
- Soft Skills sessions by Col. Portal to MSc (CA) and MBA (IT) students.
- Guidance session on Placement preparation for MSc (CA) students with specialization of System administration by Arun Khan.
- Soft skills development program by Dr.BhooshanKelkar for MSc (CA) and MBA (IT) students.
- Series of sessions on SalesForce by Mr.UjjwalChaudhary for MBA(IT) for 2012-2014 batch.

**45. List the teaching methods adopted by the faculty for different programmes.**

Faculty members use various methods to make the class interactive and interesting. MOODLE a Learning Management System is used for sharing resources, posting assignments, conducting forum discussions, creating educational games, conducting online exams etc. Various active learning strategies are also used. Faculty members conduct case studies and encourage peer-to-peer teaching.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The course curriculum for every programme offered by the institute is prepared and updated, keeping in mind the latest trends in the industry. Every course instructor is required to submit a lecture plan, and conduct continuous evaluation throughout the semester. The faculty member decides the criteria for evaluation, and assesses the student based on his/her performance.

**47. Highlight the participation of students and faculty in extension activities.**

Students and faculty are encouraged to participate in various activities. The institute has an E-cell that is associated with organizations such as GOONJ and Indian Sponsorship Committee (ISC), and conducts CSR activities, such as Baal Dhamaal, an annual sports day event for underprivileged children, the Joy of Giving week, sale of items made by children from SAVALI, an NGO that supports children with disabilities etc.

The entrepreneurship cell, ARSH, in association with National Entrepreneurship Network (NEN), conducts activities to promote an entrepreneurial environment among students. Chrysallis is an E-Week event, where faculty and students organize competitions and invite eminent speakers for panel discussions.

The institute also hosts GNUNIFY, an annual fest that promotes the use of open source software, where speakers from across the world take part

and conduct talks and workshops. Other open source events such as Mozilla Carnival, Mozilla Session Maker Party have also been hosted by the institute.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

SICSR has introduced new concepts like Service learning, Foreign language training, Business communication training, Soft skills training, liberal arts, Cultural event-Unify, Technical event-GNUnify, ARSH (e-cell) associated with National Entrepreneurship Network (NEN) and Software Development Research Centre (SDRC).

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

**Innovative Practices:**

1. Use of Akash Tablets for Teaching.
2. In order to establish a center of excellence in Business Analytics, SICSR partnered with IIBA (International Institute of Business Analysts). In 2014, we formed Business Analytics (BA) Laboratory for Students.
3. Implementation of desktop virtualization.

**Best Practices**

1. Implementation of Moodle, an open source online learning management system for teaching-learning and administrative tasks.
2. Software Development and Research Centre Labs (SDRC).
3. Use of GitHub as a repository for software projects.
4. Teaching Assistant based learning environment to promote peer learning.
5. Development and use of SICSR-Wiki.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

SICSR SWOC (Strength, Weakness, Opportunities, Challenges):

**STRENGTHS:**

- Updated Curriculum to match requirements of IT Industry  
Recognizing the fact that industry expectations can best be gauged by industry, we have industry professionals, Alumni on our panel of resident faculty and academicians, to help design the curriculum.

Our courses are dynamic and revised every year to align with current trends.

- The sharp focus on industrial exposure is reflected in the opportunities for students like:
  - Specialization-centric Industry Internships
  - Case Studies
  - Guest Lectures from eminent IT professionals
- Large pool of successful Alumni helping in recruitments, creating job opportunities for existing students, multiple Industry Projects (including live projects from industry mentors / alumni).
- E-LMS, ICT enabled classrooms, Wi-Fi.
- Student Exchange.

#### **WEAKNESS:**

- We have limited Infrastructure and physical space considering the wide range of activities happening on our campus.
- Senior faculty at the level of Professor and Associate Professor is less in number because such qualified faculty prefer to join the industry.
- The international collaborations are primarily at the level of student exchange. Collaboration at the level of faculty exchange and joint research need to be initiated.
- Although progress has been made in the area of research yet a lot is still required to be done. Presently publications in SCI indexed journals, patents, funded projects are not at the desired level.

#### **OPPORTUNITIES:**

- SICSR encourages overall development of students. So we motivate them to be a member of different cells based on their interest and inclination.
- **Sharing Care-Social Cell of SICSR:** Sharing Care is a student-driven initiative where students visit various childcare organizations and NGOs in and around Pune, help them meet their functional needs, spend quality time with the children with whom the NGO's work and nurture their needs by integrating IT. Sharing Care sees a future where childcare organizations and NGOs will have all-round support through easily accessible IT infrastructure and applications, enabling efficient and quick help.
- **ARSH-Entrepreneurship Cell of SICSR:** ARSH is the student driven Entrepreneurship Cell of SICSR associated with the National Entrepreneurship Network (NEN), with a primary objective of promoting entrepreneurship and nurturing those willing to make a difference.
- **GNUunify-Technical Fest of SICSR:** GNUunify is the International Technical Fest of SICSR successfully being hosted on our campus for over 10 years. SICSR annually hosts open-source event GNUunify in the month of February which has events like Techie Talks, workshops, community activities. The workshops were

on Web Technologies, Mobile Technologies, Cloud Computing, Scientific Computing, FOSS General Topics and current trends.

- **Unify-Cultural Fest of SICSR:** Unify-the Cultural Fest of SICSR is successfully being hosted on our campus for over 10 years. SICSR annually hosts the annual cultural and sports event-'Unify' for students interested in cultural events and sports activities.
- **Student Mentors:** Every year, students from different parts of the nation, as well as the world join our institute. The institute caters to diversity not only in terms of culture but also in terms of their learning styles. In a class comprising of students from diverse technical backgrounds, students who acquire certain technical skills are asked to teach their peers.
- **Employment opportunities:**  
The IT industry is booming providing excellent Employment opportunities.  
Industry- Academia linkages, collaborative research and consultancy projects.  
With excellent relations of SICSR with industry and their participation in designing, updating curriculum, opportunities exist for consultancy, training, sponsored research projects, establishment of labs and incubation centers.
- **Globalization:** Renowned foreign Universities are very eager to collaborate with the good Indian Universities. The institute can have collaboration with a number of foreign Universities for joint research projects, faculty and student exchange.
- **Alumni support:** A significant number of SICSR alumni are pursuing higher studies abroad. They can contribute to the growth of their alma mater by supporting, sponsoring various activities of the institute. Others who have joined industries or have started their own business can also come forward and contribute towards all the academic, financial and social endeavours of their alma mater.
- **Intake of better quality students**  
The institute has established itself as a premier institute in Management and Technology. The intake quality of students has increased in the last couple of years and is likely to improve further.
- **Employing Renowned International faculty of Indian Origin**  
Many highly qualified individuals tend to return to India after their Doctoral degree and postdoctoral work from abroad. SICSR being a brand can attract them.

#### **CHALLENGES:**

- **Recruitment & Retention of Competent faculty:** There is an acute shortage of competent faculty, particularly at senior level and it is also difficult to retain faculty once he/she attains higher qualifications and is offered a higher package by other institutes or industry.
- **Competition:** Many industrial houses have invested huge amount

of money in setting up management and technology institutes with world class infrastructure and international faculty on board. This gives competition to SICSR since they attract the students and reduce the number of students taking admission to SICSR in the near future. This, coupled with opening up of new IIM's and IIT's pose a real threat to an institution which does not improve continually.

- **Developing Innovative methods for imparting technical education:** Technical education has drastically changed with regard to curriculum and pedagogy. New ways of learning with extensive use of IT and flexibility have evolved and are being practiced in renowned institutes. Project based and problem based learning is becoming a norm. The institute must keep up pace with these developments lest it becomes a real challenge.

## 52. Future plans of the department.

### Future plans of SICSR are as follows

1. To create a private cloud of our institute.
2. To Provide BYOD 24\*7.
3. To provide Special labs such as Network/Cyber security labs, GILT and Virtualization (such as Power PC and Storage).

Symbiosis Centre for  
Information Technology

(SCIT)



“I have been learning a lot of things at SCIT; not only academic things but also non-academic things like traditional festivals, dance, events, sports, etc. I have found differences of behaviour and attitude between India and my country from faculty, students, non-teaching staff like cleaning staff, security guards and mess staff. I wanted to learn about those things which are not in books and which I would not learn if I were in my country.”

*Yusuke Tamura, Japan - SCIT*

## Evaluative Report of the Department

1. **Name of the Department**  
Symbiosis Centre for Information Technology (SCIT)
2. **Year of establishment**  
1999
3. **Is the Department part of a School/Faculty of the university?**  
Yes. SCIT is a constituent of Symbiosis International University (SIU) under the Faculty of Computer Studies
4. **Names of programmes offered**

Sr. No.	Programme
1	Master of Business Administration (Information Technology Business Management)
2	Post Graduate Programme in Information Technology Business Management
3	Master of Business Administration (Executive) Information Technology
5. **Interdisciplinary programmes and departments involved**  
Apart from the Faculty of Computer Studies, SCIT compiles its programme structure from the course catalogues of other faculties including Management, Humanities and Social Science.
6. **Courses in collaboration with other universities, industries, foreign institutions, etc.**  
SCIT in collaboration with Ritsumeikan University, Japan offers a summer internship course to students to unveil their research potential. SCIT also offers a summer school course to students through Telecom Ecole de Management, France. SCIT has collaborations with Amex and SAP for conducting ERP course. Industry internships also reflect collaborations with industry.
7. **Details of programmes discontinued, if any, with reasons**  
Nil
8. **Examination System: Annual / Semester / Trimester / Choice Based Credit System**  
Semester and Choice Based Credit System
9. **Participation of the department in the courses offered by other departments**  
SCIT faculty members have conducted courses at other Symbiosis institutes.

Year	Name of Faculty	Institute where course was conducted
2014-15	Vishal Pradhan	SIIB, SIBM Pune
	Angelina Gokhale	SID



2013-14	Dr. R Raman	SCCE
	Vijaykumar Bharathi	SIOM, SCMHRD
	Sadhana Ghalsasi	SIOM
2012-13	Sadhana Ghalsasi	SCMHRD
	Vijaykumar Bharathi	SCMHRD
	Shaji Joseph	SCMHRD
	Dr. R Raman	SCMS UG P
2011-12	Vijaykumar Bharathi	SIIB, SCMHRD
	Sadhana Ghalsasi	SCMHRD
	Shaji Joseph	SCMHRD
2010-11	Rajul Joshi	SCMHRD
	Vijaykumar Bharathi	SIIB, SCMHRD
	Sadhana Ghalsasi	SCMHRD
2009-10	Rajul Joshi	SCMHRD
	Vijaykumar Bharathi	SIIB, SCMHRD

#### 10. Number of teaching posts sanctioned, filled and actual

	Sanctioned	Filled
Professor	3	3
Associate Professor	5	3
Assistant Professor	16	10
Adjunct faculty	-	1
Other Teaching Staff	-	4
Total	24	21

#### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. no.	Name	Qualification	Designation	Specialization	No. of years of experience (years, months)	Ph.d/ M.phil. Students guided for the last 4 yrs.
1.	Dr. Dhanya Pramod	PH.D, M.SC. SET, M.B.A.	Director/ Professor	Information Security Management	15.0	4
2.	Dr. Urvashi Rathod	PH.D, M.SC.	Professor	IT Management	26.1	6
3.	Dr. Sudhir Sharan	Ph.D, PGDM, M.Sc, B.Sc.	Professor	Marketing	35.0	---
4.	Dr. Vijay Kumar Bharati	P.H.D. ,MBA, SLET, M.COM	Associate Professor	IT Management	22.9	-

5.	Dr. Kanchan Patil	P.HD, MBS, PGDM, BE.	Deputy Director & Associate Professor	IT and Marketing	16.0	---
6.	Dr. Brijesh S P	P.HD.NET,SET ,MBA,PGDDB ,BE	Associate Professor	Marketing	19	-
7.	Dr. Ajey Kumar	Post-Doctoral Fellow, PH.D, M.E, B.E	Assistant Professor	IT Infrastructure Management	7.7	3
8.	Dr. Priti Puri	P.HD, M.TECH. M.SC.	Assistant Professor	IT and Marketing	8	---
9.	Shaji Joseph	MA, B.PH, PGCWS, NET	Assistant Professor	Human Resource Management	13.0	---
10.	Anuradha Goswami	M.TECH, MCA, B.SC.	Assistant Professor	IT Security	7	-
11.	Suneel Kumar Prasad	M.Tech., B Tech, Diploma in Management	Assistant Professor	Management	25.3	---
12.	Apoorva Kulkarni	M.B.A , B.C.S.	Assistant Professor	IT Management	8.5	---
13.	Utkarsh Goel	MBA, B.Tech, NET	Assistant Professor	Management	3	-
14.	Dr. Rishi Manrai	Ph.D in Finance,MBA-Finance, B.Tech. Mechanical	Assistant Professor	Finance	4.2	---
15.	Pradnya Purandare	M.C.M, B.Sc.	Assistant Professor	Software Solutions	13.7	---
16.	Saravan Krishnamurthy	MS, BE	Assistant Professor	IT Management	14.5	---
17.	Angelina Gokhale	MBS - HR,PGDBM (Marketing),M. Sc. Computer Science,	Teaching Associate	Information Security Management	5	---
18.	Vishal Pradhan	M.B.A, M.Sc,B.Sc, B.ED.	Teaching Associate	Statistics	14.11	---
19.	Mr. Krishnan Ramanathan	M.C.M., M.B.A	Teaching Associate	IT Management	15	
20.	Vidyavati Ramteke	M.B.S,PGDB M, B.COM	Teaching Assistant	Management	16.7	---
21.	Dr. Prasenjit Sen	Ph.D ,M.Sc.	Adjunct Faculty	IT Managemnt	37.7	2

## 12. List of senior Visiting Fellows, emeritus professors

Name of Visiting Faculty	Qualification	Designation	Organization
Azhar Khan	M.A Economics	Lecturer	M.U College, Pimpri
Biswajeet Mohapatra	M. Tech (IIT, Bombay)	Global Delivery Leader	IBM India Pvt. Ltd
Rajeev Bhide	B.E Mech, MMS, CISA,CQA	Head Process & Quality Assurance	Capita IT Services, Pune
Vivek Divekar	B. Com, F.C.S.	Consultant	-
Manu Zacharia	C EH, C HFI, CCNA, MCP Certified ISO 27001-2005 Lead Auditor MVP-Enterprise Security(2009-2012), ISLA-2010 (ISC) <sup>2</sup>	Director	Hack IT Technology & Advisory Services
Kartek S	MBA ( ISS ) CISSP, CISA, CEH, CFHI, LA, CAP, CSP	Information Security Officer	Catterpillar Bangluru
Sai Manohar Prabhu	B.Com, ACA, DISA	Consultant	-

## 13. Percentage of classes taken by temporary faculty – programme-wise information

Programme	Visiting Faculty ( %)
MBA-ITBM	40%
MBA ( Executive )	77.7%
PGDITBM	60.8%

## 14. Programme-wise Student Teacher Ratio

**Student: Teacher Ratio is 17.1 : 1**

## 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Sr. No.	Name	Sanctioned	Filled
1	Technical	10	08
2	Administrative Staff	26	16
	Total	35	24

## 16. Research thrust areas as recognized by major funding agencies

Areas are recognised by major funding agencies as follows:

**Risks in Distributed Agile Development:** Globalization of businesses has triggered distribution of computer software development processes worldwide as it helps in saving cost and reducing time to market. On the other hand, agile software development is used as a means to increase

production rate by making processes more responsive to the change. There is a growing interest in applying agile practices in Distributed Software Development (DSD) projects to leverage the combined advantages of both the approaches. Agile principles revolve around the importance of communication and collaboration in software development while DSD is characterized by distance, time zone and cultural differences, resulting into the problems related to communication. Hence, combining agile with distributed software development becomes a risky process. SCIT research team works on identification of risks and risk resolution techniques for DAD projects. A recently finished research projects that received the prestigious Doctoral Research Grant of US\$11,875 from Project Management Institute Education Fund (PMIEF), USA has led to the development of a risk management framework for DAD projects that has been partially implemented in three projects of different organizations and successfully prevented losses from risks.

**Software Analytics:** For software development, several artefacts and data like source code, bug reports, check-in logs, test cases, execution summary and others are produced. This data from projects can be analysed by organizations for getting useful insights that improve the development process. Software Analytics involves the techniques for obtaining insightful and actionable information from software artefacts that help practitioners accomplish tasks related to software development, systems, and users. DevOps is an approach based on lean and agile principles in which business owners and the development, operations, and quality assurance departments collaborate to deliver software in a continuous manner that enables the business to more quickly seize market opportunities and reduce the time to include customer feedback. SCIT research team has taken up research in this area to develop a mechanism, wherein, DevOps can be supported with Software Analytics. The first initiative is to develop analytics on software defects discovery and prediction for DevOps. For this project, the team is collaborating with IBM Researchers and has received IBM Shared University Research funding of about Rs. 8,00,000. The project aims to devise the analytics for deriving insightful information from the defect work-items created during agile development process

**ERP Risk Assessment using Fuzzy Petri-Nets:** This research was funded by the Symbiosis International University as part of the Minor Research Grant worth Rs. 135,000/-. This research as part of a Doctoral Research work involved the design, development and ramp up of a risk assessment model using the fuzzy Petri net for ERP adoption. The model was tested and validated for its purpose by means of quantifying the risks and further classifying and grading them by applying the SMEs responses about the risk perception. In total this study has not only presented a comprehensive understanding of the risk factors and risks associated with ERP adoption in SMEs but also developed and tested by means of an assessment model through the application of fuzzy Petri nets production rules. The unique selling proposition of this research contribution is the combination of technique (FPN), concept (risk assessment and ERP adoption) and the context (SMEs in auto component cluster, Pune, India).

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise**

	Year wise	Number of Faculty	Name of the Project	Name of the Funding Agency	Total Grant Received
<b>A. University Awarded Projects</b>					
<b>Minor Projects</b>	March, 2014	1	Design, Build & Implement A Risk Assessment Framework for ERP Adoption in Small And Medium Enterprises	Symbiosis International University	Rs. 1,35,000 (Jointly SCIT and SIBM faculty)
	2014	1	Microblog based Disaster Event Analysis in Online Social Networks.	Symbiosis International University	Rs. 1,46,372
<b>B. Other Agencies: National and International</b>					
<b>Major Projects</b>	July, 2014	3.	Software Defect Analytics to augment DevOps Strategies (Ongoing) (International)	IBM Shared University Research (SUR) Awards	Rs. 8,01,436

**18. Inter-institutional collaborative projects and associated grants received**

**a) National collaboration    b) International collaboration**

	Year wise	Number	Name of the Project	Name of the Funding Agency	Total Grant Received
<b>Minor Projects</b>	August, 2012 – February 2013 Completed	1.	Case Study: ERP at Kohinoor Planet Constructions - Dead End or A Road Ahead (completed) (National) <b>Investigators:</b> Dr. R. Raman, Dr. Dhanya Pramod, Prof. SVK Bharathi	Project Management Institute (PMI) India Sponsored Case Writing Program 2012	Rs. 1,50,000
	July, 2009 – January, 2010	3.	Impact of Credentials on the success of IT Projects (Completed) (National) <b>Investigators:</b> Faculty of SCIT	PMI Organization Centre private limited, Bombay	Rs. 7,00,000

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- State recognition : Nil
- National recognition : Nil
- International recognition : Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications	49
i. Number of papers published in peer reviewed journals (national / international):	43 (National: 15; International: 28)
ii. Case Studies	2
iii. Proceedings papers	4
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	28
Citation Index – range / average (For SIU affiliated papers) Google Scholar	Total Citations 122 Range: 1-23, Average: 4.52
Citation Index – range / average (For SIU affiliated papers) Scopus	Total Citations 16 Range: 1-3, Average: 1.45
Total citations of SCIT faculty (SIU + Non SIU affiliated papers)	401
SNIP	Range: 0-1.242, Average: 0.39
SJR	Range: 0-1.390, Average: 0.341
Impact Factor – range/average	Range: 0 to 2.340, Average: 0.346
h-index	(Google Scholar : 6 Scopus : 2 )

**23. Details of patents and income generated**

No income has been generated through patents.

**24. Areas of consultancy and income generated**

Consulting assignments worth Rs. 14 lakhs have been obtained by SCIT from its collaboration with American Express and SAP University Alliances.

Name of Consultancy	Year	Date	Total Amount Received (in Rs)
International Consultancy to Ngee Ann Poly, Singapore on SAP	2014-15	September.2014	1,43,613
SAP (Bangalore)	2013-14	June .2013	34,500
International Consultancy through GIZ to Mongolia on SAP	2013-14	August.2013	1,00,000
SAP (Bangalore)	2012-13	September.2012	69,000
TPMS	2012-13	June to Sep.2012	1,25,000
SAP (Bangalore)	2012-13	January .2013	73,750
American Express	2011-12	June 11 to Feb 2012	3,82,508
SAP (Bangalore)	2011-12	March.2012	69,000
SAP (Bangalore)	2010-11	March .2011	75,000
SAP	2009-10	March.2010	36,818
American Express	2009-10	December.2010	3,00,000
		Total:	1,40,9189

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**

Sr. No.	Name of Faculty	University/ Institute visited	National / Inter-national	Time period
1	Dr. S. Vijaykumar Bharathi	Ngee Ann Polytechnic, Singapore	International	September, 2014
		IIM, Bangalore	National	September, 2014
		SAP Labs, Shanghai, China	International	March, 2014
		National University of Mongolia, Ulan Bator	International	August, 2013
		SAP Labs, Bangalore	National	June, 2013
		IIM Bangalore	National	January, 2013
		SAP Labs, Bangalore	National	November, 2012
		SAP Labs, Bangalore	National	September, 2012
		Institute of Vocational Education, Hong Kong	International	July, 2012
		TARC, Kuala Lumpur	International	May, 2012
		SAP Labs, Bangalore	National	March,2012
		SAP Waldorf, Germany	International	September, 2011
		SAP Labs, Bangalore	National	February&July, 2011
		SAP, Munich, Germany	International	December, 2010

2	Dr. Raman	S. P. Jain College, Mumbai	National	July, 2014
		S. P. Jain College, Mumbai	National	July, 2014
		S. P. Jain College, Mumbai	National	June, 2014
		Fujitsu head quarters	Japan, International	May, 2014
		Graduate School of Technology Management - Ritsumeikan University @ Kyoto	Japan, International	May, 2014
		Graduate School of Information Science and Engineering – Ritsumeikan University @ Kyoto	Japan, International	May, 2014
		Chou University @ Kyoto	Japan, International	May, 2014
		Kyoto University @ Kyoto	Japan, International	May, 2014
		S. P. Jain College, Mumbai	National	January, 2014
		IIM Rohtak, Haryana	National	August, 2013
		Ritsumeikan University	Japan, International	May, 2012
3	Dr. Dhanya Pramod	IIM Rohtak, Haryana	National	August, 2014

## 26. Faculty serving in

- a) Editorial Boards: Dr.Dhanya Pramod, Dr.Ajey Kumar, Dr.Urvashi Rathod, Dr.Prasenjit Sen, Prof. Vijayakumar Bharathi, Prof. Pradnya Purandare

Reviewer: Dr.Dhanya Pramod, Dr.Ajey Kumar, Dr.Urvashi Rathod, Prof.Vijayakumar Bharathi, Prof.Pradnya Purandare, Prof.Apoorva Kulkarni

## 27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).

SCIT faculty actively attends workshops and faculty development programmes to stay updated in their area of teaching and research interests. Details for 2014-15 are:

Workshops/Training	Seminar/Conference	FDP	Refresher courses/
05	-	5	-

## 28. Student projects

- percentage of students who have done in-house projects including inter-departmental projects
- percentage of students doing projects in collaboration with other universities / industry / institute



All (100%) SCIT students have completed in-house projects and industry internships as part of their curriculum.

Some students got an opportunity to do their projects at the Ritsumeiken University, Japan, and also received scholarships

## 29. Awards / recognitions received at the national and international level by

- Faculty

### SCIT Awards & Recognitions

Sr. No.	Name of Award	Number
1	DNA-Innovative B-school Award	04
2	BSA Dewang Mehta Award	10
3	National Education Award	02
4	Best B School Award (Asia/ National)	08
5	Others	05
	Total	29

### Director and Faculty Awards & Recognitions

Sr. No.	Name	Award by	Award in	Award for
1	Prof.SVK Bharathi	SAP Academic Conference - Asia Pacific Japan held at Shangai - China	13-15 March 2014	Outstanding Academic Award 2013 for SAARC region
2	Dr. Prasenjit Sen	18th Business School Affair and DewangMehta Business School.	July 2011	Awarded for Best Teacher In Information Technology,
3	Dr. R Raman	DNA and Stars Group	July 2011	B-school Professor who continuously innovate in Style & Substance for Academic Excellence.
4	Dr. R Raman	2nd Asia's Second Best B School Awards	22nd July 2011	Best Professor in Information Technology in the 2nd Asia's Second Best B School Awards

5	Dr. Urvashi Rathod	The award was announced-2nd International Conference on Reliability, Safety and Hazard - 2010 (ICRESH), Mumbai" that was organized jointly by BARC, University of Maryland and IEEE Reliability Society.	14-Dec-10	Leadership and research excellence in 'Software Engineering and Project Management'
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**30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.**

**Conference**

Ethics Conference	Integrity and Ethics Conference. (This conference was sponsored by IBM which incurred the related expenses to the tune of Rs. 175,000/-)	26th July 2014
International Conference	International Research Conference on Emerging Information Technology and Engineering Solutions	17-18 Feb 2012 SCIT , Pune
International Conference	International Research Conference on Emerging Information Technology and Engineering Solutions	20-21 Feb 2015 SCIT , Pune

**National Seminar**

Year	Topic	Date	Venue	Chief Guest	Participants
2009	10th National Seminar "State of IT 2009" (Self-Funded)	11th October 2009	SIC Auditorium	Mr. Scot Shaw (M.D - Thought Works, India)	Ms. Shaila Kagal, Director-SCIT
					Mr. Scot Shaw (M.D - Thought Works, India)
					Mr. Nelson Gibbs, Sr. Manager, Internal Audit Transformation-Deloitte & Touche
					Mr. Rajshekhar, Ex. Head of Operations, Mastek
					Mr. Sundareshwar Krishnamurthy, Manager, Advisory Services-Ernst & Young
2009	Seminar-"Rising out of the Meltdown - An IT Agenda" (Self Funded)	31st January 2009	SIC Auditorium	Dr. D. B. Pathak, Founding Head, KanwalRekhi School of IT, IIT, Bombay	Ms. ShailaKagal, Director-SCIT
					Dr. Ganesh Natrajan, Chairman, NASSCOM, Vice Chairman & Global CEO
					Mr. Jaspreet Singh, Manager - Risk Advisory Services, Ernst & Young
2010	11th National Seminar "State of IT 2010" (Self Funded)	9th October 2010	SIC Auditorium	Mr. Shyamal Ghosh, Chairman-Data Security Council of India, Former Secretary-IT & Telecom, Govt. of India	Dr. RajaniGupte, Director-SCIT
					Mr. Mohammad Wasim, Director-Sapient
					Mr. Nitin Kulkarni, Chief Operating Officer-Persistent Systems Ltd
					Mr. Rahul Aggarwal, Principal Consultant-Pricewaterhouseopers
					Mr. Sharad Bishnoi, Sr. Vice President-Head-Business Process Reengineering HDFC Bank

2011	12th National Seminar "State of IT-2011" (Creation, Transformation & Sustenance of IT Business) (Self Funded)	1st October 2011	SIC Auditorium	Mr. Rajiv Mujumdar, Centre Head & Value Chain Planning Practice head, L & T Infotech	Dr. Raman, Director-SCIT
					Dr. S. B. Mujumdar, Chancellor-SIU
					Dr. Bhushan Patwardhan, Vice Chancellor-SIU
					Dr. VidyaYeravdekar, Principal Director-Symbiosis
					Mr. Anil Bhandari, Director-ANB Global Consulting
					Mr. Manoj Kumar, VP-Market Research & Analytics, SAP Labs
					Mr. Rajan Ananthanarayanan, VP-IT Project, Reliance Industries Ltd.
					Mr. Satish Nair, Partner & CMD, MitKat Advisory Services
2012	13th National Seminar, "State of IT-2012" (where IT Conquered New Frontiers) (Self Funded)	6th October 2012	Hotel Le Royal, Hinjewadi	Mr. Ravi Eppaturi, Chairman-Mumbai Chapter, Computer Society of India	Dr.R.Raman, Director-SCIT
					Dr. S. B. Mujumdar, Chancellor-SIU
					Dr. Bhushan Patwardhan, Vice Chancellor-SIU
					Dr. VidyaYeravdekar, Principal Director-Symbiosis
					Mr.Rajiv Gerela, VP, Deutsche Bank
					Mr. Sharad Bishnoi, Senior VP, HDFC Bank
					Mr. Pritam Barkataki, CM, ICICI Prudential Life Insurance
					Mr. Ashish Kumar, VP, Royal Bank of Scotland
					Mr. Shantha Bijai, Sales Head, Atom Technologies

2013	14th National Seminar, "State of IT' 13, (Big Data Analytics: Turning Insights into Action) (Self Funded)	5th October 2014	SIC Auditorium	Basant Shroff, Partner-Advisory Services, EY	Dr.R.Raman, Director-SCIT
					Mohammad Wasim, Director-Sapient
					Siba P. Prasad, Sr. Manager, Sapient
					BalramParappil, Practice Head - Tech Mahindra
					ParagGokhale, Sr. Architect-IBM
					Ravi Gurbaxani, Founder-Technocrafty Solution
2014	15 <sup>th</sup> National Seminar "The State of IT 2014" (Mobile Device Diversity: Empowerment or End of Privacy?) (Self Funded)	27th September 2014	SIC Auditorium	Ms. Kumud Srinivasan, President, Intel India	Dr.DhanyaPramod, Director- SCIT
					Dr. S. B. Mujumdar, Chancellor-SIU
					Dr. RajaniGupte, Vice Chancellor-SIU
					Dr. VidyaYeravdekar, Principal Director-Symbiosis
					Sundareshwar Krishnamurthy, Associate Director - PwC
					Ravi Hirolikar, AVP and Head, Information Security Risk Management - Infosys
					K.K. Mookhey, Founder - NII Consulting
					Anupam Agarwal, Director, PBG Customer Management - Amdocs
AjitHatti, Co-Founder Null and Sr. Software Engineer - Symantec					

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SCIT as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving ethical issues.

**32. Student profile programme-wise:**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
MBA (ITBM) (Batch 2009-11)	4654	121	69	93.38	98.55
MBA (ITBM) (Batch 2010-12)	1918	105	66	97.16	96.96
MBA (ITBM) (Batch 2011-13)	1836	140	58	87.50	100
MBA (ITBM) (Batch 2012-14)	3136	162	63	96.88	98.41
MBA (ITBM) (Batch 2013-15)	2673	115	66	99.12	100
MBA (ITBM) (Batch 2014-16)	6000	104	68	-	-
MBA (ITBM) (Batch 2015-17)	2108	105	90	-	-
PGDITBM (2009-10)	2	2	0	Nil	Nil
PGDITBM (2010-11)	2	2	0	Nil	Nil
PGDITBM (2011-12)	0	0	0	Nil	Nil
PGDITBM (2012-13)	1	1	0	Nil	Nil
PGDITBM (2013-14)	62	11	4	100	100
PGDITBM (2014-15)	159	15	14	86.67	92.86
PGPITBM (2015-16)	50	11	5	-	-
MBA (E) IT – 2010-13	14	9	1	100	100
MBA (E) IT – 2011-14	20	9	4	100	100
MBA (E) IT – 2012-15	85	33	5	96.30	100
MBA (E) IT – 2013-16	88	29	10	-	-
MBA (E) IT – 2014-17	70	25	6	-	-
MBA (E) IT – 2015-18	93	14	3	-	-

**33. Diversity of students**

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
<b>MBA (ITBM) 2009-11</b>				
ISS	5.26	26.32	68.42	-
ITBM	4.65	37.21	58.14	-
NITI	-	18.92	78.38	2.70
SSM	6.06	36.36	57.58	-
SYS	5.41	43.24	51.35	-
<b>MBA (ITBM) 2010-12</b>	1.15	36.21	59.20	3.44
<b>MBA (ITBM) 2011-13</b>	0.49	38.35	60.19	0.97
<b>MBA-ITBM 2012-14</b>	0.44	40.00	59.56	-
<b>MBA-ITBM 2013-15</b>	1.08	37.84	58.92	2.16
<b>MBA-ITBM 2014-16</b>	0	24.56	74.85	0.58
<b>MBA-ITBM 2015-17</b>	1.52	29.44	69.04	-
<b>PGDITBM 2009-10</b>	-	-	-	100
<b>PGDITBM 2010-11</b>	-	-	-	100
<b>PGDITBM 2011-12</b>	-	-	-	-
<b>PGDITBM 2012-13</b>	-	-	-	100
<b>PGDITBM 2013-14</b>	6.67	46.67	46.67	-
<b>PGDITBM 2014-15</b>	-	31.03	68.97	-
<b>PGPITBM 2015-16</b>	-	37.5	62.5	-
<b>MBA (E) IT – 2010-13</b>	-	80	20	-
<b>MBA (E) IT – 2011-14</b>	-	92	8	-
<b>MBA (E) IT – 2012-15</b>	-	60.53	39.47	-
<b>MBA (E) IT – 2013-16</b>	-	74.35	25.65	-
<b>MBA (E) IT – 2014-17</b>	-	80.64	19.36	-
<b>MBA (E) IT – 2015-18</b>	-	52.94	47.06	-

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Mr. Devesh Mathur in 2013 cleared NET –open category

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	No Natural progression as admission is through entrance exam and merit
Ph.D. to Post-Doctoral	NA
Employed	
	Campus selection 1. 2009 - 70% 2. 2010 - 94% 3. 2011 - 99% 4. 2012 - 77% 5. 2013 - 75% 6. 2014 - 83%
Entrepreneurs	Less than 1%

### 36. Diversity of staff

Sr. No.	Percentage of faculty who are graduates	Data in %
1	of the same university	9.5
2	from other universities within the State	42.8
3	from universities from other States	38.1
4	from universities outside the country	9.5

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Faculty Name	Year Ph.D degree was awarded
Dr. Dhanya Pramod	2010
Dr. Suprika Shrivastava	2014

### 38. Present details of departmental infrastructural facilities with regard to

- a. **Details of library infra-structure:** Increase in number of online databases, increase in the number of periodicals/journals including local language magazines, increase in number of books, Books relevant to courses being given to students, subscribe to IT newspaper clipping service which is displayed regularly on the notice board.

S. No.	Library facility	Details
1.	Total area	4068.36 sq ft
2.	Total seating capacity	95
3.	<b>Working hours:</b> <ul style="list-style-type: none"> <li>• On working days</li> <li>• On Sunday</li> <li>• Festivals/Holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> </ul>	9am-11pm 10am-5pm Closed 9am- 11pm 9am-12MN 10am-5pm
4.	<b>Layout of the library</b> <ul style="list-style-type: none"> <li>• Relaxed Readings</li> <li>• IT zone for accessing e-resources</li> </ul>	55 02
5.	Display of floor plan, sign boards, Fire alarms & any other information	Yes
6.	Adequate sign Boards	Yes
7.	Access to differently-abled users and mode to access to collection	Yes, if in need, library staff helps
8.	<b>Details of Library Holdings - Print</b> <ul style="list-style-type: none"> <li>• Books (Total)</li> <li>• Book (Titles)</li> </ul>	9682 6406
9.	<b>Average no of books added in last 3 years</b>	343 per year
10.	<ul style="list-style-type: none"> <li>• Non print (Microfilms, AV)</li> <li>• Electronic (e books, e- journals)</li> <li>• Total No. of : National journals International journals</li> </ul>	1401 15 Online Databases 35084  2 1



11.	<b>Special Collections</b> <ul style="list-style-type: none"> <li>• Reference Books</li> <li>• Book Bank</li> <li>• Question Banks</li> </ul>	886 (SIU) We provide text books to students Yes
12	Tools Deployed to access the collection	OPAC Intranet Wi-Fi Connectivity

- b. Internet facilities for staff and students:** High-speed internet (10Mbps lease line) connections are provided to all faculty members on their desks and to all students from the lab or through wi-fi. Access to the useful databases and learning packages are ensured. This helps availing the latest technical and academic material for teaching, learning and research.

1) Systems – 272
2) Computer - Student Ratio - 1:2
3) Dedicated Computing Facility - 259 Desktop + 6 Server + 7 Laptops = Total 272
4) LAN Facility - 100/1000 Mbps
5) No of nodes/ computers with Internet facility- 272

- c. Total number of class rooms:** Total 9 number of class rooms along with the new audio systems has been installed. Which helps presenting to the class various academic material, online and video clipping
- d. Class rooms with ICT facility:** ICT classrooms are essential for SAP classes. Proof of Concept Lab with 56 Terminals enables online interactive classes on Information Security and networking concept clarification. Virtual Lab- virtual desk tops connecting to the main server Facilitates online participation in the lectures on financial packages. Under the IT policy of SCIT Software Assets are managed and maintained.

TOTAL LIVE SYSTEM ASSET : SCIT LAB	
LOCATION	NO. OF SYSTEMS
MAIN LAB	90
SAP LAB	25
PROOF-OF-CONCEPT LAB	56
VIRTUAL MACHINES LAB	40
SERVER ROOM	6
LAPTOP	7
STAFF & CLASSROOMS	48
PROJECTORS	14
<b>TOTAL LIVE SYSTEMS : 272</b>	
<b>TOTAL PROJECTOR : 14</b>	

- e. Students' laboratories: 3  
 f. Research laboratories: **Proof-of-Concept Lab**

### 39. List of doctoral, post-doctoral students and Research Associates

- a) from the host institution/university - 11

Institution/University	Doctoral Students
SIU	S. Vijayakumar Bharathi
	Pradnya Purandare
	Anuradha Goswami
	Angelina Gokhale
	Saravan Krishmurthy
	Shaji Joseph
	Sonal Jogalekar
	Vishal Pradhan
	Suneel Prasad
	Hariharan Anantharaman (JRF)
	Hemraj Shobharam Lamkuche (JRF)

### 40. Number of post graduate students getting financial assistance from the university.

The details are presented in the table below.

Sr.	Name of Scholarship	Awardee	Year	Amount (Rs.)	Scholarship Details
1	SSF*	Sachin Patil	2014-15	1,70,000	Sem I (waiver of tuition fees)
2	SSF	Sanyukta Nadkarni	2014-15	2,95,000	Sem III & IV (waiver of tuition fees)
3	SSF	Sanyukta Nadkarni	2013-14	2,95,000	Sem I & II (waiver of tuition fees)
4	SSF	Anika Puranik	2012-13	82,500	Sem I (waiver of tuition fees)
5	SSF	Devesh Mathur	2012-13	2,77,000	Sem III & IV (waiver of tuition fees)
6	SCIT Scholarship	Priyanka Jain	2012-13	1,38,500	Sem III & IV (waiver of tuition fees)
7	SSF	Devesh Mathur	2011-12	2,78,500	Sem III & IV (waiver of tuition fees)

8	SCIT Scholarship	Vaishali Banerjee	2010-11	1,20,000	Sem III & IV (waiver of tuition fees)
9	SCIT Scholarship	Anup PK	2010-11	1,20,000	Sem III & IV (waiver of tuition fees)
10	SCIT Scholarship	NirmalVijayan	2009-10	74,000	Sem III & IV (waiver of tuition fees)
11	SCIT Scholarship	Maya Pande	2009-10	74,000	Sem III & IV (waiver of tuition fees)

\*SSF = Symbiosis Society Foundation – Merit Scholarship

**41. Was an need assessment exercise undertaken before the development of new programme (s)? If so, highlight the methodology.**

SCIT takes valuable inputs from the Board members (Advisory, Board of studies, and Board of University Development), Alumni and students regarding new programmes.

Secondary data and online resources are reviewed to find the gaps of existing programme offerings and industry needs. Employer’s feedback is another method we use to find the need. SCIT started executive MBA programme to develop techno-managerial skills of working IT professionals and MBA(ITBM) programme was kickstarted with niche areas of specialization to develop proactive IT professionals. In similar lines the diploma programme was introduced as a one year programme to foster business management skills in IT domain.

**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?  
Faculty members give their feedback and participate in the curriculum review and design process. The Department review the suggestions and relevant updates are incorporated
- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?  
The feedback of evaluations are taken at the end of every semester. The feedback on curriculum is taken informally every semester and formally every year. The department consider relevant updates in the subsequent curriculum updating process and seek approval of the same in Board of studies meeting
- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?  
Employer’s feedback is taken during the placement process and

**43. List the distinguished alumni of the department (maximum 10)**

Sr.	Alumni Name	Batch	Designation
1	Harshwardhan Lale	2001	Director Risk Advisory Services
2	Ashish Chandra Mishra	2003	CISO
3	Davinder Sachdeva	2003	Regional Practice Manager
4	Abhilash Verma	2003	Senior Director Project Management
5	Jaspreet Singh	2003	Partner
6	Tom Thomas	2007	Vice President
7	Kartheek S	2008	Information Security Officer
8	Krishna Das Mohandas	2009	AVP Leader Master card
9	Vashisth Diwan	2009	Director Strategic Accounts and B.D
10	Sumant Padmanabhan	2006	Associate Vice President Pre-Sales

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

- Integrity and Ethics Conference : Mr.Kishor Chaukar, Chairman, Tata Business Support Services Ltd, Mumbai, Dr. Deepak Phatak, Professor, IIT Bombay, Ms.Disiree Giler Mann, Trust & Compliance Officer, IBM India/ South Asia, Mr. Anil Chopra, VP Siemens Ltd., Mumbai and Mr. Dilpreet Singh, VP – HR IBM India/South Asia
- TED<sup>x</sup> SCIT : Aniruddha Bahal, Founder and editor-in-chief of Cobrapost.com, Sangeet Chopra, Chief Technical Head at CyberCure Technologies, Harpreet Singh Grover, Co-Founder & CEO of CoCubes.com, Ravi ThejaMuthu, Co-founder - Climate Leaders India Network & Helios Eco VidyutPvt. Ltd, Sahil Khan, Co-founder - Quinto, Khurshed Batliwala, Director - WAYE (World Alliance for Youth Empowerment), Kanchana T.K, Corporate and Public Affairs Head – Bristol -Myers Squibb India, AnshulikaDubey, Founding Member - Social Sector Practice at Mckinsey& Co., Sidhant Pai, CEO – Protoprint (3d Printing)
- Requirements Management in Agile Guest Lecture: Resource person Mr.Srinivas Chillara
- Computer Forensics - Detection & Prevention of IT Frauds, Mr. Manu Zacharia

**45. List the teaching methods adopted by the faculty for different programmes.**

- Lectures
- Case Study
- Laboratory
- Course Work
- Audio Visual
- Industry Visit
- Role Play
- Field Work
- Project
- Blended Learning

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The institute strives hard to make the students industry ready through the programmes offered which is inline with industry. The institute's effort to incorporate the changing technological trends and industry needs are well appreciated and fetched awards and recognition.

Continuous assessment is the immediate feedback for us to understand whether learning outcomes are satisfactory or not.

The specialization courses offered by the institute are in niche areas in IT and we constantly get good feedback about the quality of work done by our students during their internship and job. The feedback taken from the mentor during internship process helps us in assessing whether our students are able to meet the expectations of industry. The placement statistics and university exam results along with industry feedback aids us in constantly monitoring the outcome.

**47. Highlight the participation of students and faculty in extension activities.**

SCIT witnesses a lot of extension & innovative practices initiated by the various student committees, faculty members and the administrative staff. To begin with, the *SSR (Students Social Responsibility)* committee of SCIT organizes a lot of activities related to environmental consciousness which include energy conservation, rural survey, tree plantation, eco-friendly initiatives and e-waste management. This *SCIT-SSR* committee aims to improve the social awareness among bright minds that also are academic all-rounder and collaborates with *WWF (World Wildlife Federation)*, *Manavya (Care for HIV + children)*, *Sunrise Candle Industries and Clean Earth Movement*. The *SCIT-SSR* team also organizes the "*Community Development Summit*" to promote awareness and provide a collaborative platform for interaction among various successful community development organizations (NGO's) committed to be the change, they want to see.

**48. Give details of "beyond syllabus scholarly activities" of the department.**

Sr. No.	SCIT Student Publication Details
2013	
1.	Erinle, Victory Abraham and Bharathi, Vijayakumar (2013, April 5). A Customer Retention Model using Balance Score Card for Small and Medium Enterprises in the Hospitality Industry. Available at SRN: <a href="http://ssrn.com/abstract=2291381">http://ssrn.com/abstract=2291381</a> or <a href="http://dx.doi.org/10.2139/ssrn.2291381">http://dx.doi.org/10.2139/ssrn.2291381</a>
2.	Mathur, D., Kumawat, M., Borse, K. and Bharathi, Vijayakumar (2013, April 15). A Case Based Approach on SAP Business by Design. Available at SSRN: <a href="http://ssrn.com/abstract=2348739">http://ssrn.com/abstract=2348739</a> or <a href="http://dx.doi.org/10.2139/ssrn.2348739">http://dx.doi.org/10.2139/ssrn.2348739</a>
3.	Sharma, V. and Bharathi, Vijayakumar (2013, September 29). Social Media for Start-Ups - An Effective Marketing Tool. Available at SSRN: <a href="http://ssrn.com/abstract=2333262">http://ssrn.com/abstract=2333262</a> or <a href="http://dx.doi.org/10.2139/ssrn.2333262">http://dx.doi.org/10.2139/ssrn.2333262</a>

4.	Gupta, A. and Jambhulkar, S. (2013). Impact of Efficiency and Effects of Requirement Elicitation on Software Project Development. <i>SCIT Journal, Vol XIII, 33-41.</i>
2012	
5.	Bharathi, Vijayakumar and Rakesh, Y.L. (2012, December 6). A Study on ERP Adoption in SMEs for Improving Operational Performance and ROI. Available at SSRN: <a href="http://ssrn.com/abstract=2186257">http://ssrn.com/abstract=2186257</a> or <a href="http://dx.doi.org/10.2139/ssrn.2186257">http://dx.doi.org/10.2139/ssrn.2186257</a>
2011	
6.	Marjaie, S. and Rathod, U. (2011). Communication in Agile Software Projects: Qualitative Analysis using Grounded Theory in System Dynamics. <i>Proceedings of 29th International Conference of the System Dynamics Society, July 24–28, 2011, Washington D.C. ISBN 978-1-935056-072.</i> <a href="http://www.systemdynamics.org/conferences/2011/proceed/papers/P1353.pdf">http://www.systemdynamics.org/conferences/2011/proceed/papers/P1353.pdf</a>
7.	Aroroa, S. and Bhatia, D. (2011). Location Based GSM Marketing. <i>Communications in Computer and Information Science, Volume 132, 564-572.</i>
8.	Singh, P., Gaikwad, D., Chimankar, A., Shah, H. and Srivastava, P. (2011). Relevance of Business Intelligence Software-as-a-Service to Small Scale Industries, <i>SCIT Journal, Vol XI, 23-30, 2011.</i>
2009	
9.	Soni, S. and Joshi, Rajul G. (2009). Licensing Models and their Impact on the Telecom Software Industry, <i>SCIT Journal, Vol IX, 26-32.</i>
10.	Gandhi, P. (2009). Managing Impact of Change in Requirements on Enterprise Software Design. <i>SCIT Journal, Vol IX, 76-81.</i>
11.	Dawande, S. (2009). Pre - launch Market Analysis using Data mining Techniques for Carbonated Soft Drinks (CSD). <i>SCIT Journal, Vol IX, 82-88.</i>
12.	Muralinath, H. (2009). A Study on Mapping Agile Methodology to CMMi Model. <i>SCIT Journal, Vol IX, 89-97.</i>
13.	Agnihotri, Barun K. (2009). A Study on Open VZ Live Migration Capability in Latest Open Source Virtualization Software. <i>SCIT Journal, Vol IX, 98-103.</i>
14.	Goel, K. (2009). A Study on Revenue Model of Open Source. <i>SCIT Journal, Vol IX, 104-110.</i>
15.	Mukadam, Meenal A. (2009). A Study on Botnets: Trends, Impacts & Countermeasures. <i>SCIT Journal, Vol IX, 111-118.</i>
16.	Kumar, S. (2009). Lean Software Development, <i>SCIT Journal, Vol IX, 119-125</i>
17.	Ramkrishnan, R. (2009). Application of the concept of CRM in Pre-Sales and Marketing Activities. <i>SCIT Journal, Vol IX, 126-133.</i>

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

CRISIL Accreditation in 2011

SCIT has got “A triple star rating” (A\*\*\*) by CRISIL for the MBA-ITBM programme at the State Level - This is highest possible rating at the State level.

SCIT has got ”A double star rating” (A\*\*) by CRISIL for the MBA-ITBM programme at the National Level.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

**QUEST:** Quest, a monthly faculty initiative provides a platform to enhance the skills for research, discussion, scrutiny and expression to equip faculty members and researchers with critical thinking capabilities that facilitates interactions with outside research community.

**DRISHTIKON:** One of the student-led knowledge management initiatives is Drishtikon which provides a collaborative platform for the students and faculty members to deliberate and update on the latest trends in the field of Information Technology and Business Management. Interestingly a student-faculty team published a working paper on the significance of Drishtikon in the Social Sciences Research Network, USA the details of which are given below.

*Development of a Unified Knowledge Management Platform - A Business School Perspective*

*Working Paper Published in the Social Science Research Network (SSRN); classified and distributed under Distributed in Information Systems & Economics e-Journal Vol 5, Issue 159, November 22, 2013, Innovation Educator: Courses, Cases & Teaching e-Journal Vol 1, Issue 57, November 22, 2013, Innovation & Management Science e-Journal, Vol 1, Issue 119, November 20, 2013, Management of Innovation e-Journal Vol 1, Issue 102, November 20, 2013*

**International Research Conference:** In the pursuit of garnering new knowledge, Symbiosis Centre for Information Technology (SCIT) held an International Research Conference, namely, International Conference on Emerging Information Technology and Engineering Solutions in February 2012. Eminent Scholars from industry and academia from all over the world participated in the research conference. The following points support the rigour and commitment of SCIT in creating and disseminating new knowledge.

- Quality Review Process was highly appreciated. Acceptance Ratio was 8.33.
- Proceedings were published in the special issues of American Journal of Engineering and Applied Sciences (AJEAS), volume 5, issue: 3, 2012 by Science Publications
- Three extended papers were published in International Journal of System Assurance Engineering and Management, volume: 3, Issue: 2, June 2012, Springer
- Two extended papers were published in SCIT Journal 2012, volume: XII, August 2012

SCIT held its second research conference EITES 2015 during February 2015, in collaboration with School of Information Science and Engineering, Ritsumeikan University, Japan in February 2015. All accepted & presented papers were published in conference proceedings

by IEEE Computer Society's Conference Publishing Services (CPS) and available in IEEE Xplore® Digital Library.

**SCIT JOURNAL:** SCIT Journal is peer-reviewed international journal, published annually since 2001 by Symbiosis Centre for Information Technology (SCIT). The journal is published in printed version only (ISSN 0974-5076). However, paper title, author details and abstracts of the published papers are available online and can be seen on SCIT website. The journal endeavours to impart standards of international and professional repute by adopting a full double-blind refereeing process for ALL papers in accordance with the established practices of SCIT. The journal is indexed in Index Copernicus TM - Journals Master List, Polland and Computer Science and Business Information System Directory-Cabell's Directories, USA, as Cabell's Commendable Journal.

## **51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

### **Strengths:**

- An integral member of the family of Symbiosis International University, a very well recognized quality, diversified and long-standing education provider in India.
- Industry driven academic program structure with the recognition being a leading provider of knowledge driven, industry ready curriculum that can accelerate the productivity and career progression of our students.
- Decent and updated infrastructure like laboratories, teaching aids, networked computers.
- Located in the IT Park surrounded by companies of international repute.
- Faculty members with the right mix of industry and academic experience and expertise. Keen interest to explore, plan and conduct diversified research.
- A very dedicated and talented support staff with long and continuous tenure with Symbiosis
- A placement department the endeavours to realize the career aspiration of every the eligible students.
- A strong and willing-to-contribute alumni network.

### **Weaknesses:**

- Absence of internationally recognized full-time faculty
- Insufficient Management Development and Consulting opportunities in IT.
- Constraints of space for expansion

### **Opportunities:**

- Exploring avenues for research and consulting with industry and research organizations
- Strategic alliances and collaboration with international universities and corporate houses to enrich the academic process of knowledge creation



- Identify and offer blended learning programs through open course offering and collaborating with leading massive-open-online-course providers
- Offering certification courses in relevant areas to enhance the employability of the students

**Challenges:**

- Dynamic nature of the Information Technology industry that can impact the growth and productivity prospects.
- Rapid proliferation of open online education if IT education through web-learning.
- Attracting the best quality of intellectual capital.
- Many corporate houses creating their own universities

**52. Future plans of the department.**

- International collaboration in terms of faculty and student exchanges
- Exploring consultancy and corporate training possibilities
- Academic and Research collaboration with foreign universities, both funded and non-funded.
- Tie ups with IT industries for internships and projects
- Attract full-time faculty who are NET qualified, doctorates and foreign university professor to teach SCIT students
- Industry collaboration for innovation and to invoke interest in emerging areas in Information Technology

Symbiosis Institute of  
Health Sciences

(SIHIS)



“My first choice of destination for studies was Kiev, Ukraine, but somehow I ended up here in Pune, at one of the well-known universities which is SIU. And I have no regrets about the same.

SIHS is a school where the staff really care about their students. The teachers know their students and their academic needs. It is a place where people come and feel loved and safe. The atmosphere at SIU is friendly and you experience this every time you walk through the door and are greeted by staff and students alike.

”

**Faith I. John, Nigeria - SIHS**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Health Sciences (SIHS)
- 2. Year of establishment:**  
2005.
- 3. Is the Department part of a School/Faculty of the University?**  
Yes. SIHS is a constituent institute under Faculty of Health & Biomedical Sciences (FoHBS), Symbiosis International University (SIU).
- 4. Names of programmes offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., D.Sc., D.Litt. etc.):**  
The SIHS has conceptualized and implemented following academic programmes:
  - **Under Graduate Programmes :**
    - 1. B. Sc. (Medical Technology) :**  
Specializations:
 

* Cardiac Care	* Respiratory Therapy
* Imaging Sciences	* Dialysis
* Operation Theatre & Anaesthesia	* Clinical Laboratory
  - **Post Graduate Programmes :**
    - 1. Master of Business Administration - Hospital & Healthcare Management (MBA-HHM):**
    - 2. M.Sc. (Medical Technology) :**  
Specializations:
 

* Cardiac Care	* Respiratory Therapy
* Medical Imaging	* Dialysis & Renal Technology
* Operation Theatre & Anaesthesia Technology	* Clinical Laboratory
  - **Diploma Programmes:**
    1. Post Graduate Diploma in Emergency Medical Services (PGDEMS)
    2. Diploma in Biomedical Instrumentation (DBI)
    3. Diploma in Dialysis Technology (DDT)
    4. Advanced Diploma in Dialysis Technology (ADDT)
  - **Certificate programmes:**
    1. Dialysis Technology (CDT)
    2. General Duty Assistant (CGDA)
    3. Home Health Aid (CHHA)
    4. Diabetes Educator (CDE)
    5. Diet Assistant (CDA)
- 5. Interdisciplinary programmes and departments involved:**  
Programmes of SIHS are interdisciplinary in nature. Various departments under the different Faculties of SIU are involved. Students of Medical Technology are taught courses on Basic Life Support (BLS) and

Advanced Cardiac Life Support (ACLS), Basics of Fitness, Self Defence offered by Faculty of Health and Biomedical Sciences. Courses in Liberal Arts- (e.g. Film Appreciation, Speech and Communication, Creative Writing) are offered by Faculty of Humanities & Social Sciences. Global Immersion Program(GIP) is offered by Symbiosis Centre for International Education (SCIE). The MBA (HHM) programme provides opportunity to the students to learn interdisciplinary courses such as Management Accounting, IT Applications, Financial Management, Business Communication, Research Methodology, Health Regulatory Environment, Operations Research, Business Statistics, Project Management, Corporate Governance & Business Ethics offered by Faculty of Management and Faculty of Law.

**6. Courses in collaboration with other universities, industries, foreign institutions, etc.**

Courses on Basic Life Support (BLS) & Advanced Cardiac Life Support (ACLS) are offered in collaboration with American Heart Association (AHA), USA. Training in Respiratory Therapy Technology is conducted in association with Chest Research Foundation (CRF). A formal MoU with Public Health Foundation of India (PHFI) provides opportunity to conduct sessions on Public Health, Healthcare Financing and Healthcare Economics. Collaboration with various healthcare organizations allows students to undertake summer internships and research projects as part of their curriculum in different verticals such as Hospitals, Health Insurance, Medical Equipment & Devices, Pharmaceuticals, Healthcare IT etc.

**7. Details of programmes discontinued, if any, with reasons:**

Nil

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System:**

Programmes offered at SIHS follow a semester pattern. The core subjects for all programmes are compulsory. SIHS follows the Choice Based Credit Systems since electives are available in the B.Sc. Medical Technology programme for specializations and also in the courses offered within. The B.Sc. – Medical Technology programme offers 6 specializations viz. Cardiac Care, Respiratory Therapy, Dialysis, Imaging Sciences, Operation Theatre & Anaesthesia and Clinical Laboratory. The students choose the specialization in the 2nd year of the programme. Electives are offered for the B.Sc. Medical Technology programme through inter institute credit transfer, liberal arts, service learning & Global Immersion Programme (GIP). The GIP provides flexibility to the students to study abroad & earn credits. The SIU follows a 10 point grade scale and student has to obtain a minimum grade point of 4. All the programmes of the academic year 2015-16 have the assessment, standard of passing and award of degree as per the above grading pattern.

**9. Participation of the department in the courses offered by other departments:**

SIHS offers a mandatory course in Integrated Disaster Management Programme (IDMP) including First Aid to all constituent institutes/departments of SIU. Under Inter Institute Credit Transfer policy

of SIU, SIHS offers courses in Basics of Fitness & Self Defense to all constituent institutes/departments under SIU. SIHS has undertaken Course catalogue development in Health & Biomedical Sciences for Faculty of Humanities & Social Sciences and Faculty of Engineering of SIU viz. Applied Biology, Health and Wellness Management etc.

#### 10. Number of teaching posts sanctioned, filled and actual

Teaching Post	Sanctioned	Filled
Professor	2	4
Associate Professor	6	4
Assistant Professor	14	4
Adjunct Faculty	-	5
Other Teaching Staff	-	7
Total	22	24

#### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance.

Sr. No.	Name	Designation	Specialization	No. of years of Experience (years. months)	No. of Ph.D./ M. Phil. students guided for the last 4 years
1	Dr. Rajiv Yeravdekar	Professor & Director	Obs. & Gynec.& Management	30	03 students pursuing Ph.D.
2	Dr. Sammita Jadhav	Professor & Dy. Director Academics	Pathology	24	-
3	Dr. Anil Pandit	Professor	Hospital Administration	38	02 students pursuing Ph.D.
4	Dr. Sandhya Khond	Professor	Anaesthesia & Hospital Administration	39	-
5	Dr. Vijay Deshpande	Associate Professor	Hospital Administration	38	01 student pursuing Ph.D.
6	Dr. Abhay Saraf	Associate Professor	Public Health	27	02 students pursuing Ph.D.
7	Dr. Alaka Chandak	Associate Professor	Healthcare Management	26	-
8	Dr. Parag Rishipathak	Associate Professor	EMS & Healthcare Management	24	-

9	Ms. Sanjivani Maral	Assistant Professor	Medical Microbiology	18	-
10	Ms. Neha Ahire	Assistant Professor	Hospital Administration	6	-
11	Dr. Kasturi Shukla	Assistant Professor	Hospital Administration	7	-
12	Mr. Milind Chunkhare	Assistant Professor	Biomedical Engineering	6	-
13	Dr. V W Tilak	Adjunct Faculty	Public Health	45	02 (1 student completed Ph.D. & 1 pursuing)
14	Dr. Manjiri Gokhale	Adjunct Faculty	Obs. & Gynac.	24	-
15	Prof. Vijay Deshpande	Adjunct Faculty	Respiratory Care	34	-
16	Dr. Prasad Rajhans	Adjunct Faculty	Critical Care & EMS	21	02 (1 student completed Ph.D. & 1 pursuing)
17	Ms. Devika Shetty	Adjunct Faculty	Hospital Administration	23	-
18	Ms. Meenal Kulkarni	Teaching Associate	Hospital Administration	6	-
19	Mr. Abdus Farooqui	Teaching Associate	Pharmaceutical Marketing	21	-
20	Dr. Jayesh Shinde	Teaching Assistant	EMS	5	-
21	Ms. Juhi Desai	Teaching Assistant	Imaging Sciences	1	-
22	Mr. Aakash Soni	Teaching Assistant	Respiratory Therapy	1	-
23	Ms. Sanika Potdar	Teaching Assistant	Cardiac Care	1	-
24	Ms. Neelam Redekar	Teaching Assistant	Clinical Lab	1	-

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors.

### Senior Visiting Fellows:

- Dr. Bala Subramanian, Professor, Drew University, LA County, USA
- Dr. Subhash Salunke, Ex. Country Representative, WHO Indonesia
- Dr. Sanjay Zodpey, Director, Public Health Foundation of India (PHFI)
- Dr. Sundeep Salvi, Director, Chest Research Foundation (CRF)
- Dr. Sanjay Gupte, Ex. Associate Professor, B J Medical College
- Dr. Ashok Dayalchand, Director, IHM-P
- Dr. Azad Moopen, MD, DM Group, Dubai, UAE

- Mr. Shivinder Mohan Singh, MD, Fortis Healthcare
- Dr. Vivek Desai, MD, Hosmac India Ltd.
- Dr. G.S.K Velu, Managing Director, Trivitron Group
- Mr. Ashish Jain, CEO, HSSC, Govt. of India
- Dr. Abhay Shukla, CEHAT-SATHI – NGO in Healthcare

#### **Professors Emeritus:**

- Adv. Ram Jethmalani, Former Union Law Minister, Govt. of India.

#### **Chair Professor:**

- Dr. Arvind Chinchure, Chair Professor, Faculty of Management, SIU.
- Mr. Dilip Padgaonkar, Chair Professor, R. K. Laxman Chair, Faculty of Media, Communication and Design, SIU.

#### **13. Percentage of classes taken by temporary faculty – programme-wise information:**

Name of the Programme	Year	Percentage
MBA HHM	2014-15	26.94%
M.Sc. Medical Technology	2014-15	76%
B.Sc. Medical Technology	2014-15	56 %

#### **14. Programme-wise Student Teacher Ratio :**

17:1

#### **15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual:**

Sr. No	Category	Sanctioned	Filled
1	Academic support staff (technical)	09	07
2	Administrative Staff	24	24

#### **16. Research thrust areas as recognized by major funding agencies :**

The thrust areas of research are Hospital & Healthcare Management, Medico Legal systems, Clinical Research, Community Research, Public Health, Medical Technology etc. These research activities are carried out in collaboration with various governmental agencies such as Medical Council of India (MCI), Indian Council of Medical Research (ICMR), Indian National Science Academy (INSA), Ministry of Health, Govt. of India and non-governmental agencies such as Serum Institute of India, Chest Research Foundation, Maquet India Ltd, Philips India Ltd, Draeger Medical Equipment, Hamilton International and Symbiosis International University.

#### **17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**



Sr. No.	No. of Faculty	Name of Project	Year	National / International funding agency	Grants received (Rs. In Lakhs)
1	2	A 5-year longitudinal study of school children to document and observe age related changes in the lung growth, respiratory functions by using new EU scale peak flow meter	2010	SIU & Chest Research Foundation	20.60
2	3	Maharashtra Emergency Medical Services Project	2013	Ministry of Health, Govt. of Maharashtra	24.00
3	2	Factors affecting the health behavior amongst students of Symbiosis International University	2014	SIU	2.29
4	2	Study of Road Safety Awareness and Practices among students of Symbiosis International University (SIU)	2014	SIU	1.12
5	4	Health promoting behaviour amongst fresher students at Symbiosis International University	2015	SIU	1.98

## 18. Inter-institutional collaborative projects and associated grants received

- a) National collaboration  
b) International collaboration project-wise.

### a) National collaboration :

Sr. No.	Name of Project	Institute involved	Year	Funding agency	Grants received (Rs. In Lakhs)
1	A 5-year longitudinal study of school children to document and observe age related changes in the lung growth, respiratory functions by using new EU scale peak flow meter	SIHS & Chest Research Foundation	2010	SIU & Chest Research Foundation	20.60
2	Maharashtra Emergency Medical Services Project	SIHS & BVG India Ltd	2013	Ministry of Health, Govt. of Maharashtra	24.00
3	First Aid Trauma Training project for Route Patrol Staff of National Highways Authority of India	SIHS & National Highway Authority of India (NHAI)	2013	Ministry of Road Transport & Highways, Govt. of India	3.67

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received. :**

Indian Council of Medical Research (ICMR), Medical Council of India (MCI) and Indian National Science Academy (INSA) have recognized SIHS by providing funds for National Seminar on Hospital & Healthcare Management, Medico Legal Systems & Clinical Research. Out of the total grant of Rs. 4, 10,000/- sanctioned; to date SIHS has received Rs. 1,50,000/-.

The National Highway Authority of India (NHAI) under the directives of Ministry of Road Transport & Highways, Govt. of India has funded SIHS to train route patrol staff and police personnel of all national highways emerging from city of Pune on 'First Aid with Trauma Emergencies'. Total grant received is Rs. 3.67 lakhs.

**20. Research facility / centre with**

**a. state recognition**

**b. national recognition**

**c. international recognition**

The University has research collaborations with 19 institutes and corporate houses which include 5 institutes under Indian Council of Medical Research (ICMR) viz. National Institute of Pathology, Centre for Promotion of Nutrition Research and Training, National AIDS Research Institute, Bhopal Medical Health and Research Centre, Regional Medical Research Centre for Tribals. Other institutes include Serum Institute of India (SII), Pune, Chest Research Foundation (CRF) and Public Health Foundation of India (PHFI). Facilities existing in these institutes are being utilized by the researchers.

Independent Ethics committee(IEC) of SIU has been registered under Drugs Controller General of India (DCGI).

**21. Special research laboratories sponsored by / created by industry or corporate bodies :**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	34	
Number of papers published in peer reviewed journals (national / international):	28 (National 19 & International 9)	
Proceedings papers	6	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	18	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 16 Range: 1 - 6 Avg: 4.00

	Scopus	Total Citations= 4 Range: 1 - 2 Avg: 1.33
Total citations of SIHS faculty (SIU + Non-SIU affiliated papers)	73	
SNIP	Range: 0 – 1.162 Avg: 0.420	
SJR	Range: 0 – 0.548 Avg: 0.336 Avg: 0.263	
Impact Factor – range/average	Range:0 – 1.240 Avg: 0.480	
h-index	(Google Scholar: 3. Scopus:1)	

SIHS publishes Symbiosis Health Times with International Standard Book Number (ISBN).

**23. Details of patents and income generated :**

Nil

**24. Areas of consultancy and income generated :**

Sr. No	Name of Consultancy	Income generated (Rs. In Lakhs)
1	American Heart Association courses	273.98
2	International Trauma Life Support courses	41.76
3	Advanced Trauma Life Support courses	38.28
4	First Aid and Trauma emergencies	3.67
5	Maharashtra Emergency Medical Services Project	24.00
6	First Aid for Lay person	6.81
	<b>Total</b>	<b>388.5</b>

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / Industries in India and abroad:**

**Internationally:**

Sr. No	Name of Faculty	Institution
1	Dr. Rajiv Yeravdekar	QS Apple Suntec Singapore; Second Global Symposium on Health Systems Research, People's Republic of China; Spain India Council Foundation, Spain; WISE Conference, Qatar; IHSTC, Dubai; DM Healthcare Group, Dubai; NMC, Dubai; NAFSA, USA; Sultan Qaboos University, Muscat Oman; Imperial College, UK , SPoW, Belgium
2	Dr. Sammita Jadhav	Kigali Institute of Health Sciences, Rwanda; Ministry of Higher Education, Burundi.
3	Dr. Parag Rishipathak	American Heart Association, Chicago, USA
4	Dr. Sharif Chikodi	International Health and Safety Training Centre (IHSTC), Dubai Healthcare City, Dubai, U.A.E.

**Nationally:**

Sr. No	Name of Faculty	Institution
1	Dr. Rajiv Yeravdekar	Medical Council of India, Ministry of Health & Family Welfare, GOI; Centre for Consultancy Development, Ministry of Science & Technology, GOI; Central Supervisory Board (CSB), PCPNDT, GOI; National Inspection & Monitoring Committee (NIMC-PCPNDT), GOI; Maharashtra Medical Council (MMC), Maharashtra Nursing Council (MNC), Healthcare Sector Skill Council (HSSC), Chairman, Medical Education Committee, NAT HEALTH, Healthcare Federation of India, State Health Family Welfare Bureau, Ministry of Health Govt. of Maharashtra.
2	Dr. Sammita Jadhav	Public Health Foundation of India, Delhi; National AIDS Research Institute (NARI), Pune; Manipal College of Allied Health Sciences, Manipal; AMC Centre & College, Lucknow, GE Research & Development Centre (John F Welch Technology Centre), Bangalore

**26. Faculty serving in****a) National committees b) International committees c) Editorial Boards d) any other (please specify) :**

➤ Dr. Rajiv Yeravdekar

**Member:**

- (Former) Board of Governors, Medical Council of India, Govt. of India
- Consultancy Development Centre (CDC), DSIR, Ministry of Science & Technology
- Central Supervisory Board – PCPNDT, Govt. of India
- National Inspection & Monitoring Committee (NIMC) -PC & PNDT, Govt. of India
- Maharashtra Medical Council (MMC), Govt. of Maharashtra

- Maharashtra Nursing Council (MNC), Govt. of Maharashtra
- (Former)Healthcare Committee, Federation of Indian Chamber of Commerce & Industry (FICCI)
- Federation of Obs. & Gynecological Societies of India (FOGSI)
- Life Member, Indian Federation of Sports Medicine
- Indian Society for Critical Care Medicine (ISCCM)
- Society for Emergency Medicine in India (SEMI)
- Life Member, Indian Medical Association (IMA)
- (Former) Chairperson –Healthcare Committee –Maharatta Chamber of Commerce Industries & Agriculture (MICCA)
- Healthcare Sector Skill Council (HSSC)
- Medical Education Committee of NAT HEALTH, Healthcare Federation of India

#### **Editorial Board**

- Indian Healthcare Quality Forum (IHCQF)
- Dr. Abhay Saraf
- #### **Editorial Board**
- Former Member, Global Journal of Medicine and Public Health
- #### **Editorial Advisory Board**
- Member, Perspectives in Medical Research published by Prathima Institute of Medical Sciences, Telangana
  - Member, International Journal of Medicine and Public Health published by Medknow Publications and Media Pvt. Ltd, Mumbai
- Dr. Sammita Jadhav
- Resource person on the National task force for National Initiative for Allied Health Services (NIAHS), Ministry of Health and Family Welfare, Govt. of India

### **27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Faculty actively attend workshops, faculty development programmes, seminars and conferences to stay updated in their area of teaching & research interests. SIHS also organizes many such workshops, seminars and conferences whereby the faculty get an opportunity to interact with peer, industry and professionals of national and international repute.

The SIU conducts and organizes Faculty Development programmes in various areas and the Institute ensures active participation of the faculties.

Year	FDPs	Workshops	Seminars	Conferences (National)	Conferences (International)
2014-15	09	17	07	20	01

Apart from these, outbound activities, stress management, recreation & wellness activities are also conducted as recharging strategies on regular basis for staff and students.

**28. Student projects****Percentage of students who have done in-house projects including inter-departmental projects****Percentage of students doing projects in collaboration with other universities industry / institute**

- **Percentage of students who have done in-house projects including inter-departmental projects**

100%. All the students of SIHS participate in various 'in house' projects. These projects are undertaken by each and every student by way of conceptualizing and management of various events such as Blood Donation Drive, AIDS awareness, Pandharpur Wari, Promotion of Organ Donation and annual National Seminar on Hospital & Healthcare Management, Medico Legal Systems & Clinical Research.

- **Percentage of students doing projects in collaboration with other universities industry / institute**

100%. During their stints of experiential learning such as summer internship, on job training, students undertake in house projects in industry. It is a necessary criterion for partial fulfillment of the eligibility for the award of the degree.

**29. Awards / recognitions received at the national and international level by**

- **Faculty**
- **Doctoral / post-doctoral fellows**
- **Students**

**Faculty:**

The faculty engages in various professional up gradation activities regionally and nationally. Some of them receive recognition and are awarded for their participation and presentation. Such recognition and awards may be in terms of certificates, mementos, special tokens and mention in relevant forum. Some of the awards / recognition received are :

Sr. No	Name of faculty with designation	Title of awards/honors	Awarding organization
1	Dr. Rajiv Yeravdekar Director, SIHS	Member, Board of Governors, Medical Council of India.	Govt. of India
		Member, Consultancy Development Centre (CDC), DSIR, Ministry of Science & Technology.	Govt. of India
		Member, Central Supervisory Board – PCPNDT.	Govt. of India
		Member, National Inspection & Monitoring Committee (NIMC) -PC & PNDT.	Govt. of India

Sr. No	Name of faculty with designation	Title of awards/honors	Awarding organization
		Chairman, Medical Education Committee, NATHEALTH, Healthcare Federation of India.	NATHEALTH, Healthcare Federation of India
		Member, Maharashtra Medical Council (MMC).	Govt. of Maharashtra
		Member, Maharashtra Nursing Council (MNC).	Govt. of Maharashtra
		Member, Federation of Indian Chamber of Commerce & Industry (FICCI).	FICCI
		Goodwill Ambassador of Spain India council Foundation.	Spain India Council Foundation
		Member, Federation of Obstetrics & Gynecological Societies of India (FOGSI).	FOGSI
		Member, Indian Society for Critical Care Medicine (ISCCM).	ISCCM
		Member, Society for Emergency Medicine in India (SEMI).	SEMI
		Chairperson – MCCIA.	MCCIA
		Member, Indian Medical Association (IMA).	IMA
		Member, Indian Healthcare Quality Forum (IHCQF).	IHCQF
		Education Committee, NATHEALT.	NATHEALTH
2	Dr. A P Pandit, Professor, SIHS	Recognized PG teacher for MD Hospital Admin, MCI.	MCI, Govt. of India
		Recognized Examiner for DNB in Health & Hospital Administration.	National Board of Exams, New Delhi
3	Dr. Sammita Jadhav, Professor, SIHS	Resource person on the National task force for NIAHS, Ministry of Health and Family Welfare, Govt. of India.	Govt. of India
4	Dr. Parag Rishipathak, Associate Professor, SIHS	Maharashtra Emergency Medical Services (MEMS) project.	Government of Maharashtra

5	Dr. Kasturi Shukla, Assistant Professor, SIHS	First prize for best research paper on 'Quality of Care as a determinant of Health-Related Quality of Life in ill hospitalized adolescents at a tertiary care hospital in North India' at the International Conference 'PRADANYA' on Governance in Healthcare: Current Challenges and Future Perspectives.	Indian Institute of Health and Management Research (IIHMR), Jaipur
		Vice Chancellor's Gold medal for best Ph.D. thesis	King George's Medical University, Lucknow
6	Ms.Meenal Kulkarni, Teaching Associate, SIHS	Won 3rd prize for research paper on 'A study to ascertain the adequacy of observance of universal precautions in acute medical and surgical wards of a large teaching hospital in Pune' at 19th 'PRADANYA' – 2014, International Conference on Innovations in Governance & Strategies: Reimagining India.	Indian Institute of Health and Management Research (IIHMR), Jaipur

### Students:

- Dr. Shradha Agrawal and Dr. Isha Sharma, students of MBA-HHM batch 2014-16 won second prize in the conference named 'Hospicon 2015' on 13 and 14 February 2015.
- Team consisting of seven members of MBA-HHM batch 2013 – 2015 (Team NESSSAA), participated in a B-plan competition 'Viswapreneur 2015' organized by Vishwakarma Institute of Information Technology, Pune on 2 & 3 January 2015 and was awarded second prize consisting of cash award Rs. 25000/-.
- Dr. Shrishti Upadhyay, Dr. Shailly Singh and Ms. Linda Fernandez students of MBA-HHM batch 2014-16 won 1st prize in the Poster Competition during 'Clairvoyance' conference organized by Tata Institute of Social Sciences (TISS) on 29 and 30 November 2014.
- Ms. Madhulika Rawat, student of MBA-HHM batch 2014-16 won the second prize in the Poster Competition at National Conference 'Pharmacon' on 27 and 28 September, 2014 organized by Aditya Birla Memorial Hospital, Pune.
- Ms. Suchita Agrawal, student of MBA-HHM batch 2013-15 won 1st prize in paper presentation at National Conference on 'Healthcare Reforms' organized by Administrative Staff College of India, Hyderabad on 13 September, 2014.
- Ms. Neelam Singh student of B.Sc.MT, batch 2013-16 was awarded SET scholarship for academic year 2013-14.
- Mr. Akshat Mandloi student of MBA-HHM batch 2012-14 secured First position for paper presentation in National Conference, 'ABMH QIPS 2013' on 9 & 10 March, 2013.
- Ms. Ankita Ghosh student of B.Sc.MT, batch 2012-15 was awarded SET scholarship for academic year 2012-13.
- Ms. Prajakta Mahajan student of B.Sc. MT batch 2009-12 received 1st prize in quiz competition during seminar on 'Updates in Clinical



Diagnostic Investigation and Technology' held on 22 Jan 2012 at All India Institute of Local Self Govt.

- Ms. Prajakta Mahajan student of B.Sc. MT batch 2009 -12 was awarded gold medal during 9 Convocation of Symbiosis International University.
- Mr. Manjush K student of M.Sc. MT batch 2011-13 was awarded gold medal during 10 Convocation of Symbiosis International University.
- Ms. Neha Budhkar, MBA-HHM student batch 2011-13 was awarded the University crest in the Badminton (Women) Inter-Varsity West Zone competition.

### **30. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.**

SIHS regularly conducts National & International seminar / conferences / workshops on various healthcare areas viz.:

- Annual National Seminar on Hospital & Healthcare Management, Medico Legal Systems & Clinical Research
- Workshops of American Heart Association, USA. Since 2009 to 2015, 437 workshops conducted
- Workshops of International Trauma Life Support, USA. Since 2009 to 2015, 57 workshops conducted
- Workshops of Advanced Trauma Life Support (ATLS). Since 2009 to 2015, 11 workshops conducted
- National Conference of Indian Association of Respiratory Care - RESCARE 2014
- Training Programme on pre-hospital care: 3500 Emergency Medical Professionals working for Maharashtra Emergency Medical Services (MEMS) are trained by SIHS
- Workshops viz. NABH, Medical Tourism, Finance for Non finance individuals, Communication In Healthcare, Electrocardiography, Employability and Job Sustainability, GCP guidelines and Schedule Y Amendments in Drug & Cosmetic Act 1940, Infection Control, Basic Ventilatory Life Support (BVLS), Advanced Ventilatory Life Support (AVLS), First Aid for lay person, Disaster Management etc.

The conferences / seminars / workshops conducted at SIHS are mostly self- funded. However, some of the conferences are funded by various external and internal agencies viz. Medical Council of India, Indian Council of Medical Research, Ministry of Health & Family Welfare, Govt. of India, Maquet India Ltd, Philips India Ltd, Draeger Medical Equipment, Hamilton International and Symbiosis International University.

The outstanding participants who contributed in these conferences were:

Sr. No	Name of the speaker	Area of expertise	Topic of lecture
1	Adv. Ram Jethmalani, Former Union Law Minister, Govt. of India.	Law & Indian Constitution	Medico-legal systems
2	Dr. Sanjay Gupte, Past President, FOGSI.	Medico Legal Systems	Medico-Legal Systems: PCPNDT Act
3	Dr. Azad Moopen, Chairman, DM Group.	Entrepreneurship & HR	Challenges in workforce management in hospitals
4	Dr. G.S.K Velu, Managing Director, Trivitron Group.	Medical devices & Entrepreneurship	Successful healthcare models
5	Dr. Gopinath N. Shenoy, Medico Legal Consultant.	Medico Legal Systems	Legal aspects of Healthcare : Landmark Judgements
6	Shri. Ghulam Nabi Azad	Union Minister of Health & Family Welfare, GOI	Public healthcare initiatives
7	Dr. Nata Menabade, WHO Representative to India.	Public health & capacity building	Role of WHO with special reference to India
8	Mr. Rajen Padukone, CEO and MD Manipal Health Enterprises.	Strategic management	Successful Healthcare models
9	Mr. Daljit Singh, President, Fortis Healthcare Ltd.	Strategic management	Strategic Management in Healthcare
10	Dr. Harish Pillai, CEO, Aster DM Healthcare.	Hospital Administration	Successful healthcare Models - Hospitals
11	Mr. Sudarshan Jain, MD, Healthcare Solutions, Abott India.	Strategic management in Pharmaceuticals	Successful healthcare models - Pharmaceuticals
12	Dr. Shreeraj Deshpande, Head, Health Insurance Future Generali India Insurance.	Health Insurance and financing	Health insurance - Challenges & opportunities
13	Dr. Shubnum Singh, Chairperson, Healthcare Sector Skill Council.	Skill based training	Skill development in healthcare sector
14	Mr. Shivinder Mohan Singh, Executive Vice Chairman, Fortis Healthcare Ltd.	Strategic management & leadership	Strategic management in healthcare
15	Ms. Shobha Mishra Ghosh, Senior Director, FICCI.	Healthcare management	Current healthcare scenario in India
16	Dr. Vishwas Mehta, Joint Secretary, MoHFW, Govt. of India.	Public Health	Human resources challenges in India

17	Mr. Jayant Banthia, IAS, Ex Chief Secretary, Govt. of Maharashtra.	Public Health	Overview of Public Healthcare Sector
18	Dr. Sundeep Salvi, Director, Chest Research Foundation.	Pulmonology & research	Introduction to research
19	Dr. Myshkin Ingawale, CEO, Biosense Technologies, Mumbai.	Diagnostics	Entrepreneurship in diagnostics
20	Dr. Nitin Patki, Interventional Cardiologist, Pune.	Interventional Cardiology	Electrocardiography
21	Mr. Sarang Yande, Founder & Lead Trainer, Will N Skill Training Consultancy.	Soft Skill Development	Employability & Job Sustainability Skills for Medical Technologists
22	Mr. Vishal Bali, CMD, Medwell Ventures.	Healthcare Consultancy	Overview & Opportunities in the Healthcare Sector
23	Dr. Clive Fernandez, Group Clinical Director, Wockhardt Hospitals.	Hospital Management	Management issues in the hospital environment
24	Mr. Sainath Iyer, President, Emcure.	Marketing in Pharma	Pharmaceutical Marketing
25	Dr. Mathuram Santosham, Director, Health Systems Program, John Hopkins University.	Public Health	The value of vaccination

### 31. Code of ethics for research followed by the departments :

Research is one of the thrust areas of SIHS. A Research & Advisory Committee (RAC) at institute level is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants, if research involves human subjects.

There is a robust Anti Plagiarism policy implemented for all theses / dissertations submitted.

### 32. Student profile programme-wise:

Programmes	Batch	Number of Applications	Selected		Pass Percentage	
			Male	Female	Male	Female
<b>Under Graduate:</b>						
B.Sc.MT	2009-12	77	23	29	44.44	59.26
	2010-13	63	16	23	60	54.55
	2011-14	42	20	19	43.75	50
	2012-15	52	17	32	66.67	90.32
	2013-16	74	28	34	NA	NA
	2014-17	108	47	41	NA	NA
	2015-18	85	26	40	NA	NA

Programmes	Batch	Number of Applications	Selected		Pass Percentage	
			Male	Female	Male	Female
<b>Post Graduate:</b>						
M.Sc.MT	2009-11	NA	NA	NA	NA	NA
	2010-12	NA	NA	NA	NA	NA
	2011-13	6	3	3	100	100
	2012-14	13	5	6	33.33	57.14
	2013-15	19	10	9	60	66.67
	2014-16	27	9	7	NA	NA
	2015-17	15	3	5	NA	NA
MBA (HHM)	2009-11	1011	38	36	84.21	83.33
	2010-12	1089	23	47	95.65	91.49
	2011-13	714	25	53	100	100
	2012-14	596	31	42	90.32	97.62
	2013-15	529	31	53	96.77	98.11
	2014-16	918	25	68	NA	NA
	2015-17	580	24	68	NA	NA
<b>Diploma:</b>						
PGDEMS	Sept. 2009	77	55	42	60	90.63
	March 2010	129	90	60	79.22	82.61
	Sept. 2010	150	102	48	60.23	96.61
	March 2011	180	120	60	54.55	87.04
	Sept. 2011	181	114	68	52.21	58.46
	March 2012	180	126	54	41.46	63.75
	Sept. 2012	180	127	53	72.55	44.25
	March 2013	180	96	84	53.41	62.50
	Sept. 2013	178	95	83	50.56	53.57
	March 2014	177	68	109	27.27	63.55
	Sept. 2014	177	101	76	NA	NA
	March 2015	180	83	97	NA	NA
	Sept. 2015 (ongoing. Data as of 31st July 2015)	73	32	41	NA	NA
DBI	2009 -10	NA	NA	NA	NA	NA
	2010 -11	37	20	17	100	100
	2011 -12	51	22	29	13.64	41.38
	2012- 13	40	16	23	93.75	81.82
	2013- 14	36	16	20	25.0	47.37
	2014- 15	49	18	31	16.67	67.74
	2015-16	55	22	33	NA	NA

Programmes	Batch	Number of Applications	Selected		Pass Percentage	
			Male	Female	Male	Female
DDT	Staggered					
ADDT	Staggered					
<b>Certificate:</b>						
CDT	2009 -10	NA	NA	NA	NA	NA
	2010 -11	NA	NA	NA	NA	NA
	2011 -12	NA	NA	NA	NA	NA
	2012- 13	22	17	5	47.05	60.00
	2013- 14	69	45	24	26.19	62.50
	2014- 15	37	17	05	NA	NA
	2015-16	15	10	05	NA	NA
CGDA	2014	13	05	08	NA	NA
CDE	2014	04	02	02	NA	NA
CHHA	Staggered					
CDA	Staggered					

### 33. Diversity of students :

Name of the Programme	Batch	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
<b>Under Graduate:</b>					
B.Sc.MT	2009-12	NA	NA	NA	9.62
	2010-13	NA	NA	NA	10.26
	2011-14	NA	NA	NA	7.69
	2012-15	NA	NA	NA	4.08
	2013-16	NA	NA	NA	8.06
	2014-17	NA	NA	NA	18.18
	2015-18 (as on 31st July 15)	NA	NA	NA	0
<b>Post Graduate:</b>					
MBA (HHM)	2009-11	Nil	32.44	67.56	Nil
	2010-12	Nil	40	60	Nil
	2011-13	Nil	51.28	43.58	5.14
	2012-14	Nil	46.59	52.05	1.36
	2013-15	2.38	53.57	44.05	Nil
	2014-16	2.12	29.80	68.08	Nil
	2015-17	0.01	45.75	54.24	Nil

Name of the Programme	Batch	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
M.Sc.MT	2009-11	A	NA	NA	NA
	2010-12	NA	NA	NA	NA
	2011-13	66.66	0	33.34	0
	2012-14	18.18	27.27	36.37	9.09
	2013-15	47.37	10.53	31.59	15.78
	2014-16	43.75	18.75	31.25	6.25
	2015-17 (as on 31st July 2015)	0	62.5	37.5	0
<b>Diploma:</b>					
PGDEMS	Sept. 2009	NA	64.95	35.05	Nil
	March 2010	NA	65.33	34.67	Nil
	Sept. 2010	NA	80.67	19.33	Nil
	March 2011	NA	58.89	41.12	Nil
	Sept. 2011	NA	64.29	35.71	Nil
	March 2012	NA	65	35	Nil
	Sept. 2012	NA	61.67	38.33	Nil
	March 2013	NA	55.56	44.44	Nil
	Sept. 2013	NA	67.42	32.59	Nil
	March 2014	NA	73.45	26.55	Nil
	Sept. 2014	NA	55.94	44.06	Nil
	March 2015	NA	61.11	38.89	Nil
	Sept. 2015 (ongoing. Data as of 31st July 2015)	NA	64.39	35.61	Nil
DBI	2009-10	NA	NA	NA	NA
	2010-11	NA	NA	NA	21.62
	2011-12	NA	NA	NA	9.80
	2012-13	NA	NA	NA	10.26
	2013-14	NA	NA	NA	5.55
	2014-15	NA	NA	NA	4.08
	2015-16	NA	NA	NA	9.09

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise. :**

Nil.

**35. Student progression:**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
<b>Employed</b>	
Campus selection	83.33 %
Other than campus recruitment	15.47 %
Entrepreneurs	1.20 %

Admissions to UG and PG programme is through separate entrance examination. Hence, there is no natural progression from UG to PG and PG to Ph.D. programme.

**36. Diversity of staff:**

Percentage of faculty who are graduates	
of the same university	25%
from other universities within the State	54%
from universities from other States	17%
from universities outside the country	4%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period :**

M.Phil.	Ph.D.	D.Sc.	D.Litt.
01	04	-	-

- 38. Present details of departmental infrastructural facilities with regard to**
- a) Library**
  - b) Internet facilities for staff and students**
  - c) Total number of class rooms**
  - d) Class rooms with ICT facility**
  - e) Students' laboratories**
  - f) Research laboratories**

**a. Library:**

Library is situated on the ground floor of the Institute. The Institute extends the connotation of a 'library' to mean a 'Learning resource Centre'. So, in addition to books, reference materials, manikins, CDs, DVDs, online databases and other teaching aids are an important part of the library. The accession register keeps a methodical record of all such resources. Easy access is ensured through user friendly issue of books and journals. Every book issued for home lending or referencing is entered in the Issue register & KOHA Library software. Online catalogue & online database are accessible to all library users through Wi-Fi. New books are displayed in the library in New Arrival case for the students and the staff. Reprographic facilities are centrally available on the campus.

Sr. No	Library Facility	Details
1	Total Area	1568 Sq.ft
2	Total Seating Capacity	50
3	Working Hours	
	i - on working days	10 hours ( 9am -7 pm)
	ii - on Sunday	Closed
	iii - Festivals/ Holidays	Closed
	iv - Before Examination	12 hours ( 8 am – 8 pm )
	v - During Examination	12 hours ( 8 am – 8 pm )
	vi - During Vacation	10 hours ( 9am -7 pm)



Sr. No	Library Facility	Details
4	Layout of Library	
	- IT Zone for accessing e - resources	Yes
5	- Display of floor plan	Yes
	- Adequate sign boards	Yes
	- Access to differentially abled users and mode to access to collection	Yes
6	<b>Details of Library Holdings</b>	
	Print ( total books)	4256
	- Books ( Titles)	2183
	- Back Volumes	51
7	- Average no of books added in last 3 years	244
8	- Non print (Microfilms, AV)	978 CDs
9	Database - Electronic (e-books, e-journals)	12 35084 e-books & journals are accessed through online databases subscribed by SIU
10	Number of Magazines	14
11	- Question Banks	Available
12	No. of National Journals	11
13	No. of International Journals	3
14	Tools deployed to access the collection	KOHA, EBSCO Host, Emerald, J-stor, Scopus, Frost & Sullivan

**b) Internet facilities for staff and students:**

1.	Internet facilities for staff and students	Yes. Internet is provided through the wired and wireless LAN
2.	Total Systems	78
3.	Computer student ratio	1:4
4.	Dedicating Computing Facility	Yes
5.	LAN Facility	Yes, 100/1000 MBPS LAN
6.	No of Nodes/Computers with Internet facility	78

Every faculty in the Institute is provided with a separate computer. Internet facilities to all students and staff are provided through the wired and wireless LAN. They use computer-aided teaching tools to prepare teaching materials. 71 desktop systems & 7 laptops are available in the institute with internet facility. Campus wide secured network is available through wired as well as wireless LAN of 100/1000 Mbps. Entire campus is Wi-Fi enabled, facilitating students to access internet 24x7.

All desktops & laptops are connected with IBM blade center S chassis intel xeon E-5 2609 v2 to quad core 2.5 GHz with 3 blade server. IT infrastructure of the institute is secured with Sonicwall hardware firewall. Other facilities include MS office, Printer, Scanner, Photocopier, contemporary operating system – Windows 7 & 8, Symantec Endpoint Protection Antivirus.

Network administrator & Senior IT support staff are available.

**c) Total number of class rooms**

Total number of classrooms are 11. In addition to this Audio Visual (AV) Hall, Management Development Programme (MDP) hall, auditorium are also used for academic purposes.

**d) Class rooms with ICT facility:**

Most of the classrooms, AV Hall, MDP hall & auditorium are equipped with audio visual and internet facility. ICT-enabled class rooms have been developed with facilities of laptop / desktops, LCD Projector, Internet and access to the various academic databases is also provided.

**e) Students' laboratories**

**i. Computer Laboratory:** The institute has well equipped computer lab with LAN internet facility. Entire campus is Wi-Fi enabled, facilitating students to access internet 24x7.

**ii. Centre for Health Skills:** The Symbiosis Centre for Health Skills is a multidisciplinary educational facility, which strives to provide high-tech simulated and virtually created healthcare set-up for teaching, training & assessment of all health care professionals in clinical and related management skills.

**iii. Anatomy & Hospital Practices Laboratory** is shared between Symbiosis College of Nursing (SCON) & Symbiosis Institute of Health Sciences (SIHS).

#### **f) Research laboratories**

By virtue of organizations like Chest Research Foundation, Serum Institute of India, Public Health Foundation of India etc., being Approved Research Centre (ARC) of the SIU, students are encouraged to undertake research at these ARCs.

### **39. List of doctoral, post-doctoral students and Research Associates -**

#### **a. from the host institution/university**

#### **b. from other institutions/universities**

#### **a. from the host institution/university**

11 students are pursuing Ph.D. from host institution / university.

<b>HOST INSTITUTE - Ph.D. SCHOLARS</b>		
<b>Sr. No.</b>	<b>Name of Scholar</b>	<b>Title</b>
1	Dr. Sammita Jadhav	Emerging Trends In Medical Laboratory Technology Education From An Assessment And Analysis Of The Contemporary Education In Medical Technology
2	Ms. Sanjivani Maral	A Study of Clinical Laboratory Services with Special Reference to Quality Control Practices in Pune
3	Ms. Meenal Kulkarni	Competency mapping of hospital managers in selected hospitals and its relation with present outcomes of hospital and healthcare management programmes
4	Ms. Neha Ahire	Study of Factors Affecting the Penetration of Health Insurance in Select Cities of Maharashtra
5	Dr. Dnyaneshwar Shelke	Estimation of cost benefit analysis of EMS system
6	Mr. Suhas Divse	Use of ICT in Disaster Management

HOST INSTITUTE - Ph.D. SCHOLARS		
Sr. No.	Name of Scholar	Title
7	Mr. Ganesh Sonune	The study of emergency response system of Pune city using geospatial tools with a view to recommend effective measures
8	Mr. Lalit Varma	Standardization of bed space for wards in hospitals
9	Dr. Rohini Kulur	To study and compare the operational efficiency of National Accreditation Board for Hospitals and Healthcare Providers (NABH) in accredited and non -accredited hospitals
10	Mr. Vishal Kataria	Exploring the Perceptions on Innovation Attributes, Intermediate Health Outcomes and Health Information Behavior Impact of Using Mobile Based Technology: A Study on User And Health Care Providers' Perceptive.
11	Mr. Shamim Mohammad	Examining Legal and Policy Provisions on Silicosis in the Context of Sandstone Mining in Karauli-Rajasthan-India

1 Junior Research Fellow & 1 Research Associate from the host institute were appointed.

Sr. No.	Name of Scholar	Type
1	Ms. Shoma Srivastava	Research Associate
2	Ms. Baishakhi Ghosh	Junior Research Fellow

#### b. From other institutions/universities

OTHER INSTITUTION - Ph.D. SCHOLARS					
Sr. No	Name of Scholar	Type	Institution / University	Title	Guide
1	Mr. A S Farooqui	Doctoral	Savitribai Phule University, Pune	A study of call management process, assessment of call quality and effectiveness in pharmaceutical selling	Dr. G K Shirude

#### 40. Number of post graduate students getting financial assistance from the university.

As per SIU guidelines, every year financial assistance is provided by way of a Merit scholarship to student of FoHBS who tops SNAP examination.

Sr. No	Name of student	Batch	Year	Program	Semester	SNAP Scholarship amount in Rs.
1	Mr. Abhishek Gupta	2011-13	2011-12	MBA-HHM	Sem. I	98,000
2	Ms. Shouryadipta Ghosh	2012-14	2012-13	MBA-HHM	Sem. I	92,000
3	Mr. Niranjan Lele	2013-15	2013-14	MBA-HHM	Sem. I	1,02,500
4	Ms. Ritu Baliya Singh	2014-16	2014-15	MBA-HHM	Sem. I	1,12,500

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

Yes. Need assessment exercise is undertaken before development of any programme at SIHS.

The curriculum of each programme is carefully designed with academic inputs from the stakeholders to make it comprehensive, relevant and meaningful. The programmes are designed keeping in mind the needs of the society. They are contemporary and standardized to national need & international norms. The expertise thus acquired ensures a strong scientific foundation of basic knowledge to be gained and skill sets & competencies to be acquired, which in turn brings out well-groomed and confident professionals.

Rigorous discussions & deliberations with academic & industry experts are held to develop the curriculum & pedagogy. The programmes are approved through systematic process as laid down by the SIU viz. Board of Studies, Board of University Development, Academic Council & Board of Management.

The continuous up gradation of the curriculum is done to meet the emerging needs of rapidly growing healthcare sector, based on inputs / feedback received from various stakeholders.

**42. Does the department obtain feedback from:**

**a. Faculty on (a) curriculum as well as (b) teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

The faculty members are involved in designing and implementation of curriculum. Continuous interaction and deliberations are held on various fora to discuss curriculum and teaching-learning-evaluation involving various stakeholders.

It is utilized for curriculum development and revision, to identify training and development needs in faculty and arrange for such programs, to mentor and counsel faculty & to cascade best practices across the team. Thus, feedback is obtained and implemented. This has resulted in drawing up of SOPs for various initiatives & development of student lifecycle manual.

**b. Students on (i) staff, (ii) curriculum and (iii)teaching-learning-evaluation and how does the department utilize the feedback?**

Yes. SIHS has well-structured feedback mechanism from students on staff, curriculum and teaching, learning and evaluation. Feedback from the students is obtained and analyzed. This helps the assessment of the performance of the faculty, curriculum and teaching learning evaluation. Shortcomings, if any are rectified.

**c. (iv)Alumni and (v)employers on the programmes offered and how does the department utilize the feedback?**

Yes, feedback from the alumni & employers are obtained by way of inviting alumni / industry leaders on various fora such as guest lectures, alumni meet, consortium and conferences. These suggestions are used for enhancing employability value of students, by incorporating necessary changes in the course curriculum, teaching, learning and pedagogy to suit industry requirement.

**43. List the distinguished alumni of the department (maximum 10)**

Sr. No.	Name of the Alumni	Programme & Batch	Designation	Company
1	Dr. Paresh Navalkar	PGDEMS (2002-03)	Director	Life Supporters Institute of Health Sciences
2	Dr. Dnyaneshwar Shelke	PGDEMS (2002-03)	COO	Maharashtra EMS Project
3	Mr.Amit Murarka	MBA (HHM) (2009-11)	Partner, Medical Director	Cygnus Medicare Private Limited, New Delhi
4	Mr. Rajiv Kamra	MBA (HHM) (2009-11)	Entrepreneur and Managing Director	Zealthcare
5	Dr. Shahab Ali Siddiqui	MBA (HHM) (2008-10)	Consultant- Policy & Planning	Ministry of Health & Family Welfare, Government of India

Sr. No.	Name of the Alumni	Programme & Batch	Designation	Company
6	Ms. Roli Pandey & Ms. Moitryee Goswami	MBA (HHM) (2011-13)	Founder & Director	Integrated Haleness
7	Maj.(Dr) Ashwin Devanhalli	MBA (HHM) (2008-10)	Project Manager	Accenture
8	Mr. Manjush K	M.Sc. MT (2011-13)	Lecturer-Respiratory Therapy, Physiotherapy & Emergency Care	National Guard Health Affairs, Riyadh, Kingdom of Saudi Arabia
9	Ms. Bianca Coelho	B.Sc. MT (2007-10)	Cardiac Technologist	Royal Hobart Hospital, Australia
10	Mr. Tushar Ranpise	B.Sc. MT (2007-10)	Respiratory Technician	King Fahad Medical City, Ministry of Health, Kingdom of Saudi Arabia

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

SIHS has conducted numerous student enrichment programmes.

Few of them are mentioned below:

Sr. No	Name & organization	Topic
1	Dr. R. A. Mashelkar Director General of the Council of Scientific & Industrial Research	MBA in Innovation, Entrepreneurship & Intrapreneurship
2	Mr. Dilip Padgaonkar, Ex Consulting Editor, TOI	Communication in Healthcare
3	Mr. Sufi Pore, Disaster Management Consultant, UN	Capacity building in Community for Disaster Management
4	Mr. Ramesh Sharma, Ex DGP	Ethics and Motivation
5	Ms. Ameera Shah, MD, Metropolis	Entrepreneurship in healthcare

Sr. No	Name & organization	Topic
6	Dr. Myshkin Ingawale, Founder Director, Biosense Technologies	Innovation and entrepreneurship
7	Dr. Nilima Kadambi, Ex. CEO, Swiss Re	Every Challenge is an Opportunity
8	Mr. Pradeep Thukral, CEO, Safe Med Trip	Medical Tourism
9	Mr. Sarang Yande, Director, Will N Skill Consultancy	Employability and Job sustainability
10	Mr. Lalit Mistry, Associate Director, Healthcare KPMG India Pvt Ltd.	Overview of consultancy in healthcare

**45. List the teaching methods adopted by the faculty for different programmes. Lectures, Power Point Presentations, Classrooms Discussion, Case Studies, assignment, quiz and videos.**

- a) Power Point Presentation.
- b) Workshops.
- c) Group Discussions
- d) Presentation by students
- e) Quizzes
- f) Case Study.
- g) Seminars conducted by sister institutes across India, with Faculty Members.
- h) Project Work
- i) Dissertation Writing.
- j) Clinico Technological Correlation (CTC)

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

All the programs conducted are need based, suited to the ever changing & ever expanding horizon of the health care sector. Academic programmes clearly take into consideration the goals and objectives and learning outcomes of the programme. Academic audits and faculty interactions are conducted periodically as a measure of quality sustenance and to ensure that the programme objectives and learning outcomes are constantly met. Learning outcomes are monitored by continuous internal assessments, which help understand whether learning outcomes are satisfactory.

- The institute strives hard to make the students industry ready through the programmes offered which is inline with the requirements of the industry. The institute's effort to incorporate the changing technological trends and industry needs are well appreciated and have fetched awards and recognitions.



- The specialization courses offered by the institute are in niche areas in the healthcare sector and we constantly get good feedback about the quality of work done by our students during their summer internship. The fact that repeat placements are offered to our students is evidence that our students are able to meet the expectations of the industry. The placement statistics and university examination results along with industry feedback aids in constantly monitoring the outcomes.
- The teaching-learning pedagogy for each course is so designed that it facilitates the fulfillment of the learning outcomes of the particular course. The pedagogy of the teaching-learning process for each course is designed to ascertain that the objectives and the learning outcome is aligned. Emphasis is given on project based, group learning activities and skill based learning.
- Conscious efforts are made to move from the traditional classroom teaching methodology to project based and group based learning, with emphasis being given to blended and outside- the-classroom learning.
- Learning outside the classroom: Industry based learning and actual project work is carried out in hospitals, IT Industry, Pharmaceutical industry, insurance sector and other verticals of the hospital and the healthcare industry.
- Assessment strategies are formulated in such a manner that the achievement of the intended learning outcome can be ascertained. Emphasis is given to continuous assessment, group projects, presentations and case studies. Participation & presentation of papers in various academic fora is encouraged. Further, some of the projects undertaken by the students during summer internships result in publications.
- The institute collects feedback on student learning outcomes by following means:
  - o Feedback is regularly taken from faculty and students.
  - o Inputs from employers on the performance of the students.
  - o Analysis of examination results.
- The outcome of the above analysis is discussed by the appropriate body within the institute and necessary steps are taken to overcome the barriers to learning. These steps include but are not limited to conduct of remedial classes for students and faculty development programs, improvement in infrastructure, counseling of students etc.
- Academic audit
- Curriculum review
- Open house sessions with students

**47. Highlight the participation of (i) students and(ii)faculty in extension activities.**

The institute organizes various community outreach with participation of faculty & students. Following outreach programmes are conducted by SIHS:

- Every year, SIHS students participate in planning and management to provide medical aid,OPD services and pre-hospital care for pilgrims during Pandharpur Wari.

- As a yearly activity, SIHS organizes a Blood Donation Drive on the occasion of International Students' Day. Students of SIHS promote the blood donation drive through skits, presentations and posters depicting the necessity of donating blood. The Blood Donation Drive is conducted at all campuses of Symbiosis International University. Various Blood Banks participate every year for this noble cause. Around 2000 blood bottles have been collected consistently on a single day, for the last 5 years.
- Every year, Pune International Marathon is held in December, wherein students participate as well as provide First Aid services and pre hospital care along the entire runway.
- Alcoholism – Social Drive: - The general public is made aware of the adverse effects on health & the social impact due to alcoholism by way of street plays at various public places.
- Self-defence:- Display and conduct of sessions on self-defence especially for teenage girls and college students was conducted by SIHS students at various public places.
- Malnutrition: -SIHS students generated awareness among the general public on 'Effects and Prevention of Malnutrition' through posters and street plays. Emphasis was on obesity as well as under nutrition especially in the young generation.
- Community services to residents of old age home: SIHS students visited various Old Age homes like Trimurti, Abhalmaya and Sanjeevani in the city of Pune and conducted health awareness sessions. Students also conducted entertainment sessions for the residents of old age homes.
- Amrut Varsha: Student of MBA HMM batch 2013-15 visited the paddy farms to understand the efforts involved in the production of food and generate empathy towards farmers.
- Hruday Mohotsav: In commemoration of the World Heart Day, students of Medical Technology actively participated in the event by educating the public through charts and specimens.
- Symbiosis Community Outreach Programme Execution (SCOPE): The SCOPE is directed towards the objective of positively impacting the community by way of joint initiatives at the University level. As a part of community healthcare services under institutional social responsibility, following activities are undertaken viz. outpatient services and health education activities for poor, marginalized & needy populations, health talks, checkup and treatment camps, participation in various health education drives and national programs in & around Mulshi block and Pimpri Chinchwad Municipal Corporation (PCMC) area through Family Doctor Clinic (FDC) at Sus village and a well-equipped Mobile Medical Unit (MMU) in Mulshi tehsil & PCMC.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- The students are encouraged to attend conferences and seminars at various fora in the country. Apart from this, activities such as current affairs, discussion on cases, presentations by students in Leadership Development Series adds to their knowledge & presentation skills. This gives them adequate exposure to the industry as well as opportunity to showcase their abilities at a national level. Some of the projects under taken by the students during the Summer Internship Project (SIP) are converted to articles in magazines & journals.

Some of the activities attended by students are as follows:

Sr. No	Name of the Students	Activity	Institute
1	Dr. Akhila Nayak	Quiz & book release	Sancheti Healthcare Academy & Narayana Hrudalaya
2	Ms. Sanika Shah , Ms. Shruti Chaudhari	ECHO India 2013	Indian Academy of Echocardiography, Bangalore
3	Ms. Sanika Shah, Mr. AakashSoni, Ms. Alice George, Ms. Dhanashree Chari, Mr. Rahul Sharma	Communication Skills for Medical Technologists	Symbiosis Institute of Health Sciences
4	Ms. Juhi Desai, Ms. Neha Jadhav, Mr. Aakash Soni, Ms. Sanika Shah	Basic and Advanced Mechanical Ventilation	IARC
5	Ms. Shraddha Agrawal Ms. Isha Sharma	NABH awareness	QCI
6	Ms. Madhulika Rawat	'Pharmacon' National Conference	ABMH
7	Ms. Madhulika Rawat	Quality Improvement & Patient Safety (QIPS) -III	ABMH
8	Dr. Srishti Upadhyay	QIPS-III	ABMH
9	Dr. Ruchismita Deb	FICCI,Heal - National Conference	FICCI
10	Ms. Ruchismita Deb, Dr. Amrita Singh	Pradanya– International Conference	IIHMR
11	Dr. Ankit Srivastava, Dr. Nirmal Shah, Mr. Deep Jana	Pre Eureka Business Plan	IIT, Mumbai
12	Ms. Suchita Agrawal	'Vivartana' - National Conference	ASCI, Hyderabad
13	Ms. Sahily Singh, Dr. Srishti Upadhyay, Ms. Linda Fernandez	Clairvoyance - National Conference	TISS
14	Mr. Vaibhav Jain	Mad – Ad – Competition	SCIT
15	Mr. Arun B, Mr. Embrahim Khan, Dr Nabh Patil	Vishwapreneur-Business Plan	VIT, Pune

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

Yes. The institute is accredited by following agencies:

- As an International Training Center (ITC) of the American Heart Association (AHA), USA.
- As a “Chapter” of the International Trauma Life Support Organization, (ITLS), USA. This program is endorsed by the American College of Emergency Physicians (ACEP).
- Recognized by the Los Angeles Paramedic Training Institute, USA
- Approved Center for Advanced Trauma Life Support (ATLS)®- India Programme
- Recognized by Saudi Commission for Health Specialties for the PGDEMS programme.
- Recognized by Maharashtra Medical Council (MMC)
- Affiliated to Healthcare Sector Skill Council (HSSC), NSDC, Govt. of India

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- The institute has contributed in generating new knowledge by way of research projects in the areas of Emergency Medical Services, First Aid Trauma Training, age related changes in the lung growth and respiratory functions, Sero-surveillance to assess Rubella susceptibility and assessment of immunogenicity and reactogenicity of Rubella vaccine (R-Vac®) in female students, Factors affecting the health behavior amongst students, Road safety awareness and practices among students, Health promoting behaviour amongst fresher students, Comparative study of healthcare systems in higher educational institutions, Student health insurance etc.
- Faculty & students attend numerous conferences and present research papers contributing to the new knowledge. Following are the activities undertaken to generate new knowledge, basic or applied:
  - Research projects.
  - Research Publications.
  - Participation in conferences / workshops.
  - Industry projects by Institute & students: Summer internship, dissertation,
  - Consortium
  - 4 Ph.D. Theses completed.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

- **Strengths:**
  1. Strong core values: The Symbiosis DNA! Admission to any programme at SIHS is purely and strictly on academic merit alone. There is no donation / no capitation i.e. no monetary considerations for admissions to any programme.
  2. SIHS offers innovative, need based, non conventional programmes which are skill oriented, competency driven and research oriented. All programmes are interdisciplinary in nature.

3. Strong National & International Academic Linkages with various healthcare organizations of repute across various verticals of the healthcare sector provide the student with a ring side view of the entire healthcare sector beyond hospitals alone.

4. Nonconventional learning resources like manikins, simulation lab with scenarios, an ultra-modern well equipped operational ambulance, an 'on campus health centre' provide students with innovative learning pedagogies.

5. Conduct of various health related community oriented awareness and extension programmes instill the right mindset, attitude, skillsets and societally oriented humane approach in the would be healthcare professionals.

6. Availability of on campus Health Centre which provides preventive, curative and promotive healthcare services along with Emergency Medical Services and unique medical insurance scheme for staff & students.

### **Weakness:**

1. On campus hospital (medical training facilities): To meet the requirement of on campus hospital, SIHS has signed MoUs with various healthcare establishments viz. Hospitals, IT in Healthcare companies, Health Insurance companies, Medical equipment and devices companies etc. Also, nonconventional training aids such as manikins, simulators in centre for health skills, on campus well equipped ambulance, on campus health centre are used to impart the training.

Recently, SIU has got all plans approved and sanctioned from all Authorities concerned for construction of Symbiosis General Hospital cum Research Centre at SIU Campus, Lavale. Work will commence soon and the hospital is expected to be commissioned within the next two years!

2. Research output: Few Research projects and Publications: Faculty members are encouraged / incentivized to undertake minor / major research projects & publish research papers.

3. Faculty: Availability of the rightly qualified faculty is a challenge. Further, compounding this problem is the priority of the faculty to work in the practical / service sector, rather than pursuing an academic career e.g. a doctor would rather choose to work in a hospital rather than teach in an academic institute. This adversely affects the student – teacher ratio. The disparity in remuneration between industry versus academics is a further deterrent.

4. The diversity of the healthcare sector requires individuals with diverse knowledge and skillsets. It is difficult, if not impossible to find the right blend of knowledge, skillsets and competencies in one individual. This necessitates recruiting faculty in niche areas of specialization leading to a disproportionately high number of visiting faculty.

5. The gestational age of SIHS is just a decade! Consequently, SIHS lacks a formal, strong and effective alumni association. The contribution of alumni to the growth and development of an institute needs no mention / emphasis.

**Opportunities:**

1. Healthcare sector is a sunshine sector with tremendous career options and growth opportunities for an individual beyond doctors / nurses.
2. The healthcare sector provides ample opportunities for undertaking evidence based research. Towards this end, SIU has provided SIHS earmarked funds and resources. Collaborations with various national & international research organizations have been developed to undertake joint collaborative research projects, encourage faculty members for professional up gradation viz. enrollment for Ph.D.
3. Increase in Consultancies & MDPs: Considering, increasing need & demand for skilled manpower across all cadres, there is a huge opportunity to undertake consultancies & MDPs on various aspects such as communication skills, management skills, technical skills, patients handling & assessment skills etc. SIHS continuously strives to develop & implement Management Development Programmes.
4. Academic Reforms: Being a Deemed University, SIU allows opportunities to reform the curriculum dynamically, suited to the expanding horizon of the healthcare sector viz. adoption of CGPA system, provision for non-core credits, problem based learning etc.
5. Skill development being the National agenda, SIHS is making forays in simulation based skill training and thereby addressing the dearth of skilled manpower which plagues the healthcare sector.

**Challenges:**

1. To sensitize students to career options beyond conventional traditional careers in Medicine / Nursing.
2. To provide academics as a lucrative career option to future budding healthcare professionals.
3. To develop innovative learning pedagogies independent of patient interface.
4. To instill the right value system and qualities specific to healthcare professionals.
5. To implement strategies to promote faculty up gradation. To instill and promote research bent of mind amongst faculty.
6. To meet the diverse manpower requirement of the ever changing and ever expanding healthcare sector.

**52. Future plans of the department:**

SIHS is in the process of establishing a Health Sciences & Technology Park (HSTP) comprising of Centre for Health Skills, Research & Development Centres of healthcare organizations, a general hospital, a Paramedic Training Institute, a Centre for Complementary and Alternative Therapy, a School of Sports Sciences etc. all contributing to a complete new world of healthcare.



Symbiosis College  
of Nursing

(SCON)





“Symbiosis is known to be one of the best universities in India. What inspired me to come to Symbiosis is the way they treat everyone because it is equally balanced. There is no segregation among foreigners and Indians. Symbiosis College of Nursing is the best nursing college. I have learnt a lot in just my first year. Symbiosis is good when it comes to the medical programme. By studying here, I feel I will contribute better to my country and the world.”

**Bertha Chaila, Zambia - SCON**

## Evaluative Report of the Department

### 1. Name of the Department

Symbiosis College of Nursing (SCON)

### 2. Year of establishment

2007

### 3. Is the Department part of a School/Faculty of the university?

Yes, Symbiosis College of Nursing is a Department of Symbiosis International University under the Faculty of Health and Biomedical Sciences.

### 4. Names of programmes offered:

*Undergraduate programmes -*

- B.Sc. Nursing (04 years)
- Post Basic B.Sc. Nursing (02 years)

*Postgraduate programmes -*

- M.Sc. Nursing (02 years)

Specializations:

- Medical Surgical Nursing
- Community Health Nursing
- Mental Health Nursing

*Certificate programme (06 months, weekend programme):*

- Advanced Certificate Course in Critical Care Nursing (ACCCN)

### 5. Interdisciplinary programmes and departments involved

Apart from involving Faculty of Health and Biomedical Sciences for interdisciplinary programme, SCON also incorporates courses like Integrated Disaster Management Programme, Self Defence, Basics of Fitness, Creative Writing, Film Appreciation, Web Designing using CMS, fundamentals of IT and introduction to Human Rights from the course catalogue of other Faculties for e.g. Faculty of Law, Faculty of Computer Studies, Faculty of Humanities and Social Sciences.

### 6. Courses in collaboration with other universities, industries, foreign institutions, etc.

- A substantial component of hands-on-skill training in various clinical specialties like Medical Surgical Nursing, Mental Health Nursing, Child Health Nursing, Obstetrics & Gynaecological Nursing and Community Health Nursing are taught in collaboration with hospitals and health care organizations in Pune.
- This is facilitated through formal MoUs with Yashwantrao Chavan Memorial Hospital, Oyster & Pearl and Tulip Hospital and permissions from Maharashtra Memorial Foundation, Chaitanya

Mental Health Care Centre, Dr. Homi J Bhabha Hospital, Mutha Primary Health Centre, Dwarika Sangamnerkar Medical Foundation, Pune.

**7. Details of programmes discontinued, if any, with reasons**

NIL

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

Symbiosis College of Nursing follows Annual system of examination based on marks as per norms of Indian Nursing Council (INC).

**9. Participation of the department in the courses offered by other departments:**

NIL

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled/actual
Professor	03	02
Associate Professors	03	02
Asst. Professors	08	04
Adjunct Faculty	0	0
Other Teaching staff	22	11
Total	36	19

\*Against a sanctioned intake of 360, SCON has only 175 students admitted

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sl. No.	Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D./ M.Phil. students guided for the last 4 years
1	Col (Dr.) Pillay Jayalakshmi Namasivayam (Retd)	M.Sc. Nursing PGDHHM, Ph.D	Director, Professor	Psychiatric Nursing	41	NIL
2	Lt. Col. Shobha Naidu (Retd)	M.Sc. Nursing M.A(Sociology) Dip. in Nsg Admin, MBA (Hosp. Mgt), PGDMLS	Dy. Director, Assoc. Prof	Obstetrics & Gynaecological Nursing	22	NIL

3	Dr. Joshi Sonopant Ganpatrao	M.Sc. Nursing M.Sc ( DM) Ph.D	Professor	Communi- ty Health Nursing	32	NIL
4	Mrs. Sheela Upendra	M.Sc. Nursing PGDHA M.A (Sociol- ogy)	Associate Professor	Psychiatric Nursing	17	NIL
5	Mrs. Sawane Kalpana Ganesh	M.Sc. Nursing PGDHA	Assistant Professor	Communi- ty Health Nursing	11	NIL
6	Mrs. A Seeta Devi	M.Sc. Nursing PGDE	Assistant Professor	Obstetrics & Gynae- cological Nursing	9	NIL
7	Ms. Waghmare Shital Vinayak	M.Sc. Nursing	Assistant Professor	Obstetrics & Gynae- cological Nursing	6.2	NIL
8	Mrs. Barde Sheetal Bhaurao	M.Sc. Nursing	Assistant Professor	Psychiatric Nursing	6	NIL
9	Mrs. Chavan Ranjana Govind	M.Sc. Nursing	Clinical Instruc- tor	Communi- ty Health Nursing	7.5	NIL
10	Mrs. Manu Acha Roy	M.Sc. Nursing	Tutor	Paediatric Nursing	6.2	NIL
11	Mr. Jabade Mangesh Vilnikaran	M.Sc. Nursing	Tutor	Communi- ty Health Nursing	3	NIL
12	Mrs Anju Ann Mani	M.Sc. Nursing	Tutor	Medical Surgical Nursing	1.6	NIL
13	Ms. Kadam Priyanka Anton	B.Sc. Nursing	Tutor	Nursing	2	NIL
14	Mr. Nithesh N	B.Sc. Nursing	Clinical Instruc- tor	Nursing	0.6	NIL
15	Mrs. Kamble Sulekha Kishor	B.Sc. Nursing	Tutor	Nursing	0	NIL
16	Mr. Makandar Sameer Sikandar	M.Sc. Nursing	Tutor	Paediatric Nursing	2	NIL
17	Mrs. Dumbre Dipali Umesh	M.Sc. Nursing	Tutor	Medical Surgical Nursing	10	NIL
18	Ms. Anisha Kochitty	M.Sc. Nursing	Tutor	Medical Surgical Nursing	1	NIL
19	Ms. Rangaria Sonia Daniel	M.Sc. Nursing	Tutor	Psychiatric Nursing	1.6	NIL

## 12. List of Senior Visiting Fellows, Adjunct Faculty, Emeritus professors– Senior Visiting Fellows:

Sr. No.	Name	Position	Professional Qualification	Years of Experience	Course
1.	Dr. Anirudh Joshi	Prof, HOD	MBBS, MD (Physiology)	32 Years	Physiology
2.	Ms. Devina Joshi	Lecturer	MA. BEd.	22 years	English
3.	Dr. Nichal Rawal	Consultant Psychiatrist	MBBS,DPM, MRC -Psychiatry	20 Years	Psychiatric Nursing
4.	Dr. Suwarna Joshi	Professor	M.Sc. (Microbiology) PhD	25 Years	Microbiology
5.	Mrs. Sanjivini Mane	Professor	M.Sc. (Microbiology)	15 Years	Microbiology
6.	Dr. Jyoti Gayudu	Associate Consultant	MD (Medicine)	18 Years	Medical-Surgical Nursing
7.	Dr. Rahul Kedari	Professor	Ph.D (Pharmacology)	15 Years	Pharmacology
8.	Dr. Rakesh Kakkar	Professor	MBBS, MD (Pathology), DCP	42 Years	Pathology
9.	Dr. Rajendra Deshmukh	Lecturer	BE	40 Years	Nursing Management
10.	Mrs. Bhavana Samudre	Lecturer	M.Sc. Statistics	10 Years	Statistics
11.	Mr. Hemant Khaladkar	HOD	M.Sc. IT, DCA	40 Years	Introduction to Computer
12.	Ms. Aparna Prabhudesi	Lecturer	MA. B.Ed	10 Years	Hindi

## 13. Percentage of classes taken by temporary Faculty – programme-wise information

Name of the Programme	Year	Percentage (%)
B.Sc. Nursing	2014-15	19.6
P.B.B.Sc. Nursing	2014-15	21
M.Sc. Nursing	2014-15	13.3

## 14. Programme-wise Student Teacher Ratio 9:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Category	Sanctioned	Filled/Actual
Academic support staff (technical)	14	01 + (02)
Administrative staff	40	05

**16. Research thrust areas as recognized by major funding agencies -**

Thrust Area	Topic	Funding agencies
Com- munity Health	Global Fund to fight for AIDS, Tuberculosis, Malaria - to provide training to the staff nurses across selected areas of Maharashtra in collaboration with Indian Nursing Council.	Indian Nursing Council, Govt. of India
Paediat- rics	Neonatal Resuscitation: 'First Golden Minutes' - workshops for the Nursing personnel of Pune city in collaboration with IAP.	Indian Academy of Paediatrics (IAP)
Medicine	Effectiveness of planned health teaching regarding 'Patient safety curriculum' on knowledge and practices of Nursing students of selected establishments with the view to recommend necessary changes in the Nursing curriculum of SIU	Symbiosis International University
Medicine	Efficacy of the training module on knowledge of Diabetes care among nurses of selected hospitals in Pune city	Symbiosis International University
Mental Health	Effectiveness of progressive muscle relaxation versus music therapy on anxiety among elderly residing at selected geriatric homes of Pune city	Symbiosis International University

**17. Number of Faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

**a) National :**

Faculty	Funding agency	Project Title	Year	Fund (Rs.)
1. Col (Dr) Jayalakshmi N (Retd) 2. Ms. Shital Waghmare 3. Mrs. Sheetal Barde 4. Mrs. Ranjana Chavan	Indian Nursing Council, Govt. of India	Global Fund to fight AIDS, Tuberculosis, Malaria	2010	2,48,07,009
1. Mrs. Seeta Devi 2. Ms. Shital Waghmare 3. Mrs. Sonu George	Indian Academy of Paediatrics	Neonatal Resuscitation Programme : 'First Golden Minutes'	2013	2,47,735
1. Mrs. Sheela Upendra 2. Mrs. A. Seeta Devi	Symbiosis International University	Efficacy of the training module on knowledge of Diabetes care among nurses of selected hospitals in Pune city.	2013-14	1,50,000/-
1. Mrs. Sheetal Barde 2. Col (Dr) Jayalakshmi N (Retd) 3. Mrs. Sheela Upendra	Symbiosis International University	Effectiveness of progressive muscle relaxation versus music therapy on anxiety among elderly residing at selected geriatric homes of Pune city.	2013-14	1,30,000/-

**b) International:**  
NIL

## 18. Inter-institutional collaborative projects and associated grants received

### a) National collaboration

Project title	Workshops/ Training conducted for	Year	Funding Agency	Amount received (Rs.)
Global Fund to fight AIDS, Tuberculosis, Malaria project from Indian Nursing Council, Govt. of India for training of staff nurses	Auxiliary Nurse Midwife (Tuberculosis Workshop) – Rs.1,30500/-(2 days) General Nursing & Midwifery (Tuberculosis) – Rs.1,74,500 (3days) General Nursing & Midwifery (Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome) – Rs. 3,15,500/- (6 days) Auxiliary Nurse Midwife (Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome) – Rs. 1,74,500/- (3 days)	2010 onwards	Indian Nursing Council, Govt. of India	2,48,07,009
Indian Academy of Paediatrics project for Nursing personnel	Rs.21,000/- per project (5-8 Projects/year)	2011 onwards	Indian Academy of Paediatrics	2,47,735

### b) International collaboration–NIL



**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Project title	Funding Agency	Amount received (Rs.)
Global Fund to Fight for AIDS, Tuberculosis, Malaria project from Indian Nursing Council for training of staff nurses	Indian Nursing Council, Govt. of India	2,48,07,009
Neonatal Resuscitation programme - 'First Golden Minute'	Indian Academy of Paediatrics	2,47,735

**20. Research facility / center with -**

**State recognition** –NIL

**National recognition** –The Independent Ethics Committee (IEC) of SIU has been registered under Drug Controller General of India (DCGI).

**International recognition**– NIL

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

NIL

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	31
i. Number of papers published in peer reviewed journals (national / international):	27 ( National 16 & International 11)
ii. Monographs	-
iii. Chapters in Books	1
iv. Edited Books	-
v. Books with ISBN with details of publishers	1
vi. Case Studies	-
vii. Proceedings papers	2
viii. Working / Discussion papers	-
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	7

Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 1 Range:0 - 1 Avg: 1.00
	Scopus	Total Citations= 0 Range: 0 Avg: 0
Total citations of SCON Faculty (SIU + Non-SIU affiliated papers)		1
SNIP		Range: 0 Avg: 0
SJR		Range: 0 Avg: 0.336 Avg: 0
Impact Factor – range/average		Range: 0 Avg:0
h-index		(Google Scholar: 1 Scopus: 0)

### 23. Details of patents and income generated -

NIL

### 24. Areas of consultancy and income generated

Sl. No.	Consultancy	Fund generated (Rs.)
1	Global Fund to Fight for AIDS, Tuberculosis, Malaria project from Indian Nursing Council for training of staff nurses	2,48,07,009
2	Neonatal Resuscitation Programme - 'First Golden Minute'	2,47,735

### 25. Faculty selected nationally / internationally to visit other laboratories / institutions

Faculty name	National/ International	Designation
Col (Dr) Jayalakshmi N (Retd)	National	Inspector, Indian Nursing Council, Govt. of India, New Delhi
Mrs. Meenakshi Gijare	National	Principal Assessor of National Accreditation Board of Hospitals

**26. Faculty serving in -****a) National committees**

Faculty name	Designation
Col (Dr) Jayalakshmi N (Retd)	Inspector, Indian Nursing Council, Govt. of India, New Delhi
	President, Trained Nurses Association of India, Pune City Branch
Mrs. Meenakshi Gijare	Member, National Accreditation Board of Hospitals
Mrs. Sheela Upendra	Student Nurses Association Advisor, Trained Nurses Association of India, Pune City Branch

**b) International committees– NIL****c) Editorial Boards-**

Col (Dr) Jayalakshmi N (Retd)	Sinhgad e- Journal of Nursing ( Biennial ); ISSN ‘2249-3913( Online ) ISSN ‘2278-893X’(Print)	Member, Advisory Committee
Dr S G Joshi	Sinhgad e- Journal of Nursing ( Biennial ); ISSN ‘2249-3913 ( Online ) ISSN ‘2278-893X’(Print)	Member, Editorial Board
	South American Journal of Academic Research ISSN: 2311-7672	Member, Editorial Board
Mrs. Sheela Upendra	Journal of Psychiatric Nursing (Tri-Annual); ISSN 2277-9035	Member, Editorial Board
	International Journal of Psychiatric Nursing ISSN - 2394 - 9465 (Print) 2395 - 180X (Online)	Member, Scientific Committee

**d) Any other (please specify) – NIL****27. Faculty recharging strategies**

Faculty participate, attend/ present in various workshops, FDPs, seminars & conferences in their clinical specialty and areas of interest.

## Faculty development programmes 2014-15

Workshops	FDPs	Seminars	Conferences	Refresher/ Training course
17	20	01	07	01

Apart from these outbound activities, recreation and wellness activities are also conducted as recharging strategies on regular basis for faculty at SCON.

### 28. Student projects

- Percentage of students who have done in-house projects including inter-departmental projects- 100%** (Dissertation is mandatory in final year of all Nursing programmes)  
 The project completion is an integral part of the curriculum and is necessary criterion for partial fulfilment of the eligibility for award of the degree.
- Percentage of students doing projects in collaboration with other universities**  
**Industry/ institute –100%** (students undertake projects from field of clinical specialty as it is a necessary criterion for partial fulfilment of the eligibility for award of the degree)

### 29 Awards / recognitions received at the National and International level by Faculty –

Name	Award/recognition	Year
Col (Dr) Jayalakshmi N (Retd)	Best Nurse Educator appreciation award, Trained Nurses Association of India, Pune City Branch	2011
Mrs. Sheela Upendra	Best Teacher appreciation award, Trained Nurses Association of India, Pune City Branch	2011
Mrs. Meenakshi Gijare	Invited as Keynote Speaker for National Accreditation Board for Hospitals' conference	2014

- Doctoral / post-doctoral fellows- NIL**

- **Students–**

Sr. No.	Award	Year
1	Ms Haritha Hans bagged third position in Essay competition of Elsevier's Gyandeeep Excellence in Nursing studies and received award worth Rs. 5000/-	2013
2	Mr. Nithesh N – 4 <sup>th</sup> position in Discuss throw at XXV Biennial National SNA Conference	2013
3	Ms. Gaikwad Nikita bagged 3rd prize at National level in Essay competition of writing Shree Ramachandra Mission in collaboration with the United Nations Information Centre for India & Bhutan	2014

**30 Seminars/Conferences/Workshops organized and the source of funding (national/International) with details of outstanding participants, if any.**

Event	Source of Funding	Outstanding Participants
National Seminar – 'Nursing leadership and Management' 2010	Indian Nursing Council	Dr. T. Dileep Kumar- President, Indian Nursing Council Dr. Rajiv Yeravdekar, Dean, Faculty of Health and Biomedical Sciences. Dr. Arun Jamkar, Dean ,B J Medical College, Pune Dr. Arun Mudbhidhri, Director, SIBM, Pune Col. E John, Principal, AFMC, College of Nursing, Pune Dr. Shashikala Gurpur, Director,SLS, Pune Brig.( Mrs) Tshering Bhutia, AFMC, College of Nursing, Pune Dr. Tapti Bhattacharjee, Principal, Bharati Vidyapeeth College of Nursing, Pune Maj. (Mrs) A R Singh, Principal, TGINE, Pune Maj. (Mrs) Ajitha , Nsg Superintendent, Ruby Hall Clinic, Pune Dr. Mrs Pratibha Chandekar, Principal, Pravara College of Nursing

National conference- Ethical and Medico-legal issues in Nursing , 2011	Self-Funding	<p>Dr. T. Dileep Kumar- President, INC  Dr. Rajiv Yeravdekar, Dean, Faculty of Health and Biomedical Sciences, SIU, Pune  Mr Ramling Mali, President, Maharashtra Nursing Council, Mumbai  Dr. Sanjay Gupte, Director, Gupte Hospital, Pune  Col. E John, Principal, AFMC, College of Nursing, Pune  Mrs. Khurshid Jamdar, Principal, D Y Patil, College of Nursing, Pune  Dr. Milind Salunkhe, Advocate Medico-legal consult. Ex- PNDT Advocate consultant, Govt. of Maharashtra  Dr. Dilip Walke, Medico-legal Advisor, Federation of Obstetric and Gynecological Societies of India  Dr. Saroj Upasani, Principal, Kokilaben Dhirubhai Ambani College of Nursing, Mumbai  Mrs. Meera Achrekar, Nursing Superintendent, Tata Memorial Hospital, Mumbai  Ms. Sujata Palande, Consultant, Health care informatics, Nurse Entrepreneur, Pune  Mrs. Alka Kalambi, Principal, Leelabai Thackersey College of Nursing, Mumbai  Mrs. Vaishali Mohite, Principal, Krishna Institute of Nursing Sciences , Karad  Mrs. Havovi Fauzdar, Addl. Director Nursing, Asian Heart Institute, Mumbai  Mrs. Linta B Issac, Infection control Consultant, B D Medicals , Pune  Dr. Sujata Malik, Medical Director, Ruby Hall Clinic, Pune  Dr. Prasad Muglikar, Director, Medical Services, Jehangir Hospital, Pune</p>
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National Seminar-Grooming for Health care professionals, 2012	Self-Funding	Maj. Gen. (Mrs.) J K Grewal, VSM** Addl. DGMNS, AHQ, New Delhi Dr. Rajiv Yeravdekar, Dean, Faculty of Health and Biomedical Sciences, SIU, Pune Dr. Pradeep Kumari, Consultant, Dermatologist, Pune Lt. Gen. MA Tutakne, AVSM, VSM, Advisor Medical Project Dr. Tapti Bhattacharjee, Principal, B V College of Nursing, Pune Lt. Col. Malathi Rao, Nursing Superintendent, Kamal Nayan Bajaj Hospital, Aurangabad Prof. Maya V Chakravarty, Director, SIMC, Bengaluru Mrs. Sujata Palande , Nurse Entrepreneur
National Conference -‘Fostering safe motherhood’ Feb 2014	ICMR, UNI-CEF, MSAC, JEHPIE-GO, UNFPI	Dr. T. Dileep Kumar, President, INC Dr. Rajiv Yeravdekar, Dean, Faculty of Health and Biomedical Sciences, SIU, Pune Dr. N.D. Deshmukh, DHO, Zilla Parishad, Pune Dr Dileep Mavalakar, Director, Indian Institute of Public Health , Gandhi Nagar Dr. Suchita Pandit, President, FOGSI Maj. Gen. Sunita Kapoor, Addl. DGMNS, AHQ, New Delhi Dr. Kamlesh Lalchandani, JHPAIEGO Dr. Khanindra Bhuyan- UNICEF Ms. Lina Duncan, Professional Midwife, Just Health care, Mumbai Dr. Girija Wagh, Executive member, FOGSI Prof. Bandana Das ,President, Society of Midwives of India

### 31 Code of ethics for research followed by the departments:

- A Research Advisory Committee (RAC) is constituted at individual institute level to review research proposals and projects.
- The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects.
- There is robust anti plagiarism policy available and implemented for all dissertations by use of Turn-it-in Software.

**32 Student profile Programme-wise:**

Name of the Programme (refer to question no. 4)	Applica- tions Received	Selected		Pass percentage		
		Male	Female	Male	Female	
B.Sc. Nursing	2008-12	05	01	04	100	100
	2009-13	15	03	06	66.66	100
	2010-14	13	01	10	100	100
	2011-15	10	02	04	100	100
	2012-16	29	03	16	NA	NA
	2013-17	36	04	12	NA	NA
	2014-18	44	07	35	NA	NA
	2015-19	40	17	23	NA	NA
Post Basic B.Sc. Nurs- ing	2009-11	50	06	44	100	97.56
	2010-12	52	07	42	83.33	95
	2011-13	49	14	23	100	100
	2012-14	49	05	29	100	100
	2013-15	16	02	06	00	83.33
	2014-16	08	01	05	NA	NA
	2015-17	08	00	08	NA	NA
M.Sc. Nursing	2011-13	15	05	07	100	100
	2012-14	17	06	07	100	100
	2013-15	17	04	11	100	100
	2014-16	16	02	13	NA	NA
	2015-17	6	00	06	NA	NA
ACCCN	2011-12	44	08	36	100	100
	2012-13	44	15	29	100	100
	2015-16	45	05	40	NA	NA

**33. Diversity of Students**

Name of the Programme (refer to question no. 4)	% of Students from the Same Univer- sity/ Board	% of students from other Uni- versities/ Board within the State	% of students From Uni- versities/ Board outside the State	% of Stu- dents from other coun- tries	
B.Sc. Nursing	2015-16	NIL	72.5	25	25
	2014-15	NIL	42.85	23.82	33.33
	2013-14	NIL	61.11	27.77	11.11
	2012-13	NIL	65.51	34.48	NIL
	2011-12	NIL	46.15	53.84	NIL
	2010-11	NIL	61.53	38.46	NIL
	2009-10	NIL	66.66	33.33	NIL



P.B.B.Sc Nursing	2015-16	NIL	72.5	25	25
	2014-15	NIL	42.85	23.82	33.33
	2013-14	NIL	61.11	27.77	11.11
	2012-13	NIL	65.51	34.48	NIL
	2011-12	NIL	46.15	53.84	NIL
	2010-11	NIL	61.53	38.46	NIL
	2009-10	NIL	66.66	33.33	NIL
M.Sc Nursing	2015-16	16.6	33.3	50	NIL
	2014-15	31.85	12.5	56.25	NIL
	2013-14	10	47.36	36.84	5.26
	2012-13	NIL	52.94	47.58	NIL
	2011-12	28.57	14.28	57.4	NIL
ACCCN	2015-16	19.6	37.2	43.1	NIL
	2012-13	5.5	66.6	27.7	NIL
	2011-12	-	38.63	61.36	NIL

**34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

NIL

**35. Student progression**

Student progression		Percentage against enrolled (%)
UG to PG		N.A
PG to M.Phil.		N.A
PG to Ph.D.		NA
Ph.D. to Post-Doctoral		NA
Employed		
•	Campus selection	40%
•	Other than campus recruitment	60%
Entrepreneurs		NIL

\*Admission to PG and Ph.D programme is through separate entrance examination, hence there is no natural progression from UG to PG or PG to Ph.D

**36. Diversity of staff**

Percentage of Faculty who are graduates	Percentage (%)
of the same university	31.5%
from other universities within the State	31.5%
from universities from other States	37%
from universities outside the country	NIL

**37. Number of Faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period –**

M.Phil.	Ph.D	D.Sc	D.Litt
NIL	01	NIL	NIL

**38 Present details of departmental infrastructural facilities:  
Library:**

Total Area:	1568 sq.ft
Total Seating Capacity	50
Working Hours: on Sunday	Hours (9am-7pm) Closed
Festivals/ Holidays:	Closed
Before Examination:	12 hours ( 8am- 8pm)
During Examination	12 hours ( 8am- 8pm)
- During Vacation:	10 hours ( 9am- 7pm)
Layout of Library :	
Relaxed reading	No
IT Zone for accessing e – resources	Yes
Display of floor plan	Yes
Adequate sign boards:	Yes
Access to differentially abled users and mode to access to collection:	Yes
<b>Details of Library Holdings</b>	
Print	
- Books	4256
- Titles	2183
Back Volumes:	51
Average no of books added in last 3 years	244
Non print (Microfilms, AV):	978 CDs
Electronic (e - books, e - journals):	35084 under12 database
Special Collections -	
• Reference Books	886 (SIU)
• Magazines	14
Question Banks	20
No. of National Journals	11
No. of International Journals	3
<b>Tools Deployed to access the collection</b>	KOHA; EBSCO Host, Emerald, J-store, Scopus, Frost & Sullivan

<b>b) Internet Facilities for Staff and Students</b>	
Systems	20
Computer - Student Ratio	1:8
Dedicated Computing Facility	Yes, Dell OptiPlex 380, 390, HP Dx 7480, computers with latest Intel dual core, Core i3 processors and 2 GB RAM
LAN Facility	Yes, Campus wide secured network is available through wired as well as wireless LAN (100/1000 MBPS LAN)
No of nodes/ computers with Internet facility	20

c) **Total Number of classrooms:** 06

d) **Classrooms with ICT facility:** Classrooms are equipped with audio visual and internet facility. ICT enabled classrooms have been developed with facilities of laptop/desktops, LCD Projectors, Internets, access to the various academic database is also provided. Smart board is also available.

e) **Students Laboratory:**

- **Computer Laboratory :**

Well equipped computer lab with LAN internet facility. Entire campus is Wi-Fi enabled, facilitating students to access internet 24X7.

- **Nursing foundations Laboratory:**

The core activities of clinical experience is how the students understand, comprehend and correlate the theoretical knowledge with practice and develop various skills based on scientific principles in performing these activities.

Nursing Foundations laboratory is created and students are given the practice of carrying out the practical procedures under simulation technique on medical manikins before students are exposed to patients in the hospitals.

- **OBG and Paediatric Laboratory:**

The laboratory for procedure and demonstration of Obstetric and Gynaecological Nursing is raised on the basis of –‘Practice makes a man perfect’. This perfection is needed in the actual patient care set-up to foster safe motherhood.

- **Centre for Health Skill:**  
The Symbiosis Centre for Health Skills is a multidisciplinary educational facility which strives to provide high-tech simulated and virtually created healthcare set-up for teaching, training and assessment for all healthcare professionals in clinical and related management skills.
- **Anatomy Museum**  
The explosion in knowledge of diseases and the technological advances associated with diagnosis and treatment in the past has necessitated a medical museum for nursing curriculum. A place where students learn by seeing and by doing. Enrichment of knowledge is maximum in the anatomy museum where the specimens, product, models, microscope, reagents, charts and three dimensional equipments are kept.

**f) Research Laboratories: NIL**

**39. List of doctoral, post-doctoral students and Research Associates**

**a) From the host institution/university– 01**

**b) Faculty pursuing part-time (internal) Ph.D from other institutions/universities–03**

S. No.	Name of the Faculty	University Name
1	Lt. Col. Shobha Naidu (Retd)	Pravara Institute of Medical Sciences, Ahmednagar
2	Mrs. Sheela Upendra	Dr. D Y Patil Vidyapeeth, Pune
3	Mrs. A. Seeta Devi	MGM Institute of Health Sciences, Navi Mumbai

**40. Number of post graduate students getting financial assistance from the university:**

**A. Scholarship from University**

	Sr. No.	Year	Scholarship	No. of Students	Total Amount
<b>Under graduate</b>	1	2014-15	Students of B.Sc. Nursing programme received Symbiosis Society Foundation Scholarship	15	3,75,000
	2	2014-15	International students of B.Sc. Nursing programme received Foreign student scholarship	3	2,66,640

## B. Scholarship from Foundation/ Government

	Sr. No.	Year	Scholarship	No. of Students	Total Amount
<b>Under graduate</b>	1	2012-13	Students of B.Sc. Nursing programme received Lila Poonawala Foundation Scholarship	6	4,50,000/-
	2	2012-13	Student of B.Sc. Nursing programme received Merit cum Means Scholarship of Central government in the year	1	25000/-
	3	2013-14	Students of B.Sc. Nursing programme received Lila Poonawalla Foundation Scholarship	8	5,35,000/-
	4	2014-15	Students of B.Sc. Nursing programme received Lila Poonawalla Foundation Scholarship	13	8,75,000/-
	5	2014-15	Student of B.Sc. Nursing programme received Merit cum Means Scholarship of Central government	1	25000/-
	6	2014-15	Students of Post Basic B.Sc. Nursing programme received Ishanya Foundation Scholarship	6	387000/-
<b>Post graduate</b>	1	2012-13	Students of M.Sc. Nursing programme received Merit cum Means Scholarship of Central government	2	50,000/-
	2	2013-14	Students of M.Sc. Nursing programme received Merit cum Means Scholarship of Central government	2	50,000/-
	3	2014-15	Students of M.Sc. Nursing programme received Merit cum Means Scholarship of Central government	5	1,25,000/-
	4	2014-15	Student of M.Sc. Nursing programme received Lila Poonawalla Foundation Scholarship	1	50,000/-

### 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.

The curriculum of each programme is provided by Indian Nursing Council (INC) which is further modified with academic inputs from

the stakeholders to make it relevant, comprehensive and meaningful through discussions & meetings with Hospital experts, Professional organizations, Head of Departments of different Hospitals.

**42. Does the department obtain feedback from -**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Yes. The feedback given by Faculty on the curriculum is implemented in the subsequent academic year and assured that the curriculum revision is done. Regarding teaching-learning evaluation, corrective measures like FDP, Peer mentoring of Faculty are taken during the process of implementation.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

Yes. In the form of - Staff evaluation, Course evaluation and Academic meetings.

The feedback given by the students are implemented for the continuous internal evaluation system and in the revision of the teaching / learning evaluation and rewarding Faculty in API. Further, the Faculty is counselled to overcome shortcoming if any.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

The feedback given by the Alumni and employers is immediately implemented and changes are brought in the subsequent academic year planning. It helps in skill training and adaptability of the students to this training.

**43. List the distinguished alumni of the department (maximum 10) –**

Sr. No.	Name of the Alumni	Employed at	Designation/ Position
1	Mrs. Latika Kusalkar P.B.B.Sc. Nursing (2007-09)	Maharashtra Memorial Foundation Hospital, Pune	Nursing Superintendent
2	Mr. Kuruva Mallikarjun M.Sc. Nursing (2011-13)	Sri Sai Health Institute & Nursing College, Jamkhed, Ahmednagar	Project Manager/ Lecturer
3	Ms. Jadhav Pradnya P.B.B.Sc. Nursing (2008-10)	Centre for Hospital Human Resource Development, Inamdar Multispecialty Hospital, Pune	Training In-charge

4	Mrs. Bhagyashree Pawar P.B.B.Sc. Nursing (2010-12)	Sahayadri Group of Hospitals, Hadapsar,Pune	Nursing Superintendent
5	Mr. Salman Merchant P.B.B.Sc. Nursing (2008-10)	Employed at St. Mary's Hospital under Imperical college health care NHS Trust, London	Staff nurse
6	Mr. Aditya Naidu B.Sc. Nursing (2008-12)	Employed at Government Hospital, Solapur.	Staff nurse selected through DHS
7	Ms. Miral Vaghela M.Sc. Nursing (2011-13)	Working in Noble Group of Institutions, Junagadh	Vice Principal
8	Mr. Rahul Baby P.B.B.Sc. Nursing (2008-10).	Employed at St. Thomas Hospital, Ontario, Canada	Staff nurse
9	Ms. Bindu Joseph P.B.B.Sc. Nursing (2010-12)	Employed at St. Matthews Healthcare, Northampton, England, NN27HZ	Supervised Practice Nurse
10	Ms. Preetha Mathew P.B.B.Sc. Nursing (2009-11).	Sahayadri Chain of Hospitals, Pimpri	Matron In- Charge of Branch Hospital

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

Sr. No.	Speaker	Date	Special Lectures Topics
1.	Dr. Subhash Salunke Asst. Regional Director, WHO	10 <sup>th</sup> April 2010	Urbanization and Health
2.	Dr. Brig. Y D Singh Professor, Medicine, Smt. Kashibai Navale Medical College, Narhe (Ambegaon)	3 <sup>rd</sup> March 2012	Breathlessness & Pneumonia
3.	Brig. (Retd) Rajiv Divekar	29 <sup>th</sup> March 2013	Organizational Climate
4.	Dr. S G Joshi, Principal, Kamalnayan Bajaj College of Nursing, Aurangabad	23 <sup>rd</sup> Dec 2013	Data Collection

5.	Dr. Hemant Udvant Chest Physician, Aundh Chest Hospital, Pune  Dr. Anand Acchammachary Medical Officer, Tuberculosis Dept, Sassoon General Hospital, Pune  Dr. Chaurasia Shital Chest Physician, Aundh Chest Hospital, Pune	25 <sup>th</sup> March 2014	<ul style="list-style-type: none"> <li>• Nutritional Care and support for TB patients</li> <li>• Six components of STOP TB STRATEGY</li> <li>• MDR/XDR-TB challenges</li> </ul>
6.	Dr. Shashikala Gurpur, Director, SLS, Pune	28 <sup>th</sup> March 2014	Professionalism
7.	Brig. (Retd) Rajiv Divekar, Director SIMS, Pune	29 <sup>th</sup> March 2014	Leadership
8.	Maj. (Dr.) A P S Narula Surveillance Medical Officer W H O, Pune. Dr. Pradeep Awate Asst. Director of Health Service, Pune Smt. Sujata Ambekar Biologist , Pune Municipal Corporation, Pune	7 <sup>th</sup> April 2014	<ul style="list-style-type: none"> <li>• Protect yourself from Vector Borne Diseases</li> <li>• National Vector Borne Disease Control Programme</li> <li>• Role of PMC in Vector Borne Diseases</li> </ul>
9	Dr. Yogesh Patil , Associate Professor & Head –Research & Publication SIU	14 <sup>th</sup> July 2014	Understanding the structure, process & output of Research article
10	Dr. Y D Singh, Professor, Medicine, Smt. Kashibai Navale Medical College, Narhe (Ambegaon)	25 <sup>th</sup> March 2015	ARDS
11	Dr. Sanjay Darade, MO DTC , Pune	23 <sup>rd</sup> March 2015	Theme of Tuberculosis 2015
12	Dr. Ramesh Waghmare, AP, Sassoon General Hospital	23 <sup>rd</sup> March 2015	Stop Tuberculosis Strategy
13	Dr. Vishvanath Pujari AP, Sassoon General Hospital	23 <sup>rd</sup> March 2015	New trends and regimens in Tuberculosis Treatment



14	Dr. S G Joshi, Principal, Kamalnayan Bajaj College of Nursing, Aurangabad	30 <sup>th</sup> March 2015	Research Methodology
15	Dr. Raman Gangakhedkar, Scientist 'F' Director, National AIDS Research Institute,	17 <sup>th</sup> April 2015	Research Misconduct
16	Dr. S G Joshi, Principal, Kamalnayan Bajaj College of Nursing, Aurangabad	18 <sup>th</sup> May 2015	International Health

**45. List the teaching methods adopted by the Faculty for different programmes.**

**In Class room -**

- Lecture
- Lecture & Discussion
- Group Discussion
- Panel Discussion
- Seminar
- Symposium
- Lab - Demonstration

**In Clinical field –**

- Bedside Case Discussion
- Procedure Demonstration
- Case Presentation
- Case Study
- Care Plan
- Projects
- Role Play
- Street Play
- Exhibition
- School Health Programme
- Medical Health Camp

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The learning outcomes of the programmes are evaluated according to the preset objectives.

Academic audits and Faculty interactions are conducted periodically as a measure of quality sustenance and to ensure that the programme objectives are constantly met by monitoring the learning outcomes.

Continuous internal assessments of academic performances of students.

By way of –

- Evaluation of Students' Clinical assignments, Demonstrations, patient care activities by the Clinical Supervisors and scoring them accordingly.

- Evaluation of students' Clinical performance by the Clinical Supervisors.
- Conduct of Return demonstrations, Practical examinations etc. periodically in the clinical field.

#### **47. Highlight the participation of students and Faculty in Extension Activities.**

Both student and Faculty are involved in the following extension activities:

- School Health Programmes
- Pulse Polio Programmes
- International Day Celebrations – World Heart Day, World TB Day, World Autism Day, Suicide Prevention Day, World AIDS Day, World Diabetes Day, International Nurses Day, World Health Day
- Students participation in the Pune Marathon
- OXFAM Trailwalker Camp
- Community survey on prevalent needs
- Family visit for health services
- Imparting Health Educations and Exhibitions based on community needs.
- Antenatal health checkup camp in collaboration with Govt. sector and NGO
- Madhumeh, in collaboration with Chellaram Diabetic Health Centre
- School health checkup in collaboration with NGO – NCORD Biotech Limited
- Assessment of status of Rajiv Gandhi Jeevandai Arogya Yojana at Sus Village, Mutha & Wadarwadi (Urban area)
- Dengue Container survey at Wadarwadi & Janwadi
- Health assessment of children at Anganwadi
- In-Service education to the Nursing personnel by the Faculty members.

#### **48. Give details of “beyond syllabus scholarly activities” of the department.**

Following beyond syllabus scholarly activities are undertaken by SCON

- Prepare students for National level essay writing competitions.
- A Nationwide education and skill training undertaken in specialized field of medicine for Nursing staff
- A city wise training in skill and education undertaken for Nursing staff to prevent infant mortality by providing timely Neonatal Resuscitation: First Golden Minute training.
- Students are encouraged to attend conferences and seminars at various forum in the country
- Students are given exposure to develop public speaking skills by providing opportunities to interact with National personalities

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

Yes

- Recognized by Indian Nursing Council, New Delhi
- Recognized by Maharashtra Nursing Council, Mumbai

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Faculty and the students have attended various conferences, workshops and presented/published research papers/book contributing to the new knowledge. Following activities were undertaken to generate new knowledge, basic or applied:

- Research Publications
- Book Publication
- Research Projects
- Participation in / attendance to conference /workshop/ seminar
- Student Dissertation in UG & PG programmes

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

Sl. No.	Areas	Description
1	Strengths	<ul style="list-style-type: none"> <li>• Community extension activities</li> <li>• Supervised hands-on-skill training to the students in the different clinical areas to improve their expertise</li> <li>• Diversity of student promoting National Integration</li> <li>• Participation of students in co-curricular and extracurricular activities enhances the overall development of student and prevails general wellbeing.</li> <li>• Good scholarship facilities.</li> </ul>
2	Weaknesses	<ul style="list-style-type: none"> <li>• International Student exchange Programmes could not be implemented.</li> <li>• Difficult to bring the Nursing students to a desired standard because of lack of merit students opting for Nursing profession</li> <li>• Decreased Research Publications</li> <li>• Absence of parent hospital.</li> <li>• Dearth of qualified and experienced Faculty members</li> </ul>

3	Opportunities	<ul style="list-style-type: none"> <li>• Wide scope for conducting research in the field of interest/specialization</li> <li>• Availability of funded research.</li> <li>• State – of- the- art college campus</li> <li>• Varied opportunities for PG students who are trained at SCON with broad spectrum of leadership exposure to explore emerging leadership and administrative profile in Indian Health Care Sectors.</li> <li>• SCON nurses are well trained to fit in the increased Global demand for qualified Indian Nurses.</li> </ul>
4	Challenges	<ul style="list-style-type: none"> <li>• Getting student admissions as per sanctioned strength.</li> <li>• To meet the prescribed Faculty student ratio.</li> <li>• Overall societal apathy and low esteem towards Nursing profession.</li> <li>• Lack of aspirational career progression.</li> <li>• Regulatory framework.</li> </ul>

#### 52. Future plans of the department.

- Globalization of Nursing Programme - Introduction of Short term Advanced Certificate Programmes by the Academic year 2017-18 at global level.
- Commissioning of Ph.D in Nursing.



Symbiosis School of  
Biomedical Sciences

SSBS



“During my study in SSBS, I have learnt a lot. We are given assignments which carve out our scientific reasoning abilities. Activities such as review paper writing and journal club presentations, provide us with the enlightenment we need to improve the way we understand and present scientific papers. Besides, there are plenty of instruments and experiments which we get access to, which may not be available in all other colleges. It has been a very good educational experience in all aspects.”

***Bilen Lemma Regassa, Ethiopia – SSBS***

## Evaluative Report of the Department

### 1. Name of the Department

Symbiosis School of Biomedical Sciences (SSBS)

### 2. Year of establishment

2011

### 3. Is the Department part of a School/Faculty of the university?:

SSBS is a department of Symbiosis International University (SIU) under the Faculty of Health and Biomedical Sciences (FOHBS).

### 4. Names of programmes offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., D.Sc., D.Litt., etc.):

- M.Sc. in Biotechnology
- M.Sc. in Nutrition & Dietetics

### 5. Interdisciplinary programmes and departments involved: All the programs offered are interdisciplinary:

M.Sc. Biotechnology is an interdisciplinary programme that draws Intellectual Property Rights (IPR) course from the Faculty of Law. M.Sc. Biotechnology and M.Sc. Nutrition & Dietetics programmes both draw support from Symbiosis Institute of Health Sciences (SIHS) for Integrated Disaster Management Programme (IDMP).

### 6. Courses in collaboration with other universities, industries, foreign institutions, etc.:

M.Sc. Biotechnology students pursue/undertake their 6 months project work with various research institutes like National Chemical Laboratory, Indian Institute of Science Education and Research etc. and industries like Serum Institute of India Limited, Mitra Biotech etc. The Nutrition and Dietetics programme students go to renowned food industries/ hospitals/ clinics/ NGOs like Nestle, Ruby Hall Clinic, Pune Diabetes Centre, Sahyadri Hospital etc.

### 7. Details of programmes discontinued, if any, with reasons:

M.Sc. programme in Drug Discovery and Development has been staggered because of lack of enrollments since 2013.

### 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System:

Semester pattern and CBCS.

### 9. Participation of the department in the courses offered by other departments:



SSBS is participating in a course, Intellectual Property Rights (IPR), being offered by the Faculty of Law.

**10. Number of teaching posts sanctioned, filled and actual (Professors /Associate Professors/Asst. Professors/others):**

	Sanctioned	Filled/Actual
Professors	2	1
Associate Professors	3	1
Assistant Professors	7	8
Other Teaching staff	-	3
Total	12	13

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance:**

	Name	Qualification	Designation	Specialization	No. of Years of Experience (years. months)	No. of Ph.D. / M.Phil. students guided for the last 4 years
1.	Dr. Vinaykumar B. Rale	B. Sc. (Microbiology), M. Sc. (Microbiology) Ph. D (Microbiology), Post-Doctoral (Germany) FIIM	Professor & Director	Microbiology	40	-
2.	Dr. Neetu Mishra	M.Sc (Applied Biochemistry), Ph.D (Medical Biochemistry)	Associate Professor	Applied Biochemistry, Medical Biochemistry	10	02 registered
3.	Dr. Anuradha Vaidya	M.Sc., Ph. D, PET	Assistant Professor Deputy Director	Biotechnology	8	01 registered and 02 provisionally registered
4.	Dr. Neeti Sharma	M.Sc. PhD, NET	Assistant Professor	Biochemistry, Biotechnology	5.10	01 registered
5.	Dr. Santosh Koratkar	B.V.Sc & AH M.V.Sc. (Veterinary Microbiology)	Assistant Professor	Veterinary Science, Virology	10	-
6.	Dr. Ram Kulkarni	M. Sc (Biochemistry), Ph.D. (Biotechnology), NET	Assistant Professor	Biochemistry, Biotechnology	5.7	01 registered
7.	Dr. Anand Khandwekar	M. Sc (Biotech), Ph. D Biomedical Engineering Post Doctorate Bioengineering, Advanced Certificate in Management, Innovation Technology, NET	Assistant Professor	Biotechnology, Biomedical Engineering	5	01 registered
8.	Dr. Priyanka Pareek	M.Sc., PhD (Foods & Nutrition), NET	Assistant Professor	Foods and nutrition	3.8	01 registered

9.	Dr. Kejal Joshi Reddy	M. Sc.(Foods & Nutrition), PhD (Foods & Nutrition)	Assistant Professor	Foods and nutrition	2.6	-
10.	Ms. Devaki Gokhale	M. Sc.(Clinical Nutrition Dietetics),NET	Assistant Professor	Nutrition and Dietetics	3.10	-
11	Radhika Hedaoo	MSc. ,B.Sc	Teaching Associate		5.7	
12	Lasya Rao	MSc. ,B.Sc	Teaching Assistant		2.6	
13	Pooja Deshpande	MSc	Teaching Assistant		1.3	

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors:

1. Dr. Vaijayanti Kale, Scientist 'G', National Centre for Cell Science (NCCS), NCCS Complex, Pune.
2. Dr. Yogesh Shouche, Scientist 'G', Microbial Culture Collection (MCC), National Center for Cell Science, Pune.
3. Dr. Amos Gaikwad (accepted as visiting Professor from 2015 onwards), Coleman College for Health Sciences, Flow Cytometry (Clinical) Texas Children's Hospital, Assistant Professor, Baylor College of Medicine, University of Texas, USA.
4. Dr. Ashlesh Murthy, Associate Professor of Pathology, Midwestern University in Downers Grove, Illinois, USA.
5. Dr. Bernard Arulanandam, Director, South Texas Centre for Infectious Diseases, University of Texas, USA.
6. Dr. Kyle H. Ramsey, Associate Dean for Basic Sciences, Department of Microbiology and Immunology, Midwestern University, Illinois, USA.
7. Dr. A. R. Joshi, Professor and Head, Physiology Department, Bhartiya Vidyapeeth, deemed University, Medical College, Pune.
8. Ms. Priyadarshani Joshi, Freelancing Sports Nutrition Consultant, Pune.
9. Mr. Rohit Kulkarni, Sports Dietitian at Venky's Nutrition, Pune.

## 13. Percentage of classes taken by temporary faculty – programme-wise information:

Sr. No.	Program	Percentage of classes by temporary faculties
1	M.Sc. Biotechnology	5%
2	M.Sc. Nutrition & Dietetics	10%

## 14. Programme-wise Student Teacher Ratio:

Ratio - 9.2:1

## 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual:

Category	Sanctioned	Filled/Actual
Academic support staff (technical)	05	02
Administrative staff	13	06

## 16. Research thrust areas as recognized by major funding agencies:

- The thrust areas funded so far at SSBS were as follows:

Sr. No.	Thrust area	Title	Funding agency
1.	Genomics in Ayurveda	Functional genomics for understanding holistic principles of Ayurveda therapeutics with asthma as model	Office of Prime Minister's Advisor, Govt. of India
2.	Maternal and child health	SNP and expression of genes involved in metabolism of polyunsaturated fatty acids of pregnant women and their association with neonate anthropometrics	Indian Council of Medical Research, Govt. of India
3.	Non communicable diseases	Risk factor profile for non-communicable diseases among employees of Symbiosis International University	SIU
4.	Micronutrient malnutrition	Assessment of growth indices and micronutrient status of school children in rural, Pune	SIU
5.	Vaccine Development	Bio-informatics of HINI virus; Isolation and characterization of Avian adenovirus associated Inclusion Body Hepatitis (IBH) as a candidate vaccine strain	JAPFA Comfeed Private Limited (Indian representative of an Indonesian company)

## 17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise:

- Details of ongoing projects of faculty are as follows:

### a. National:

Sr. No.	Title of Project (All projects funded by National agencies)	Project done for and in collaboration with	Status	Year	Grants/ Amount received in INR
1	Isolation and characterization of Avian adenovirus associated Inclusion Body Hepatitis (IBH) as a candidate vaccine strain (2 Faculty involved)	JAPFA Comfeed Private Limited, Pune	Ongoing	2015	17,05,800/-
2	Risk factor profile for non communicable diseases among employees of Symbiosis International University (1 Faculty involved)	Symbiosis Centre for Research and Innovation (SCRI), SIU	Ongoing	2015	1,50,000/
3	Assessment of growth indices and micronutrient status of school children in rural, Pune (1 Faculty involved)	Symbiosis Centre for Research and Innovation (SCRI), SIU	Ongoing	2015	1,50,000/

### b. International: NIL.

## 18. Inter-institutional collaborative projects and associated grants received

- a) National collaboration
  - b) International collaboration
- NIL.

## 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received:

The past two projects at SSBS were sponsored by funding bodies like Indian Council of Medical Research (ICMR) and Office of Prime Minister's Scientific Advisor. Details are as given below:

Sr. No.	Title of Project	Particulars	Project done for and in collaboration with	Status	Year	Amount in INR
1	Functional genomics for understanding holistic principles of Ayurveda therapeutics with asthma as model	Duration: 3 years	Office of Prime Minister's Scientific Advisor, Govt. of India	Since the project was tagged with the PI, it was carried along to PIs new place of employment.	2012	12,00,000/-
2	SNP and expression of genes involved in metabolism of polyunsaturated fatty acids of pregnant women and their association with neonate anthropometrics	Duration: 2 years	Indian Council of Medical Research, Govt. of India	Completed	2011	11,37,192/-

## 20. Research facility / centre with

### National Recognition:

- SIU is a deemed university established under section 3 of the UGC Act 1956 vide notification no. F 9-12/2001-U3 of the Government of India. SSBS has established laboratories which are recognized by Department of Scientific and Industrial Research (DSIR), Ministry of Science and Technology, Government of India.
- SIU has also been instrumental in supporting SSBS in facilitating research activities by providing the requisite infrastructure, equipment and consumables. As a result, SSBS has got Committee for the Purpose of Control and Supervision of Experiments on Animals (CPCSEA) approval from the Ministry of Environment and Forest, Animal Welfare Division, Government of India. This is an achievement because of which critical *in vivo* experiments using animal models are also being performed at SSBS.
- The Institutional Committee for Stem Cell Research (IC-SCR) of SSBS recently got registered (Registration number: NAC-SCRT/90/20152002) with National Apex Committee for Stem Cell Research and Therapy (NAC-SCRT), Department of Health Research, Ministry of Health & Family Welfare, Government of India. With the formation and registration of IC-SCR with NAC-

SCRT research work related to stem cells is being carried out at SSBS.

- Independent Ethics Committee (IEC) of SIU has been registered under Drugs Controller General of India (DCGI).

## 21. Special research laboratories sponsored by / created by industry or corporate bodies

A SSBS lab is supported with special equipment for an ongoing project by JAPFA Comfeed Private Limited, Pune.

## 22. Publications:

Total number of publications (From 2009 to 2015; as of 31-07-2015)	54	
i. Number of papers published in peer reviewed journals (national / international):	53 (National 18 & International 35)	
iii. Chapters in Books	1	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	37	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations = 145 Range : 1-30 Avg : 5.37
	Scopus	Total Citations = 72 Range : 1-14 Avg : 4.8
Total citations of SSBS faculty (SIU + Non-SIU affiliated papers)	949	
SNIP	Range : 0-1.460 Avg : 0.618	
SJR	Range : 0-1.322 Avg : 0.417	
Impact Factor – range/average	Range : 0-3.715 Avg : 1.123	
h-index	(Google Scholar : 6 Scopus : 5)	

## 23. Details of patents and income generated:

NIL.

## 24. Areas of consultancy and income generated:

NIL.

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad:**

NIL.

**26. Faculty serving in**

- a) National committees                      b) International committees  
c) Editorial Boards                              d) any other (please specify)

a) National committees:

Sr. No.	Name of Faculty	National body	Membership
1	Prof. Vinay Rale	Association of Microbiologists of India, New Delhi	Life
2	Prof. Vinay Rale	Indian Association of Environmental Management, NEERI, Nagpur	Life
3	Prof. Vinay Rale	Association of Biomedical Sciences of India, Lucknow	Life

b) International committees : **NIL**

c) Editorial Boards

Name of the Faculty	Journals	Indexing of the Journal
<b>Faculty serving on the editorial boards of national and international journals</b>		
Dr. Anuradha Vaidya	International Association of Scientific Innovation and Research (IASIR): Stem Scientific Online Media and Publishing House, Georgia, USA	Scopus, Copernicus, Google Scholar, Ebsco, ProQuest, Thomson ISI
<b>Faculty serving as reviewer of national and international journals</b>		
Dr. Anuradha Vaidya	Journal of Ayurveda and Integrative Medicine (J-AIM) Blood and Lymphatic Cancer: Targets and Therapy Breast Cancer: Targets and Therapy Cell Health and Cytoskeleton Stem Cells and Cloning: Advances and Applications	Scopus, PubMed, MedKnow EMBASE, DOAJ, OAIster PubMed and PubMed Central, Scopus, DOAJ Scopus, EMBASE, DOAJ PubMed, Scopus, EMBASE, DOAJ
Dr. Neeti Sharma	Advances in Genomics and Genetics Degenerative Neurological and Neuromuscular Diseases OncoTargets and Therapy Stem Cell and Cloning: Advances and Applications	PubMed, DOAJ PubMed, DOAJ Scopus, PubMed, EMBASE, DOAJ Scopus, PubMed, EMBASE, DOAJ

Dr. Kejal Joshi Reddy	Public Health Nutrition	PubMed, MEDLINE, Google Scholar, EMBASE, Index Medicus
	Bulletin of the World Health Organization	PubMed, MEDLINE, Google Scholar, ISI Web of Science
Dr. Neetu Mishra	Journal of Allergy and Therapy, Journal of Diabetes and Metabolism	EBSCO, Cross Reference and Index Copernicus
Dr. Santosh Koratkar	Advances in Animal and Veterinary Sciences Advances in Microbiology	Index Copernicus, DOAJ, ProQuest EBSCO A to Z, Index Copernicus, Scirus, ProQuest

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs):**

Category of recharging strategies	FDPs	Workshops	Conferences
Number attended by Faculty	6	13	National - 01 International - 04

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects:  
100% (Batch 2011-13), 100% (Batch 2012-14), 70% (Batch 2013-15).
- percentage of students doing projects in collaboration with other universities / industry / institute:  
30% (Batch 2013-15).

**29. Awards / recognitions received at the national and international level by:**

- Faculty : 01 (Junior Scientist award : 2<sup>nd</sup> International workshop on Micronutrient and Child Health, Nov, 2014)
- Doctoral / post doctoral fellows: 03 Post doctoral awards.
- Students: 01 (Best Poster prize: 5<sup>th</sup> International conference on Stem Cells and Cancer- Proliferation, differentiation and apoptosis, Nov, 2014)

**30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any:**

- In October 2013, SSBS organized an Indo-UK workshop on “The insider threat to radiological security: Knowledge, proliferation and radiological security”. The workshop was funded by Royal United Services Institute (RUSI), London, UK.
- In June 2014, SSBS organized a workshop on “Laboratory Animal Welfare and Ethics”. This workshop was funded by Committee for the Purpose of Control and Supervision of Experiments on Animals

(CPCSEA), Ministry of Environment and Forest, Animal Welfare Division, Government of India.

### 31. Code of ethics for research followed by the departments:

SSBS has committees such as:

- I) Institutional Animal Ethics Committee
- II) Institutional Bio-Safety Committee
- III) Institutional Research Advisory Committee
- IV) Institutional Committee for Stem Cell Research
- V) Independent Ethics Committee recognized by Drugs Controller General of India (DCGI).
- VI) Robust anti-plagiarism policy is implemented in all research activities by use of Turn-it-in software.

These committees ensure that all research projects (at Ph.D. as well as M.Sc. levels) are conducted in an appropriate manner.

### 32. Student profile programme-wise:

Name of the Programme	Applications Received	Pass percentage			
		Male	Female	Male	Female
M.Sc. Biotechnology					
2011-13	61	4	8	100	100
2012-14	26	2	6	100	100
2013-15	78	8	19	88.89	72
2014-16	45	4	24	Ongoing	Ongoing
2015-17	51	6	18	Ongoing	Ongoing
M.Sc. Nutrition and Dietetics					
2011-13	19	0	5	100	100
2012-14	28	1	6	85.7	100
2013-15	80	1	24	100	100
2014-16	48	0	26	Ongoing	Ongoing
2015-17	56	0	22	Ongoing	Ongoing
M.Sc. Drug Discovery & Development					
2011-13	66	6	7	100	100
2012-14	20	2	5	100	100
2013-15	No applicants	-	-	-	-
2014-16	No applicants	-	-	-	-
2015-17	No applicants	-	-	-	-

### 33. Diversity of students:

Name of the Programme	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
M.Sc. Biotechnology				
2011-13	-	91	9	-
2012-14	-	43	43	14
2013-15	-	71	25	4
2014-16	-	74	22	4



Name of the Programme	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
M.Sc. Nutrition & Dietetics				
2011-13	-	80	20	-
2012-14	-	72	14	14
2013-15	8	68	24	-
2014-16	-	73	27	-
M.Sc. Drug Discovery & Development				
2011-13	-	67	33	-
2012-14	-	71	-	29
2013-15	-	-	-	-
2014-16	-	-	-	-

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise:**

NIL.

**35. Student progression:**

Admission to post graduate(PG) and Ph.D. programmes is through separate entrance examinations. Hence there is no natural progression from PG to Ph.D.

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	NIL
• Other than campus recruitment	In process
Entrepreneurs	2

**36. Diversity of staff:**

Percentage of faculty who are graduates:	Percentage
of the same university	NIL
from other universities within the State	69.2
from universities from other States:	30.8
from universities outside the country*	NIL

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period:**

NIL.

**38. Present details of departmental infrastructural facilities with regard to:**

a) Library

S. No.	Library facility	Details
1.	Total area	SSBS library is a part of SIT library. The SIT Library is housed within a four-storied building with a carpet area of over 7381 sq.ft. and is located in Main Building on first floor.
2.	Total seating capacity	150
3.	Working hours: i - on working days ii - on Sunday iii - Festivals/ Holidays iv - Before Examination v - During Examination vi - During Vacation	Library Working Hours <ul style="list-style-type: none"> <li>• Monday to Friday: 0930 – 2000 hrs,</li> <li>Saturday: 0930 – 1630 hrs</li> <li>• Sunday: Closed</li> <li>• Festivals / Holidays: Closed</li> <li>• Before and during Examinations: 0930 – 2000 hrs (Monday to Sunday)</li> <li>• During Vacation: 0930 – 1630 hrs (Monday to Saturday)</li> </ul>
4.	Layout of the library <ul style="list-style-type: none"> <li>• Relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	i. A separate reading room has been suitably set up for this purpose ii. The library offers wireless Internet access to its patrons. Thus the students can access e-resources with a portable computer or PDA without having to plug into a wall outlet.
5.	Display of floor plan (Sign boards, fire alarms & any other information)	Yes
6.	Access to differentially abled users and mode to access to collection	Library staff assists personally at a dedicated counter
7.	Details of Library holdings <ul style="list-style-type: none"> <li>• Print               <ul style="list-style-type: none"> <li>- Books (Titles) 600 (342)</li> <li>- Average no of books added in last 3 years 126</li> </ul> </li> <li>• Non print (Microfilms, AV) 19 CDs (AV)</li> <li>Database 12</li> <li>e-journals 35084</li> <li>• Special Collections -(SIU)               <ul style="list-style-type: none"> <li>- Text Books 886 (SIU)</li> <li>- Reference Books</li> </ul> </li> </ul>	
8.	Tools Deployed to access the collection	OPAC, Scopus database from Central Library
9.	Total no. of: Indian Journals	12

Number of Journals (2015-2016):12

- b) Internet facilities for staff and students  
All the faculties and doctoral students have internet access via individual desktop computers. All students have free access to internet in the institute, library and dormitories via WiFi.  
Systems = 48  
Computer - Student Ratio = 1:10  
Dedicated Computing Facility = 1 Computer room with 10 computers  
LAN Facility = 2 mbps LAN connection available  
No of nodes/ computers with Internet facility = 47
- c) Total number of class rooms: 3
- d) Class rooms with ICT facility: 3
- e) Students' laboratories: Research laboratories are shared by students.
- f) Research laboratories: 7  
Master's students have access to research labs for certain specialized experiments.

### 39. List of doctoral, post-doctoral students and Research Associates:

- a) from the host institution/university: 11
1. Devaki Gokhale (Assistant Professor, registered for PhD)
  2. Radhika Hedao (Teaching Associate, registered for PhD)
  3. Dipti Deo (Full-time PhD student)
  4. Piyush Raut (Full-time PhD student)
  5. Anshika Singh (Full-time PhD student)
  6. Joyita Banerjee (Full-time PhD student)
  7. Yogita Dhas (Full-time PhD student)
  8. Harshada Thakur (Full-time PhD student)
  9. Mamta Singh (Full-time PhD student)
  10. Shrividya Ravi (Part-time PhD student)
  11. Radha Chirputkar (Part-time PhD student)
- b) from other institutions/universities: NIL.

### 40. Number of post graduate students getting financial assistance from the university:

An international student from Ethiopia is supported by Indian Council for Cultural Relations (ICCR), Ministry of External Affairs, and Government of India.

Another M.Sc. Biotechnology student was given a 50% fee waiver for the entire duration of the programme.

### 41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology:

- Biotechnology and Nutrition & Dietetics programmes were inducted taking into account the need to start in the city as well as in this geographic area. Moreover, the structures of these program were based on consultations with experts in academics, industry and research organizations. The major thrust was industry requirements and the relevance of such programs to the welfare of society at large.
- A general structure was evolved and further shaped using valuable

inputs through meetings, brain storming and distant communications. The structure so evolved was widely circulated for consultation and opinions.

**42. Does the department obtain feedback from?**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?:  
Continuous interaction and deliberation with faculty are held in IQAC meetings to discuss curriculum and teaching-learning-evaluation. These also involve various stakeholders. Suitable changes emerging from the minutes of the meeting are incorporated in the subsequent curriculum and academic process.
- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?:  
The institute takes feedback from students on basis of grading the faculty, curriculum and teaching-learning –evaluation. The feedbacks are taken up at relevant staff meetings for detailed discussions and remedial measures which are implemented through suitable incentives, mentoring and deputation to faculty development programs.
- c. Alumni and employers on the programmes offered and how does the department utilize the feedback?:  
In the process of being developed.

**43. List the distinguished alumni of the department (maximum 10):**

The list of distinguished alumni is as follows:

- a. Ms. Mayuri Kulkarni – currently working as a JRF (on a project) at National Centre for Cell Science (NCCS), Pune
- b. Ms. Maitreyi Rathod – currently pursuing Ph.D. at Tata Memorial Centre - Advanced Centre for Treatment, Research & Education in Cancer (ACTREC) Navi Mumbai.

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts:**

Enrichment programmes are organized to develop the communication skills, presentation and language skills among the students. Lectures by experts from industry and academia are also organized time to time to update the knowledge of the students.

In the last three years, the institute has conducted two workshops viz. workshop on 'laboratory animal welfare and ethics' and Indo-UK workshop on 'The insider threat to radiological security: knowledge proliferation and radiological security.'

Some of the distinguished invited speakers were as follows:

- Dr. Ashlesh Murthy, Associate Professor of Pathology, Midwestern University in Downers Grove, Illinois, USA.
- Dr. Vijayanti Kale, Scientist 'G', National Centre for Cell Science (NCCS), NCCS Complex, Pune.
- Dr. S. Pisal, Deputy Director, Research and Development, Serum Institute of India Ltd, Pune
- Dr. Anil Kulkarni, Professor of Surgery, University of Texas, Houston Texas, USA.

- Dr. Rajeev Dhere, Exe. Director, Serum Institute of India, Pune
- Mrs. Sukhada Samudra-Gosavi, Glasgow-Caledonian University, Glasgow, UK.

**45. List the teaching methods adopted by the faculty for different programmes:**

The teaching methods adopted by the faculty for different programmes at SSBS are:

- lectures
- laboratory sessions (using all modern audio-visual aids)
- assignments
- presentations
- projects
- case studies
- quizzes

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?:**

Evaluation methods include:

- continuous internal assessments
- academic audits
- student feedbacks

Faculty interactions are conducted periodically as a measure of quality sustenance and to ensure that the programme objectives and learning outcomes are constantly met.

**47. Highlight the participation of students and faculty in extension activities.**

The various extension activities wherein students and faculty of SSBS have participated are as follows:

Date	Extension Activity
2011 – 2012	Symbiosis Community Outreach Program Execution (SCOPE) – Field visits
2nd – 6th September 2013	National Nutrition Week celebration (Theme: Malnutrition A Silent Emergency)
26th June 2014	Celebration of International day on 'Drug Abuse & Illicit Trafficking'
26th August 2014	Anganawadi visit – Susgaon Anganwadi and Balwadi
1st – 5th September 2014	National Nutrition Week celebration (Theme: Poshak Ahaar Desh Ka Adhaar)
16 <sup>th</sup> April 2015	Visit to State Public Health Laboratory (SPHL), Pune

**48. Give details of “beyond syllabus scholarly activities” of the department:**

The students and research scholars:

- attend academic seminars organized by other universities as well as colleges.
- are encouraged to participate in national & international conferences and to present their research work, to interact with fellow researchers from other institutions.
- participate in weekly journal clubs to interact, communicate and discuss various scientific research papers amongst other students and the faculty members.
- participate in open sessions with visiting experts/visiting professionals that are routinely conducted in the department.

**49. State whether the programme / department is accredited/ graded by other agencies? If yes, give details.**

The programme / department is not graded by other agencies.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SSBS has been instrumental in contributing to new knowledge, both basic and applied, through research publications, presenting papers and research articles in the areas of Stem cell research and Cancer biology at both national and international level. Some of the key additions to knowledge are:

- Immunomodulatory effects of *Piper nigrum* (black pepper) and *Elettaria cardamomum* (cardamom) was identified. Our findings suggest that perhaps black pepper and cardamom could be used individually or synergistically (at appropriate concentrations) as candidates for developing potential therapeutic tools to regulate the responses of the immune system depending upon the type of disease.
- Using *in silico* approaches, new biomarkers have been identified for Epithelial to Mesenchymal Transition and Cancer stem cells involved in the development of therapy resistance in Prostate Cancer. This study has identified that Gonadotropin releasing hormone receptor pathway, Wnt signaling pathway, Angiogenesis, EGF receptor pathway and p53 pathway to be among the main pathways being regulated during EMT and CSC maintenance in Prostate cancer.
- Additionally using *in silico* approaches miRNA involved in Alzheimer's disease, Breast Cancer and Prostate cancer were also identified which can be used as prognostic markers for these disease conditions.
- Research in increase in antioxidant activities of Onion and Ginger (on sprouting) was identified along with increase in the antioxidant activities of Almond as new potential source of antioxidants.

These publications have enhanced the knowledge in the area of natural sources which are either immunomodulators or antioxidant sources that can be used as new potential sources of natural additives for the food and/or pharmaceutical products. The identified signature miRNA in

Alzheimer's disease, Breast Cancer and Prostate cancer could help in the development of novel therapeutic strategy for the treatment and/or prevention of these diseases.

#### **51. Institutional SWOC: Symbiosis School of Biomedical Sciences (SSBS) :**

SSBS is the newest initiative of Symbiosis International University (SIU) in the field of Life Sciences and is included under Faculty of Health and Biomedical Sciences (FoHBS). It was initiated in 2011 to give a primary focus on Biotechnology and Nutrition & Dietetics. Three batches have been successfully trained so far.

The SWOC analysis is as follows:

1. Strengths :
  - (a) A constituent department of SIU, a deemed University of repute.
  - (b) Located at Pune which is now a major national and international hub of Life Sciences, offering various research openings and industry opportunities.
  - (c) SSBS faculty members come with a wide spectrum of academic and experienced background that are complementary to each other.
  - (d) Current research activities at SSBS include frontier themes in Life Sciences.
  - (e) Good scientific collaborations with premier national institutions.
2. Weaknesses :
  - (a) Networking with suitable organizations affecting placement opportunities for students.
  - (b) Dearth of adequate international experience.
  - (c) Lack of representation in crucial national and international professional bodies.
  - (d) To attract students with research aptitude and potential.
  - (e) Paucity of print literature resource.
3. Opportunities :
  - (a) Readiness and availability of industrial partners to strengthen skills commensurate with industrial requirements.
  - (b) Liaising with food industry sector for shaping current nutrition and dietetics programs.
  - (c) With HSTP as an integral part of SSBS, opportunity exists for entrepreneur education to students, and integration of startup companies in teaching and research.
  - (d) Opportunity for international collaborative teaching, research and exchange programs.
  - (e) Opportunity for transfer of knowledge for commercial applications.
4. Challenges :
  - (a) As a private university Department, obtainment of funding support from national funding agencies is a challenge.

- (b) Rising costs of equipment and consumables.
- (c) Creating a niche as an institute in highly competitive Life Sciences arena of the country.
- (d) *Savoir faire* – matching men-materials utilization for maximization of output – quality of students, publications, and industry interface-based projects, etc.
- (e) Creating patentable knowledge.

**52. Future plans of the department:**

With a reasonable time span of five years, SSBS envisages following milestones:

1. Explore, introduce and establish at least 2 – 3 new programmes which are aligned to current courses; extramurals running over short spans (certificate) and up to one year (diploma) are on the anvil. Diploma in Bioinformatics is on the anvil.
2. Establish three well-equipped laboratories in the areas :
  - (a) Microbial Technology
  - (b) Food Science (extendible into enzyme)
  - (c) Biomaterials and Tissue Engineering.
3. Strengthen and expand existing laboratories.

The overall idea of the above planned activities is to create a beehive of faculty, students (all levels) and industry to produce enviable quality of students, publications and produce (field transferable and patentable know-how). To summarize, SSBS hopes to evolve beyond just a teaching-learning department into a Centre of Excellence.





Symbiosis Institute of  
Media & Communication

(SIMC)



“SIMC has been a great experience. The faculty is extremely helpful and manages to strike a perfect balance between theory and practical aspects so that we are well groomed and prepared before we leave the beautiful hilltop campus for the world outside.”

**Deepak Kumar, UAE – SIMC**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Media and Communication (SIMC)
- 2. Year of establishment**  
1990
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, SIMC is a constituent of Symbiosis International University (SIU), under the Faculty of Media, Communication and Design (FoMCD),
- 4. Names of programmes offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., D.Sc., D.Litt., etc.)–**  
SIMC offers two programs:
  1. Master of Arts in Mass Communication MA(MC)\*
  2. MBA (Communication Management)
 \* MMC (Master of Mass communication) programme nomenclature changed to MA(MC) as per UGC requirement from AY 2015-16.
- 5. Interdisciplinary programmes and departments involved**  
Courses are drawn from the Catalogues of Faculty of Management, Faculty of Humanities and Social Sciences apart from the Faculty of Media, Communication and Design catalogues.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Industry Internships are held at the industry and so are the Social Responsibility Projects (with NGOs). These may be considered as collaborative courses.
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System :**  
Semester system; SIMC follows a 'Choice Based Credit System' as the students are offered a choice for specialisation (and electives in the 3rd and 4th Semester).
- 9. Participation of the department in the courses offered by other departments**  
SIMC faculty regularly teaches at various departments of SIU like SCMHRD, SCCE, STLRC, MDHEA, PhD program.
- 10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	4	1
Associate Professors	6	4

Assistant Professors	18	13
Adjunct Faculty	-	6
Other Teaching Staff	-	1
Total	28	25

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance.

Sr. No	Name	Qualification	Designation	Specialization	Years of Experience (years. months)	Teaching Experience (years. months)	Industry Experience (years. months)	No. of Ph.D./ M.Phil. students guided for the last 4 years
1.	Prof. Chandan Chatterjee	B. Tech, MBA	Director & Associate Professor	Marketing, Strategy & Operations	33	10	23	----
2.	Prof. Prasanna Hulikavi	MA, PGDCMC, SET	Dy. Director & Assistant Professor	Communication Studies & Development Communication	28	28		----
3.	Dr V. Eshwar. Anand	M.A, M. Phil, PhD	Professor	Journalism	28	24	4	2
4.	Dr. Ashwani Upadhyay	MBA, PhD	Associate Professor	Marketing	13.5	13.5	-	3
5.	Dr. Jay Trivedi	PhD, MBA	Associate Professor	Marketing	12	2	10	
6.	Dr. Priya Grover	Ph.D,NET, MBA, PGDBM,LL M,B.Sc	Associate Professor		11.5	11.5	0	
7.	Dr. Raj Kishore Patra	M.A, PhD	Assistant Professor	Media Ethics & Public Relations	5.5	4.5	1	---
8.	Dr Mun Mun Ghosh	PhD (Statistics)	Assistant Professor	Statistics, Quantitative techniques, Research methods	4	4	-	1
9.	Prof. Ruchi Jaggi	Masters in Mass Communication, NET	Assistant Professor	Communication & Culture Studies, Qualitative Research	10.5	10.5		---
10.	Prof. Sushoban Patankar	Masters in Communication Science, NET	Assistant Professor	Broadcast Journalism	13	1.5	12	---
11.	Prof. Radhika Ingale	Masters in Communication Studies, PG Diploma in	Assistant Professor	Audio- Visual Production & Public Relation	14	12	6	
12.	Prof. Gagan Prakash	MSc in Communication	Assistant Professor	Visual Communication, Photography & Cinematography	6	4.8	1.4	
13.	Dr. Sabyasachi Dasgupta	MBM, FPM-C	Assistant Professor	Marketing & Brand Communication	9.5	4,5	5	

14.	Prof. Pooja Valecha	Post Graduate Diploma in Communications Management, NET	Assistant Professor	Media Management	9	1	8	
15.	Dr. Payel Das	PhD, MMC, NET	Assistant Professor	Mass Communication	3	3	-	
16.	Santosh Biswal	MA, MPhil, PGJMC, NET	Assistant Professor	Mass communication	8.5	4.5	4	
17.	Sneha Subedar	NET, SET, M.Phil, MA, BA	Assistant Professor			7		
18.	Indrani Sen	M.A ( Applied Economics)	Adjunct Faculty	Media Management	39	3	36	
19.	Anupam Barve	MA, BA	Adjunct Faculty		7	4	3	
20.	Sanjay Kadam	MA, NET,	Assistant Professor		11.7	11.7		
21.	Pradyuman Maheshwari	B.Sc, Certificate course in Journalism and Copyrighting	Adjunct Faculty		22.7		22.7	
22.	Dr. Sunita Kulkarni	Ph.D, MS, BA	Adjunct Faculty		26.7	23.7	3	
23.	Ruchita Deshpande	MBA, BFA	Research Assistant		4.6		4.6	
24.	C. D Mitra	MBA, B.Tech	Adjunct Faculty		20.1		20.1	
25.	Dharmendra Chavan	MMC, BE	Adjunct Faculty		30.2	9.7	20.5	

## 12. List of senior Visiting Fellows and emeritus professors

Chair Professor				
Sr. no	Name of Visiting Faculty	Place	Organization	
1.	Dr. Dilip Padgaonkar	Pune	Former Editor TOI	R. K Laxman Chair Professor for FMCOD
Visiting Scholars				
1	Dr. Koo	South Korea	Silla University, Korea	Brand Communication
2	Prof. Brian Partrick O'Donoghue	Fairbanks Alaska	University of Alaska, Fairbanks	Journalism
MA(MC) - Top 15 Visiting Faculty				
Sr. No.	Name	Designation	Organisation	
1	Ramesh Menon	Managing Editor	India Legal	
2	Randhir Khare	Renowned Author and Artist		
3	Ashish Sen	President	AMARC	
4	Baylon Fonseca	Sound Engineer	Hindi Film Industry	

5	Ajit Duara	Renowned Film Critic	
6	Neeraja Chaudhary	Senior Political Commentator	
7	Samar Nakhate	Senior Film Scholar	
8	Dr Vikas Pathak	Assistant Editor,	The Hindu, New Delhi
9	Jayanthi Krishnamachary	Deputy Editor,	The Frontline, Chennai
10	Dharam Gulati	Renowned Cinematographer	
11	Charu Sudan Kasturi	Assistant Editor	The Telegraph, New Delhi
12	Joy Mukherjee	Creative Director	Zee, Mumbai
13	Atul Ketkar	Former Producer	Disney & Star
14	Maya Rao	Renowned Filmmaker	
15	Dominic D'souza	Senior Vice-President (Lehgal)	Zee Group

MBA - Visiting Faculty			
Sr. No.	Name	Designation	Organisation
1	Aseem Sood	Vice President	FIBEP
2	Asha Sandilya	CEO	Skanda Resources
3	Ashish Karnad	Vice President	IMRB International
4	Bikash Banerjee	Founder & CEO	Repertoire Media Marketing Consultants
5	Carolina Bajaj	Vice President West & MarComm India Practice Lead	Hill+Knowlton Strategies
6	Geetanjali Bhattacharji	CEO-Marketing Services Audit	Spatial Access Solutions
7	Jaibal Naduvath	Head, Corporate Communications	Kotak Life Insurance
8	Jwalant Swaroop	CEO	Oshoyana Conslutants
9	Neil Sequeira	Founder	BuzzFactory.net
10	Nitin Mintri	Director	Avian Media
11	Paresh Chaudhry	Chief Executive Officer	Madison PR
12	Parikshit Shah	Senior Vice President	Lowe Lintas and Partners
13	Rajesh Ingle	Director	Truepresence

14	Rajesh Pant	Director & Founder	Kandor Solutions Pvt. Ltd
15	Rajneesh Chowdhury	Vice-President	The PRactice
16	Rishabha Nayyar	Vice President	Strategic Planning at Lowe Lintas and Partners
17	Sameer Wagh	Dy Chief Manager	Bennett, Coleman & Co. Ltd.
18	Sameer Aasht	Alma Mater Biz Solutions pvt ltd	Director
19	Saurabh Uboweja	Founder, CEO & Director Brand Strategy	Brands of Desire
20	Saurabh Trivedi	Director	Digital at Mindshare
21	Shreekumar K.P	Director	Stylus Events India Pvt. Ltd.
22	Siddharth Deshmukh	Director, Product and Marketing	coconnex
23	Siddhartha Mukherjee	Sr VP and Business Head	TAM Media Research
24	Sujit Patil	Vice President - Corporate Communications	Godrej
25	Suresh Nimbalkar	Senior Vice President	Hansa Research

**13. Percentage of classes taken by temporary faculty – programme-wise information**

MBA		MA(MC)	
Year	Percentage	Year	Percentage
2014-15	52.65	2014-15	29.40

**14. Programme-wise Student Teacher Ratio**

Overall SIMC = 14:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

	Sanctioned	Filled
Academic Support Staff (Technical)	11	3
Administrative Staff	31	19
Total	42	32



**16. Research thrust areas as recognized by major funding agencies**

SIU has funded two minor research projects undertaken by SIMC faculty in the areas of–

- a. Communication and Culture Studies b. Journalism Ethics

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

	Year-wise	Number	Name of Project	Name of the funding agency	Total grants received
A. University awarded projects					
Minor Project	2014	1	Deconstructing Gender in Children's television animation programming	SIU	Rs. 1.45 Lakhs
Minor Project	2014	1	Developing research skills among media students through understanding media coverage styles.	SIU	Rs. 1.3 Lakhs

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration b) International collaboration  
Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- state recognition : Nil
- national recognition: Nil
- international recognition: Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	31
i. Number of papers published in peer reviewed journals (national / international):	15 (National 7 & International 8)
ii. Chapter in books	10

iii. Books with ISBN with details of publishers	2	
iv. Proceedings papers	4	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	5	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations= 3 Range:1-2 Avg: 1.5
Total citations of SIMC, Pune faculty (SIU + Non-SIU affiliated papers)	34	
SNIP	Range: 0-0.804 Avg: 0.268	
SJR	Range:0 -1.302 vg: 0.336 Avg: 0.434	
Impact Factor – range/average	Range: 0-0.42 Avg:0.14	
h-index	(Google Scholar:1)	

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated :**

Nil

**25. Faculty selected nationally / internationally to visit other laboratories / institutions/ industries in India and abroad**

Nil

**26. Faculty serving in**

- a) National committees - Nil
- b) International committees - Nil
- c) Editorial Boards - 1
- d) Any other (please specify) – Nil

**27 Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Session	Nos. of Faculty Development programs attended
2014-15	10

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects
- percentage of students doing projects in collaboration with other universities / industry / institute

100%: Projects are mandatory in the program structure. Every student is required to complete a project/project work in each semester. Apart from this the institute also receives projects from the industry which are specialization specific and a select group of students contribute in this assignment. These projects are supervised by specialists from the faculty group.

On an average the MMC and MBA students do between 3-4 dedicated projects each during the span of the program. In addition to these, students actively participate in the institute run enterprises (eg., newspaper, TV News bulletin, news portal, Audio-Visual club, Ad Club, MM Club, PR Club).

Internships are mandatory for all students, where students also are involved in completing projects.

**29. Awards / recognitions received at the national and international level by**

- Faculty
- Doctoral / post-doctoral fellows
- Students

**Faculty Recognition:**

Prof. Dr. Eshwar Anand's research paper on "E- Governwence in India: A Case Study of Indian Railways Computerised Passenger Reservation System" won the Best Practices Paper Award - Honorable Mention at the Tenth International Conference on Public Administration held at School of Political Science and Public Administration, University of Electronic Science and Technology of China, Chengdu (Oct 24-26, 2014).

**Institute Recognitions:**

**SIMC - Awards & Rankings**

- SIMC, Pune ranks # 2 in 'Best Mass Communication Colleges in India' by Outlook 2015
- SIMC, Pune ranks # 2 in 'Best Mass Communication Colleges in India' by Outlook 2014
- SIMC, Pune ranks # 3 in 'Best Mass Communication Colleges in India' by Outlook 2013

- 4) SIMC, Pune ranks # 4 in 'Best Mass Communication Colleges in India' by Outlook 2012
- 5) SIMC, Pune ranks # 5 in 'Best Mass Communication Colleges in India' by Outlook 2011
- 6) Edutainment Awards 2014 -SIMC Overall Ranking:  
SIMC PG Pune ranks #2 as Best Media School  
SIMC PG P ranks #2 as best PR &Event School (National)  
SIMC PG P ranks #2 as Best Advertising School (National)
- 7) Edutainment Awards 2014- SIMC- MMC Programme Rankings :  
SIMC PG ranks #7 Best Journalism School (National)  
SIMC PG Pune ranks #4 as Best Film & Television School (National)
- 8) SIMC Pune's "Increasing applications with focus on quality" is a case study presented at IMC 2014 run by MBA Universe under the theme 'Effective Demand Management: Developing successful engagement programs and finding niches' (Gold Award)
- 9) The SIMC (PG), Pune, received the ABP NEWS National B-School Award, 2014, for the best curriculum of MBA (Communication Management) programme. The Award is for B-School with Industry-related Curriculum in Communication Management.
- 10) The SIMC (PG), Pune, received the ABP NEWS National B-School Award, 2013, for the best curriculum of MBA (Communication Management) programme. The Award is for B-School with Industry-related Curriculum in Communication Management.
- 11) 2012, Amar Ujala B School excellence awards for Industry related curriculum in Advertising
- 12) 2013, Dainik Bhaskar, B School excellence awards for Industry related curriculum in Advertising
- 13) Indy's Award 2014 'Best B School Input Syllabus for Mass Communication'
- 14) Indy's Award 2013 'Best B School Input Syllabus for Mass Communication'
- 15) Indy's Award 2012 'Best B School Input Syllabus for Mass Communication'
- 16) 2012, Bloomberg UTV Excellence Award for Industry Related Curriculum in Communication
- 17) PRCI :Leadership in PR Education : Chanakya Award (2009)
- 18) Business Affaire : Best Advertising Syllabus (2009)

**Student Recognition:** Multitude of students have won awards in co-curricular and extra-curricular activities. An illustrative list is as follows:

- Ms. Sharanya Ramesh won the 1st place in the Promise Foundation Scholarship, a national level event.
- Ms. Shikha Pathak was ranked as one of the top 5 contestants in the state of Maharashtra in the Telenor Youth Summit 2014, an International competition she was also given an opportunity to be a delegate for the Noble Prize distribution ceremony.
- Ms. Meenal Joshi was ranked 1st in the Praxis 2014, a National level event.
- Mr. Arjun Krishnakumar and Mr. Ashish Vasvani were ranked 1st in

the Tata Crucible Business Quiz, a National level Business Quiz competition.

- Mr. Arjun Krishnakumar and Mr. Ritij Khurana were ranked 1st in the regional round of the Mahindra Auto Quotient quiz.

**30. Seminars/Conferences/Workshops organized and the source of funding (national/International) with details of outstanding participants, if any.**

Seminar	Source of Funding
1. “PR Conclave” was a one-day event organized in collaboration	1. Conducted with sponsorship and participation by with leading public relations agency MSL Group, India.
2. “Thinking Social Seminar: Connecting Youth to Social Enterprise”	2. Organized and largely paid for by IIM Calcutta in collaboration with TATA Social Enterprise Challenge

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas of SIMC as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

Research Advisory Committee of SIMC:

Chairperson	Prof. Chandan Chatterjee		
Members			
MBA	Dr. Sabyasachi Dasgupta	MMC	Prof. Prasanna Hulikavi
	Dr. Raj Kishore Patra		Prof. Ruchi Jaggi
	Dr. Munmun Ghosh		Prof. Gagan Prakash

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well- being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. Robust anti-plagiarism policy is implemented while evaluating dissertations, research projects and academic submissions.

### 32. Student profile programme-wise: MBA - CM

S.N.	Batch	Application received	Year	Selected		Batch	Pass percentage (%)	
				Male	Female		Male	Female
1	2009-11	2630	2009	29	75	2009-11	62	80
2	2010-12	3150	2010	48	68	2010-12	60	81
3	2011-13	3196	2011	35	61	2011-13	43	64
4	2012-14	3939	2012	48	84	2012-14	77	92
5	2013-15	3795	2013	50	87	2013-15	80	97
6	2014-16	6768	2014	46	80	2014-16	NA	NA
7	2015-17	3675	2015	39	93	2015-17	NA	NA

### MMC

S.N.	Batch	Application received	Year	Selected		Batch	Pass percentage (%)	
				Male	Female		Male	Female
1	2009-11	641	2009	34	67	2009-11	59	85
2	2010-12	767	2010	25	42	2010-12	48	81
3	2011-13	544	2011	25	21	2011-13	40	57
4	2012-14	768	2012	27	31	2012-14	74	87
5	2013-15	653	2013	29	45	2013-15	52	89
6	2014-16	511	2014	29	52	2014-16	NA	NA
7	2015-17 (MA-MC)	457	2015	22	41	2015-17	NA	NA

### 33. Diversity of students

Name of the programme	Year	% of students from the same university	% of students from other universities within state	% of students from universities outside the State	% of students from other countries
MBA(CM)	12-14	4.72%	27.56%	65.35%	0.78%
	13-15	7.46%	44.77%	51.49%	2.98%
	14-16	0.78%	22.83%	73.22%	3.15%
	15-17	3%	23.07%	72.30%	1.33%
MMC	12-14	0%	38.9%	61.1%	0%
	13-15	1.33%	24%	73.33%	1.33%
	14-16	0%	26.66%	70.66%	2.66%
MA (MC)	15-17	0%	17.4%	80.9%	1.58%

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Data not available

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	No natural progression from UG to PG. All admissions to PG through on entrance exam and merit.
PG to M.Phil.	NA
PG to Ph.D.	No natural progression from PG to PhD. All admissions to PhD through an entrance exam and merit.
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	**
• Other than campus recruitment	**
Entrepreneurs	6.86% (total since 1991)

\*\* Given table below

MBA				
Batch	Total Students	Students Placed	Students opted out of Placement	% Placed through campus
2013-15	137	116	7	85
2012-14	132	99	9	75
2011-13	96	63	7	66

MMC				
Batch	Total Students	Students Placed	Students opted out of Placement	% Placed through campus
2013-15	72	33	13	46
2012-14	58	41	4	71
2011-13	44	27	3	61

**36. Diversity of staff**

Percentage of faculty who are graduates	
From same university	4 %
From other universities within the State	36%
from universities from other States	56%
from universities outside the country	4%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

One Faculty Member- Dr. Sabyasachi Dasgupta

**38. Present details of departmental infrastructural facilities with regard to****a. Details of library infra-structure (A. Year - 14-15)**

Students have access to a central library on the campus

S.N.	Library facility	Details
1.	Total area	14454 Sq.Ft
2.	Total seating capacity	260
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> <li>• Reading Hall Hours</li> </ul>	10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 09.00 a.m. to 12.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	No (03 Research Cubicles are available) 403 sq.mt @ Ground Floor 60 sq.mt @ First Floor
5.	Display of floor plan, sign boards, Fire alarms and any other information	Yes <ul style="list-style-type: none"> <li>• Floor Plan Displayed in Ground Floor Reading Hall.</li> <li>• Adequate Sign Boards are displayed to each row of library stack and floors.</li> <li>• Fire extinguishers are fixed @ all strategic positions.</li> <li>• In addition to this, arrangement of Ramp at the entrance of the library and wheel chair for differentially abled users to access the Library Collection.</li> </ul>
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> <li>• Average number of books added (Last 3 years, SIU)</li> </ul>	41284 39263 957



7.	Total No of :- • National Journals • International Journals	40 17
8.	Total No. of e-journals	35084 Available through online databases
9	Total No of :- • Magazines • Cds • Databases	57 Total 434 (02 added during 2014-15) 12
10	Special Collection • Textbooks • Reference Books	Nil 886

**Pls. Note: Library Data is for all Lavale Hill Top Institutes. (SIBM+SITM+SIMC+SSBF+ SSP)**

**b. Internet facilities for staff and students**

14 Mbps Internet lease line. Each student and staff has access to internet facilities on desktops in the computer lab and in offices. SIMC is a Wi-Fi enabled campus and student & staff can access the internet through Wi-Fi.

Each faculty member at SIMC has internet access available on their desktop. Number of systems is 170. Computer - student ratio- 1:4.

**c. Total number of class rooms – 8**

**d. Class rooms with ICT facility** - All classrooms have ICT facilities. There are also students' laboratories, studios and specialized computer lab for media related research and for teaching and practicing online journalism

**e. Student laboratories** – To enhance students skills in the media and related research domain specialized computer laboratories with state of art hardware and soft ware is available in Media Lab, News Room, SPSS lab, Computer labs and Studio floor . of the software used in this lab is Corel Draw, TAM, Adobe CS4- Design premium, Final Cut Pro and SPSS.

The studio is an asset to the MA (MC) AV program as the state- of -art infra structure allows the students ample opportunities to hone their skills. Facilities include -

- Shooting Studios: One with chroma keying and teleprompting facility allowing students to learn how to work in a broadcast newsroom and produce news programming for television. The large studio is equipped with a PCR room and lights with a three camera multicam set up.
- Photography lab and dark room facilities.
- Post production computer labs with Apple hardware and software for audiovisual editing.
- Audio recording Studio with a fully equipped acoustically treated audio studio with sound mixers.

**39. List of doctoral, post-doctoral students and Research Associates**

a) From the host institution/university –

Faculty Name	University
Prasanna Hulikavi	SIU
Gagan Prakash	SIU
Radhika Ingale	SIU
Sneha Sammadar	SIU
Sanjeevani Ayachit	SIU
Jayanti Iyengar	SIU
Neha Saluja	SIU
Shraddha Halandkar	SIU

b) From other institutions/universities

Faculty Name	University
Ruchi Jaggi	Savitribai Phule Pune University
Sushoban Patankar	Savitribai Phule Pune University
Dharmendra Chavan	Tilak Maharashtra Vidyapeeth

**40. Number of post graduate students getting financial assistance from the university.**

S.N.	Year	Name	Scholarships	Fee Concession	Amount in Rs.
1	2009-10	Arjya Patnaik	MMC Topper Sem - I	50%	75000
		Regil Krishnan	President of Students Council & Commendable Work	50%	75000
		Sneha Ramchandran	MBA Topper Sem - I	50%	75000
2	2010-11				
3	2011-13	Anand Nair	MMC Test Topper	50%	130000
		Varsha Dajee	SCIE	100%	Waive off tuition fee
4	2012-14	Deboshree Bhattacharjee	MBA TEST Topper	50%	162500
		Rajeev Ranjan		50%	162500
5	2013-14	Deboshree Bhattacharjee	MBA Topper Sem - I	50%	162500
		Mayank Kumar Jha	MMC Test Topper	50%	145000
		Deboshree Bhattacharjee	MBA Topper Sem - II	50%	162500
		Rajeev Ranjan		50%	162500
		Deboshree Bhattacharjee	MBA Topper Sem - III	50%	162500
6	2014-15	Jaydeep Panchal	MBA TEST Topper	50%	175000

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

No new programme has been introduced since 2006.

**42. Does the department obtain feedback from**

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Yes, the feedback is taken during BOS and is utilized to upgrade the session plans and the courses.

b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

We have a system of formal feedback for faculty. The feedback is conducted by the institute through the faculty and academic coordinators. A detailed feedback form with questions that deal with curriculum design, academic delivery and faculty quality is given to the students. This feedback by the students is collected by the academic coordinators and later evaluated on a scale of 5. The faculty in-charge shares this feedback with respective teaching faculty. The director of the institute discusses individual feedback with the faculty. Revisions in curriculum and pedagogy are recommended post a thorough discussion of this feedback. SIMC also collects feedback from industry on internship projects undertaken by students.

c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

Alumni are invited to conduct sessions related to the curriculum through the Alumni relation Cell. Feedback from the alumni about the course and its fitment to current industry needs is sought. However it is currently an informal process and some sample documentation is available. Henceforth SIMC plans to formalize the process.

**43. List the distinguished alumni of the department (maximum 10)**

S. No	Full Name	Batch	Job Profile	Organization
1.	Anand Mahesh	1999-2001	Co- Founder	MAVCOMM
2.	Raheel Khursheed	2004-2006	Head of News, Politics and Govt	Twitter India
3.	Shivani Sood	2000-2002	Editor	Penguin Books
4.	Satrupa Ghosh	1999-2001	Sr. Brand Services Director	Law and Kenneth
5.	Luv Chaturvedi	2003-2005	DDB Mudra Group	Associate Vice President

6.	Moumita Ghoshal	2003-2005	Associate Director	Nielsen
7.	Subadra Kalyanaraman	2009-2011	Research Manager	IMRB International
8.	Bidyut Kotaki	1994-1995	Filmmaker	National Award winning Entrepreneur
9.	Abhishek Mahapatra	2001-2003	Product Strategy Manager - Comm., Asia Pacific	Ford
10.	Madhavi Behl	2002-2004	Corp. Affairs	Standard Chartered Bank

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

Being industry ready is very crucial for a student. Student Enrichment programmes hence become important. Considering the interactive and dynamic nature of the Media industry, it is more than necessary for the students to be able to understand and be able to adapt to said environment. The Corporate Interface Team at SIMC has various touch points in the industry and utilise them to create a platform where industry stalwarts can come and speak about their work and experiences. The Corporate Interface team also works along with the Student Projects Team to provide the students with the required exposure as well as experiences to make them industry ready.

Some of the enrichment programmes under taken are mentioned below

**SIMCatalyst** engages students on a competitive level. They gain valuable experience by participating in business competitions which are then presented before invited industry professionals and judged by them.

A few examples of Simcatalyst-

**31<sup>st</sup> August 2014 : SIMCatalyst on Digital**

**Speakers and judges-**

Ekalavaya Bhattacharya: Head of Digital MTV

Sharmistha Gupta: MediaCom National Brand director

Siddharth Ravindran : Head of Innovation and Client servicing , MTV

Karan Baikampadi : Producer Tata Nano show

**Topics Discussed:**

- Competition for the best reality show formats for digital along with revenue, marketing and PR plan as well a short promo.

**13th March 2013: Public Relations SIMCatalyst**

**Speakers and judges-**

Valerie Pinto: CEO of Perfect relations

Sujit Patil: Corporate Communications head of Godrej

Michelle Francis: Manager, Corporate Communications Godrej

Vandana Lisa Scolt: Deputy General Manager, Godrej

Topic Discussed:

- Impact and trends in Public relations.
- Corporate Communications and role of agency.
- Discussion of SIMCatalyst- Case study of Godrej.

**12<sup>th</sup> Sept 2012: Journalism SIMCatalyst**

Speakers and judges-Investronaut

Rohan Vaidya

Dipti Vaidya

Satyen Jain

Radhika Bhattacharya

Topics discussed-

- The biggest challenge for entrepreneurs is uncertainty. Zakenaut understands their goals, can help them to make major decisions in life and follow them up without worry and uncertainty, to achieve great heights.

**SIMColloquium** gives students a chance to be exposed to differing thought processes through live case studies by industry professionals.

**13<sup>th</sup> August 2014: SIMColloquium**

Speaker-Roshan Abbas: Managing Director of Encompass events.

Topics Discussed:

- Art of pitching.
- Experiential Marketing in India.

**10th August 2014: SIMColloquium**

Utsav Chaduri- Marketing manager of Rometry Now

Topic discussed:

- Content creation and their connect to research and measurement.
- Special session with 7 shortlisted teams for SIMCatalyst on 31<sup>st</sup> August.

**SIMClairvoyance** is a forum where students get to learn through panel discussions which include industry led talks where they share their experiences, insights and most importantly foresights with the future media professionals.

**26th July 2013: Research Clairvoyance and SIMCatalyst**

Moumita Ghoshal Associate Director Nielson Varun Mendiratta Marketing Manager

Corporate Communication Pranav Raje ICIC Bank

Topics Discussed:

- Qualitative research in India.
- Case study competition to create a research proposal.

**2<sup>nd</sup> March 2013: Film marketing**

A film marketing workshop was held on 2<sup>nd</sup> of March where the following guests were called upon:

Mr. Tarun Tripathi: Business head for HUL at PHD, Former marketing

head Yash raj films.

Namarata Balwani: Former CEO of Media2Win. She handled “Barfi” digital promotions.

Vikramjit Roy: Executive producer and Marketing head of NFDC.

Murli Chhatwani: Head of distribution and syndication Dar Media.

Amit Tyagi: Independent film maker.

**Topics Discussed:**

- Brief overview of film marketing. Where are we headed presently in India (scope) and what are the various media which have come into existence.
- What is the role of digital in film marketing? Scope and importance of digital.
- Film marketing in India and the difference between international films and Indian films like “The Dark Knight Rises” as compared to “Lunchbox”
- Film marketing from the perspective of a filmmaker and how a filmmaker looks at film marketing in India and abroad
- Future of film marketing and where it is headed
- feature film marketing v/s selling documentaries

**SIMConclave-** A panel discussion with the stalwarts in media businesses. Mostly deals with a thematic discussion.

**7<sup>th</sup> September 2014: Digicon**

Narendra Nag : Asia Digital Head: MSL group

Rohan Babu: Digital Head: Audi

Subranshu Kumar :Digital Head : Whirlpool

Raheel Khurshid : Head of news, politics and government : Twitter

Aditya Pawan : National Digital Head : Red Bull

Ankit Oberoi : CEO : ADpushup

Sujoy Golan : Global Digital Head : Inmobi

Prashanth Kumar : Head of strategy : Digitas LBI

Hariom Seth : CEO: Tagglabs

Saurabh Arora : CEO : Airwoot

Abhimanyu Raj Guru: CEO and host/editor : i420content/ ET Now and Techguru

Ansoo Gupta : COO : Pinstorm

**Topics Discussed:**

- Is business doing it right online?
- Is Content always the king?
- Future of mobile marketing

**19th July 2015: PR Conclave in collaboration with MSL Group**

Zelma Lazarus : CEO : Impact a United Nations' Inter-Agency Initiative.

Jaideep Shergill : CEO : MSL Group

Veena Gidwani : Former CEO and PR Consultant : Madison PR

Pradyuman Maheshwari : Editor in chief and Founder : MXM India Pvt Ltd

Rajesh Pant : Director and Founder: Kandor Solutions Pvt Ltd

Siddharth Mukherjee : Sr. VP – Communications : Eikona PR

measurement

Geetanjali Bhattacharjee: Head, Marketing service audit practice :  
Spatital Access

Aseem Sood: CEO : Impact research and measurement

Ashraf Engineer :VP content, research and insights :MSL Group

Dr. Ram Athavale : Senior Consultant: CBRN and homeland security

Manjula Nair :Marketing Manager and CSR :AMDOCS India

Nand Kumar : Head of corporate Communications :ACC ltd

Schubert Fernandes :Senior Vice President :MSL group

#### Topics Discussed:

- Discussion on MSL report on PR.
- Research in PR
- CSR in PR.

#### **45. List the teaching methods adopted by the faculty for different programmes.**

The faculty at SIMC use various methods to facilitate teaching and learning in classrooms. The course content and the pedagogy of the courses are designed in the manner that it involves active student participation. There are many courses which use multiple pedagogical techniques to ensure this. The following data is sample response to the above question. Some of them are listed below-

- Lecture by teacher
  - Class discussions conducted by teacher
  - Discussion groups
  - Lecture-demonstration by teacher
  - Lecture-demonstration by another instructor(s) from a special field (guest speaker)
  - Presentation by a panel of instructors or students
  - Presentations by student panels from the class
  - Student reports by individuals
  - Student-group reports by group from the class
  - Forums
  - Small groups such as task oriented, discussion, Socratic
  - Reading assignments from textbook
  - Reading assignments in journals, monographs, etc.
  - Reading assignments in supplementary books
  - Assignment to outline portions of the textbook
- a. Marketing Management course in MBA SEM I is taught via individual students creating a marketing diary. The marketing diary is updated in consonance with the progression of the classroom lectures. In addition to this, the faculty in charge runs a Facebook page on the course where the students and faculty engage in academic discussions on the subject.
  - b. After almost 75% of the 'Account Planning Models and Practices course' in SEM 3 is conducted in terms of classroom lectures, the students are instructed to carry out individual interviews with

- professional account planners. This leg of the course helps the students to attain an application oriented perspective on the course. It also aids synthesis of theory and practice.
- c. The Research Methodology course in MMC SEM 3 is taught by involving students at every stage of theoretical development in the course. Each student is required to choose a topic of research at the beginning of the course. As the lectures progress, students apply concepts learnt in the class to their individual research projects. The end product of the course is a research project/paper is developed by each individual student.
  - d. Different courses across four semesters that entail components of news reporting, editing, editorial writing, and television news are taught in a manner that students publish and produce live enterprises based on the same. The journalism program runs three enterprises that use all the academic inputs-INK (weekly newspaper), Voices (Fortnightly news bulletin) and WIRE (24X7 News Portal). All these enterprises are run by the students.
  - e. All the courses in the MMC, AV program in every semester conclude with student productions that incorporate different academic inputs delivered across that particular semester. This enterprise is known as TEST TUBE.
  - f. Specialized PR Project
  - g. MBA: Research Methodology Mini Project
- As a result of several participatory learning pedagogies, SIMC students have excelled in various university /industry competitions at the national level. Student dissertations are another good example of the success of these learning approaches.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

We have a system of continuous evaluation. This is structured through the session plan in each course in the program structure. There are mandatory 3-4 internal assessments to evaluate the learning outcome from a set of 3-4 topics in a session plan comprising of 20-30 sessions to ensure the intended learning outcomes as planned. 60% of the total marks are allocated to these internal assessments. However SIMC plans to address the needs of low performers in a more formalized manner in the future.

**47 Highlight the participation of students and faculty in extension activities.**

Social Outreach Programmes	Collaborative Agencies/ NGO
R. K Laxman Chair initiative	RTI Seminars, Rural Research / Outreach
Facilitator	Activity
Prof. Prasanna Hulikavi	E-Mediation for language fluency comprehensions and reading skills among children located in remote areas



**48. Give details of “beyond syllabus scholarly activities” of the department.**

Debates, Quizzes, Script writing, Case study, film making, article writing

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SIMC has contributed to the field of research through books, book chapters and research papers published in journals which are available online for use by new researchers. Films produced by students of SIMC and in collaboration with SIMC are uploaded on SIMC You Tube channel, through contract with Pocket films. This adds to the creation of new knowledge through understanding of various dimensions of media.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**SWOC Analysis** - SIMC carried out a SWOC analysis on various parameters as indicated below:

**STRENGTHS (MBA+ MMC)**

- SIMC has received a multitude of prestigious awards across various platforms for being among the 'Best Mass Communication Colleges in India' (Outlook) to having the best curriculum of MBA (Communication Management) program (ABP News National B-School Award, 2014). A small listing of those is given below:
  - IMC Gold Award 2014
  - # 2 in 'Best Mass Communication Colleges in India' by Outlook 2014
  - Edutainment Awards 2014
  - 2013, Dainik Bhaskar, B School excellence awards for Industry related curriculum in Advertising
  - Indy's Award 2014 'Best B School Input Syllabus for Mass Communication'
- The SIMC curriculum for MBA and MMC has been upgraded since the 2011-13 batch, keeping in mind industry requirements and academic rigour at PG level. Both these curricula have won awards over the years. This curriculum is periodically upgraded and vetted by industry experts and advisory board of the Institute. Curriculum along with familiarity with industry databases and work practices ensures that our students are job-ready from day one. These databases include-
  - Media software (TAM, IRS, ADEX, EIKONA, RAM) and analysis software (SPSS)
  - Studios (Chroma studio and multi camera studios) are a state-of-the-art facility available for students and faculty for laboratory purposes
  - Simulated news room for Journalism students
- Industry connect is a major strength at SIMC. Corporate interface platforms like SIMConclaves, SIMClairvoyance and

SIMColloquiums are conducted in the institute for better industry connect. Additionally, Student participation in various Industry events like EFFIES, PIFF, EMVIES, PRAXIS etc is encouraged. Industry professionals associate across all processes at SIMC including

- Curriculum development and modification
- Overall program and course delivery
- Assessment of learning
- Student co-curricular activities
- Admissions

### **WEAKNESSES**

- The Media and Communication Industry has been evolving rapidly in the past few years. SIMC has always endeavoured to keep pace with the industry demands by adapting, updating, rationalising and improving its courses in line with the Industry demands. The increased focus and attention demanded by these activities effectively reduced the availability of faculty for Research and Publication related activities.

However, this is set to change as (a) a number of new faculty members have been inducted in the team & (b) the existing faculty is now able to devote more time to the Research and Publication activities. SIMC is also in the process of identifying and evaluating appropriate academic bodies to establish long term associations and affiliations for research and publication activities.

- The Media and Communication industry is undergoing rapid advances especially on the technology front. As an institute dedicated to fulfil the needs of this industry, SIMC also needs to follow suite so as to avoid the risk of obsolescence. This requires steady investment in the latest hardware / software to keep pace with the changes in technology.
- Constraints of space for expansion

### **OPPORTUNITIES**

- In view of our strengths of rankings & awards and our industry connect; SIMC is proposing to offer new specializations and short term programs. For example, for MBA we are looking at proposing a specialization in research and analysis, for MA (MC) in Communication Studies and Research. Short term programs can be offered to interested students and industry professionals aligned to demand.
- SIMC is planning to leverage faculty connects and networks to partner with -
  - Funding and Policy linked bodies for research and advocacy
  - Other Premier academic institutes (national and international) to build exchange programs for research & publication, faculty development and student enrichment.

### **CHALLENGES**

- To maintain SIMC's standing as a premier Media and Communication institute

- The origins of Media and Communication industry are in the erstwhile field of Mass Communication. As with all the other institutes with a long history, SIMC is also at times perceived as a Mass Communication Institute rather than a Media and Communication institute.

This is slowly changing as more and more alumni penetrate the Industry and educates the industry about the SIMC differentiators. A number of steps have also been initiated to ensure that there is cohesion and synchronisation among the various MC institutes within the SIU fold.

The media industry is relatively young and as such many of the industry practices and norms are still getting evolved and standardised. The salary levels as also the roles and responsibilities are also not clearly defined and rationalised, particularly at the entry level. This can lead to a wide fluctuation in the salaries and the positions offered to the SIMC students. The industry also finds it difficult to understand the difference in the capabilities between the various specialisations and at times even between the under graduate and post graduate qualifications.

This too is changing rapidly as the industry matures and more and more SIMC students get absorbed there. These students are acting as the brand ambassadors and the spokesperson for SIMC to educate the industry about the differentiated offerings from SIMC.

## **52. Future plans of the department.**

Having established SIMC as a premier source of talent at the national level, we aim to be a Centre of Excellence for research in the area of Media and Communication. We aim to be an attractive destination for funding agencies, international students and prolific faculty members of international repute.

The Institute plans to further strengthen the industry interface and enhance / maintain our current ranking of being number '2' nationally. SIMC will also endeavour to enhance the academic research output. We will also work towards ensuring quality curriculum augmenting student learning. Our investments will be towards upgrading databases, academic resources and overall infrastructure for better student experience.

Symbiosis Institute  
of Design

(SID)



“Four years in SID! It has been a great time and experience that I got from this college. I was blessed with very good faculty who taught me and supported me in my bad times. SID gave me an opportunity to work with the Industry and gain knowledge. All together it has been a great experience and learning at Symbiosis Institute of Design.”

***Obaidullah Yousufi, Afghanistan - SID***

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## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Design (SID)
- 2. Year of establishment**  
2004.
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. SID is a constituent under the Faculty of Media, Communication and Design (FoMCD), Symbiosis International University (SIU).
- 4. Names of programmes offered**  
Bachelor of Design (B.Des)  
Specializations offered:
  1. Graphic Design
  2. User Experience Design
  3. Animation Film Design
  4. Video Film Design
  5. Product Design
  6. Interior Space Design
  7. Fashion Design
  8. Fashion Communication
- 5. Interdisciplinary programmes and departments involved**  
All the specializations offered under B. Des programme are inherently interdisciplinary as it draws knowledge, skills and understanding from various disciplines such as Art, Craft, Science, Engineering, Humanities, and many more. All the courses under eight specializations of B. Des programme are offered by SID.  
  
Apart from the above, other interdisciplinary courses are offered in the form of FCP – Floating Credit Programme including courses like performing arts, Soft Skills, Service Learning and also Inter Institute Credit Courses like Business Entrepreneurship, Culture and Communication and Fashion Journalism from other UG departments of SIU like Symbiosis School for Liberal Arts, Symbiosis Centre of Management Studies and Symbiosis Centre of Media and Communication. Such courses add great inter-disciplinary experience to the on-going education of a student at SID.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Semester abroad with credit transfer with Ontario Universities through the Ontario Maharashtra Goa programme, industry internships, internships based design projects and degree projects with industries like Whirlpool, Elephant Design, ONIDA, etc.

**7. Details of programmes discontinued, if any, with reasons**

Nil

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

Semester System of examination and Choice Based Credit System.

**9. Participation of the department in the courses offered by other departments**

All UG institutes of SIU have a provision under FCP – Floating Credit Programme to offer and take inter institute credit courses from other UG institutes of SIU.

**10. Number of teaching posts sanctioned, filled and actual**

Positions	Sanctioned	Filled
Professor	6	0
Associate Professors	12	5
Assistant Professors	35	25
Teaching Associate / Assistant	0	0
Adjunct Faculty		11
Instructors		12
<b>Total</b>	<b>53</b>	<b>53</b>

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

S. No.	Name	Qualification	Designation	Specialization	No. of years of Experience (years. months)	No. of Ph.D/ M.Phil. Students guided for the last 4 years
1	Vinay M Mundada	M.Des (Industrial Design), B.E. (Production)	Director (Associate Professor)	Industrial Design	27.2	NIL
2	Sanjeevani Ayachit	M.Sc (Clothing & Textiles), B.Sc. (Home Science), NET	Dy. Director (Associate Professor)	Fashion Design & Fashion Communication	14.1	NIL

3	Manohar Desai	MA (Indology), GD Art (Diploma in Applied Arts), A.T.D. (Art Teachers Diploma), Diploma in Art Education, GD Art (Diploma in Fine Arts - Drawing & Painting )	Associate Professor	Communication Design	20.8	NIL
4	Prashant Acharya	M.A. (Indology), A.T.D. (Art Teachers Diploma), GD Art (Diploma in Drawing & Painting)	Associate Professor	Communication Design -Graphic Design	22.5	NIL
5	Keyur Sahasrabudde	MA (Indology), MA (Economics RPG), BA (Mgt), Diploma in Computer programming, Diploma in Photography, Diploma in Marketing & Sales Mgt.	Associate Professor	Communication Design - Photography	23.9	NIL
6	Prasanna Khamitkar	MA (Indology), Diploma in Applied Arts	Assistant Professor	Foundation	27.1	NIL
7	Ramesh Aundhkar	Post Diploma in Art Education, BA - Fine Arts	Assistant Professor	Foundation	31	NIL



8	Pranita Ranade	MA (Indology), Bsc., Diploma in Computer Mgt., Diploma in Interior Design & Decoration, CDAC	Assistant Professor	Communication Design -Graphic Design	24.9	NIL
9	Anupam Bhatia	PDCTM, B. Tech (Textile Tech),	Assistant Professor	Fashion Communication	20.1	NIL
10	Neelesh Gham	M. Sc (Fashion Design), B.Sc (Chem.), Diploma in Fashion Design	Assistant Professor	Fashion Design	17.8	NIL
11	Niranjan Mhamane	G D Arts (Diploma in Drawing & Painting)	Assistant Professor	Founda-tion	9.5	NIL
12	Vijay Shah	Master of Visual Art (Applied Art), Bachelor of Fine Art, NET	Assistant Professor	Founda-tion	24.1	NIL
13	Kushal Jadhav	P. G. Dip. in Industrial Design, B. E. (Electronics & Telecommunication)	Assistant Professor	Industrial Design - Product Design	8.4	NIL
14	Neetu Singh	Masters in Fashion Technology, B.A.	Assistant Professor	Fashion Communication	12.1	NIL
15	S. Prem kumar	Master level course in Advanced Design Visualisation, Master of Science (Automotive Industrial Design), BE (Mech.)	Assistant Professor	Industrial Design - Product Design	2.6	NIL

16	Shaunak Samvatsar	M.Des. (Animation), B.E. (Mech.)	Assistant Professor	Communication Design -Animation Film Design	9.1	NIL
17	Robin Mathew	PG Diploma in Retail Mgt., B.Des (Accessory Design)	Assistant Professor	Fashion Design	8.2	NIL
18	Ruhi Munjial	PG Diploma in Retail Mgt., B.Des (Fashion Design)	Assistant Professor	Fashion Design	8.2	NIL
19	Millie Vanjape	Diploma in Fashion Design, Diploma in clothing Industry Studies	Assistant Professor	Fashion Design	18.6	NIL
20	Priyadarshi T	Graduate Professional Diploma (Fashion Design)	Assistant Professor	Fashion Design	13.1	NIL
21	Neha Mandlik	B.Arch, Professional Education Diploma	Assistant Professor	Industrial Design	2.6	NIL
22	Rishikesh Joshi	M.Des. (Animation, B.E. (Mech.)	Assistant Professor	Communication Design -UED	6.8	NIL
23	Anuja Ambekar	PGDPD (Ceramic & Glass Design), Bachelore of Fine Art	Assistant Professor	Industrial Design - Product Design	3.1	NIL
24	Teena Thomas	MA (Fine Art), BA (Animation & GD)	Assistant Professor	Founda-tion	3.1	NIL
25	Mrudul Mankame	G.D. Arts (Applied Art)	Assistant Professor	Founda-tion	9.9	NIL
26	Vishal Wadaye	Bachelor of Fine Art, Diploma in Mechanical Engg.	Assistant Professor	Communi-cation Design -Graphic Design	25.8	NIL

27	Saumya Bandyopadhyay	NET, MFA (Sculpture), Bachelor of Visual Arts (BVA), B.com	Assistant Professor	Foundation	12.2	NIL
28	Hemalatha Jain	Bachelor of Home Science (Textiles & Clothing), Master of Home Science (Textiles & Clothing), NET	Assistant Professor	Fashion Design	5.4	NIL
29	Samidha Gunjal	M. Des (Animation), Bachelors in Architecture, Certificate course in Animation & Visual Effects	Assistant Professor	Communication Design - Animation	3.8	NIL
30	Tushar Amin	Master of Arts (Automotive Design), Bachelor of Architecture	Assistant Professor	Industrial Design - Product & Interior Space Design	2.6	NIL
31	Amrita Gangatirkar	MA (Eco), BA (Eco)	Teaching Associate	Communication Design -Video Film Design	6.7	NIL
32	Mahendra Patel	PG NID (Typography), B.A. (Fine Arts - Painting)	Adjunct Professor	Communication Design -Graphic Design	51	NIL
33	Pallavi Apte	Govt. Diploma in Applied Art	Adjunct Faculty	Communication Design -Animation Film Design	34	NIL

34	Asima Mahajir	Post Graduate Diploma in Education Mgt. (PGDEM), Diploma in Dress Making & Costume Design, B.A., Advanced Trainers Course in Jewellery Design & Manufacture	Adjunct Faculty	Fashion Design	37.2	NIL
35	Marion Jhunja	M. Des (Visual Comm.), GDA Applied Arts	Adjunct Faculty	Communication Design -UED	25.4	NIL
36	Shraddha Salkhalkar	Professional Educational Diploma in Film & Video Communication, B.A.	Adjunct Faculty	Communication Design -Video Film Design	6.4	NIL
37	Ruchi Srivastav	Post Graduate Diploma in Pre -Primary Teacher's Education (PGDPTE), Bachelor of Fine Arts (B.F.A. Applied Arts)	Adjunct Faculty	Communication Design -Graphic Design	15.7	NIL
38	Prasanna Halbe	M.Des (Industrial Design), B.E. (Mechanical)	Adjunct Faculty	Industrial Design - Product Design	20.7	NIL
39	Poornima Nair	M. Des. (Product Design), B.E. (Electronics & Communication)	Adjunct Faculty	Industrial Design - Product Design	26.2	NIL
40	Ajay Bhawe	B.E , M.Tech	Adjunct Faculty	Industrial Design - Product Design	15	NIL

41	Saimah Shaikh	Associate of Arts – Fashion Design, Fashion Institute of Design & Merchandising (Los Angeles, USA), Graduate Diploma in Fashion Apparel Design (NIFT)	Adjunct Faculty	Fashion Design	9	NIL
42	Sham Patil	GD - Art (Diploma In Fine Arts) From J J School of Art, Diploma In Animation Film Making From NID	Adjunct Faculty	Communication Design - Animation & Basic Design	35	NIL
43	Kumar-bharat Sagat	Certificate courses in Graphic Design & Computer Hardware, DTP (Diploma in Desktop Publication - 4months Course)	Instructor	Communication Design -Graphic Design	11.6	NIL
44	Satish Dhone	Course in ITI Fitter, FYJC	Instructor	Fashion Design	17.5	NIL
45	Prashant Nikam	Master of Communication Studies, B.com	Instructor	Communication Design -Video Film Design	2.2	NIL
46	Sunil Karale	SSC, Trade Expert	Jr Instructor	Fashion Design	26.8	NIL
47	Mukund Wagh	G.D. Arts (Government Diploma in Applied Arts)	Workshop Instructor	Industrial Design - Product Design	21.11	NIL
48	Sudarshan Bhat	B.Sc, Diploma in Programming	Sr. Instructor	Communication Design - User Experience Design	22.5	NIL

49	Appasaheb Kamble	ITI Fitter NCVT (National Council for Vocational Training)	Workshop Instructor	Industrial Design - Product Design	13.6	NIL
50	Amol Bhandakkar	A.T.D. (Art Teachers Diploma), Govt. Diploma in Drawing & Painting	Instructor	Communication Design - Animation Film Design	3.6	NIL
51	Seema Shinde	Diploma in Dress Designing & Manufacturing, Training in Dress Designing & Garment Making (3months)	Instructor	Fashion Design	7.3	NIL
52	Sandip Deore	B.F.A. (Applied Arts), Diploma in foundation course (Arts & Design), 2D & 3D character Animation	Teaching Assistant	Communication Design - Animation Film Design	7.6	NIL
53	Vijay Sutar	Diploma in Mechanical Engg. (DME)	Workshop Incharge	Industrial Design - Product Design	24.1	NIL

**12. List of senior Visiting Fellows, adjunct faculty, emeritus professors:  
List of Visiting Faculty:**

SN	Name	Designation	Company
1	Ashish Deshpande	Proprietor	Elephant Design
2	Bhakti Khandekar	Principal	UX Design Practice
3	Kalyani Khodke	Director	Range Design
4	Maitreyi Doshi	Founder	Maitri Designs
5	Manoj Kothari	CEO	Onio Design Pvt Ltd
6	Pradeep Patil	Design Consultant	Roaming Design
7	Prashant Dixit	Sr.UX Consultant	SAS
8	Rahul Shiledar	Director	Mona Advertising
9	Shriyesh Bangad	Consultant	Brandmatter
10	Sonali Bendre	Founder Director	Figment
11	Sumit Dagar	Founder	Kriyate

12	Vidhika Rohangi	Founder	Imagine XP
13	Jasleen Manrao	Creative Head	Figments
14	Mangesh Panditrao	Co-Founder/ Director	Shoptimize India Pvt.Ltd.
15	Nachiket Thakur	General Manager, R&D	A Raymond Fastener India Pvt. Ltd.
16	Rajendra Sankpal	Craftmen	Bamboo Vishwa
17	Shetall Natuu	Principal Mentor	Umber Learning Facility
18	Abhijeet Deshpande	Film Editor	
19	Anil Zankar	Independent Filmmaker & Educator	
20	Anish Malhotra	PHD Schoar	IDC, IIT-Bombay, Mumbai
21	Harsha Chandriani	Animation Professional	
22	Mandar Rane	Associate Professor	IDC, IIT-Bombay, Mumbai
23	Rajesh Kulkarni	Senior Art Director	
24	Sameer Nakhate	Freelancer	
25	Vitthal Rao	Freelance Cinema- photographer	
26	Sameer Belvelkar	Photographer	
27	Harshad Kamble	Fashion Photographer	
28	Nabanita Mukerjee	Freelancer	
29	Ujjwal Tawade	Consultant	
30	Nita Thakore	Consultant	
31	Indrakumar Singh	Industrial Designer	
32	Nilesh Rahate	Interior Designer	
33	Pankaj Sapkal	Designer	
34	Reenu Singh	Designer	
35	Sangramsinh R Jadhav	Architect	

### 13. Percentage of classes taken by temporary faculty – programme-wise information

B. Des programme – 11.55%

**14. Programme-wise Student Teacher Ratio**

B. Des - 15:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual****Non-Teaching Staff - Administrative**

For the year 2014-15 the details are as below

Type	Sanctioned	Actual
Technical	21	08
Non technical	58	21
<b>Total</b>	<b>79</b>	<b>29</b>

**16. Research thrust areas as recognized by major funding agencies**

‘Design Research’ in the areas of Sustainable Design, Social Design, Future Design, Ergonomics, Craft, Typography and Indian Script. These are funded by SIU and agencies like NOKIA Finland.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Name of the Faculty	Project Title	Funding Agency	Grants received
S. Premkumar	T.U.I (Taxi for Urban India): Redefining the Indian Taxi	SIU	1,25,000/-

**18. Inter-institutional collaborative projects and associated grants received****a) National collaboration**

	Year	Number	Name of the project	Name of the funding agency	Total grant received
Major Projects	2009 - 2014	1	Documentation of Textiles and Costumes in the collection of the Raja Dinkar Kelkar Museum, Pune	Nil	No grant received

\* In technical collaboration with Raja Dinkar Kelkar Museum, Pune.



b) **International collaboration**

	Year	Number	Name of the project	Name of the funding agency	Total grant received
Major Project	2011	1	“Collaborative Productivity Tools”	Nokia, Finland through Nokia Bengaluru	1035755 (15,000 Euros)

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- state recognition
- national recognition
- international recognition

Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)		8
i. Number of papers published in peer reviewed journals (national / international):		5 (National 2 & International 3 )
ii. Chapters in Books		1
iii. Proceedings papers		2
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)		3
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations = 10 Range: 1-3 Avg: 1.67
	Scopus	Total Citations= 0 Range: 0 Avg: 0
SNIP		Range: 0.349-0.668 Avg: 0.528

SJR	Range:0.125-0.237 Avg: 0.336 Avg: 0.192
Impact Factor – range/average	Range: 0.27-0.345 Avg:0.314
h-index	(Google Scholar:1 Scopus:0)

### 23. Details of patents and income generated

Nil

### 24. Areas of consultancy and income generated

Sr. No.	Nature of Consultancy Work	Client	Income Generated (in INR)
1.	Design Consultancy	Core Centric Engineering Solutions, Pune	3,750
2.	Design Consultancy	Radeus Technology Solutions, Pune	16,670
3.	Design Consultancy	Core Centric Engineering Solutions, Pune	1,793
4.	Rapid Prototyping	Radeus Technology Solutions, Pune	15,730
5.	Model Making	India Graphics Pvt. Ltd	13,483
6.	Model Making	Radeus Technology Solutions, Pune	8,989
7.	Model Making	Navemi Technologies, Pune	8,652
8.	Model Making	Assurance Tools, Pune	15,730
9.	Rapid Prototyping	Gera Development, Pune	10,870
10.	Rapid Prototyping	Whirlpool India, Pune	81,884
11.	Rapid Prototyping	Whirlpool India, Pune	44,812
12.	Rapid Prototyping	Whirlpool India, Pune	13,803
13.	Field User Study of Solar Lattern in states of Maharashtra and Uttar Pradesh	I 2 R, Bangalore	1,80,000
		<b>Total Amount</b>	<b>4,16,166</b>

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**

- i. Anupam Bhatia visited Mount Carmel College- Bangalore for the workshop on “Converging Sciences for Quality Life” in February 2009.
- ii. Niranjana Mhamane visited the I. Repin Academy of Art, Saint Petersburg, Russia in 2013.

**26. Faculty serving in**

- a) National committees b) International committees c) Editorial Boards d) any other (please specify)

Name of the Faculty Member	Details
Vinay Mundada	Member of Advisory Committee of National Conference on Pervasive Computing in 2010 and 2013 organised by Sinhgad College of Engineering, Pune

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Programs	No. of Programmes
Conference attendance	7
MDP conducted	0
Seminar/ Workshops attended	12
FDPs attended	37

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects -  
100% All students at SID undertake design projects during the tenure of the programme.
- percentage of students doing projects in collaboration with other universities industry / institute -  
Around 40% of students at SID undertake final semester degree projects in collaboration with the industry.

**29. Awards / recognitions received at the national and international level by**

- Faculty
- Doctoral / post doctoral fellows
- Students

**Institute Recognition:**

SID has been consistently ranked among the top ten colleges for Fashion Design in an annual survey by India Today-Nielsen Company and Education World from 2012 to 2015.

**Faculty Recognition:**

SN	Name of the Faculty / Staff	Nature of Accomplishment
1.	Shaunak Samvatsar	Won the second prize for his cartoon Doli at the Cartoon Competition for World Water Day 2014.
2.	Prof. Mahendra Patel	The Gutenberg Award for 2010 by The International Gutenberg Society, Mainz, Frankfurt, Germany. The Gutenberg Award is an award jointly established in 1968 by the City of Mainz and The International Gutenberg Society, for outstanding artistic, technical or scientific attainment in the domain of the art of printing. The members of the jury of the 2010 Gutenberg Award have appreciated Mahendra Patel's work on "Type Design Development of Indian Scripts and Map & Signage Design Systems for several cities as excellent and very expressive". The Mainz Gutenberg Award has so far been bestowed 17 times and Prof. Mahendra Patel is the first Indian recipient of this Award.

**Students Recognition:**

Sr. No.	Name of the Student	Nature of Accomplishment
1.	Saumya Dham	One of the top 25 short listed participants in the Poster Design Contest organized by India Future of Change held in May 2011
2.	Gaurav Poddar, Aseem Manhas, Ketki Jadhav, Manjari Loya, Amit Umbarkar, Mahip Chauhan	The group won the 'Waves 2013' short film making competition at BITS Pilani, Goa for the film 'UN(REAL), Realism of a Delusion'
3.	Devika Sinha	Awarded Vogue Honours for 2012-13 with cash prize of Rs. 15000/-. This was published in June 2013 Vogue subscription. Finalist in Let's Design Competition by ZOOM held in 2013.
4.	Vaibhavi Vakharia	Cleared 1st round at IFFTI Illustration competition held in the month of December 2013.
5.	Fatema Rangwalla	Selected as the winner for the Punj Lloyd Logo Design competition for its 25th year held in March 2013

6.	Kalyani Bagade	Won the special jury award for Non- Fiction Film in student category at the 3rd Short Film Festival at Seamedu, Pune for her documentary film “The Brothel Confession”
7.	Vijaya Aswani	Won the grand prize in the Skybags Canvas Project. Her entry is selected among the 1200 entries. Her illustration will become the face of the Skybags strolly bags.
8.	Nandana Chakraborty	Bronze award winner in a competition held by the International Institute of Information Design, Vienna, Austria held in 2014.
9.	Jagrit Seth	Won 3rd Prize at Heritage Film Festival 2014 for his film “The Idols of Kinnal”
10.	Saumya Srivastava	Her Pondicherry film got shortlisted to be screened around the world by (Auroville International) AVI France in 2014
11.	Rima Rao	Winner in User Interface Design Category at Pune Design Festival (PDF) 2015
12.	Shashank Nimkar	Won the prestigious Best Animation Award (Student) at 5th Dada Saheb Phalke Film Festival - 2015 for his film “Incredible India”. Also won 2nd Best Film award in Smart Cut 2015 organized by School of Media Activity, Research & Technology

**30. Seminars/ Conferences/Workshops organized and the source of funding(national / international) with details of outstanding participants, if any.**

SN	Title	Confer-ences/ Workshops/ Seminars	Funding Agency	Period /Dates	Name of eminent scholars/ practitio-ners
1	Typoday 2014	International Conference	Sponsors (Font lab USA, ADOBE Creative Gaga Oxylica), Dele-gates and SIU	28th Feb., 1st & 2nd March 2014	Mr. James Craig Mr. Ganesh N. Devy Mr. Aurobind Patel Mr. Birk Marcus Hansen And more than 12 paper presenters

SN	Title	Conferences/ Workshops/ Seminars	Funding Agency	Period /Dates	Name of eminent scholars/ practitioners
2	4th International Conference on Human Computer Interaction	International Conference	Sponsors, Delegates and SIU	18th-21st April 2012	Prof. Masaaki Kurosu, The Open University of Japan, Tokyo, Japan  Mr. Sukumar Rajgopal, CIO and Head of Innovation, Cognizant  Mr. Amit Somani, Chief Product Officer, MakeMyTrip.com  Prof. U A Athvankar, Industrial Design Centre, IIT-Bombay, Mumbai

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and wellbeing of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

### 32. Student profile programme-wise:

Name of the Programme	Applications received	Selected		Pass Percentage	
		Male	Female	Male	Female
B.Des (2009-13)	999	63	121	84	92
B.Des (2010-14)	1000	48	139	53	77
B.Des (2011-15)	1028	67	130	59	71
B.Des (2012-16)	1137	61	145	Ongoing	
B.Des (2013-17)	1205	57	128	Ongoing	
B.Des (2014-18)	1417	64	140	Ongoing	
B.Des (2015-19)	1641	67	143	Ongoing	

**33. Diversity of students**

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
B.Des (2009-13)	NA	NA	NA	5
B.Des (2010-14)	NA	NA	NA	7
B.Des (2011-15)	NA	NA	NA	5
B.Des (2012-16)	NA	NA	NA	3
B.Des (2013-17)	NA	NA	NA	6
B.Des (2014-18)	NA	NA	NA	6
B.Des (2015-19)	NA	NA	NA	5

**34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

NA.

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	Nil
• Other than campus recruitment	35%
Entrepreneurs	5%

**36. Diversity of staff**

Percentage of faculty who are graduates	
Percentage of Faculty who are graduates of the same university	2%

from other universities within the state	68%
from universities from other states	21%
From Universities outside the country	9%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period.**

Nil

**38. Present details of departmental infrastructural facilities with regard to**

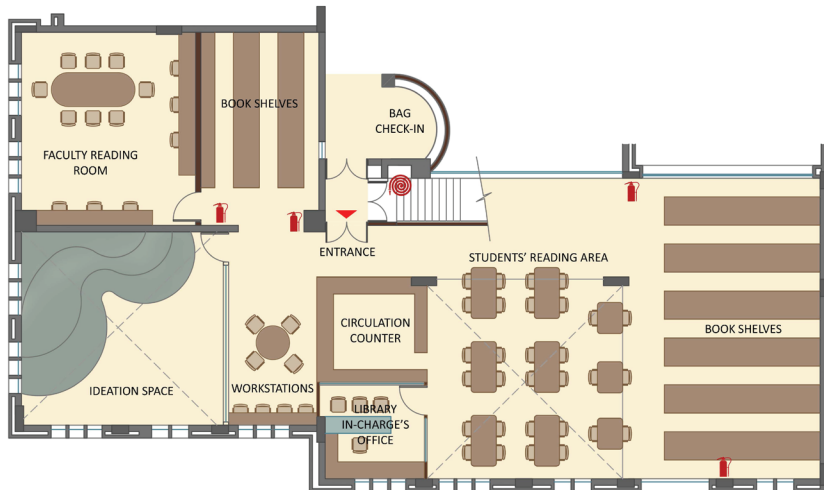
a. Details of Library infra-structure

S. No.	Library facility	Details
1.	Total area	316 Sq.mets (3400 sq.ft.) Thinking Room - 49 Sq.mets
2.	Total seating capacity	For Reading hall : 40 Students For Thinking Room : 30 Students
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> </ul>	<ul style="list-style-type: none"> <li>• On working days: 9:00am to 5:00pm</li> <li>• On holidays: Closed</li> <li>• Before Examination: 9:00am to 5:00pm</li> <li>• During examination: 9.00am to 8.00pm</li> <li>• During vacation: 9:00am to 5:00pm</li> </ul>
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	Individual reading carrels: 12 Circular Tables: 2 Chairs: 60 Lounge area for browsing and relaxed reading i.e. Thinking Room. IT zone for accessing e-resources: 4 User PCs



5.	Display of floor plan, sign boards, Fire alarms & any other information	<ul style="list-style-type: none"> <li>• Floor Plan :- 3 Displayed</li> <li>• Subject Sign boards :- 9</li> <li>• Fire Extinguisher :- 4</li> </ul> <p><b>Any other information :-</b></p> <ul style="list-style-type: none"> <li>• Lockers :- 1Unit – 18 Lockers</li> <li>• CCTV Cameras :- 13 Cameras</li> <li>• DVR for CCTV :- 1</li> <li>• Soft boards for Library Information :- 13</li> <li>• AV &amp; CD's storage :- 2</li> </ul> <p><b>Total no of Equipment :-</b></p> <ul style="list-style-type: none"> <li>• Computer :- 10</li> <li>• Printer :- 2</li> <li>• Scanner :- 2</li> <li>• Barcode Scanner :- 2</li> <li>• Barcode Printer :- 1</li> </ul> <p><b>Total no of Shelves :-</b></p> <ul style="list-style-type: none"> <li>• Book Racks :- 14</li> <li>• Periodical Display :- 2</li> <li>• New Arrivals :- 1</li> <li>• News Papers Display :- 1</li> </ul>
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Library Floor Plan



**SID LIBRARY**  
GROUND FLOOR

## b. Details of Library Holdings

S. No.	Library Holdings	Details
1.	Total No of :- • Books • Titles	9290 8281
2.	Total No of :- • National Journals • International Journals	1 3
3.	Total No. of e-journals	8
4.	Total No of :- • Magazines • CDs (which comes along books) • e-Databases • E- Journals	National & International Magazines :- 80 CDs: 1065 (AV) Databases:5 (EBSCO, JSTOR, SCOPUS, EMERALD and FROST & SULLIVAN) Special Collection: 41 (Promostyl Forecast Magazine (online and print) - 24 Pantone Colour Guide - 5) 35092
5.	Special Collection	Text Book - NIL (SIU) Reference Books - 886 (SIU)
6.	Average no. of books added in last 3 years	778

## a) Internet facilities for staff and students

S. No.	IT infrastructure/Facility	Details (Annexure IV)
1.	Systems	269
2.	Computer-student ratio	1:2
3.	Dedicated computing facilities	260
4.	LAN facility	260
5.	Number of nodes/ computers with internet facility	260

6.	Other	WI-Fi enabled campus using Ruckus 7370 Access Point with beam crack technology which provides better signal strength to all internet users. 34 mbps lease line shared.
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- b) Total number of class rooms  
17 classrooms.
- c) Class rooms with ICT facility  
The faculty at SID uses combination of teaching-learning aids ranging from black/white board, easel & drawing board for demonstrations, and modern ICT aids (Information & Communication Technology) like LCD & AV presentations, PA system in the large classrooms with collar mikes, internet access for faculty and students.
- d) Students' Laboratories  
The SID campus is equipped with dedicated in-house studios for photography, product workshops, multiple drawing studios, etc. Two computer labs with latest hardware and licensed software packages in graphic design, CAD, modelling, photo editing, etc. are available for students and faculty. All the sections of the institute have computers besides the computer lab. All 120+ systems are in LAN with high speed leased line internet connectivity. The server-client network is well secured with UTM, Firewall and Anti-virus package. Entire campus is Wi-Fi enabled.
- Metal and non-metal working workshops equipped with different machine tools like lathe, drilling, grinding, polishing, facilities for wood working, welding, spray painting, range of power hand tools, and hand tools with raw material, etc. The product design facility also has clay cum Plaster of Paris shop and CAID/CAD software tools with dedicated hardware and Wacom tablets. Well established 2D and 3D animation studio, photography studio. Film-making studio with video shooting and editing facility, garment manufacturing facility, pattern making facility and screen printing facility are also available.
- e) Research Laboratories  
Nil

**39. List of doctoral, post-doctoral faculty and Research Associates**

a1) Doctoral faculty from the host institution/university

Name of Faculty	Designation	Name of University
Ms. Sanjeevani Ayachit	Associate Professor	Symbiosis International University

a2) Doctoral faculty from other institutions/universities

Name of Faculty	Designation	Name of University
Mr. Manohar Desai	Associate Professor	Deccan College, Pune
Mr. Vijay Shah	Assistant Professor	Rashtrasant Tukadoji Maharaj Nagpur University
Ms. Pranita Ranade	Assistant Professor	Tilak Maharashtra Vidyapith, Pune.
Ms. Hemalatha Jain	Assistant Professor	National Institute of Fashion Technology, New Delhi.

b) From other institutions/universities - NA

**40. Number of post graduate students getting financial assistance from the university.**

SID does not have a PG programme. Following students of UG Programme (B. Des) of SID are awarded financial assistance from SIU.

Name of the Student	Amount of Scholarship	Academic Year	Semester	Type of Scholarship
Ragini Siruguri	92500	2011-12	I	UG Merit Scholarship
Divyaja Singh	25000	2011-12	I	Jayatee Deshmukh Scholarship
Ragini Siruguri	92500	2011-12	II	UG Merit Scholarship
Nikita Nayak	105000	2012-13	I	UG Merit Scholarship
Ragini Siruguri	102500	2012-13	III	UG Merit Scholarship
Nikita Nayak	105000	2012-13	II	UG Merit Scholarship
Nikita Nayak	115000	2013-14	III	UG Merit Scholarship
Tavleen Chauhan	117500	2013-14	I	UG Merit Scholarship

Nikita Nayak	115000	2014-15	IV	UG Merit Scholarship
Ahimsa Das	130000	2014-15	I	UG Merit Scholarship
Tavleen Chauhan	123500	2014-15	III	UG Merit Scholarship
Nikita Nayak	121000	2014-15	V	UG Merit Scholarship
Tavleen Chauhan	123500	2014-15	IV	UG Merit Scholarship
Nikita Nayak	121000	2014-15	VI	UG Merit Scholarship
Manasi Gadgil	12000	2011-12		Sports Scholarship
Manasi Gadgil	12000	2012-13		Sports Scholarship
Manasi Gadgil	12000	2013-14		Sports Scholarship
Althea Coutinho	12000	2014-15		Sports Scholarship

SN	Name of the Student	Amount	Semester in which the concession given	Type of fee concession	Year in which concession given
1.	Abhishek Kanjilal	352600	IV semester of batch 2010-14	Outstanding fee amount 352600 was paid	2012-13
2.	Priyanka Raj	51000	VII semester of batch 2009-13	Outstanding fee amount 51000 was paid	2012-13

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

Since year 2009 no new programme has been introduced. We have introduced a new specialization under the existing B.Des programme having received inputs, feedback and enquiries from prospective students, parents, industry and faculty members. However no formal feedback or need assessment was undertaken.

**42. Does the department obtain feedback from**

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

Yes. Feedback from faculty members is discussed internally and

considered by curriculum review sub-committee for curriculum review and design.

**b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

Yes. SID has an online qualitative feedback questionnaire which all students provide feedback through. The response of the students is then converted on a scale of 1 to 10. The average feedback ratings for all faculty members taken together is 9.31 for the AY 2014-15. This feedback is discussed with each faculty and action points are prepared in order to enhance as well as develop better contents, facilities and systems of teaching and learning.

**c. Alumni and employers on the programmes offered and how does the department utilize the feedback?**

Feedback from employers is collected at the end of industry based internships or projects. This includes assessment of the student on his/her overall understanding of the domain and also seeks suggestions for improvement of the course. Apart from this, feedback from employers in the role of industry experts on courses is taken during the time of external jury evaluations. These experts provide feedback on the pedagogy, course contents, assessment methods and assignments set for a particular course. This feedback is taken into consideration at the time of curriculum evaluation.

**43. List the distinguished alumni of the department**

SN	Name	Batch	Specialization	Associated With
1.	Vajra Pancharia	2004-08	Communication Design (Animation Film Design)	Project Assistant at IDC, IIT-B
2.	Sharad Chauhan	2004-08	Industrial Design (Product Design)	Lead Designer, Samsung Electronics
3.	Akshay Roongta	2005-09	Industrial Design (Product Design)	Co-Founder at 'Amrutdhara Water Services', Auroville, Pondicherry
4.	Indu Viswanathan	2006-10	Fashion Design	Sr. Designer at 'Manish Malhotra'
5.	Mrinalini Sardar	2006-10	Communication Design (Graphics Design)	UX Designer at ADOBE

6.	Indrakshi Pattnaik	2007-11	Fashion Communication	Successful Fashion Stylist
7.	Neha Kabra	2007-11	Fashion Design	Successful Fashion Entrepreneur
8.	Vatsal Agrawal	2007-11	Fashion Communication	Fashion Associate at 'Ermenegildo Zegna'
9.	Alok Kumar	2008-12	Industrial Design (Product Design)	PRAYAS Foundation Pvt. Ltd.
10.	Nandana Chakraborty	2009-13	Communication Design (Graphics Design)	Pursuing Higher Education from National Institute of Design, Ahamdabad

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

As a part of enrichment programme for students, SID hosts several special lectures, live demonstration sessions, workshops and seminars involving a host of external experts from the field of design. Such programmes are specially organized to supplement certain aspects of the curriculum like:

- a) 'Shilpkatha' for Craft Documentation
- b) 'Chaap' for Visual Identity Design
- c) 'Typofest' for Typography
- d) 'Animeet' for Animation students
- e) 'Lakshya' for hands-on sketching
- f) 'Akshar-Mohotsav' for calligraphy
- g) Apart from this, SID also hosts its annual graduation event called the Design Degree Show which comprises of a design exhibition, fashion show and industry student interaction. Guests from design industry and academia attend this event and interact with the students giving them feedback about their work.

SN	Title	Conferences/ Workshops/ Seminars	Name of eminent scholars/ practitioners
1.	Typofest - 2014 Grid and layout in Typography	National level Seminar	Mr. James Craig, USA
2.	Animeet 2014	National level Seminar	Ms. Shilpa Ranade, Mr. Dattaraj Kamat, Mr. Prosenjit Ganguly, Mr. Mythravarun, Ms. Sneha Iype

3.	ShilpKatha 2014	National level Seminar	Mr. Gangadhar Maharana, Mr. Gobindh Das, Mr. Abdul Gaffar Khatri, Ms. Judy Frater, Ms. AvniVaria
4.	Design Seminar @ Design Degree Show	National level Seminar	Mr. Gopi Kukde, Mr. Sandeep Sangaru, Mr. Pankaj Jhunja
5.	Chaap 2013 – Visual Identity Seminar	National level Seminar	Mr. Mandar Rane Mr. Anil Sinha, Mr. Ganesh Hingamire, Mr. NithyaAsokan
6.	Chaap 2014 – Visual Identity Seminar	National level Seminar	Mr. Sudarshan Dheer, Mr. Barish Date, Mr. Rajesh Kulkarni, Mr. Shekhar Badve
7.	Workshop on Type Design Development of Indian Script	Workshop	Mr. Paul Hunt
8.	Workshop on Advanced Type Design with Font Lab Studio 5 - 2014	Workshop	Mr. Adam Twardoch, Mr. Ted Harrison, Mr. Thomas Phinney, Ms. PradnyaNaik, Mr. Mahendra Patel
9.	Akshar Mahotsav 2014	Akshar Mahotsav	Mr. Vinod Mahabale, Mr. Prakash Kharkar

**45. List the teaching methods adopted by the faculty for different programmes.**

The teaching and learning process at SID comprises an interactive combination of lecture, studio and practical sessions. The faculty at SID uses combination of teaching-learning aids ranging from black/white board, easel & drawing board for demonstrations, and modern ICT aids (Information & Communication Technology) like LCD & AV presentations, PA system in the large classrooms with collar mikes, internet access for faculty and students. Entire campus has Wi-Fi connectivity as well as all the rooms have LAN connectivity and internet access using high speed leased line. The teaching methods adopted by faculty at SID are:



- 1) **Lectures-** The students continue with the class room teaching method where theoretical information on any subject is imparted by a faculty who teaches the students by presentations and also use audio, visual aids like videos, movies, clips(audio,visual) etc. Thus the lectures are interactive in nature and induce student response.
- 2) **Studio Sessions** – Research related to design education suggests that a studio-based pedagogy is one method for cultivating students' identities as designers, developing their conceptual understanding of design and the design process, and fostering their design thinking. The studio based pedagogy encourages group discussions leading to formulation of a problem, then exploration of solutions through mind mapping and research-based activity, followed by problem re-examination, and finally to work out a design process for any problem statement. It usually leads to researching concepts and ideas and working out a procedure for a final outcome.. The first three steps are recycled until a satisfactory solution is realised before proceeding to examination.
- 3) **Practical Sessions-**The practical pedagogy sessions aim at conversion of a design process into an actual product. The practical sessions are conducted in the laboratory of the college which has state of the art machinery,latest software and computers required for conversion of the design idea into an actual product. For this purpose the college is equipped with, Photography lab, Film Making, Editing and Sound Recording Studios, Usability Lab, Model making in Metal Working, Plastic, Wood and Clay Studios, Digital Simulation Studio, Material Store cum Library, Draping Studio, Garment Manufacturing, Pattern Making and Fashion CAD Labs. All the Computer Labs have branded computers with many of the specialized application software titles that design students need to be successful in their academic career.
- 4) **Demonstration Sessions** -These informal sessions provide practical demonstrations of innovative pedagogical tools in practice as well as creating opportunities for discussion. The practical pedagogy sessions will be presented by individuals with expertise and experience in designing, developing, and delivering online and face-to-face courses. This pedagogy aims at demonstrating a particular skill or craft which the students will learn by observing and will try to replicate later.
- 5) **Film Screening** - Film screening sessions are done at SID as ways of making an intervention into the ways in which students and teachers conceptualise pedagogy represented in film, while seeking to establish the importance of film as a vehicle for discourse, debate, research and learning about the process of design in its multiple forms. The use of film narrative as a source of learning about educational processes adds to a growing repertoire of multimodal models of knowledge transfer activities in both Faculties. As

means of teaching the students are made to see a relevant film in its entirety and then discussions are held regarding the historic perspective, socio cultural and the design context of the film.

- 6) **Industrial visit sessions** - During the course students get the advantage of visiting various corporate and industrial houses and factories and get a feel of working environment prevailing there. The visits are aimed at making the students able to correlate academics with the practical world. The students can understand the actual working of machines, processes and functioning of the industry in real time. These sessions ensure that the students understand the design industry in not just its theoretical context but are also exposed to the actual industry with its real issues and processes which will enable them to acclimatize well once they are working in the same industry.
- 7) **Cultural visits** - Cultural visit sessions at SID are aimed at the student understanding design from a socio cultural point of view. These visits lead to a study of the Indian cultural traditions and heritage and to strike a balance between preserving its own cultural traditions and developing an understanding of those of people from other countries by using design as a medium.
- 8) **Case studies** - Case study pedagogy at SID is based on the principle that real education consists of the cumulative and unending acquisition, combination and reordering of learning experiences. There are two fundamental principles underpinning the case method. First, the best-learned lessons are the ones that students teach themselves, through their own struggles. Second, many of the most useful kinds of understanding and judgement cannot be taught but must be learned through practical experience. While reading case studies, students reach a deeper understanding of the concepts and ideas than they would have if they only read the text or listened passively to lectures. Case method teaching extends this principle to make preparing for class and the class session itself an active learning experience for students. By using complex real-world problems as the focus, it challenges students to learn skills that will be appropriate to deal with the practical problems that they will face as economists, civil servants or private managers.
- 9) **Group discussion sessions** - These sessions are helpful in developing the problem solving ability of the students. These sessions are intended to reduce the social inhibitions that occur in groups and therefore stimulate the generation of new ideas, solutions and opinions by discussion. Group discussion sessions foster new ideas and enable the students to formulate a design process in conjunction with others in a group.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Every course under the B. Des. Programme at SID is planned meticulously and documented through a series of effective academic documents like:

- a. Course Abstracts – document containing the detailed contents of a course.
- b. Session Plan – this is a teaching plan detailing the specific topics of a particular subject to be taught on each allotted day for the course.
- c. Assignment Briefs – these are documents that detail every assignment for a course in terms of the modes of conduction, steps to be followed, marks break-up and also mode of evaluation and submission.
- d. Assessment Plans – these documents contain a succinct plan of break-up of the marks of a course into various assignments adding up to a total of allocated internal marks.
- e. Course Progress Records – are documents that track the progress and completion of a course through all the sessions allocated for that course in comparison to the session plan.

Timely maintenance of these documents ensures that the course is planned according to the intended learning outcomes. Any modifications, revisions etc are carefully noted down; debated on their relevance and affectivity and then included into the process. This way, all courses at SID are carefully monitored to facilitate the achievement of their intended learning outcomes.

At SID, there is in place an efficient and effective feedback mechanism that records the feedback on all courses delivered.

- a. Student feedback on effectiveness of the faculty, course content and delivery is taken on completion of the module.
- b. Feedback from in-house as well as visiting and guest faculty is constantly maintained and modifications are made in the all aspects of the course as and when necessary.
- c. Feedback from external jury members on course contents is also taken which helps to note suggestions or modification if any and also ratifies the contents in terms of industry expectation.

Once every year, there is a substantial curriculum evaluation exercise carried out by a colloquium of senior academicians, industry professionals and in-house faculty members. Recommendations made by this BOS subcommittee are forwarded to the BOS which then recommend the same

for inclusion in the curriculum for the next incoming batch of students. The university also conducts regular Academic Quality Audits to monitor all aspects of academic delivery at SID.

**47. Highlight the participation of students and faculty in extension activities.**

**Service Learning:** The Service Learning activities, a part of the SIU's Floating Credit Programme are planned, designed and executed by a team of faculty mentors and students of SID. Groups of students associate with selected NGOs and undertake to provide design solutions as per the individual needs of every NGO under the mentorship of in-house faculty members.

To name a few of the NGOs with whom the institute has worked for are:-

- a) Navkshiti - home for mentally challenged adults
- b) Innocence Rescued
- c) Yerwada Jail
- d) Maher Ashram
- e) Niwant Andh Mukta Vikasalya
- f) Tara Mobile Crèches

**'ShilpKatha' – Craft Sustenance Initiative:** Shilp Katha now in its 7th year, is SID's social responsibility initiative towards documenting and nurturing the vanishing crafts of India. Students undertake product diversification of the crafts studied, develop design collaterals and put up an exhibition of these products at SID Campus. Students also screen films they have made on the crafts they have studied. The exhibition also provides a good platform for the artisans to demonstrate and exhibit their craft to connoisseurs.

Zone wise division of Crafts studied from 2008 till date.			
North	South	East	West
Kinnaur shawls	Kanchipuram Sari	Jamdani	Kota Doria
Kullu Shawls	Pochampalli Ikkat	Mekhla Chadar	Chanderi
Benaras Brocade	Balarampuram saree	Baluchari	Ajrakh
Chikan kari	Kalamkari	Madhubani	Gujrat Applique
Phulkari	Banjara emb	Patachitra	Danke ka Kaam
Kashmir Kashida	Toda	Pipli	Kutch Rabari emb
Zardozi	Telia Rumal	Kantha	Soof
Nettle craft	Kasuti		Parsi gara
			Gota patti
			Motibharat
			Bagru Printing

			Mata-ni-Pache-di
			Gond Painting
			Lehariya
			Roghan
			Himroo
			Bagh Printing
			Paithani
			Batik

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- a) ‘**DHAROHAR**’: Two faculty members Ms. Sonika Soni Khar and Ms. Sanjeevani Ayachit documented the historic costumes and textiles in the collection of the Kelkar Museum with the support of another faculty member Mr. Keyur Sahasrabudhe for photography. The collection consisted of articles of clothing of men, women, children and personal and household accessories from mainly the Western regions of India. They have also endeavoured to document in detail the various aspects of these textiles and garments like the fabrics used, their use, surface ornamentation techniques, construction and physical dimensions among various other details. The output of this research is to be published in form of a reference book for scholars, historians and students in the fields of humanities, fashion design, textile design, and costume design. The book has been designed in-house at Symbiosis Institute of Design by students of Communication Design, Fashion Communication and Fashion Design under the guidance of senior faculty member Prof. Mahendra Patel. We are currently in the process of identifying a suitable publisher for the same. The book is being presented as a visual treat manifesting every documented article in its richness of detail and intricacy with accompanying comprehensive descriptions. The book is divided into separate sections covering stitched garments for children, men and women; draped garments for men and women; animal accessories, home accessories, bags, purses, fans, turban wraps, caps, turbans and embroidered Parsi laces. An elaborate glossary of traditional terms employed for each article is also included.
- b) Mr. S. Premkumar has published a monograph titled ‘The Future of Living’ based upon a project of students of Product Design as a part of their Product Design Project-5. Inputs about the surroundings were from the students of Video Film Design for Production Art Design with Ms. Amrita Gangatirkar (Teaching Associate) from Communication Design department. The project was based upon a hypothetical earth like planet *Gliese* in 2030 CE which has been colonized by humans. The students of video film design have to create the fantasy world and the space for an Indian family living

on *Gliese* and the product design students will have to create products to be used by members of the family. Work of students of Product Design and Video Film Design was documented in this monograph.

- c) **CHHAP** (National Seminar on Visual Identity Design): The purpose of this seminar is to give students a professional experience through visual presentation and personal interaction, with different visuals and live case studies from industry experts and academicians from NID, IDC (IIT), and design industry as well. This interaction will help students to give a professional touch to their upcoming in house and professional industry projects to a wider spectrum.
- d) **TYPOFEST**(Seminar on Typography): The event features a day of workshops on Typography and Calligraphy. The event includes presentations and workshops by keynote speakers, eminent academicians, industry professionals, research scholars and students.
- e) **ANIMEET**: ANIMEET event at Symbiosis Institute of Design kick started in 2012 to give a proper direction to young ignited minds by providing them the experience shared by industry experts present at the event. The main aim behind ANIMEET is to provide a platform to Young Animators, Film Makers and Designers for promoting exchange of creative and technical knowledge in the Indian Art and Animation Industry with a view to strengthen the knowledge of the young talent across the country. The event creates an opportunity for the students to interact with industry professionals on varied topics like 2D Animation, VFX, Gaming, Experimental Animation and many more during the animated conversation.
- f) **SHILPKATHA**: India has a rich craft culture spanning all areas of crafts such as wood, metal, textile, leather and many more. Since the year 2008, the Fashion department at SID has been celebrating India's renowned textile crafts through its annual event 'Timeless De Tour'. The institutional objective of this event was to conserve and bring about a product diversification of the Indian textile crafts.
- g) **LAKSHYA**: A 24-hour sketching 'class': Innovative teaching methods, which includes live demonstrations by experts from various domains of sketching like: Human Figure, Character, Caricature, Objects in Isometric and Perspective, Product Illustrations, Architectural Drawings, Interior Space, Furniture, Nature Drawing, Automotive Sketching, Styling, Speed Forms and Fashion Illustrations.
- h) Training in Design Software which complements design learning and enriches professional practice.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SID generates applied knowledge through research papers, books, monographs, design projects, design consultancy, innovative design tasks and case studies. The areas are all the specializations offered under the B.Des programme and sub areas under each specializations like Sustainable Design, Ergonomics, Craft, Typography, Indian Script, etc.

**SID Design Cell** - gives opportunity to faculty and students to take up industry projects. SID has successfully completed two uniform design projects for the Symbiosis International School and Corinthian Club in Pune as well as collaborative projects with Nokia, Finland.

**Books - 'DHAROHAR'**: Two faculty members Ms. Sonika Soni Khar and Ms. Sanjeevani Ayachit documented the historic costumes and textiles in the collection of the Kelkar Museum with the support of another faculty member Mr. Keyur Sahasrabudhe for photography.

Mr. S. Premkumar has published a monograph titled 'The Future of Living' based upon a project of students of Product Design as a part of their Product Design Project-5. The students of video film design had to create the fantasy world and the space for an Indian family living on *Gliese* and the product design students had to create products to be used by members of the family. Work of students of Product Design and Video Film Design was documented in this monograph.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths**

- Well developed and maintained infrastructure
- Faculty from interdisciplinary streams of Design, Craft, Art, Engineering and Architecture
- Flexibility in Curriculum Design & Curriculum Delivery
- Curriculum facilitates interdisciplinary design projects
- Involvement of Design Professionals as visiting faculty & jury

**Weaknesses**

- Admission process and schedules - SIU's process is towards the end of the academic year, which is almost the last compared with other design schools in India.
- High cost of education.

**Opportunities**

- Collaborations with constituents and departments of Symbiosis International University

- Establishing Faculty of Design – A unique faculty in the UGC recognized Universities
- Research in Design is getting established in India
- Offering design programs at masters and doctorate level
- Non-standardised curriculum across design institutes in India.
- Collaborative curriculum design, delivery of programmes, design projects and research projects with national and international institutes in design and related areas

### **Challenges**

- Non-availability of qualified and experienced faculty from industry in design domain.
- Validating body and quality education norms not present at the national level
- UGC qualification norms for faculty appointments and promotions difficult.
- Student attrition due to global educational institutes entering India.
- More number of design institutes coming up would offer fewer opportunities for internships.

### **52. Future plans of the department.**

- Master of Design (M. Des) Programme
- One year long post-graduate Diploma Programmes in few specialized areas like Interaction Design, UX Design, Automobile Design, etc.
- Certificate Courses in modular format in specialized design research and skill areas
- Setting up of research labs and specialized labs in collaboration with industries
- International collaborations for design research, curriculum design, student exchange, faculty exchange, student design projects and internships
- Publication of monographs based on explorative teaching-learning methodologies practiced at SID
- Design research leading to publications as well as problem solving by way of design
- Design incubation for supporting start-ups by students





Symbiosis School of Media  
& Communication  
- Bengaluru

(SSMC-B)



“Symbiosis is one of the truly global brands that has both Indian values and the modern global education woven in a fabric that is multicultural and multilingual. The kind of exposure which one can get by studying in Symbiosis will remain unmatched anywhere else.”

*Lakshmi Puthanvedu, Dubai – SSMC, Bengaluru*

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis School of Media and Communication, Bengaluru (SSMC-B)
- 2. Year of establishment**  
2009
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. SSMC-B is a department of the Symbiosis International University, under the Faculty of Media, Communication and Design (FoMCD).
- 4. Names of programmes offered**  
M.B.A - Communication Management
- 5. Interdisciplinary programmes and departments involved**  
Apart from the Faculty of Media, Communication and Design, SSMC-B compiles its programme structure from the course catalogue of other faculties including the faculty of Computer Studies, faculty of Health and Biomedical Sciences, faculty of Law, faculty of Humanities and Social Sciences and faculty of Management.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**
  - Foreign Languages Course in collaboration with IFLAC, (Institute of Foreign Language and Culture). The languages taught are French, Spanish and German. IFLAC, an accredited centre of the Institute Cervantes - The Institute Cervantes is a non-profit organization founded by the Government of Spain in 1991. Its mission is to promote Spanish language teaching all over the world.
  - Mandatory NGO Internship at the end of Semester I to evolve as well as design Communication and promotional strategies.
  - Summer Internship and Communication Outreach Projects with Industry or Corporate, in Semester II
  - Four Mandatory Live Projects  
All the projects are followed by a presentation and report submission, where in the evaluators are drawn from the industry. These have credit points.
- 7. Details of programmes discontinued, if any, with reasons**  
None.
- 8. Examination System:**  
Semester pattern and Choice Based Credit System.
- 9. Participation of the department in the courses offered by other departments**  
None.

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	1	0
Associate Professors	2	1
Assistant Professors	8	6
Adjunct Faculty		2
Other Teaching Staff		0
Total	11	9

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sr. No	Name	Qualification	Designation	Specialization	No of years of experience (years. months)	No of Ph.D / M.Phil students guided for last 4 years
1.	Prof. Vikram Sampath	B.Tech, M.Sc. MBA Pursing PhD	Director & Associate Professor	Finance & Marketing Business Management Government Administration Research	9.5	0
2.	Mr. Sunil. B	MCJ M.Phil UGC NET	Asst Professor & Deputy Director	Communication theories Social Change and Development Communication Culture and Communication Media Law and Ethics	12	0
3.	Dr. Shashikala Patil	M A Ph D	Assistant Professor	English Literature Business communication Research Methodology	Teaching - 11	0
4.	Mr. N. Sriganeshvarun	M.A, M.Phil, UGC NET	Assistant Professor	Public Relations Event Management Corporate Communication	6	0
5.	Ms. Shabista Booshan	MBA -HR PGD - PR	Assistant Professor	HR, Marketing	Corporate-5 Teaching-6	0
6.	Dr. Swati Bandi	Ph.d. – Transnational Studies MFA – Media Studies MA – Mass Communication	Assistant Professor	Media and Cultural Studies	Corporate-3 Teaching – 4	0

7.	Mr. Ved Srinivas	MBA NET	Asst Professor	Media & Commuincation	Teaching- 1	0
8.	Mr. Ulaganathan	M.A.	Adjunct Faculty	Journalism	2	0
9.	Dr. Khushbhu Pandya	Ph.D.	Adjunct Faculty	Digital Media	1	0

## 12. List of senior visiting faculty, emeritus professor

Name	Designation	Specialization
Mr. Ramanujam Sridhar	CEO - Integrated Brand-Comm Pvt. Ltd.	Brand Management
Prof. Alan D'Souza	Dean, Shanti Business School	IMC
Mr. GS Bhaskar	Freelance Cinematographer	Film Making
Mr. Sam Panchmukhi	Creative Mentor Wizcraft	Event Management
Mr. Sudarshan Srinivasan	Founder and Chief Mentor at Prognosys Marcom Services	Public Relations
Ms. Sneha Walke	VP- Special Projects & Head South.Exchange 4 Media Group	Event Management
Dr. Pradeep Krishnatray	Director, Research and Strategic Planning, Johns Hopkins University	Media Research
Ms. Archana Venkat	Marketing Head - Forensic Deloitte Consulting	Advertising
Dr. Vikram Venkateshwaran	Associate Vice President-Head of Marketing - Altimetrik	Consumer Behaviour
Mr. Giji Krishnan	Marketing Operations Manager: Lenovo	Advertising
Mr. A.B. Aparna	Co-founder at Bangalore Photography Club	Corporate Training and Photography
Mr. Ashish Parmar	Co-founder at Bangalore Photography Club	Corporate Training and Photography
Mr. Rishiraj Dasgupta	Accredited Financial Risk Analyst	Market Research
Ms. Vikku Agarwal	Former Assistant Vice President - HDFC Bank, Bangalore	Statistics
Mr. Vijay Rego	Entrepreneur	Marketing and Entrepreneurship
Ms. Shwetha Kamath	Founder, Director - Marketing, Communication Vistas	Advertising
Mr. Jones Joseph	Group Business Director, IMRB International	Market Research
Dr. Anup Kumar Dhar	Research Coordinator, Integrated Science Education, CSCS, Bengaluru	Cultural Communication
Mr. Abdul Rehman Pasha	Director, Multimedia Approach to Excellence, Bengaluru	Radio and Film Production
Mr. Ashok Sarath	Creative Director, Plan B.	Ad Creatives
Mr. G. V. Krishnan	Ex V. P Lowe Lintas	Brand Management

**13. Percentage of classes taken by temporary faculty - programme-wise information**

47% are taught by temporary faculty

**14. Programme-wise Student Teacher Ratio**

Student Teacher Ratio is 18:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual.**

	Sanctioned	Actual
Academic support staff (technical)	4	5
Administrative staff:	12	11

**16. Research thrust areas as recognized by major funding agencies**

Minor Research Project on Media and Social Change

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

SIU Funded Project.

Title: "Listeners Perspective of 'Namma Dhvani' community radio station in Karnataka". An amount of INR 70000 /- granted.

**18. Inter-institutional collaborative projects and associated grants received**

a) National collaboration b) International collaboration

Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre with**

- State recognition - Nil
- National recognition - Nil
- International recognition - Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	13
i. Number of papers published in peer reviewed journals (national / international):	12 (National 4 & International 8)
iii. Books with ISBN with details of publishers	3; Splendours of Royal Mysore: the untold story of the Wodeyars (Rupa & Co, 2008, ISBN-10: 8129113600; ISBN-13: 978-8129113603. My name is Gauhar Jaan- the life and times of a musician (Rupa & co, 2010), ISBN-10:8129116189 ISBN-13: 978-8129116185. Voice of the Veena: S Balachander, a biography (Rupa & Co, 2012) ISBN-1-: 8129119366 ISBN-13: 978-8129119360
iv. Proceedings papers	1
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	1

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

1. Consultancy on Question Bank Production for the company NSE-IT. Generated income of Rs 21,250.

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**

Prof. Maya Chakravarti V and Prof. Vikram Sampath

Workshop	Title/Year
Conclave Invited as keynote Speaker	Global Media Conclave 2014 - Mount Abu
Global Conclave Received Award	PRCI, Hyderabad - 2013
Key Note Speaker Global Media Conclave	2014 - Mount Abu



**26. Faculty serving in**

- a) National committees      b) International committees  
c) Editorial Boards          d) any other (please specify)

Prof. Vikram Sampath-

1. Member of Karnataka Knowledge Commission.
2. Core member of Prasar Bharati and the Sam Pitroda Commission on establishment of archives for All India Radio and Doordarshan.
3. Member of International Society of Music Education (ISME), a body founded under UNESCO.

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Faculty members regularly attend Faculty Development Programmes.

Numbers of FDP's attended	Numbers of Seminars/Conferences attended
11	2

**28. Student projects**

Percentage of students who have done in-house projects including inter-departmental projects

Percentage of students doing projects in collaboration with other universities industry / institute

- 100 % of students do in- house projects. The institute has been associated with major events as Knowledge and Event Partners.
- Live projects have to be undertaken by each student in each of the semesters. These give hands-on exposure to the students in the various areas of Advertising, Public Relations and Event Management.
- Knowledge Partner (2013 as well as 2014) for Pinkathon, a campaign for creating awareness on breast cancer and general fitness. A detailed communication strategy was designed by SIMC-B focussing on promotional activities such as flash mob, registration drives, engaging the social media with web promos through videos, tweets and 'likes', enlisted key influencers and decision makers, corporates, educational institutes and NGOs.
- Event Partner for Bangalore Literature Festival (BLF) for two consecutive years 2013 and 2014.
- Event Partners for three consecutive years 2012, 2013 and 2014 for Bangalore International Film Festival (BIFFES) organized by the Karnataka Chalanachitra Academy for the Government of Karnataka, supported by Karnataka Film Chamber of Commerce.
- SSMC was associated with Bangalore's first full length Hindi feature film *Station* as the event promoters.
- SSMC was associated with SPIC MACAY and Times of India's International Folk Festival
- In these events SSMC was involved in the entire gamut of activities right from hospitality, guest relations, venue management, compering, session co-ordination, providing research and background material for deliberations and discussions, media relations, videography and photography, amongst such other activities.

100 % of students undertake projects with the industry or NGO. The students have to undergo mandatory projects during their two year MBA programme

- Mandatory NGO internship at the end of Semester I to evolve as well as design communication and promotional strategies.
- Summer Internship and Communication Outreach Projects with industry or the corporate sector, in Semester II
- Four mandatory live projects
  - All the projects are followed by a presentation and report submission, where in the evaluators are drawn from the industry.
  - The students get valuable experience and are greatly benefitted as they do their internships and projects for some of the best brands and companies. It also gives students an opportunity to get acquainted with industry and CSR ground realities.
- Mandatory dissertation on any relevant topic for the award of the MBA

## 29. Awards / recognitions received at the national and international level by

Faculty -

Prof Maya Chakravarti V -

- Received the Chanakya Award 2013 in recognition of her contributions to the field of PR education from the Public Relations Council of India.
- Received the Gold Medal for her presentation on 'Innovation in Education' at the All India AIMS Summit in 2013.

Prof Vikram Sampath -

- Received the first Sahitya Akademi Yuva Puraskar from the Government of India in 2012 for his book 'My name is Gauhar Jaan! - the life and times of a musician',
- The same book received the ARSC International Award for Excellence in Historical Research in New York in 2011.
- Awarded the Visiting Fellowship at the Wissenschaftskolleg (Institute for Advanced Study), Berlin 2010-11.
- Selected as Writer-in-Residence by the Honourable President of India to stay in the Rashtrapati Bhawan for a fortnight in March 2015.

Students:

- Ms Krupa Kumar and Samhita Suresh from the batch 2012-14, brought in the 21<sup>st</sup> edition of the BSA and Dewang Mehta Business School Awards. These awards saw participation from around 21 premier B-schools including the IIMs, NMIMS and JBIMS. Symbiosis School of Media and Communication - Bangalore stood first in the Research Paper contest on 'Brand Reputation: Present & Future'.
- Nakul Dutt and Anisha Nair won first place for their paper presentation "Subliminal Communication" at Banaras Hindu University in 2012
- Bhakti Sharma, from Batch 2011- 2013, is a multiple record

holding open swimmer. Sharma is the first Asian woman and the youngest in the world to set a record in open swimming in Antarctic waters on January 10, 2015. Prime Minister Narendra Modi recognized her feat in a special ceremony. She was awarded the Tenzing Norgay National Adventure Award in 2010.

#### Institute Recognition -

- SSMC has received 3 national awards for 2015 given by Edutainment Awards-India's comprehensive Media, Communication and Design education rating, ranking and awards
  - 1) Third Best Public Relations and Corporate Communication School
  - 2) Fourth Best Marketing Communication and Advertising Management School
  - 3) Sixth Best Media School
- SSMC has received the Edutainment 2014 Awards. This recognition was given by Laqshya Media Group in "India's first ever comprehensive Media, Communication and Design education rating, ranking and awards at the National level,"
  - 1) 4th Best Advertising School.
  - 2) 4th Best Media Communication School- South India.
- Chanakya Award 2013 in the field of PR education by the Public Relations Council of India.

### **30. Seminars/ Conferences/Workshops organized and the source of funding (national / International) with details of outstanding participants, if any.**

SSMC is a self-sustaining institution deeply invested in nurturing a symbiotic practice-research culture. We have organized various events, as listed below, that embody this principle.

- In 2013 & 2015, SSMC conducted Communication Quotient, a national level Communication Seminar with invited speakers consisting of eminent practitioners and scholars in the fields of Media, Advertising, Public Relations, Event Management, Cinema, Theatre, Literature, Fine Arts and the Performing Arts.
  - In 2013, the Chief Guest of the event was Dr. Dileep Padgaonkar
  - In 2015, Prof. Kerstin Mey, Dean of Faculty Media, Arts and Design (MAD), University of Westminster, London, UK, was the Chief Guest for the event and spoke on 'Current Global Trends in Media'.
- SSMC partnered with the Electronics City Industries Association to organize the ELCIA EXPO 2014 held on 11 and 12<sup>th</sup> September 2014.
- Each year SSMC organizes theatre workshops to sensitize students to social issues through communication outreach using entertainment. The interactive theatre events are run by Evan Hastings, the Creative Director of Shadow Liberation from Shrishti Institute of Art, Design and Technology, Bangalore.

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants, if research involves human subjects and if there is a possibility of involving an ethical issue.

**32. Student profile programme-wise:**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
MBA(CM)	Paid Registrations				
Batch 2009-11	51	18	33	100	94
Batch 2010-12	73	27	46	100	100
Batch 2011-13	600	31	41	100	100
Batch 2012-14	826	29	55	97	100
Batch 2013-15	899	27	44	100	100
Batch 2014-16	2366	27	44	Still pursuing the Programme	
Batch 2015-17	1073	39	81		

### 33. Diversity of students

Name of the Programme	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
M.B.A. (CM)Batch 2009-11	1.96%	17.64%	82.35%	NIL
Batch 2010-12	4.10%	26.02%	64.38%	9.58%
Batch 2011-13	2.63%	21.05%	77.63%	1.31%
Batch 2012-14	3.52%	12.94%	85.88%	1.17%
Batch 2013-15	5.63%	23.94%	73.23%	1.40%
Batch 2014-16	0	25.35%	73.23%	1.40%

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

Mr. Ved Srinivas, from the batch 2011-13, cleared his NET examination.

### 35. Student progression

Student Progression	Percentage Against Enrolled
UG to PG	
PG to M.Phil	
PG to Ph.D	No natural progression to Ph.D. Admission through entrance exam and merit.
Ph.D to Post- Doctoral	
Employed Campus Selection Other than campus recruitment	85% 5%
Entrepreneurs	10%

### 36. Diversity of staff

Percentage of Faculty who are Graduates	Percentage
Of the same University	11.11%
From other Universities with in the State	11.11%
From Universities from other States	66.66%
From Universities outside the Country	11.11%

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

NIL (one at pre-submission stage)

### 38 Present details of departmental infrastructural facilities:

#### a) Details of library infra-structure (A. Year - 14-15)

S. No.	Library facility	Details
1.	Total area	725 sqft
2.	Total seating capacity	65, Library-37, Reading Room -28
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> </ul>	9.00am to 7.00pm 9.00am to 5.00pm 9.00am to 7.00pm 9.00am to 8.30pm 9.00am to 5.00pm
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	Yes Yes Yes
5.	Display of floor plan, sign boards, Fire alarms & any other information	Yes
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> </ul>	4335 4195
7.	Total No of :- <ul style="list-style-type: none"> <li>• National Journals</li> <li>• International Journals</li> </ul>	8 2
8.	Total No. of ejournals	35084 (Ebsco 2712 International & 120 National, Emerald 175 International, Jstor 2565 International, Provided by SIU)
9.	Total No of :- <ul style="list-style-type: none"> <li>• Magazines</li> <li>• CDs</li> <li>• Databases</li> </ul>	36 138 12
10.	Average No. of books added (last 3 years)	615
11.	Special collections <ul style="list-style-type: none"> <li>• Text books</li> <li>• Reference books</li> </ul>	Nil (SIU) 886 (SIU)

- The university provided following e-learning resources  
Ebscohost  
Emerald Insight  
JSTOR  
Scopus  
Frost and Sullivan

b) Internet facilities for staff and students

E- Mail	For all students and staff
24/7 Internet Facility	15 Mbps 1:1 Bandwidth On fiber optic connectivity
LAN Connectivity	All systems are connected to LAN with wired and wireless connectivity

- c) Total number of class rooms  
There are a total number of four class rooms
- d) Class rooms with ICT facility  
All the four class rooms are ICT enabled with LCD projectors and mikes
- e) Students' laboratories
- Dedicated computing facilities :

Sr. No.	Computing Facility	Details
1	Design technology Lab	60 systems computer lab
2	Post Production Lab	13 Mac Systems
3	Computer - student ratio	1:2

- f) Research laboratories  
Nil

**39. List of doctoral, post-doctoral students and Research Associates**

- a) from the host institution/University  
NIL
- b) from other institutions/Universities
1. Prof . Vikram Sampath - University of Queensland, Australia
  2. Prof . Sunil B - Osmania University, Hyderabad
  3. Ms. Shabista Booshan - Indian School of Business Management and Administration - ISBM, Hyderabad

**40. Number of post graduate students getting financial assistance from the university.**

Nil

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

No new programmes were started since 2009.

**42. Does the department obtain feedback from**

**a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

(i) Faculty, particularly visiting faculty, give feedback on the curriculum and its relevance to the profession.

(ii) After every internship of students, in-house faculty review the curriculum, after evaluating the internship project reports and presentations.

The teaching-learning-evaluation curve is arrived at again from the internship supervisor's remarks of the student's contribution/performance during their internships and live projects.

Industry experts are empanelled to assess the internship presentations.

**b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

We have a feedback mechanism for almost every session of internal and external faculty and feedback received on teaching-learning-evaluation (particularly after the internships) help us in constantly updating the curriculum to make it contemporary and grounded in current industry best practices.

**c. Alumni and employers on the programmes offered and how does the department utilize the feedback?**

The department includes new modules, focuses on intensifying certain modules or diluting certain modules based on the feedback of alumni and employees, in a bid to making the programme more industry relevant and professionally sound.

**43. List the distinguished alumni of the department**

Sr. No	Name	Batch	Designation	Organization
1	Ramya Ganesh	2012-14	Event Manager	Vision Pro Event Management
2	Priyal Varshney	2011-13	Marketing Head	Falconn pvt. ltd.
3	Nitin Chaudhry	2009-11	Business Head	Group On
4	Nakul Dutt	2011-13	Business Head	Lava
5	Habeeba Siddique	2012-14	Research Analyst	Coral Research, Delhi



6	Manasa Kumar	2012-14	Accounts Executive	Genesis B & M
7	Zoya Shakeel	2012-14	Accounts Executive	Wat Consult, Mumbai
8	Dhiren Thakar	2012-14	Zonal Officer	Zomato Media Pvt Ltd
9	Anjana Anand	2012-14	Senior Public Relation officer	Edelman PR, Chennai
10	Sujanyan TH	2012-14	Marketing Head	Red Bull, Chennai

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

Sr. No.	Name of Distinguished visitor	Designation & Organization	Topic
1	Prof. Dr. V. Setty Pendakur	Professor Emeritus of University of British Columbia.	Alibaba.com: A Global E-commerce giant: How & Why?
2	Prof. Alex Gibson	Professor, Dublin Institute of Technology, Ireland	Tourism marketing and education in Ireland
3	Brig. Arun	Brigadier, Indian Army	Leadership skills
5	Mr. Prakash Belawadi	Senior columnist, writer and director - theater TV and films	Theatre as a communication medium and Film Reviews
8	Ms. Veena Bhat	Former Mrs India, and CEO Veena Vani Wellness Centre, Bengaluru	Personal Grooming and Etiquette/Power: Dressing/Fit Mind in a fit body
6	Mr. Nicholas Joffroy	Renowned French Photographer and Instructor	Workshop on 'Photography'
4	Mr. Rakesh Bedi	Noted Indian Senior Film and Theater Personality	Communication Workshop
5	Mr. Milind Soman	Celebrated Model, Actor and Producer	Using celebrity hood for driving socially relevant causes
7	Dr. Shree Advani	Sport & Performance Psychologist	Life Skills / Dealing with successes and failures
9	Mr. Bernard Folischon	Advisor Indo- French Trade Relations	Potential partnership for projects and placements
10	Ms. Reeth Abraham	Arjuna Awardee and National Athlete	Management, Reputation Management, Handling Success
11	Sir Mark Tully	Senior celebrated Journalist	On being a successful journalist and a travelogue writer
12	Dr. R.A. Mashelkar	Former Chairman, CISR	Improving and Maintaining Scientific Temper

**45. List the teaching methods adopted by the faculty for different programmes.**

All the teaching methods used by the faculty are based on ICT

- Most lectures are supported by presentations, substantiated further through audio and video clips
- Case studies are discussed in the class room for explaining complex constructs, concepts and theories. Participatory approach is practiced where in the faculty encourage diverse perspectives from students during discussion.
- The presentations made by the faculty member also have audio and video contents to support and enhance learning in the class room.
- Real world simulation methods are used in the class room to enhance the decision making ability of the students.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Programme objectives of the MBA (CM) focus on jobs related to Communication Management. Conceptualising, designing, implementing and analyzing various campaigns, advertising and Public Relations and improving effective communication processes at local, regional, national and global levels.

To achieve these objectives

- The students are exposed to various industry experts through workshops/seminars/ guest lectures.
- The students undertake live projects and are part of prestigious national events in the capacity of knowledge /event partners, thereby exposing them to industry best practices.

The learning outcomes are monitored in the following way

- The students are evaluated on their pitch presentations for various events
- A detailed report of their contributions in live projects is submitted and they are further evaluated by industry experts
- A continuous evaluation process is in place for assessing the students' progress in their MBA programme.
- Various components including take home assignments, in class tests, quizzes, group discussions, presentations, role play, etc.

**47. Highlight the participation of students and faculty in extension activities.**

1. At SSMC the students undergo a 40 days NGO internship at the end of Semester I. They contribute to the NGO as Communication Management students in building communication strategies and managing social and digital media for them.
2. SSMC has been associated with esteemed NGOs like WWF, ATMA, PAWS, CRY, PETA (Philippines), Art of Living, Smile, Make a Wish, Janaagraha, Red Cross Society, Teach for India, Help Age India, Greenpeace and such others.
3. SSMC have been the knowledge partner for Pinkathon, an initiative concerning women, focusing on the need to create awareness against Breast Cancer and promote fitness. SSMC undertook research on this format as a community outreach programme and its effectiveness.

4. Voluntary Blood Donation Camp is organized every year and is promoted by all the clubs at SSMC to drive the cause by bringing awareness and participation, not only for volunteers but also to sensitise and propagate a wide amount of sustainable societal human and environmental issues.
5. Kargil Vijay Diwas Walkathon marks the victory of India over Pakistan in a battle that claimed lives of more than 500 soldiers, SSMC participated in a huge number and joined the walkathon.
6. SSMC has participated in the walkathon to Make people aware of their voting rights conducted by ELCIA (Electronic City Industries Association, Bengaluru)
7. Our students evolved the curriculum with multi media for Government primary schools along with Electronics City Industries Association, ELCIA, Bengaluru
8. Students have worked with NGO's across India, involved in designing various posters, brochures, pamphlets, annual report covers and flyers for them.
9. SSMC has designed a poster for the NGO Goonj which was posted on their Facebook page and also printed for Uttarakhand Relief Work done by them.  
The designing and content was done keeping the urban and rural people in mind and was designed in English as well as Hindi.
10. Students have worked for CRY, Vote for Child Rights Campaign to improve the SEO for the campaign on Facebook & Twitter.
11. Students have participated in an anti- corruption rally for the Anna Hazare movement.
12. Students regularly partner with the Bangalore Traffic Police in creating road safety awareness.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

**Programmes Conducted out of Syllabus**

- Innovation in education through an elaborate and scientifically designed induction programme aimed at bringing together, on one platform, all entrants from diverse disciplines.
- YES PLUS programme of the Art of Living for extension of learning
- Basic foundation level foreign language skills for helping adapt to global environment
- Honing communication and creative skills (both oral and written) through book reviews, film reviews and individual presentations with appropriate grading.
- Detailed mock interview process with in depth analysis of skill sets and expertise.
- The students take part in various seminars, workshops, lecture series and colloquiums and present papers at national and international conferences.
- The students take part in research paper writing competitions.
- The students also contribute to columns in newspapers. The following are the details:

Upasana Sharma	Article in Deccan Herald	February 2014
Sweta Sankrityan Abinaya Ganesan	Presented a Paper	Two day national conference organized by Karnataka State Women's University, Bijapur 2013.
Upasana Sharma - Arun S -	Presented a Paper	Two day national conference organized by Karnataka State Women's University, Bijapur 2013.
Ranal , Rahul	Won first place in TVC making	Jain College 2012
Ritesh and Arun PM	Won second place in Brand Repositioning	Jain College 2012
Pradyumna	Won first place in Extraneous Speaker	Extraneous Speaker
Pradyumna	Won first place in Mad marketing	Mad marketing
Nikita Sharma	Won second place in Extraneous Speaker	Extraneous Speaker
Nikita Sharma	Won second place in Mad marketing	Mad marketing
Nikita Sharma	Won second place in Business Plan	Business Plan
Nikita Sharma	Won first place in Debate	Debate
Prince, Disha and Pradyumna	Won first place in Pitch it Right	Pitch it Right
Nakul Dutt and Anisha Nair	Won first place	Subliminal Communication, Banaras Hindu University
Krupa Kumar and Samhita Suresh	1 <sup>st</sup> Prize All India Gold Medal	21 <sup>st</sup> edition of the BSA & Dewang Mehta Business School Awards Research Paper contents, theme – Brand Reputation: “Present & future”

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

Nil

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Nil

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**SWOC**

**Strengths**

1. Fluid, constantly evolving, industry-driven curriculum.

2. Strong Industry –Academia engagement through visiting faculty and guest faculty empanelment, live projects, partnering for national and international events.
3. Internship and Placement opportunities with top PR/AD Agencies, Media Houses and other corporate organizations.
4. 100% placement

#### **Weaknesses**

1. Attracting domain specific experts from industry as full time faculty
2. More research opportunities and initiatives to be seized by internal faculty

#### **Opportunities**

1. Consolidate the niche position as an exclusive MBA institute in Media and Communication with the specialization of Advertising and Public Relations
2. Sought after event and knowledge partner in major international and national corporate and cultural events. Strategic location in the start-up/IT hub of the country, Bangalore, amplifies domain-specific industry integration.
4. Collaboration with national and international educational institutions offering similar niche curriculum.

#### **Challenges**

1. As a young institution, SSMC-B has to constantly innovate and adapt to new social, cultural and economic dynamics in various fields in order to remain at the top.
2. Strike a balance between a conventional MBA and Mass Communication programmes
3. Increasing awareness amongst stakeholders of the value of the niche program on offer
4. Many more traditional Mass Communication institutes are diversifying and are offering similar communication management programs.

## **52. Future plans of the department**

1. Diversify the course structure on offer with inclusion of Media (Print/Broadcast) & Media Management
2. Introduce new courses/programmes such as Arts Management; introduction of the arts as a pedagogical means in MBA; UG feeder programme in Liberal Arts
3. Constitution of an Advisory Board with experts drawn from the industry, alumni and academics
4. Host international conclaves/conferences in the fields of Media and Communication to spur collaboration, research opportunities for faculty and students
5. Build Faculty and Student exchanges, joint research projects, internships with international universities
6. To incubate start-up online agencies/ PR agencies
7. To drive consultancy projects

Symbiosis Centre For Media  
& Communication  
(SCMC)

(SCMC)



“After almost one year that I am studying in Symbiosis, I find myself fully satisfied with the choice I made. Moving from Italy to change my life around was rewarded by a program which is training me towards the industry like I could never expect, providing me with an all round balance of theoretical and practical teaching. It was an important choice, and I do not regret it. I know, once I graduate from here, I'll be professionally prepared to face anything that will come my way in any working scenario.”

**Nicolò Govoni, Italy - SCMC**

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## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Centre for Media & Communication (SCMC) formerly Symbiosis Institute of Media & Communication - Undergraduate (SIMC-UG)
- 2. Year of establishment**  
2008
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, SCMC is a department of Symbiosis International University (SIU), under the Faculty of Media, Communication & Design (FoMCD)
- 4. Names of programmes offered**  
Bachelor of Arts (Mass Communication)
- 5. Interdisciplinary programmes and departments involved**  
The programme offered by SCMC is an inter-disciplinary one. Apart from the Faculty of Media, Communication & Design (FoMCD), SCMC compiles its programme structure from the course catalogue of other Faculties including the Faculty of Management, Humanities & Social Sciences and Computer Studies.  
Also, six courses, of two credits each, are delivered from other constituents / departments of SIU under the Inter Institute Credit Transfer / Floating Credits Programme.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Students participate in two Industry Internships (one each at the end of fourth and fifth semesters). On successful completion of the same, students submit a report apart from making a presentation on their work profile, assignments handled, experiences, value additions & learning, SWOT analysis, limitations and recommendations. The Centre also collects feedback on the various parameters of workmanship of the student from the Industry. The assessment earns the student a credit each for both internships.  
Students from SCMC have gone on a semester abroad programme at Nanyang Technological University, Singapore.  
Also, students from Vienna University, Austria have come for a semester abroad here.
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
Semester System, with Choice Based Credit System



## 9. Participation of the department in the courses offered by other departments

The Centre offers courses to other constituents / departments of SIU under the Inter Institute Credit Transfer / Floating Credits Programme.

## 10. Number of teaching posts sanctioned, filled and actual

	Sanctioned	Filled
Professor	2	0
Associate Professor	3	2
Assistant Professor	7	2
Adjunct		6
Other Teaching Staff		5
Total	12	15

## 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

S. No.	Name	Qualification	Designation	Specialization	No. of years of experience (years . months)		No. of Ph.D./M. Phil. students guided for the last 4 years
					Teach.	Ind	
1	Anupam Sid-dhartha	M.A., BA	Director & Associate Professor	Film & Television	19.8	7.0	
2	Manisha Dixit	Ph.D, M. Phil, MA, BJ & MC	Associate Professor	Journalism	14.0	3.0	
3	Lopamudra Maitra Bajpai	Ph.D., MDMC, MA, BA	Assistant Professor	Journalism	1.8	5.0	
4	Snehal Galande	NET, MBA, B.Sc.	Assistant Professor	Marketing	5.0	0.0	
5	Amitabh Dasgupta	BA, B Mass Comm.	Adjunct Faculty	Journalism	6.8	20.4	
6	Kavitha Iyer	MBA, BBA	Adjunct Faculty	Advertising	6.0	8.0	
7	Sagar Kamath	MA, BBA	Adjunct Faculty	History	1.7	5.7	
8	Chandrashekhar Sagade	B.Sc., PG Dip in Comm Mgmt., Dip in Audiography	Adjunct Faculty	Film & Television	3.0	7.0	

9	Suhas J. Gatne	B.Sc., Dip. in Video Camera Operations & Lighting	Adjunct Faculty	Photography	6.2	15.0	
10	Jaideep D Kumar	B.Sc. (Electronics)	Adjunct Faculty	Design Technology	3.0	6.0	
11	Vidyabhushan Arya	M C&J, BMC., M.A., B.A.	Teaching Associate	Journalism	5.3	6.0	
12	Ananya Mehta	MCS, B.Com.	Teaching Associate	Public Relations	7.0	1.3	
13	Chandrashekhar M.M	SSLC., ITI Multimedia (CDAC), Video Camera Operation	Instructor	Electronic Cinematography	5.6	34	
14	Vijay Shelar	B.F.A. Applied Art (Photography), G.D. Art in Applied Art	Instructor	Photography	3.1	1	
15	Kalyan Shitre	B.SC, CCNS-TT	Instructor	Editing			

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

SN	Name	Designation	Company
1	Adip Roy	VP GM President	Fujitsu ICIM IBM Global Service Grove Infotech
2	Arun Nair	Founder Head, Digital Marketing	Strata Digital Consulting Mahindra Holidays and Resorts
3	Diniar Patel	Editor	TOI Pune Times
4	Jeroo Mulla	Former HOD, Social Media	Sophia Shree B K Somani Memorial Polytechnic, Mumbai
5	Joy Mukherjee	Creatives	Zee TV
6	L R Vithal Rao	Former Professor, Electronic Cinematography	FTII, Pune
7	Mahesh Tavare	Former Professor, Scenic Design	FTII, Pune

8	Mayur Milan	Director & Head Contributor	Oorbit Marketing and Communications Pvt Ltd
9	Rajkumar Chinglensana	Associate VP, Marketing	Style Cracker
10	Ranjeet Bahadur	Film Editor	
11	Samar Nakhate	Former Dean (Television)	Film & Television Inst of India
12.	Sanjay Dawra	Production Manager	
13	Shabnam Asthana	Director, PR & Marketing (Global Ops) Founder	IND TV, USA Empowered Solutions
14	Shashwat Gupta-Ray	Assistant Editor	Sakal Media Group
15	Shikha Kocher	Sales Manager Head, Ad Sales	TOI DNA
16	Stalin K	Documentary film-maker	
17	Vinayak Tambekar	Former PRO Former Director (News)	Southern Command, MOD Doordarshan Kendra, Mumbai
18	Wasim Maner	Ad Filmmaker	
19	Yogesh Mathur	Former HOD, Film Editing	Film & Television Inst of India
20	Yogesh Pawar	Assistant Editor	DNA

**13. Percentage of classes taken by temporary faculty – programme-wise information**

43 per cent (BA-Mass Comm)

**14. Programme-wise Student Teacher Ratio**

24:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

	Sanctioned	Filled
Academic Support Staff (Technical)	5	5
Administrative Staff	13	17

**16. Research thrust areas as recognized by major funding agencies**

Nil

**17. Number of faculty with ongoing projects from**

- a) national
- b) International funding agencies and
- c) Total grants received.

Give the names of the funding agencies, project title and grants received project-wise.

Nil

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration
- b) International collaboration

Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received**

Nil

**20. Research facility / center with**

- state recognition
- national recognition
- international recognition

Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	10
Number of papers published in peer reviewed journals (national / international):	4 (National 4 & International 0 )
Books with ISBN with details of publishers	4
Proceedings papers	2
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	1

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

Nil

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**

Anupam Siddhartha

- Invited to teach at the Film Appreciation Course held at Panaji in July, 2014, and organised by National Film Archive of India, Pune

Dr Lopamudra Maitra Bajpai

- Official Nominee of SAARC (South Asian Association for Regional Cooperation) from India during the International Conference on Cultural Heritage Tourism and Sustainable Development in South Asia at the SAARC Cultural Center, University of Peradeniya, Sri Lanka in April, 2014

**26. Faculty serving in**

- a) National committees b) International committees  
c) Editorial Boards d) any other

Dr Lopamudra Maitra Bajpai is a member of the Board of Editors for two international journals- 'Retrospect' of International Association of Asian Studies (IAAH), Sri Lanka and 'Indian Journal of Comparative Literature and Translation Studies (IJCLTS)', University of Hyderabad (Dept. of Comparative Literature), India.

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

Year: 2014-15	No of Programmes Attended
Conferences	-
FDP	6
Workshop/Seminar	3

**28. Student projects**

percentage of students who have done in-house projects including inter-departmental projects

20%

percentage of students doing projects in collaboration with other universities / industry / institute

80%

## 29. Awards / recognitions received at the national and international level by

Faculty

Doctoral / post-doctoral fellows

Students

### Centre Recognitions:

SCMC was ranked as India's Best Mass Communication College by the annual surveys conducted by India Today & Nielsen Company in 2013, 2014 & 2015.

### Centre Awards:

SCMC was adjudged as the top undergraduate media college of India at Edutainment Awards 2015. In 2014 it was adjudged as one of the top two.

### Students' Recognitions / Awards:

Garima Pura

- Poem titled 'to B in A world' published in an online magazine – The Bombay Review in September, 2014.
- Illustrated the cover for launch issue of The Bombay Review in August 2014. Did the same for subsequent issues.
- Article titled 'Sugarcoating the bitter pill' selected for publication in The Rejected Anthology in late 2014.
- Member of 'Best Outstation Team' at Malhar 2014 – annual fest of St Xavier's College.

Sanjana Dantluri Verma

- Captained the SCMC women's football team at the inter institute tournament in September, 2014. The team was placed third.
- Was member of SIU's inter-varsity women's football team at a national tournament held at Guru Jambheshwar University of Science & Technology, Hisar, Haryana, in January, 2014.
- Was member of SIU's inter-varsity women's football team for the West Zone tournament held at Banasthali Vidyapith, Rajasthan, in January, 2014. The team won the bronze medal.

Amala H S

- Was member of SCMC women's football team which was placed third in the inter institute women's football tournament in September 2014.
- Was member of SIU's inter-varsity women's football team for the West Zone tournament held at Banasthali Vidyapith, Rajasthan, in January, 2014. The team won the bronze medal.

Ashwarya Mantri

- Awarded the best goalkeeper award by SIU for her performance at the inter institute women's football tournament, in September 2014.
- Was member of SCMC women's football team which was placed third in the inter institute women's football tournament in September 2014.

Shreya Popli

- Member of 'Best Outstation Team' at Malhar 2014 – annual fest of St Xavier's College.
- Member of which won second prize for stage play at Sympulse 2014 – annual fest of SCMS

Tanvi Agarwal

- Member of team which won the Public Relations Society of India debate competition in Pune in 2014.
- Member of 'Best Outstation Team' at Malhar 2014 – annual fest of St Xavier's College.

Anmol Saini

- Member of 'Best Outstation Team' at Malhar 2014 – annual fest of St Xavier's College.

Atul Pathak

- Stories titled 'Poems for Myra' published in an online magazine – e-Fiction India, in October, 2014.

Neha Hebable

- Was member of SCMC women's football team which was placed third in the inter institute women's football tournament in September 2014.

Sarjana Singh

- Won first prize in 'Western Solo Singing' at Sympulse 2014 – annual fest of SCMS

Sridhar Rao

- Member of the SIU cricket team

**30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

Amit Masurkar

Filmmaker

Engaged in a discussion on his film – Sulemani Keeda

Ashraf Engineer

Vice president, Content & Insights, MSL group.

Topic – Public relations practices around the world.

Kiran Deohans, Cinematographer

Sutanu Gupta, Editor

Aditya Sarpotdar, Filmmaker

Inaam Ul Haq, Actor

Discussion on the films screened and awards given at our student video film festival TESS (The East Side Story)

Manish Pingle  
Musician  
Mohan Veena

Milind Tulankar  
Musician  
Jaltarang

Om Srivastava  
Producer  
Engaged in a discussion on his film – Missed Call

Pracheeti Dange  
Danseuse  
Odissi

Quasar Padamsee  
Indian stage actor turned theatre director, founder Q theatre productions.  
Topic – Theatre practices around the world and trends in India.

Sandeep Mohan  
Filmmaker  
Engaged in a discussion on his film – Hola Venky!

Shakir Khan  
Musician  
Sitar

Smita Unkule Deshmukh  
Singer  
Hindustani Classical Vocal

Sridhar Rangayan  
Engaged in a discussion on his film – Purple Skies

Srinivas Sunderrajan  
Filmmaker  
Engaged in a discussion on his film – Greater Elephant & The Untitled  
Kartik Krishnan

Venkatesh Shrinivasan  
Director, Rural Wheels Promotions Pvt. Ltd.  
Topic – Rural Marketing trends in India.

- 31. Code of ethics for research followed by the departments Refer SIRI**  
Research is one of the very important thrust areas of SCMC as enshrined in the mission of SIU. A Research Advisory Committee (RAC) is constituted to technically review research proposals / projects. The



Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well-being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue.

### 32. Student profile programme-wise:

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
BMS 2009-12	1024	58	90	98	97
BMS 2010-13	1119	55	84	90	94
BMS 2011-14	953	52	89	60	82
BMS 2012-15	1108	62	88	21	54
BMS 2013-16	1622	55	91	-	-
BMS 2014-17	2243	50	102	-	-
BA (MC) 2015-18	2498	59	93	-	-

### 33. Diversity of students

Name of the Programme (refer to question no. 4)	% of students from the Same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
BMS 2009-12	NA	NA	NA	9
BMS 2010-13	NA	NA	NA	12
BMS 2011-14	NA	NA	NA	15
BMS 2012-15	NA	NA	NA	14
BMS 2013-16	NA	NA	NA	10
BMS 2014-17	NA	NA	NA	16
BA (MC) 2015-18	NA	NA	NA	34

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	No natural progression to the next level Admission through entrance examination and merit
PG to M.Phil.	
PG to Ph.D.	
Ph.D. to Post-Doctoral	
Employed	
Campus selection	50%
Other than campus recruitment	
Entrepreneurs	

**36. Diversity of staff**

Percentage of faculty who are graduates	
of the same university	Nil
from other universities within the State	47%
from universities from other States	53%
from universities outside the country	NIL

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period.**

Dr. Ramaa Golwalkar

**38. Present details of departmental infrastructural facilities with regard to**

**a) Library**

The library has a well-stocked collection acquired since its inception, and covering a broad span of technical and nontechnical subjects pertaining to mass media and communication management. The library is using Koha software which provides instant access facility for any book, by title, author, publisher, or ISBN number. The library also subscribes to a wide assortment of national and international newspapers, magazines and journals, besides some other publications. The library also subscribes to two online databases – TVAD Index and United News of India.

S. No.	Library facility	Details
1.	Total area	2363.71 sq.ft.
2.	Total seating capacity	30 Students
3.	Working hours: <ul style="list-style-type: none"> <li>On working days</li> <li>On Sunday</li> <li>Festivals/ Holidays</li> <li>Before Examination</li> <li>During examination</li> <li>During vacation</li> </ul>	<ul style="list-style-type: none"> <li>Monday to Friday- 9am to 8pm &amp; Saturday -9am to 4 pm</li> <li>Closed</li> <li>Closed</li> <li>9am to 8pm</li> <li>9am to 8pm</li> <li>9am to 8pm</li> </ul>
4.	Layout of the library <ul style="list-style-type: none"> <li>IT Zone for accessing e-resources</li> </ul>	One computer for OPAC & Internet
5.	Display of floor plan - Adequate sign boards	Displayed on Notice Board 54
	Details of Library Holdings	
	Print	
	- Books	4819
	- Books (Titles)	4670
	- Back Volumes	46
	Average no of books added in last 3 years	390
	Non print (Microfilms, AV)	CDs: 214 / DVD: 811
	Electronic (e- Book , e-journals)	35085
	Database	14
	Special Collections	746
	- Reference Books	Yes
	Question Banks	4
	Total no. of Journals	

b) **Internet facilities for staff and students**

Computer Laboratory :

The air-conditioned computer laboratory has 40 terminals equipped with Pentium IV processor driven CPUs connected to LCD screens / overhead LCD projector. The laboratory is fully networked and provides high-speed broadband connectivity (34 mbps lease line – shared), with power back-up. A variety of Publishing, Post Production and Design Technology software are available. The entire campus is Wi-Fi enabled.

All desktops and server are fully protected with upgraded anti-virus software.

Additionally, there are 32 terminals for faculty/staff members.

c) **Total number of class rooms**

Eight classrooms

d) **Class rooms with ICT facility**

Eight classrooms

Seminar Halls :

These are provided with overhead LCD projectors and public-address systems.

Screening Rooms :

These are acoustically sealed, split air-conditioned mini-auditoriums with wall-to-wall carpeting and provided with overhead LCD projection systems and Dolby / DTS 7.1 surround sound system.

e) **Students' laboratories**

12

Shooting Floor :

The shooting floor along with a Production Control Room (PCR) is acoustically sealed and air-conditioned. The same is equipped with lighting equipment including Canara overhead moveable lighting grid with cool flood lights, spotlights, Kino lights, shadow casters & light meters. It has multiple digital cameras (Panasonic DVX102, Panasonic AG-AF100 & Canon 5D Mark III with lenses). It also has a Teleprompter for news reading apart from a multi-channel digital audio mixer.

Post-Production Suite & Laboratory :

Four air-conditioned cubicles, as well as a post-production laboratory, are equipped with non-linear edit systems to provide professional level post-production facilities. The same has the following facilities – Four MacPro machines with FCP and 10 iMac machines with Adobe Premier CS5. Additional software includes Adobe After Effects, Adobe Photoshop, & FCE.

Sound Recording Suite :

The air-conditioned and acoustically balanced practical-demo suite has an industry-standard multi-track sound recording and reproduction set-up. It is equipped with audio mixing consoles like Yamaha MG166cx, Xenyx 802, Yamaha MG82cx & Eurorack UB880. The suite also has a pair of powered audio monitors - Yamaha HS80M and two pairs of Yamaha MSP3. Nuendo 5 is the preferred audio software used to record and reproduce recorded audio files here.

Photography Studio :

The air-conditioned photography studio combines both manual and digital facilities. It has the latest SLR & DSLR cameras with all types of professional lenses, tripods & other accessories. The studio is equipped with professional studio lights, light meters and other essential lighting equipment apart from a motorised backdrop changer. It also has an iMac with contemporary photo editing software for digital imagery.

Developing & Printing (Dark) Room :

The air-conditioned D&P room is equipped for manual black & white film developing and printing. It has a chemical laboratory for negative film development apart from & enlargers for photo printing.

- f) **Research laboratories**  
NA

**39. List of doctoral, post-doctoral students and Research Associates**

- a) **from the host institution/university**  
Doctoral Studies – Mr. Anupam Siddhartha registered with SIU
- b) **from other institutions/universities**  
Doctoral Studies – Ms. Snehal Galande registered with Pune University  
Doctoral Studies – Mr. Ananya Mehta registered with Pacific University, Udaipur

**40. Number of post graduate students getting financial assistance from the university.**

SCMC does not have post graduate students. However, financial assistance is provided to under graduate students

Merit Scholarships (2014-15)

Kanchi Yengul	Sem I	Rs 87500
Kanchi Yengul	Sem II	Rs 87500

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

No new programme has been developed since 2008.

**42. Does the department obtain feedback from**

- a. **faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**  
Yes (informally). Subsequent incorporation of valid / viable suggestions.
- b. **students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**  
Yes. (Formal & objective feedback is taken at the end of each semester; Subjective feedback is taken during monthly

open house with each group as well as during meetings with student coordinators).

Subsequent counselling of Faculty / Staff members.

- c. alumni and employers on the programmes offered and how does the department utilize the feedback?

Yes. (Formal feedback is taken from internship houses).

Subsequent introduction the teaching-learning of the skill-set suggested.

**43. List the distinguished alumni of the department (maximum 10)**

SN	Name	Batch	Associated With
1.	Abhay Dutt Sharma	2008-11	Worked as Assistant Director on Bollywood movies such as “PK” and “Detective Byomkesh Bakshy”
2.	Akshata Samant	2008-11	Worked on the Bollywood film “Detective Byomkesh Bakshy”
3.	Sumedh Natu	2009-13	Founding member of Shotgun Media making AD / Corporate films across India
4.	Udit Nangia	2008-11	Worked on the Hollywood Thriller “Broken Horses”
5.	Sonia Bajaj	2009-12	Her film “The Best Photograph” was selected in the 2014 Manhattan Film Festival
6.	Saket Gupta	2009-12	He was posted at Zomato’s London office
7.	Malvika Asher	2009-12	Her work was featured in Creative Gaga and Poster Gullyur
8.	Nandan Sharaloyal	2009-12	He travelled to the United Nations Office at Geneva as a part of his LAMP Fellowship
9.	Devu Narayanan	2009-12	She received a Fellowship at FTII.
10.	Shubham Shukla	2009-12	Accomplished major assignments at Encompass

**44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts. (Academic Year 2014-15)**

Ajit Abhyankar, Secretary

CPI (M) Pune District committee and CITU Pune

Social change communication is linked to the concept of development

But what does ‘development’ mean? How is it related to ‘globalisation’?

Dr Anant Phadke

Co-ordinator of SATHI-CEHAT; Co-convenor of Jan Aarogya Abhiyan  
What is the state of our public health care system? What are the critical issues in public health today? With examples of how the media is covering this field and what are some of the methods / sources to research it for the media.

Dr. Anjali Monteiro

Professor, Center for Media & Cultural Studies, Tata Institute of Social Sciences  
Documentaries as social change communication and issues of censorship.

Ashish Kothari

Founding member, Kalpavriksh  
What are the persistent and new environmental issues in a globalising world? What are the politics of water and other natural resources? With examples of how the media is covering this field and what are some of the methods / sources to research it for the media.

Ashwani Bhakoo

Director, Bhakoo Training Institute Pvt Ltd; Chief Flying Instructor, CAE National Flying Training Institute  
Prevention of Self-harm

Geeta Seshu

Independent Journalist  
The Indian media has a long history of activism – from the independence period to the present – of using media space to advocate social change.

Himanil Bose

Strategic Communication Consultant, Pitchfork Partners  
Public Relations as a career

Dr. Jayanti Ravi

Labour Commissioner, Govt of Gujarat  
Social Enterprise for Human Upliftment

Dr. K. P. Jayashankar

Professor & Chair, Center for Media & Cultural Studies, Tata Institute of Social Sciences  
Documentaries as social change communication and issues of censorship

Mathew Mattam

CEO at CYDA

The concept of human rights is one powerful approach to social change communications. What are human rights? Why are they important?

Mrityunjoy Chatterjee  
Credai Bengal  
Agency Reporting

Prasad Ganpule  
Founder CEO, Ramanora Global Pvt. Ltd.  
Market Research

Dr R Ramakumar  
Professor & Dean, Affiliation Center for Study of Developing Economies,  
School of Development Studies, TISS  
The agrarian crisis and food security: Why are farmers, who constitute  
the bulk of India's population, committing suicide in large numbers?  
What has globalisation meant for Indian agriculture? With examples of  
how the media is covering this field and what are some of the methods /  
sources to research it for the media.

Subhajit Sengupta  
Multimedia Journalist at CNN-IBN  
Broadcast Journalism

Tushar Jambhekar  
Senior Manager- Client Solutions at Pun Intended Integrated  
Digital Media

Vinita Deshmukh  
Consulting Editor at Moneylife  
How do we understand the role of the media as tools to advocate social  
change? How do we use the media for effective advocacy?

**45. List the teaching methods adopted by the faculty for different programmes.**

Seminar / Lecture cum Demonstration / Case Study / Audio-Visual Aids  
/ Workshop / Practical / Tutorial / Student Presentation / Media Content  
Review

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Evaluations (Take-home Assignments, Classroom Presentations,  
Practical Examinations, Jury, Viva-Voce, Seminar / Term Papers,  
Dissertations, Projects, Internships)  
Subjective feedback from stakeholders



**47. Highlight the participation of students and faculty in extension activities.**

A major part of the training at SCMC is devoted to inculcate empathy towards the masses amongst future mass communicators. To orient our students towards the same, eminent speakers are regularly invited to give inputs in various aspects of social change & development communication like history of activism; concept of development; human rights; role of media as tools to advocate social change; inequalities of gender; inequalities of income & livelihoods; inequalities of caste / religion; agrarian crisis & food security; state of our public health care system; persistent & new environmental issues in a globalising world; etc.

Furthermore, students undertake three internships in the development sector. The same results in a collective volunteering of over 80,000 hours. Students have interned at about 150 organisations (both International & Indian including Manzil, UAE, Al Noor Training Centre for Children with Special Needs, UAE, Beyond Social Services, Singapore, Food and Agriculture Organization of the United Nations, Bangkok, Thailand, Emmaus, Paris, France, K9 friends, Dubai, UAE, Dar Al Atta'a, Muscat, Oman, Environment Society Of Oman, Muscat, Oman, Casa circondariale Canton Mombello, Brescia, Italy, CRY, UNICEF, Red Cross Society, WWF, Make A Wish Foundation, The Corbett Foundation, Help Age India, PFA (Smt. Maneka Gandhi's People for Animals), CEE (Centre for Environment Education), SAVE (Social Awareness & Voluntary Education) & Transparency International

Apart from this students also participate in activities like River Cleaning, Tree Plantation, Blood Donation, etc.

**48. Give details of "beyond syllabus scholarly activities" of the department.**

Students' Clubs

The clubs go a long way in bringing out the best in the students, as they take a break from studies and take part in various other activities. An SCMC student is spoiled for choice as far as the clubs are concerned, some of them being: Print & Cyber, Photography & Adventure, Radio, Film & Television, Advertising & Design, Public Relations & Events, Literary & Debate, Music, Dance, Theatre, etc. Students may also opt to learn a Foreign Language, prepare for GRE/GMAT or watch Additional Screenings, etc.

Field Trips & Study Tours

As part of the curriculum students are required to go for field trips / study tours to expand their learning experience and also get a chance to see the extension of theory in practical world. They have visited the following places so far : All India Radio, Ajanta Caves, Amanora Park, Ananda Valley, Army's Paraplegic Rehabilitation Centre, Asia Plateau, Avanti Kalagram, Balewadi Stadium, Balgandharva Rang Mandir, Baramati Agri-Tourism Development & Research Center, Bedse Caves, Bhaja Caves, Bharat Natya Mandir, Bhawani Art Museum, Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, Chinmaya Vibhooti,

Chokhi Dhani, Dawn Sound Studio, Deccan College's Archaeological Museum & Maratha Museum, Dynamix Dairy, Elephanta Caves, Ellora Caves, Farid's Photography Museum, Ferrero Rocher Plant, Forbes Marshall, Hingalgaon, INS Shivaji, Jawaharlal Nehru Port, Kala Ghoda Arts Festival, Kelkar Museum, Kesari Museum & Printing Press, Khadakwasla Dam, Khula Rangmanch, Kune Mission, Lavasa, Lohgad Fort, National Defence Academy, Nitin Desai Studio, Parvati Museum, Printing Technology & Machinery Exhibition at Auto Cluster Exhibition Center, Queen Mary's Training Centre, R K Studio, Ralegan Siddhi, Sets of Kaun Banega Crorepati, Shaniwar Wada, Sudarshan Rangmanch, Sula Vineyards, Tribal Museum, Vigyan Ashram, Vishram Bagh Wada, Wax Museum-Lonavala, Yash Raj Films Studios, etc.

#### Sanskritam

A series of cultural evenings, where artisans deliver a lecture cum demonstration on a particular Indian Classical Performing Art form. So far lec-dems have been organised in the following art forms: Dhrupad, Khayal, Kathak, Bharatnatyam, Flute, Mohan Veena, Sitar, Sarod, Violin, etc.

#### Dionysia

A Theatre Festival celebrating and nurturing young performers as well as those who help them in organising the same. The fest helps build skills in every area of theatre performance and production.

#### Paparazzi

A Photography exhibition, held to showcase the creative works of the young photographers who toil to bring out the best expressions from day to day life.

#### DZMA

India's first design and media festival jointly organised by SCMC and Symbiosis Institute of Design. This radically new festival combines the best of the design and media worlds in five days of workshops, competitions, performances and a whole lot of fun, The fest serves as an opportunity for students from across India to explore, learn and showcase their talents in a dynamic professional atmosphere.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Our students work on publications / films for the organisations they intern with (e.g. one of our students from the batch of 2011-'14, Akash Sharma, made a documentary on paper bags for Rotary International to be shown across the world in Rotary Clubs.

## 51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

### STRENGTHS

- With increasing number of candidates applying to SCMC for admission every year, we are able to improve the quality of our intake.
- We offer four specialisations viz. Journalism, Film & Television, Advertising and Public Relations as compared to generally one or two at other Universities.
- The Centre possesses infrastructure which is considerably better than similar centers. This enables SCMC students to use latest technology for extensive practical training.
- Almost all Visiting Faculty members are working professionals, mostly at senior levels, from areas of the media and communication industry.
- SCMC offers five internships to its students, which expose them to the Media & Communication industry as well as the development sector.

### WEAKNESSES

- Inadequate availability of competent full-time faculty.
- Restricted scope and opportunity for faculty to undertake research activities.
- In order to deliver lectures as well as conduct practical sessions the faculty members have to be engaged over two shifts.
- Resources are stretched to ensure adequate practical training, which leads to wear & tear of the equipment. This mandates replacement of the same earlier than their original life-expectancy.
- As the Industry upgrades the soft / hard ware it functions on, we, too have to follow suit. This increases our spend on the same to avoid obsolescence.

### OPPORTUNITIES

- The Media, Communications and Entertainment industry is growing at a rate which is higher than that ever recorded in the past, thereby creating an ever-increasing requirement for qualified, competent and creative young persons, with the ability to survive in a technologically competitive environment.
- SCMC's wider variety of professional disciplines and vocational courses help to engage students in areas of their interest and hone their aptitudes to help them excel in what they are best at, thus producing professionals who are not only good at their work, but also enjoy doing it.
- International initiatives including student-teacher exchange, visits, joint research, etc.
- Lead in research activities starting with seminars, conferences and workshops.

- Better awareness about the industry and its requirements and incorporating changes to make the programme more vocationally meaningful.

### **CHALLENGES**

- To maintain SCMC's ranking as a premier Media Centre in the country, as ranked by India Today magazine/Nielsen survey for the past four years.
- Increasing number of Media schools opening at local as well as national level, charging less fees and offering similar programmes.
- Several large Media organisations have opened their own (captive, in-house) media centers. These in-house centers offer preferential placements to their own students. This affects SCMC's placements in these organisations, (viz, Times of India, Malayala Manorama, Hindustan Times, Pioneer, Indian Express, Zee TV, Star TV, NDTV, Jagran, The Hindu, Times Now, etc).
- Attracting competent faculty with requisite academic qualification along with adequate industry experience and also the ability to teach.

### **52. Future plans of the department.**

Having achieved the vision of being the preferred destination for all who aspire to excel in the field of Mass Media and Communication Management, to maintain the lead and attain greater heights as well as aspire for Asian, and subsequently world rankings.



Symbiosis School  
of Photography

(SSP)



“Being part of Symbiosis has gradually made a change in my life. An important part of my course is the study tour around India which gradually developed my experience and knowledge through various cultures and friends around the world and parts of India. My first year experience has helped me visualize things better in a photograph with the help of our faculty members and various visiting guest faculties who had shared their own knowledge and experience through their own specialized photography experience. I hope to gain an even better experience in the next two years of my life at Symbiosis.”

***Celine Ladharam, Hong Kong - SSP***

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis School of Photography (SSP)
- 2. Year of establishment**  
2012
- 3. Is the Department part of a School/Faculty of the university?**  
SSP is a department of SIU under the Faculty of Media, Communication and Design.
- 4. Names of programmes offered:**  
B.A. (Visual Arts and Photography) When the course had started it was BFA (Photography) in 2015 the nomenclature has changed to B.A. (Visual Arts and Photography)
- 5. Interdisciplinary programmes and departments involved**  
The faculty of Humanities and Social Sciences offers courses in liberal arts.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Nil
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
Semester and Choice Based Credit System
- 9. Participation of the department in the courses offered by other departments**  
SSP offers Photography courses to SID and SIU Summer School since 2014
- 10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	1	0
Associate Professors	3	2
Assistant Professors	6	2
Adjunct faculty	-	0
Other Teaching staff	-	4
Total	10	8



### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No.	Name	Qualifications with Specialization	Designation	Total No. of Years Experience (years. months)	No. of Ph. D./ M. Phil. Students guided for last 4 years
1	Vishal Bhende	MS. from University of Florida, USA., B.Tech (IIT) Mumbai, Adobe Certified Expert	Associate Professor and Director	32	-
2	Kishore Sali	BFA, Diploma in Offset Printing Technology	Associate Professor	25	-
3	Girish Sonalkar	B.Com, Certificate course in Photography	Assistant Professor	26	-
4	Dhananjay Moray	Technically qualified: Certificate course technical aspect of Photography, Certificate Apprentice training course in photography from J.J.Institute	Assistant Professor	24	-
5	Sachin Chanadane	Mastercraftsman Diploma in Professional Photography and Digital Imaging	Teaching Associate	8	-
6	Amit Bhandare	Diploma In Applied Art (Commercial Art), Specialization Photography, Raheja School of Arts	Teaching Associate	13	-
7	Ashish Deshmukh	Master of Fine Arts	Teaching Associate	2	-
8	Shailesh Kotkar	MFA,GD Arts	Instructor	18.6	-

**12. List of senior Visiting Fellows, adjunct faculty, emeritus professors**

Sr. No.	Name	Designation	Organisation
1	Mr.Chirodeep Chaudhary	Photo Editor	National Geographic
2	Ms. Linda Goodline	Professor of Art	Indiana University
3	Mr.Prashant Godbole	Creative Art Director	Lowé Lintas India
4	Mr. Rafeeq Ellias	Proprietor	Ad. film maker
5	Mr. Kirtan Mistry	Proprietor	Photo Retoucher
6	Mr. Nitin Tandon	Proprietor	Food Stylist
7	Mr. Mukesh Parpani	Proprietor	Photojournalist
8	Mr. Rafique Sayed	Proprietor	Advertising Photographer
9	Mr. Amit Ashar	Proprietor	Fashion & Advertising Photographer
10	Mr. Omkar Chitnis	Proprietor	Fashion Photographer

**13. Percentage of classes taken by temporary faculty – programme-wise information**

20-25%

**14. Programme-wise Student Teacher Ratio: 19:1****15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Year	Support Staff Technical		Administrative Staff	
	Sanctioned	Filled	Sanctioned	Filled
2013-14	4	3	11	7

**16. Research thrust areas as recognized by major funding agencies**

Nil

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Nil

**18. Inter-institutional collaborative projects and associated grants received****a) National collaboration      b) International collaboration**

Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility/centre with**

- state recognition - Nil
- national recognition - Nil
- international recognition - Nil

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

Nil

**22. Publications:**

Nil

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

Nil

**25. Faculty selected nationally/internationally to visit other laboratories / institutions/industries in India and abroad**

Nil

**26. Faculty serving in**

- |                        |                               |
|------------------------|-------------------------------|
| a) National committees | b) International committees   |
| c) Editorial Boards    | d) any other (please specify) |

Nil

**27. Faculty recharging strategies (UGC, ASC, Refresher/orientation programmes, workshops, training programmes and similar programs).**

Daily faculty training programme for one hour on technical education and teaching pattern is conducted. Faculty members are all encouraged to attend all the programmes organised by the Symbiosis Teaching Learning Resource Centre of the university.

**28. Student projects :**

- percentage of students who have done in-house projects including interdepartmental projects  
Students work on inhouse photographic projects for SIU for various events, monographs and books such as the University Convocation, the International Relations Conference, university books on Flora, Rocks, etc.

100% students work on NGO projects

- percentage of students doing projects in collaboration with other universities/industry/institute

Nil

**29. Awards/recognitions received at the national and international level by**

- Faculty
- Doctoral/post doctoral fellows
- Students

Nil

**30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.**

Following are the workshops organised by SSP

Sr. No.	Title	Name of Experts
1	Fashion Photography	Mr. Dilip Yande
2	Automobile Photography	Mr. Amol Jadhav
3	Fine Art Concepts	Mr. Shashikant Gawali
4	Table Top & Product Photography	Mr. Sandip Mhatre
5	Film Making	Ms. Tanushree Datta

**31. Code of ethics for research followed by the departments**

Research is one of the very important thrust areas as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is necessary as per university guidelines is constituted to technically review research proposals/projects. The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. Students are taught about plagiarism and academic honesty.

**32. Student profile programme-wise:**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
B.F.A. (Photography) 2012-15	99	16	5	100	100
B.F.A.(Photography) 2013-16	220	35	9	-	-
B.F.A.(Photography) 2014-17	163	37	13	-	-
B.A. (Visual Arts and Photography) 2015-18	202	48	15	-	-

### 33. Diversity of students

Name of the Programme	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
B.F.A. (Photography) 2012-15	-	43	57	-
B.F.A.(Photography) 2013-16	-	37	63	-
B.F.A.(Photography) 2014-17	-	34	64	2
B.A. (Visual Arts and Photography) 2015-18	-	27	73	-

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

Nil

### 35. Student progression

Student progression	Percentage against enrolled
UG to PG	No natural progression from UG to PG. Admission to PG based on entrance exam and merit.
PG to M.Phil.	NA
PG to Ph.D.	NA
Ph.D. to Post-Doctoral	NA
Employed	NA
• Campus selection	NA
• Other than campus recruitment	NA
Entrepreneurs	The first batch has just graduated, hence the data is not yet available

### 36. Diversity of staff

Percentage of faculty who are graduates / technical experts	Numbers
of the same university	-
% from other universities within the state	88%
% from universities outside the state	-
% from other universities outside the country	12%

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Nil

### 38. Present details of departmental infrastructural facilities with regard to

a) Library : Central Library at Symbiosis International University

#### Details of library infra-structure (A. Year - 14-15)

S. No.	Library facility	Details
1.	Total area	14454 Sq.Ft.
2.	Total seating capacity	260
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> <li>• Reading Hall Hours</li> </ul>	10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 10.00 a.m. to 5.00 p.m. 09.00 a.m. to 12.00 p.m.
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	No (03 Research Cubicles are available) 403 sq.mt @ Ground Floor 60 sq.mt @ First Floor
5.	Display of floor plan, sign boards, fire alarms and any other information	Yes <ul style="list-style-type: none"> <li>• Floor plan displayed in ground floor reading hall.</li> <li>• Adequate sign boards are displayed at each row of library stack and floors.</li> <li>• Fire extinguishers are fixed at all strategic positions.</li> <li>• In addition to this, arrangement of ramp at the entrance of the library and wheel chair for differentially abled users to access the library collection.</li> </ul>
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> </ul>	41284 39623
7.	Total No of :- <ul style="list-style-type: none"> <li>• National Journals</li> <li>• International Journals</li> </ul>	40 17
8.	Total No. of e-journals	35084 available through online databases
9.	Total No of :- <ul style="list-style-type: none"> <li>• Magazines</li> <li>• CDs</li> <li>• Databases</li> </ul>	57 434 12
10.	Average number of books added (last 3 years)	957 (SIU)
11.	Special collections <ul style="list-style-type: none"> <li>• Text book</li> <li>• Reference books</li> </ul>	Nil 886 (SIU)

The library has the books on Photography, the details of which are given below:

Total No. of Books on Photography	CD-ROM/DVD	Total No. of Photography Magazines subscribed
454	21	17

- b) Internet facilities for staff and students  
 Generally, all computers in the Institute have internet facility. All computers in the Institute are connected through a local area network (LAN) to servers with manageable and Layer-2 switches to seamlessly connect end-users. The servers include email servers, DHCP servers, file servers. Institute has campus-wide 1 Gigabit Ethernet network with Wi-Fi facilities and wireless broadband internet access. The LAN includes DLink, HP and CISCO networking devices and wireless LAN controllers.

12 Mbps Internet lease line

Total number of systems : 39

Student Computer ratio : 1:3

- c) Total number of class rooms

Year	Actual Class Rooms
2014-15	4

- d) Class rooms with ICT facility

Year	Actual Class Rooms
2014-15	4

- e) Students' laboratories

Nil

- f) Research laboratories

Nil

**39. List of doctoral, post-doctoral students and Research Associates :**

- a) from the host institution/university - NA
- b) from other institutions/universities - NA

**40. Number of post graduate students getting financial assistance from the university.**

Nil

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

In India, Art schools offer limited training in photographic design and composition. Basic courses in photography cover equipment, processes, and techniques. Internationally however, many universities offer Undergraduate and Postgraduate degree courses in Photography. Thus realizing the need for a proper Degree Course in the field of photography, eminent photographer Mr. Gautam Rajadhakshya approached Symbiosis with a proposal for starting a school of photography. The top management consulted leading photographers and eminent people from the photographic industry and realized that, indeed there was a demand for a school of Photography.

A committee of well-known photographers was constituted, who studied the curriculum of several International Photographic schools and came up with a curriculum, which was suitably adapted for the specific need of the Indian photography market.

This syllabus has been further refined on an annual basis based on the needs and demands of the photographic industry.

**42. Does the department obtain feedback from**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?
  - Regular feedback is sought from the faculty on curriculum as well as teaching-learning evaluation. Each sub-specialization has departmental faculty as part of its sub-committee of SIU Board of Studies (BoS).
  - Any changes in the curriculum are suggested by this committee. The recommendation of this committee is passed on to the BoS. Senior faculties members of the Institute are a part of this BoS. Teaching-learning methods and components are also taken up by these committees.
- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?
 

Yes. The Institute has the following processes in place for the evaluation of staff, curriculum and teaching-learning evaluation by the students

  - Conduct of open house sessions and student consultative committee meetings wherein the students are encouraged to give feedback
  - Student feedback on various aspects of teaching-learning is obtained once in the semester using a structured feedback form



- All feedback received is analyzed and presented to the internal committee for deliberation and decision. Analysis of this feedback is carried out and shared with the concerned faculty, along with guidance on how to improve their performance, if necessary. Based on this feedback, FDPs are arranged for the faculty, if needed. This feedback is also taken into consideration while planning for the subsequent semester. Annual appraisal of the faculty and the resultant incentives take into account the faculty feedback.
- c. alumni and employers on the programmes offered and how does the department utilize the feedback?  
NA (since the first batch has just graduated.)

**43. List the distinguished alumni of the department**

NA (as the department was established in 2012 with the first batch graduating only in 2015.)

**44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts.**

Regular workshops/seminars from the experts in their field are conducted. Details of the selective workshops are given below:

Sr No	Name of Faculty	Designation	Subject
1	Mr Azharuddin Inamdar	Well known painter.	Painting
2	Mr Gokul Narayan	Legal Expert.	IPR
3	Mr Achyut Palav	Renowned Calligrapher.	Calligraphy
4	Mr Jagdish Agarwal	Proprietor of Dinodia Photo agency.	Curation
5	Mr Cristian Castelnovo	International Photography consultant.	Curation
6	Ms Caterina Corni	Renowned Photography Curator.	Curation

**45. List the teaching methods adopted by the faculty for different programmes.**

The following innovative teaching approaches/methods/practices have been used by the faculty in an attempt to move to an assignment-problem based teaching-learning process.

- Lecture
- Emphasis on projects and problem based learning, thus increasing the percentage of outside-the-classroom learning
- Practicals based on the theories taught
- Study tours to wildlife sanctuaries
- Visiting Cultural and Historical sites such as Jodhpur, Dharamshala etc.
- Visiting famous studios such as Ramoji Film City etc.
- Scenic places like Jammu-Kashmir, Leh-Ladakh etc.

This helps students to broaden their horizons and develop their personal creative portfolio.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

- SIU conducts an academic Audit during every semester and monitors the delivery of course content.
- Feedback is regularly taken from faculty, students as well as their parents
- The Faculty along with the Director of the institute discusses the outcome of the above analysis and necessary steps are taken to overcome the barriers to learning. These steps include but are not limited to conduct of remedial classes and faculty development programs, improvement in infrastructure, counseling of students etc.

**47. Highlight the participation of students and faculty in extension activities.**

Service Learning: The students of the Institute take up Service Learning under which they visit NGOs and discharge their social responsibilities by imparting technical and interpersonal skills for the benefit of these NGOs. Service learning, which is a 4 credit course, forms an essential part of the undergraduate curriculum. In the last few years, the students have worked with NGOs like:

- Schizophrenia Awareness Association (SAA)
- Door Step
- Samruddhi
- Deepgriha
- CASP
- Janavaani

As part of the service-learning program SSP has been instrumental in making a difference in the lives of the under-privileged sections of the society.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

Students enthusiastically participate in shooting events like celebrations of Independence Day, Republic Day, Pandhapur Wari, Jejuri festival Dahihandi Festival, Annual Prize Distribution function, Teacher's day and celebration of National festivals like Diwali, Lohri, Navratri and Ganpati Pooja etc. All this gives them an opportunity to practice what they have learned in classrooms.

We hold exhibitions twice a year of our students photographs in Pune and Mumbai at famous art galleries. We strongly believe that exhibitions initiate students to do better work because it's a real test for photographers. In reality examinations really do not test students to that level. Whereas in the case of exhibitions they are tested by successful photographers in the industry. Exhibitions give publicity to individual students as their names are written on exhibited photographs. Institute exhibitions encourage students to hold their own solo exhibitions in future where they can sell their own photographic prints and make their living.

**49. State whether the programme/department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- Faculty members have written books for industry giants like Canon Corp. which were freely distributed across India.
- Faculty members are also actively involved in developing and improving products for companies such as Datacolor (USA)

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

Strengths:

- Unparalleled state of art studios with state of art equipment
- Latest books and magazines are purchased monthly to update students
- Experienced and renowned visiting faculty members
- A scenic campus
- We offer a choice of ten specialization's viz Automobiles, Architecture, Fashion, Portraits, Product, Travel, Photojournalism etc. as compared to one or two generally offered at other institutes.
- Almost all visiting faculties are working professionals mostly senior level from areas of the photography and advertising industry.
- Faculty from interdisciplinary streams of Design, Advertising and Art.
- Curriculum facilitates interdisciplinary design projects.

Weaknesses:

- Requirement of additional faculty members
- More internal FDPs needed for upgrading technical knowledge
- Space constraint.

Opportunities:

- Student start their own entrepreneurial ventures, businesses or studios
- Some students go to foreign universities for higher education such students can be retained if we offer masters programme.
- Develop contacts with corporates and stalwarts of the photographic industry
- Establishing a school of photography – An unique faculty in the UGC recognized universities
- International initiatives including student-teacher exchange, visits, joint projects etc.

Challenges:

- To upgrade technology and equipments to contemporary.
- Participate in international exhibitions and hold international seminars and symposiums
- To select UGC qualified faculties with sufficient experience in photography as well as teaching.
- 

**52. Future plans of the department.**

- Offer a Masters programme in Commercial and Fine Art Photography
- Broaden the scope of the programme to include Videography
- Offer additional courses like Computer Art, Animation and Visual Effects

Symbiosis School  
of Economics

(BSS)



“*SIU is one of the premier educational institutes in the country. It is not only dedicated towards teaching through a multifaceted approach but also towards shaping us as young adults and encouraging participation in sports and cultural activities. The undergraduate programme offered by Symbiosis School of Economics is uniquely designed to give us a comprehensive understanding of economics, and is supported by a young and dynamic faculty.*”

*Athira Nair, Oman - SSE*

## Evaluative Report of the Department

1. **Name of the Department**  
Symbiosis School of Economics (SSE)
2. **Year of establishment**  
2008
3. **Is the Department part of a School/Faculty of the university?**  
Department under the Faculty of Humanities and Social Sciences, Symbiosis International University.
4. **Names of programmes offered**  
B.Sc. (Economics) Honours - 2014 onwards  
M. Sc. (Economics)  
B.Sc. (Economics) - being phased out
5. **Interdisciplinary programmes and departments involved**  
In addition to courses from the catalogue of Faculty of Humanities and Social Sciences, SSE compiles its Programme Structure from the course catalogue of other faculties including the Faculty of Law, Management and Computer Sciences.
6. **Courses in collaboration with other universities, industries, foreign institutions, etc.**  
The NSE-SSE course, National Stock Exchange – National Certified Capital Market Professional Programme (NCCMP) (offered in August 2011-12 & 2012-13).  
As a part of the SIU Global immersion programme, the students of SSE have visited Berlin School of Economics, London School of Economics and Leibniz University (Hannover). SSE has been visited by students from University of Bremen, Leibniz University (Hannover), Berlin School of Economics and DHBW Ravensburg, Germany.
7. **Details of programmes discontinued, if any, with reasons**  
B.Sc. (Economics) was upgraded to B.Sc. (Economics) Honours 2014 onwards.
8. **Examination System: Annual/Semester/Trimester/Choice Based Credit System**  
B.Sc. Economics, B.Sc. Economics (Honours) and M.Sc. Programme are all semester based and Choice Based Credit System.
9. **Participation of the department in the courses offered by other departments**  
Dr. Sukalpa Chakrabarti and Ishita Ghosh taught courses at Symbiosis College of Arts & Commerce's Symbiosis Centre for Liberal Arts
10. **Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	3	2
Associate Professor	5	1

Assistant. Professor	10	12
Adjunct Faculty	-	2
Other Teaching staff	-	3
Total	18	20

### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sr. No.	NAME	Qualifications with Specialization	Designation	No. Years of Experience (years. months)	Total No. of Years Experience (years. months)	No. of Ph. D. / M. Phil. Students guided for last 4 years	
				Before Symbiosis	Symbiosis		
1	Jyoti Chandiramani	Ph.D, MA, BA, DHE	Professor & Director	0.9	30	30.9	3
2	Sukalpa Chakrabarti	Ph.D, MA, PGMP, NET	Associate Professor & Deputy Director	6.5	4	10.5	
3	Manju Singh	Ph.D., M.A., B.A.	Professor	25	3.8	28.8	
4	Anusree Paul	Ph.D., M.Phil., M.Sc., B.Sc., PGDBM,NET, SLET	Assistant Professor	3.11	3.10	7.9	2
5	Krishna Kanta Roy	MA, B.Sc., NET,	Assistant Professor	0.00	4.6	4.6	
6	Ishita Ghosh	M.A., B.A., PGDFT, NET	Assistant Professor	6.4	4.4	10.8	
7	Ishita Ghoshal	M.A., B.Sc, SET	Assistant Professor	0	3.10	3.10	
8	Khushbu Thadani	M.A., B.A., NET	Assistant Professor	0	3.10	3.10	
9	Rachna Shah	Ph.D., M.Phil., M.A., B.Sc., B.Ed.	Assistant Professor	2.2	4	6.2	
10	Abhinav Pal	MA, BA, NET	Assistant Professor	0	0.7	0.7	
11	Savita Kulkarni	Ph.D, MA, BA	Assistant Professor	0	0.4	0.4	
12	Prasun Bhatta Mishra	M.A, B.E, NET	Assistant Professor	0	0.1	0.1	
13	Jasmeet Kaur	Ph.D., M.Phil., MA, B.Com., NET	Assistant Professor	5.11	4.3	10.2	
14	Krishanu Pradhan	M.Phil, NET, SET, M.A	Assistant Professor	0	0.1	0.1	
15	Anjali Kulkarni	M.Sc., M.Phil, PGDCSSA	Assistant Professor	1	11	12	
16	Ashlesha Swaminathan	MBA, B.Com	Adjunct Faculty	0	1.1	1.1	
17	Ashish Karnavat	DITL, MA, FCA, B.Com	Adjunct Faculty	3.0 (full time)	1.1 (Adjunct)	4.1	

18	Abhishek Behl	MBA, B.Tech,	TA	0	0	0	
19	Shuchi Misra	MA, B.Ed, BA	TA	0	1.5	1.5	
20	Madhubanti Dutta	M.Sc, BA	TA	0	1	1	

## 12. List of senior Visiting Fellows, adjunct faculty, emeritus professors

### Senior Visiting Fellow:

Prof Arvind Jadhav, University of Dallas, was a Scholar-in-Residence in May 2009

### Distinguished Visiting Faculty:

Amey Sane, Chartered Accountant

Manasi Phadke, Consultant Economist and Analyst

Naim Keruwala, Assistant Director, Urban Governance, Janwani

Mr. Muthuselvan, AGM and MoF, Reserve Bank of India

## 13. Percentage of classes taken by temporary faculty – programme-wise information

Year	Percentage of Lectures taken by Full Time Faculty for B.Sc.	Percentage of Lectures taken by Full Time Faculty for M.Sc
2014-15	54	50

The curriculum is multi-dimensional and hence the institute very frequently employs the services of visiting faculty, who are generally experts from industry, for teaching of specialized courses.

## 14. Institute Student Teacher Ratio

24:1

## 15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

Year	Support Staff Technical		Administrative Staff	
	Sanctioned	Filled	Sanctioned	Filled
2014-15	7	6	20	17

## 16. Research thrust areas as recognized by major funding agencies

ICSSR funded a workshop - Urban Governance-Setting the Research Agenda, 14th and 15th March 2015.

## 17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

a. External National and International Funding: NIL

b. In-house Minor Project –2



Minor Project Awarded By Symbiosis International University	Year wise	Number of Faculty	Name of the project	Name of the funding agency	Total Grant Received
PI: Dr. Jyoti Chandiramani	2012	1	Creating a Base-line Database for Socio-Economic Sectors in Pune.	SIU	1.5 lakh
Dr. Anusree Paul	2013	1	Competitiveness of Indian Garment industry	SIU	1.4 lakh

**18. Inter-institutional collaborative projects and associated grants received**

- a) National collaboration      b) International collaboration  
Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility / centre**

Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	40	
i. Number of papers published in peer reviewed journals (national / international):	20 (National 11 & International 9)	
ii. Chapters in Books	11	
iii. Edited Books	1	
iv. Books with ISBN with details of publishers	3	
v. Case Studies	1	
vi. Proceedings papers	4	
vii. Working / Discussion papers	1	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	10	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations = 11 Range : 1-4 Avg : 1.83
	Scopus	Total Citations = 1 Range : 0-1 Avg : 1

Total citations of SSE faculty (SIU + Non-SIU affiliated papers)	7
SNIP	Range : 0-0.908 Avg : 0.454
SJR	Range : 0-0.311 Avg : 0.179
Impact Factor – range/average	Range : 0-0.357 Avg : 0.179
h-index	(Google Scholar : 2 Scopus : 1)

**23. Details of patents and income generated :** Nil

**24. Areas of consultancy and income generated :** Nil

**25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**  
Nil

**26. Faculty serving in**

- a) National committees      b) International committees  
c) Editorial Boards          d) any other (please specify)

Membership of Professional Bodies			
Membership	Name of Faculty	Role	Name of the Body/Organization
National Committees	Dr. Sukalpa Chakrabarti	Board of Editors	1) JAIR (Journal of International Relations) in collaboration with ICSSR, New Delhi 2) The Asian Journal, Hyderabad Academic and Research Forum.

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

At SSE, we are committed to creating an environment that enables faculty recharge and development.

2014-2015 Number of Faculty Recharge Programmes attended			
Workshops/Training Programmes	Seminars/Conferences	FDPs	Refreshers/Conventions/QIP
3	6	9	3

**28. Student projects :**

Undergraduate		
Student Batch	% of students who have done in-house projects (including inter-departmental projects)	% of students doing projects in collaboration with other universities / industry / institute
B.Sc. 2012-2015	2%	2%

B.Sc. 2013-2016	100% (as a part of curriculum)	2%
B.Sc. 2014-2017	100% (as a part of curriculum)	2%
<b>Postgraduate</b>		
M.Sc. 2013-2015	0.5%	2%
M.Sc. 2014-2016	0.5%	2%

**29. Awards/ recognitions received at the national and international level by**

- Faculty: Dr. Jyoti Chandiramani was awarded the Gold Karmaveer Chakra and Rex Karmaveer Global Fellowship in 2014-15 by ICONGO (International Confederation of NGOs) in March 2015 at New Delhi.
- Doctoral/post-doctoral fellows : Nil

2014-15 Student awards/recognition		
Sports	Academic	Extracurricular
<b>National: 3</b> <b>Zonal: 1</b>	1: 11th South Asian Economics Students Meet held in December 2014 at Bhutan Paper on: FDI and Technological Transfers within South Asia'	1: IIM Ahmedabad International Summit's Photography Competition 2 <sup>nd</sup> position

**30. Seminars/ Conferences/Workshops organized and the source of funding (national/ international) with details of outstanding participants, if any.**

We have conducted a National Conference on Urban Policy and Planning: A Case Perspective of Pune on 17th and 18th February, 2011

**Details of dignitaries/outstanding participants:**

Sl. No	Name	Profile
1.	Dr. Shreekant Gupta	Associate Professor at Delhi School of Economics.
2.	Prof. Christopher Charles Benninger	Founder Christopher Charles Benninger Architects Private Limited (CCBA)
3.	Mrs. Almitra Patel	Biologist and chemist with an engineering degree from MIT.
4.	Ms. Lakshmi Narayan	General Secretary of Kagad Kach Patra Kashtakari Panchayat, a Trade Union of waste pickers from Pune and Pimpri Chinchwad.
5.	Ms. Kishori Gadre	Associated with an NGO named Janwani promoted by Maratha Chamber of Commerce.
6.	Mr. Anil Laul	Advisor for Appropriate Technology for Rural Areas for comprehensive development. Former visiting Professor in the School of Planning & Architecture, New Delhi.
7.	Mr. Ranjit Gadgil	Program Director at Parisar - an NGO working on Sustainable Traffic and Transportation issues.
8.	Mr. Prashant Inamdar	A civic activist and also the founder of 'Pedestrians First'
9.	Dr. Ravikant Joshi	Consultant to World Bank. He is an Urban Finance and Management specialist.

10.	Mr. Vishal Jain	A member of the Ministry of Urban Development Task and Member of PMC's Development Plan Steering Committee that helped to provide inputs and guidance for the formulation of the new Development Plan for Pune.
11.	Dr. Ashok Sreenivas	Program Director at Parisar, an organization that advocates sustainable urban transport policies.
12.	Mr. Vijay Kumar J Rane	Served the Indian Railways from 1955 to 1990 and has extensively travelled and studied the metro systems and the high speed trains in France
13.	Mr. Kedarnath Rao Ghorpade	Engaged with Privilege Hi-Tech Infrastructure Limited for developing a seaport in Maharashtra.
14.	Dr. Sebastian Morris	Professor of Economics at the Indian Institute of Management, Ahmedabad.
15.	Dr. Anita Charles Gokhale Benninger	Executive Director at the Centre for Development Studies and Activities (CDSA), Pune.
16.	Mr. Vijay Paranjpye	Chairman of Gomukh Trust, Pune
17.	Mr. Abhay Kantak	Team Leader-Urban Practice with CRISIL Risk & Infrastructure Solutions Limited.
18.	Mr. Pradeep Bhargava	MD of Cummins and chairing the CII's Western Region Sub-Committee on Skill Development
19.	Mr. Jayant Deo	Managing Director and Chief Executive Officer of Indian Energy Exchange.
20.	Mr. Vivek Velankar	Founder member of "Nisargsevak" and "Sajag Nagrik Manch" and an advocator of better roads for Pune.
21.	Mr. Nagatilak	Mr. Nagatilak is currently the Chief Engineer of Maharashtra State Electricity Distribution Corporation Limited (Pune Urban Zone).
22.	Dr. Vidya Yeravdekar	Principal Director of Symbiosis Society
23.	Prof. Ajit Abhyankar	An activist of the Communist Party of India (Marxist).
24.	Dr. Rohini Sahni	Department of Economics, University of Pune

Workshop Name	Details of dignitaries/outstanding participants:
<b>Urban Governance: Cross Sectoral Issues and Prospects</b> Dates: 17th July 2012 Funding: SSE	Ms. Zigisha Mhaskar, Program Manager at CHF International, India Mr. Appeeji Parasher, Associate Director at CRISIL Risk & Infrastructure Solutions Limited. Ms. Anuradha Yagya, Independent Consultant: Urban and Regional Planning
<b>Urban Governance – Setting the Research Agenda</b> Dates: March 14 <sup>th</sup> 15 <sup>th</sup> 2013 Funding: ICSSR	Chair and Lead Discussant: Ramanath Jha, (CEO & MD Khed Economic Infrastructure Pv Ltd, and Retd IAS) Dr. Navdeep Mathur, IIM Ahmedabad Mr. Anant M., Hyderabad UrbanLab Dr. Bhuvaneshwari Raman, OP Jindal School of Public Policy Dr. Vinita Yadav, School of Planning & Architecture, Delhi Dr. Neha Sami, IIHS Bangalore Mr. Ranjit Gadgil, Parisar Pune Dr. Sriraman, Univ of Mumbai Chair and Lead Discussant: Prof Chandrasekhar IGIDR, Mumbai Mr. Ankur Sarin, IIM Ahmedabad Mrs. Poonam Mehta, IAS, PMC Pune Mr. Ashok Shrinivas, Parisar Pune Ms. Ann Josey, Prayas, Pune

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SSE as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals/projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. There is also robust anti plagiarism policy in the institute.

### 32. Student profile programme-wise:

Name of the Programme	Year	Applications received	Selected*		Pass percentage*	
			Male	Female	Male	Female
<b>M.Sc. (Economics)</b>	2015	260	17	39	-	-
	2014	318	21	33	-	-
	2013	379	22	33	75	96.55
	2012	312	15	33	61.54	80.65
	2011	130	24	23	84.21	80.95
<b>B. Sc. (Economics) Honours</b>	2015	1733	96	74	-	-
	2014	1404	66	74	-	-
<b>B.Sc. (Economics)</b>	2013	1143	56	50	-	-
	2012	1013	55	57	68.75	81.48
	2011	894	56	41	50.98	92.86
	2010	714	40	54	48.65	90.38
	2009	1143	56	50	35.56	74.47

### 33. Diversity of students

	Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
2015	<b>M.Sc. (Economics)</b>	9.09%	29.09%	61.81%	0%
2014		6%	24%	70%	0%
2013		4%	14%	82%	0%
2015	<b>B.Sc. (Economics) Honours</b>	NA	NA	NA	9.30%
2014		NA	NA	NA	3%
2013	<b>B.Sc. (Economics)</b>	NA	NA	NA	7%

Note: Since students from Std. XII are admitted, this information is not applicable.

### 34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.

The first B.Sc. batch of the institute graduated only in the year 2011 and the first M.Sc. batch in 2013. The department is in communication with its alumni to prepare a database for the same. An indicative list is given below:

No. of students who cleared civil services exam	1
No. of students who cleared defense services exam	2
No. of students who cleared NET	1*
No. of students who cleared CAT / NMAT / SNAP	118

\* M.Sc. (Economics) Alumni Status

### 35. Student progression

Student progression	Percentage against enrolled
UG to PG	N.A.
PG to M.Phil.	N.A.
PG to Ph.D.	N.A.
Ph.D. to Post-Doctoral	N.A.
Employed	* Refer table below
<ul style="list-style-type: none"> <li>• Campus selection</li> <li>• Other than campus recruitment</li> </ul>	
Entrepreneurs	

No natural progression to the next level. Admission to all programmes is through entrance exam and merit.

COMPANY NAME	NUMBER OF STUDENTS SELECTED									
	AY 2010-11		AY 2011-12		AY 2012-13		AY 2013-14		AY 2014-15	
	BSc	BSc	BSc	MSc	BSc	MSc	BSc	MSc		
UBS Verity	1		1							
S & P Capital IQ		1	1							
Value Notes		3								
Plobal.com										
Bristlecone			6	1	1	2	1	3		
Great Place to work			3							
First Energy				1						
Zephyr Publications				1						
Ormax Media				1						
IIHS				1					1	
MEED International						3				
B-Able						1				
Markets & Markets						4			3	
SIU						5				

RIS							1	
PAC							1	3
Dexter								3
ZS Associates							4	6
SIMS								1
NIPFP								1

### 36. Diversity of staff

Sr. No.	Percentage of faculty who are graduates	Data in %
1	of the same university	10%
2	from other universities within the State	50%
3	from universities from other States	35%
4	from universities outside the country	5%

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Faculty Name	Year Ph.D. was awarded
Dr. Jyoti Chandiramani	2010
Dr Jasmeet Kaur	2011
Dr.Sukalpa Chakrabarti	2011
Dr. Rachna Shah	2013

### 38. Present details of departmental infrastructural facilities with regard to

#### a) Library

Sr. No.	Library facility	Details
1.	Total area	1500 sq.ft.
2.	Total seating capacity	50
3.	Working hours: • On working days	9:00 am to 5:00 pm
4.	Layout of the library • Individual reading carrels • Lounge area for browsing and relaxed reading • IT zone for accessing e-resources	We provide lounge area for browsing and relaxed reading in sharing with SCAC.
5.	Display of floor plan, sign boards, Fire alarms & any other information	Yes
6.	Total No of :- • Books • Titles	2176 1331
7.	Total No of :- • National Journals • International Journals	05 01
8.	Total No. of e-journals	35087
9	Total No of :- • Magazines • Databases	14 15

9	Total No of :- • Magazines • CDs • Databases	14 00 03
10	Special Collections(SIU) • Text Books • Reference Books • Average Number of Books added in last 3 Years	NIL 886 190

## b) Internet Facilities for Staff &amp; Students:

S. No.	Internet Facilities for Staff & Student	Details
1	Systems	110 (Including Server & Laptops)
2	Computer Student Ratio	1:8*
3	Dedicated Computing Facility	These facilities include the following: a. Computer labs for carrying out work related to projects, word processing, and normal computing during the Office Hours and during examination it is open till late. b. High end computer labs using special software wherever required for e.g. labs for using software like SPSS, SAS, PROWESS etc. The high end software are generally loaded on a server and can be accessed by various client computers. c. Provision of computers to faculty and staff to access administrative and library automation software, and also for other work associated with teaching and administration.
4	LAN Facility	a. All computers are connected through a local area network (LAN) to servers with manageable and Layer-2 switches to seamlessly connect end-users. Most Institutes have campus-wide Gigabit Ethernet network with Wi-Fi facilities and wireless dedicated internet access. The LAN includes DLink, HP networking devices and wireless LAN controllers. b. Printers are shared on LAN. c. There is a NAS storage device on LAN on which have common shared folders and individually mapped folders for data sharing and backup.
5	No. of Nodes/ Computers with Internet Facility	110 (During Paper Setting Season access to internet is barred from Examination Department)

\*at SSE we have 50 seater computer lab for total student strength of over 400 and Batch size of 50.

## c) Total number of class rooms:

Year	Actual
2013	6
2014	9

d) Class rooms with ICT facility  
All Classrooms are ICT enabled.



## e) Students' laboratories (Computer Laboratory)

Year	Actual
2013	2 (capacity 18 each)
2014	1 (capacity 50)

## f) Research laboratories: Nil

**39. List of doctoral, post-doctoral students and Research Associates**

## From host Institution / University

Institution/University	Doctoral Students	Post-doctoral Students	Research Associates
Symbiosis International University	Shuchi Misra	Nil	Nil
	Aanchal Airy	Nil	Nil
	Ashlesha Swaminathan	Nil	Nil
	Abhishek Behl	Nil	Nil

## From other Institutions / University

Institution/University	Doctoral Students	Post-doctoral Students	Research Associates
Pune University	Ishita Ghosh	Nil	Nil
	Khushbu Thadani	Nil	Nil
	Krishnakant Roy	Nil	Nil
	Anjali Kulkarni	Nil	Nil
Gokhale Institute of Politics and Economics	Ishita Ghoshal	Nil	Nil
	Ashish Karnavat	Nil	Nil
University of Mysore	Krishanu Pradhan	Nil	Nil

**40. Number of post graduate students getting financial assistance from the university.**

S.No.	NAME OF SCHOLARSHIP	NAME OF CANDIDATE	PROGRAM	YEAR	AMOUNT	SEM
1	UG Scholarships	Arjun Azavedo	B.Sc(Eco)	2011-12	32500	I
2	UG Scholarships	Soham Sen	B.Sc(Eco)	2012-13	37500	I
3	UG Scholarships	Tuhin Guha	B.Sc(Eco)	2013-14	42500	I
4	UG Scholarships	Tania Sharma	B.Sc(Eco)	2014-15	60000	I
5	UG Scholarships	Tania Sharma	B.Sc(Eco)	2014-15	60000	II

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

- It was the vision of the Founder President and Chancellor to set up SSE in 2008
- It was realised that there were very few institutes in India offering a B.Sc. Economics that could match the rigour and the high standards set by many of the reputed international universities – be it London School of Economics, Warwick University, Harvard or Yale University.

- As the first batch of undergraduates successfully advanced, the grounds were laid for the establishment of the M.Sc Programme in 2011. This was discussed at the Board of Studies of SSE and suggested by students in the open house meetings and by the Academic Review Committee of the institution.
- An extensive iteration and deliberation resulted in the proposal of the M.Sc. Programme being accepted and approved by the statutory bodies of SIU.

#### 42. Does the department obtain feedback from

- ***Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?***
  - i) Regular feedback is sought from the faculty on curriculum as well as teaching-learning evaluation.
  - ii) This is regularly discussed and evaluated in the faculty meetings.
  - iii) The faculty places forward the suggestions and it is discussed with the Academic Review Committee (ARC).
  - iv) Any changes in the curriculum are suggested and recommendation by the ARC to the members of the BoS with all the necessary justifications.
- ***Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?***

The institute has the following processes in place for the evaluation of staff, curriculum and teaching-learning evaluation by the students:

  - i) Conduct of open house sessions and student consultative committee meetings, wherein the students are encouraged to give feedback about the staff, the curriculum and the teaching-learning evaluation process.
  - ii) Student feedback regarding faculty teaching is taken twice in the semester using a structured feedback form.
  - iii) Feedback is obtained on the following points: teaching methodology of the instructor, course coverage, student evaluation strategy used, etc.
  - iv) All feedback received is analyzed and presented to the faculty for deliberation and decision. The analysis is shared with the concerned faculty, along with guidance on how to improve their performance, if necessary.
- ***Alumni and employers on the programmes offered and how does the department utilize the feedback?***
  - i) Feedback is regularly taken from the alumni and employers regarding the curriculum and what needs to be incorporated to enhance their deliverables at the work place.
  - ii) The department incorporates these inputs into the programme structure and curriculum revision of existing programmes is incorporated

**43. List the distinguished alumni of the department (maximum 10)**

The department was established in 2008 and a few students from B.Sc. and M.Sc. are listed below:

1. Ms. Kirti Singh selected in Indian Economic Services (Batch 2008-11).
2. Roshini Saigal is working with Bloomberg (Batch 2009-12).
3. Srinjoy Pramanik working with PWC (Batch 2009-12).
4. Rahul Singh and Daksh Dhankar were selected in Indian Army (Batch 2010-13).
5. Vrinda Seksaria is working with RIS, Delhi (Batch 2012-14).
6. Atul Singh is working with Ministry of Finance, Government of India (Batch 2011-13).
7. Vijeta Singh is working with Ernst and Young (Batch 2009-12).
8. Aishwarya Ketkar is pursuing a Master's programme at the Boston University (Batch 2011-14).
9. Suyash Chandak was selected for IIM –Ahmedabad (Batch 2012-15).
10. Milind Sharma has set up a highly successful mobile centric hyperlocal grocery delivery service PepperTap and has raised an undisclosed amount of seed funding from Sequoia Capital (Batch 2008-11).

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

At SSE workshops and guest lectures are organised for students over and above the regular curriculum.

Workshops held at SSE 2013-15

Sr. No.	Details	Resource Person (s)	Target Audiences	Period
1	Sampling Issues in Econometrics and why most published research findings are wrong.	Dr Markus Locher, Scholar-in Residence, SIU	Faculty, Research Scholars, Corporates	24 <sup>th</sup> & 25 <sup>th</sup> Sep. 2013
2	Panel data Econometrics	Dr Somesh Mathur, Associate Professor, IIT K	Faculty, Research Scholars, Corporates	23-25 <sup>th</sup> October 2013
3	From Government to Governance: a public policy perspective	Prof Kuldeep Mathur	Faculty, Research Scholars, Corporates	17 <sup>th</sup> Sep. 2014

**Guest lectures at SSE 2013-15:**

Sr. No.	Details	Resource Person (s)	Target Audiences	Period
1.	Micro-Finance in India	Mr. Srinivasan	Students	July 2013
2.	Role of Technology, Human Resource and Capital in the Development of the Economy	Mr. Rajiv Nehru	Students	July 2013
3.	Importance of City [Shahar ka maksad kya hai?]	Dr. Partha Mukhopadhyay	Students	26 <sup>th</sup> Aug, 2013

4.	Fiscal Space', fiscal space for what? A Human Development Perspective	Dr. Rathin Roy	Students	27 <sup>th</sup> Aug 2013
5.	India Spend	Govindraj Ethiraj	Students	31 <sup>st</sup> Aug, 2013
6.	Pure Theory of Trade	Dr Somesh Mathur	Students	26 <sup>th</sup> -30 <sup>th</sup> Oct 2013
7.	Contemporary issues on trade theory and policy	Dr. Somesh Mathur	Students	Aug 2014
8.	Urban Finance	Dr. Ravikant Joshi	Students	8 <sup>th</sup> Aug 2014
9.	Urban Planning	Prof. Shruti Vaishampayan	Students	26 <sup>th</sup> Jul 14 & 9 <sup>th</sup> Aug 2014
10.	Contemporary Issues in Trade Theory and Policy	Prof. Somesh Mathur	Students	10 <sup>th</sup> Aug 2014
11.	Quantitative Research & its Practical Aspects	Mr. Sunil Agarwal	Students	24 <sup>th</sup> Sep 2014
12.	Urban Governance	Prof. Ramanath Jha	Students	26 <sup>th</sup> Sep 2014
13.	Symposium on Education: A Post MDG Perspective	Ms Sheetal Bapat Mr Chinmaya U Holla	Students	29 <sup>th</sup> Sep 2014
14.	Urban Transport	Prof. Sriraman Siva	Students	6 <sup>th</sup> Oct 2014
15.	Use of GIS in Urban Studies	Prof. G.S.Rao	Students	9 <sup>th</sup> Oct 2014
16.	Indian Energy Sector	Prof. Ashok Srinivas	Students	16 <sup>th</sup> Oct 2014
17.	Prof. Suresh Tendulkar Memorial Lecture	Mr. Subir Gokran	Students	8 <sup>th</sup> Dec 2014
18.	I. M.Sc. Inaugural lecture II. The Twenty First Century belongs to India? A Perspective on Development, Inequality and Urbanization	Dr. Isher Judge Ahluwalia, Chairperson, Board of Governors, ICRIER, New Delhi Dr. Amitabh Kundu, Centre for the Study of Regional Development School of Social Sciences, JNU		28 <sup>th</sup> July 2015
19.	Traditional Agriculture & its Modernization	Dr. J. Daniel	Guest Lecture	23 <sup>rd</sup> July 2015
20.	Sustainable Agriculture : Combining Integrated Approaches with Indigenous Practices	Dr. J. Daniel	Guest Lecture	30 <sup>th</sup> July 2015

**45. List the teaching methods adopted by the faculty for different programmes.**

The following teaching methods have been used by the faculty members at SSE in an attempt to move to a project based, problem based teaching-learning process along with the traditional classroom teacher-learning methodology of classroom teaching / chalk and talk approach:

- Project and problem based learning, thus increasing the percentage of outside-the-classroom learning.
- Teaching through class participation- encouraging student inputs.
- Teaching through group based assignments/ projects.
- Teaching through conducting of lectures by external experts on the subject matter.
- Teaching through self-learning by providing assignments and worksheet.
- Learning outside the classroom: visits to industry, village, and field work has become an integral part of the learning process.
- Providing guidance for the use of software and databases like SPSS, PROWESS and SAS.
- Increasing the weightage of tutorials in the curriculum.
- Inclusion of research component in regular teaching.
- Use of e-learning tools and social media.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

The curriculum for each course is designed in accordance with Bloom's Taxonomy which clearly defines the learning outcomes for each and every course. The pedagogy as mentioned above is accordingly designed by the faculty member.

- Assessment strategies are designed and formulated to ensure that the intended learning outcomes are achieved.
- Evaluating on the basis of reports submitted for out bound activities, attending conferences – conference track reports/ assignment.
- Conducting mid-semester exams.
- The institute collects data on students' performance through the following means:
  - Feedback is regularly taken from faculty and students.
  - Inputs from employers.
  - Analysis of examination results.

**47. Highlight the participation of students and faculty in extension activities.**

- **2009-10 :**  
**Community Welfare:** A student activity with the Society of Friends of the Sassoon Hospital (SOFOSH) to sensitize them towards community welfare and promote a more inclusive approach to society at large.
- **2010 - 2011**  
**Clean drinking water project and water purifier installation at village:** On the 18th of August 2010, the college had organized a trip to Varasgaon, for the inauguration ceremony of the water purifier

installed with the contributions made by students, after an initiative taken by Aman C. and Ravi, students of the second year, led by their class teacher Mrs Jasmeet Kaur.

**Village visit to understand the rural economy:** On the 31st of January 2011, the college had organized a trip to Nimagaon Bhogi in Shirur taluka of Pune district. The village was working towards receiving an ideal Indian village status under the guidance from an NGO called Ashta no Kai with a motto of 100% literacy rate. Students of B.Sc. first year were divided into groups to study, analyze and identify the advantages and disadvantages of the education system, self help groups, Kishori Mandal, panchayat system, agriculture, dairy system etc. and conduct problem solving session for each.

- **2011–2012**

**Innovative entrepreneurship in agricultural credit and marketing:** On the 14th of September 2011, as a part of the innovative project, in Agriculture Credit and Marketing, the students of 2nd year, B.Sc. had organized a presentation of their projects. The students were required to study the business idea and structure of any one young entrepreneur in the field of agriculture, and present his ideas along with a real life model of his product. Some of the topics chosen by the students included Suzlon Energy Ltd, Maharashtra Hybrid Seeds Company, Aditya Emu Farm, Microfinance Solutions, Rose Farm, Real Juice, Cobra, Zamindari Farm Solutions and Gurbaksh Chahal.

- **2014-15**

**Kashmir Relief Drive:** The Kashmir Relief Drive was a spontaneous initiative that came from a group of enthusiastic students, spearheaded by Mr. Karan Mehra of TY-B.Sc. Ms. Pulkita Vaish –Samarpan Culb Head, tied up with the NGO- Goonj and SICSR to collect donated items for Jammu and Kashmir Flood victims.

**Swachha Bharat Abhiyaan:** Symbiosis School of Economics launched “Swachha Bharat Abhiyaan” on 2nd October 2014 and it has been an ongoing process since then. The entire team at SSE, be it faculty, staff or students, took up the responsibility to maintain cleanliness all around them throughout the year. The day saw every member cleaning up their work stations and promising to do so every day.

**Eco friendly Visarjan and Thermocol collection drive:** The student club Sabujayan was active during Ganesh Chaturthi promoting environment friendly immersion of lord Ganesha and puja items. The volunteers from SSE were accompanied by students of a small school 'Dayanandaprashala' in Karvenagar. Students participated in a Thermocol collection drive, organised by Poornam Ecovision, covering the Karve Nagar area. The drive was conducted on 30th August, 3rd, 4th, 8th September 2014.

**Fund raising event:** Sabujayan, the environment club of SSE, organised a fundraising event on 22nd August 2014. A stall was set

up on campus selling items made of recycled and reused material like notebooks made of recycled paper), denim purses and bags, as well as cloth bags and folders in collaboration with an organisation, Poornam Ecovision. The organization aims at promoting the use of recycled and eco-friendly items through an initiative called Planet R.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

**Training Programmes at SSE:**

Sl. No.	Details	Resource Person (s)	Duration
1.	SPSS training - B.Sc batch 2011-14	Dr. Anusree Paul, Ms. Shuchi Misra	15th, 21st, 22nd & 29th Sept 2013.
2.	SAS Training -M.Sc Batch 11-13	SCMHRD	1 <sup>st</sup> - 4 <sup>th</sup> April 2013
3.	SAS Training - M.Sc batch 12-14	SCMHRD	22nd Aug, 31st Aug, 1st Sept. to 3rd Sept.2013
4.	PROWESS Training for faculties	Mr. Krishna Kant Roy	Wednesday, 24th April, 2013
5.	Prowess Training for students	Mr. Krishna Kant Roy	22 <sup>nd</sup> Feb 2014
6.	Excel Training Programme- M.Sc. I	Shilpi Singh	6-7 <sup>th</sup> August 2014
7.	Prowess Training for students	Mr. Krishna Kant Roy	28 <sup>th</sup> & 31 <sup>st</sup> March 2015
8.	Model United Nations	Dr.Sukalpa Chakrabarti	February- March 2015

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- All students are required to research, prepare and submit dissertations towards the fulfilment of the requirements of the degree programme.
- Students are required to take up project work as a part of the curriculum.
- Faculty is encouraged to undertake research and all training related with research skill development to enhance capacity building and enhance their academic skills.
- All of the above, results in creation of new research ideas for example: Urban Development, International Trade, Macro Economics etc. which had lead to 40 publications as of date, in the department.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths:****1. Well evolved and rigorous programme structure:**

The programme structure at both the B.Sc. and the M.Sc. level has evolved well with necessary changes being incorporated from time to time.

- Courses have been adjusted appropriately per semester after taking into account student and faculty inputs
- New courses have been created to address and enhance the rigour of a B.Sc. (Economics) Honours Programme
- The Semester IV in the Second Year of the B.Sc Programme has been devised in a manner to make provision for Semester Abroad Programme (Student Exchange)
- Certain policy changes have facilitated learning of liberal arts education, languages and inter-institute courses
- Project based learning has been incorporated through primary and secondary analyses
- It has a high Mathematical and Statistical input which is good for our students' employability.
- Regular updating and advanced syllabus included – quality enrichment

**2. Well Planned Academic Environment:**

- Well planned and controlled teaching learning process ensures that the classes are regularly held or rescheduled
- Syllabus is completed in a timely manner and effectively
- Student feedback is regularly taken through classroom interaction, open houses and remedial measures for issues that can be immediately addressed are incorporated.
- Student Council meetings help in identifying and addressing the challenges
- Remedial classes and counselling sessions are arranged for the students
- End of the semester academic audit is conducted to highlight shortcomings besides sharing and emulating good practices from other sister institutes
- The students are trained in liberal arts, performing arts, human values and ethics and can qualify a special diploma from other Symbiosis Institutes.
- There is a philosophy of transparency in the **Teaching, Learning and Evaluation Process**

**3. Conducive Environment for learning and Capacity Building for both faculty and students:**

**The student and faculty progression has shown that both have progressed well.**

- Both the B.Sc. and M.Sc. have found the learning opportunity at SSE extremely enriching
- The institute provides an environment conducive for harnessing the potential of both faculty and students through systematic and effective planning and control of the teaching learning process, both within and outside the classroom



- The basic teaching learning process is supplemented by organizing cultural programmes, sports competitions, industry-institute meets, guest lectures by renowned personalities and student exchange programmes with foreign universities.
- A review of the progression of the students of SSE is extremely encouraging both in terms of courses pursued after graduation or placement opportunities availed.

#### 4. Under Graduate and Post Graduate programmes under one umbrella:

The institute offers B.Sc. and M.Sc. programmes in Economics. The under graduate programme has evolved from a B.Sc. Economics to an Honours programme with effect from the academic year 2014 onwards. The post graduate programme provides specialization in the areas of International Trade and Development.

#### Weaknesses:

1. **Young Institute with Infancy Related Issues:** Being a young institute established in 2008 with a B.Sc. Programme and in 2011 with an M.Sc. Programme – having had only four UG batches and two PG batches graduate – we are still in the teaching phase of the school and need to move towards and add more research opportunities and components for faculty members.

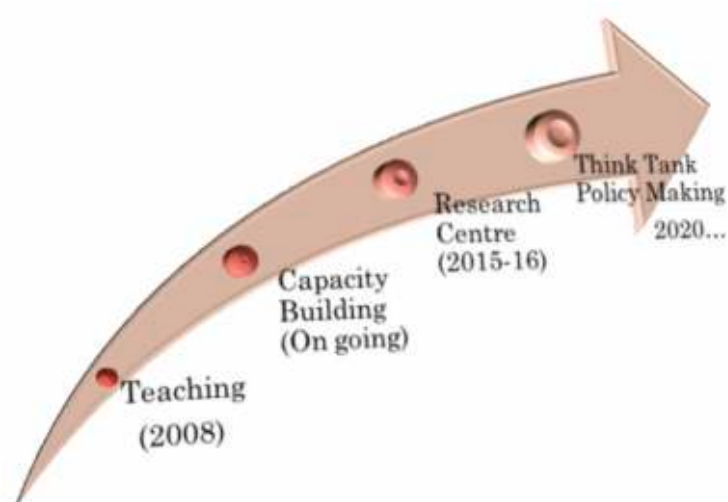
#### Opportunities:

1. **To introduce better technology:** There is scope to incorporate better technology in teaching like BLACKBOARD/MOODLE
2. **To evolve better pedagogy through enhanced international exposure:** Pedagogy for young faculty needs to evolve and get enhanced. This can be done with exposure to the same followed by other leading institutes – Indian and Foreign Universities.
3. **to facilitate more tie-ups with international universities of repute for capacity building:** To tie-up with international universities for capacity building. Specially giving more exposure to the young faculty with respect to pedagogy, teaching methodology, preparing course outlines, teaching a semester abroad.
4. **To create new certificate courses and diplomas programmes:** This should be done through the Quant Centre (to ensure that the lab is better utilised as a resource) and Writing Centre which will create employable human resources in industry and institutions
5. **To create Centres of Excellence:** Symbiosis Centre for International Economic Cooperation

#### Challenges:

1. **Competition:** With higher education on the expansionary path and with the instituting of new Central Universities offering programmes, this can prove to be a source of serious challenge.
2. **Recruitment & retention of competent faculty:** There is an acute shortage of competent faculty nationally, particularly at senior level.

## 52. Future plans of the department Into the Future:



- To increase the student strength to 550-600 numbers
- Introduce a Masters Specialization in Urban Economic Development (Approval attained from Academic Council)
- Strengthening the Centre for Quantitative Learning and Applications where a number of certificate courses are offered to students from other colleges also. To establish a State of the Art Computer lab with all the latest software like (SAS, R, EVIEWS, SPSS, PROWESS, etc) are available for students – to enable them to become budding analysts
- Setting up of the Research Centre for Urban Studies



Symbiosis School  
for Liberal Arts

(SSLA)



*“It's truly been a rewarding experience at Symbiosis so far! Having a full-fledged liberal arts college has given us the chance to experience an American education system with the same quality, at much more affordable rates. Having small class sizes and interactive learning has helped to understand concepts better and apply it in practical working situations. My thinking and perspective in life has expanded. The hostel facilities are convenient and comfortable making for a well-rounded learning environment!”*

**Krithika Balaji, Oman - SSLA**

## Evaluative Report of the Department

- 1. Name of the Department :**  
Symbiosis School for Liberal Arts (SSLA)
- 2. Year of establishment :**  
June 2011
- 3. Is the Department part of a School/Faculty of the university?**  
SSLA is a department at the Symbiosis International University under the faculty of Humanities and Social Sciences
- 4. Names of programmes offered :**  
B.A. and B.Sc. (Liberal Arts)
- 5. Interdisciplinary programmes and departments involved :**  
The liberal arts programme is a holistic programme that is designed as a combination of multi and interdisciplinary learning as is seen through our eighteen core / compulsory courses to be studied by all students regardless of their specialization areas. Eight elective or general courses with major and minor specializations together complete the minimum requirement of 42 courses for graduation from SSLA over a period of 4 years.

Core / Compulsory Courses at SSLA drawn from all disciplines and specialisations		
Course Title	Main Discipline	Cross disciplinary profile of courses
1. Short Stories from Around the World	Literature	English, Sociology, Political Science, Geography, Economics, Cultural Studies, Psychology, History, etc.
2. Computer Fundamentals and Applications- Introduction to Computers	Information Technology	Computer Studies
3. Environmental Awareness: Only One Earth	Environmental Studies	Business, Economics, Health Sciences, Ecology, Sociology, Biology, etc.
4. Quantitative Reasoning 1: (Maths & Statistics)	Pure Science and Applied Sciences	Maths and Statistics
5. Quantitative Reasoning 2: (Finance)	Management	Finance and Management
6. Quantitative Analysis OR Introduction to Social Theories	Applied Sciences Social Sciences	Maths & Statistics Anthropology, Psychology and Sociology
7. Research Methodology I	Management	All disciplines
8. Current Economic and Business Analysis	Management & Economics	All disciplines
9. Logic	Humanities	Philosophy

10. Writing Across Genre: Freeing Creativity	Literature and Language	English
11. Rhetoric & Critical Writing	Language, Humanities	English, Logic, Business Communication
12. Introduction to Philosophy	Humanities	Philosophy
13. Understanding India: What is India? Unravelling the Mystery	Humanities & Social Science	History, Political Science, Sociology & Anthropology
14. History of Man	Humanities & Social Science	History, Anthropology & Sociology
15. Diversity Studies	Humanities & Social Science	Sociology, Culture Studies, Psychology, Anthropology
16. Legal Awareness	Law	Law
17. Introduction to Multicultural World Views	Social Science	Psychology & Sociology
18. Research Methodology II	Management	All disciplines

**Table 1: Core / Compulsory courses drawn from all disciplines and specialisations**

The liberal arts programme is interdisciplinary in its philosophy and includes courses and specialisations drawn from all disciplines including humanities, sciences, management, mathematics, visual and performing arts, etc. and encourages a student to choose non conventional specialisation combinations such as a major in Biology with a minor in Computer Studies or Business or Anthropology or any other subject without the confines of traditional territorial boundaries of Arts, Science and Commerce.

<b>Major Specialization with 10 Papers + Research Dissertation + Internship + Seminar Paper</b> (can also be studied as minors) Choose at least 1	<b>Minor Specializations 6 Papers</b> Choose at least 1
English	Law
Economics	Film Studies
Business Studies	Languages
Media Studies	Performing Arts (Theater / Music / Dance)
Psychology	Women's and Gender Studies
Political Science & Public Policy	Peace & Conflict Studies
Sociology	History
Anthropology	
International Relations	
Philosophy	
Mathematics & Statistics	
Computer Studies	
Biology	

**Table 2: Major & Minor specializations at SSLA**

Courses from the minor in Peace and Conflict Studies are detailed in Table 3.

Course Title	Cross disciplinary profile
Introduction to Violence, Conflict & Peace Studies	New area of study which draws from different disciplines like Psychology, Law, History, Politics, Sociology, etc.
Sociology of Inequality	Sociology, Gender, Psychology, Political Science, etc.
Politics of Social Justice	Political Science, Philosophy, Sociology
Shifting Homelands: Ideology, Migration and Conflict	New area of study which draws from different disciplines like Law, History, International Relations, Sociology, Psychology, etc.
Gender and Law	Law, Sociology, Anthropology, etc.
Political Philosophy OR	Politics and Philosophy
International Law and United Nations OR	Law and International Relations
Conflict Diplomacy and War OR	Law and International Relations
Independent Study	Student-faculty create coursework to suit the interest of the student drawing from different disciplines

**Table 3: Courses from the minor in Peace and Conflict Studies**

Additionally, the school offers its courses to all the undergraduate institutes under the ambit of the Symbiosis International University as part of the university's unique interdisciplinary **Floating Credits Programme (FCP)**. The total number of courses offered at FCP by SSLA permanent and visiting faculty between December 2013 and March 2015 was 93 with 4373 students benefiting from the liberal arts module.

#### 6. Courses in collaboration with other universities, industries, foreign institutions, etc.

SSLA students avail of the healthy collaborations which SIU offers and study abroad opportunities with 53 international partners. Many students travel on a semester exchange programme/summer school and study courses at partner institutes like Universite Dauphine, Leibniz University, IHC Dubai and Nanyang Technological University, Singapore. These courses and their credits are transferred to SSLA after the SCIE maps courses and their equivalency.

Incoming students 2012-13	Outgoing students 2012-13	Incoming students 2013-14	Outgoing students 2013-14	Incoming students 2014-15	Outgoing students 2014-15	Incoming students 2015-16	Outgoing students 2015-16
11	8	5	8	10	18	6	NA as yet

**Table 4: Student Mobility**



Internships, projects and community projects with organizations/institutions are also planned and credits awarded for their completion with a project report to be submitted by every student as part of the programme.

## **7. Details of programmes discontinued, if any, with reasons**

Nil

## **8. Examination System: Semester/Choice Based Credit System**

Examinations are conducted according to the semester system.

SSLA had a CBCS since inception in 2011. In addition to the 18 compulsory / core courses to be studied, students can make a choice of 1 major specialization from a list of 13 and a choice of 1 minor specialization from a list of 20 subjects offered. A basket of 68 general/electives courses are available for students to select a minimum of any 8 over a period of 8 semesters. These 68 elective/general courses are drawn from all disciplines and range from Reading the Classics, Film Appreciation, Indian Constitution, Sustainability Studies, Reading Poetry, to Philosophical Reflections on Money and Wealth, Analysis of Current Events, Mahabharata, Women Philosophers, Revisiting the City: Urbanization, Urban Aspiration and Urban Reality, Verily Food is Life: The Story of India Through its Food, and Buddhist Philosophy: The Indian Tradition.

They also have a choice of opting for double majors, double minors and extra courses which allow them to graduate with more than the 200 credits that are the minimum requirement to graduate from SSLA and further enhances the philosophy of CBCS.

## **9. Participation of the department in the courses offered by other departments**

- a. Floating Credit Programme offered at UG institutes at SIU
- b. Symbiosis Summer School: organised by SSLA on behalf of the university and involving all other SIU UG institutes
- c. Involved in the creation of the academic programme structure for the bachelor programme offered by the Symbiosis School of Photography

Through an innovative programme called the Floating Credits Programme (FCP), SIU students learn courses that do not traditionally fall under their discipline. An engineering student may study Art while a law student may study Theatre. Aimed at giving a holistic all round exposure to SIU undergraduates, this programme is managed by SSLA. Each semester SSLA offers courses to institutes which are designed as per their requirements and taught by SSLA permanent and visiting faculty.

Sr. No	Name of Institutes taking FCP from SSLA	Number of Courses Offered under FCP	Total no. of Students	Number of courses taught by permanent faculty of SSLA	Name of Courses Taught
1.	SICSR	14	414	4	Advertising, International Relations, IPR, Philosophical Reflections on Wealth & Money
2.	SIHS	9	134	0	Creative Writing, Speech & Communication, Film Appreciation
3.	SCMC	13	1364	4	Political Science, International Relations, Contemporary India and the World
4.	SCMS	24	1158	5	World Poetry, Political Science, Sociology, International Relations, IPR
5.	SSE	10	300	2	Reading the Classics, Advertising, Creative Writing, Film Appreciation. World Music. World Poetry.
6.	SIT	3	79	1	Cyber Law, Basics of Quantitative Reasoning,
7.	SLS-Pune	11	495	1	Voice -Speech and Reading for Performance, Rhetoric and Critical Writing Skills, Creative Writing, International Relations, Psychology.
8.	SLS-Noida	2	237	1	Psychology, World Poetry
9.	SID	7	370	0	Introduction to Theatre, Ballroom / Latin American Dances, Voice-Speech through Reading for Performance
	<b>Total number of courses offered by SSLA for FCP</b>	<b>93</b>	<b>4373</b>	<b>18</b>	

**Table 5: Number of courses and institutes taking FCP Courses offered by SSLA**

SSLA also manages the **Symbiosis Summer School (SSS)**, initiated in 2013. It offers 2 programmes, the Summer School and the Pre-University Programme for a duration of 21 days in the month of May and credits can be transferred to any SIU institute within 3 years.

The **Symbiosis Pre University Programme** is an educational programme that offers 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> standard students an opportunity to cut through the confusion associated with choices regarding their ‘after 12<sup>th</sup>’ educational programmes. This 120 hour 6 credit programme gives participants a college experience, introduces them to the academic programmes, disciplines, and culture of Symbiosis International University and offers professional guidance on career choices, study habits and college preparation skills.

The **Symbiosis Summer School** is designed to provide students, working professionals above the age of 18, an intellectually stimulating environment with like-minded people to explore and learn. Participants can choose any one of the ten courses offered for an intensive 90 hour programme worth 6 credits. Some of the courses offered include Creative Writing, Family Business Dynamics, Photography, Dramatics and Peace & Conflict Studies.

#### 10. Number of teaching posts sanctioned, filled and actual

Post	Sanctioned	Filled
Professor	2	0
Associate Professor	4	1
Assistant Professor	7	7
Adjunct Faculty	-	2
Other Teaching staff	-	3
Total	13	13

#### 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

S. No.	Name	Qualification	Designation	Specialization	No. of Years of Experience (years. months)	No. of Ph.D./ M.Phil. students guided for the last 4 years
1.	Anita Patankar	B.Com, M.Com, D. H.E., M.S. (Psycho and Counselling) PG Diploma in Psychological Counselling, PhD (Pursuing)	Director, Associate Professor	Management	Teaching : 31 Corporate: 2 Total : 33	--
2.	Aditya Nain	BA, MA, NET, PhD (Pursuing)	Assistant Professor	Philosophy	Teaching : 5 Corporate: 0 Total : 5	--
3.	Dr. Shweta Sinha Deshpande	BA, MA, NET, PhD	Assistant Professor	Anthropology, History	Teaching:6.5 Corporate:3.5 Total :10	--
4.	Sulakshana Sen	BA, MA, NET, PhD (Pursuing)	Assistant Professor	Political Science, International Relations	Teaching: 9 Corporate:2 Total :11	--
5.	Gayatri Mendanha	BA, BA, MA, MA, NET	Assistant Professor	English, Philosophy	Teaching : 3.5 Corporate: 0 Total : 3.5	--
6.	Shweta Kakade	M.A., M.Ed., SET	Assistant Professor	Psychology	Teaching : 0 Corporate: 0 Total : 0	--

7.	Sathyashree Venugopal	M.A, NET	Assistant Professor	English	Teaching : 0 Corporate: 0 Total : 0	-
8	Aardra Surendran	M.A. NET	Assistant Professor	Sociology, Gender	Teaching : 2 Corporate: 0 Total : 2	
9.	Shyama Dutta	Masters - Semantics & Literature, Bachelor of Humanities	Adjunct Faculty	Media	Teaching : 7.5 Corporate: 23 Total : 25	-
10.	Ritu Goyal Harish	Masters - Journalism & Mass Communication, BA	Adjunct Faculty	Media	Teaching : 4 Corporate:18 Total : 22	-
11.	Gokul Narayan	LLB, LLM	Teaching Associate	Law	Teaching : 4.5 Corporate: 2.5 Total :7	--
12.	Sonia Allhad Sathe	B.Com, M.Com, MSc,MBA	Teaching Associate	Computer Studies	Teaching: 15 Corporate: 2.5 Total :17.5	--
13.	Alok Oak	BA, MA, M.Phil (Pursuing)	Teaching Associate	Political Science	Teaching : 2.3 Corporate:0 Total :2.3	--

## 12. List of emeritus professors, adjunct:

RK Laxman Chair Professor, SIU, Dr.Dileep Padgaonkar mentors students at SSLA.

### Eminent Visiting Faculty include:

- Mrinalinee Vanarase, Executive Director, Ecological Society of India
- Ravi Ananth, Terragni Consulting, Director-North America
- Mohan Sinha, Bike India & Car India, Managing Editor
- Supriya Chouthoy, Corporate Communications Manager, Honeywell
- Ashutosh Parasnis, Managing Director, Qlogic India Pvt.Ltd.
- Kala Ramesh, Deputy Editor-in-chief, World Haiku Review
- Sanjay Deshpande, Executive Director & Head of Operations Clearford India Pvt. Ltd.
- Priyadarshini Anand Karve, Managing Director, Samuchit Enviro Tech Pvt. Ltd., Co-Editor, Shaikshanik Sandarbhb Bimonthly

## 13. Percentage of classes taken by temporary faculty – programme-wise information

The diversity and number of courses offered each semester from multiple disciplines and the small class size are the strengths of our programme.

The courses draw from specialized areas and are multi-disciplinary demanding a specialized approach leading to the large number of visiting faculty. All visiting faculty teach according to the courses offered and

chosen by students during the semester. It is expected that as the institute grows, this ratio will tilt towards larger numbers of permanent faculty.

Semester	Total number of classes (course/batches)	Total number taught by permanent faculty	Total number taught by visiting faculty	Percentage taught by visiting faculty (temporary faculty)
Aug -Dec 2014	68	31	45	66
Jan - April 2015	74	27	52	70

**Table 6: Percentage of classes by temporary faculty at SSLA (2014 – 2015)**

**14. Programme-wise Student Teacher Ratio**

Ratio – 31:1

For elective / majors / minors, maximum class size : 16

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

	Sanctioned	Filled
Technical staff	5	4
Administrative staff	14	11

**16. Research thrust areas as recognized by major funding agencies**

SSLA is in its nascent stage and the first batch has just graduated. The institute is still in the process of reviewing its curriculum, focussing on the overall academic engagement with students and helping to educate students, parents and possible employers (like NGOs, Govt. and the corporate sector) about the concept of liberal arts. Phase 2 of our growth and development shall focus on research. However, engagement with social responsibility at the community-level and enabling student research has been the primary focus at SSLA in these initial years of growth.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise**

Number of faculty	1
Ongoing projects	1
Grants received	1
National / International funding agencies	National (SIU)
Total grants received	1,50,000/- SIU/SCRI/Minor Research Approval/2014/15/SSLA1/1492
Names of the funding agencies	Symbiosis International University
Project title	<i>Evolving new belief icons in Contemporary India: Two case studies</i>

**18. Inter-institutional collaborative projects and associated grants received**

a) National collaboration Nil  
 b) International collaboration Nil

**19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**20. Research facility/centre with**

- state recognition
- national recognition
- international recognition

Nil

**21. Special research laboratories sponsored by/created by industry or corporate bodies**

Nil

**22. Publications:**

No SIU affiliated publications by faculty as of now as the institute is relatively new

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

Nil

**25. Faculty selected nationally/ internationally to visit other laboratories/ institutions**

S.No.	Name	National	International
1	Anita Patankar	Ashoka University Jindal University	Rollins College (Florida, USA) University of Kentucky (USA) St. Ambrose University (USA) Antioch University (Ohio, USA) University of Colombo (Sri Lanka) Vesalius Liberal Arts College (Brussels, Belgium) International Horizons College (Dubai)
2	Aditya Nain		Led student trip to Hildesheim University in December 2012. One month visit to International Horizons College, Dubai scheduled for January 2016.
3	Gokul Narayan		Led student trip to Hildesheim University in December 2013

**26. Faculty serving in**

- a. National committees b) International committees c) Editorial Boards d) any other (please specify)
1. Anita Patankar - Board of Trustees, Econet
  2. Shweta Sinha Deshpande - Executive committee member and Editorial Board of Society of South Asian Archaeology (SOSA)

**27. Faculty recharging strategies (UGC, ASC, Refresher/orientation programs, workshops, training programs and similar programs).**

This is an important part of our philosophy for creating an active co constructed learning environment. We attend Faculty Development Programmes, workshops and also attend each other's classes.

**The Friday Club** is an innovative programme started by SSLA for all faculty of SIU to come together as a community and share experiences and interact with experts.

**The Symbiosis Summer School** is another innovation managed by SSLA. This gives faculty a wonderful opportunity to create new courses and actually offer them to a student group drawn from across India and abroad and test it out through this intensive summer course. It satisfies them intellectually and academically as they are able to devise courses that they cannot offer through the regular programme. It also gives an opportunity to interact with faculty from different institutes (as does the **Floating Credits Programme**) and even outside SIU. The student cohort is also different for instance, in the Creative Writing class last year, a 45 year old entrepreneur from Goa changed the class perspective totally.

The International Cell of SSLA has actively taken a part in promoting faculty exchange with international universities that SIU has a tie-up with, as well as other institutes. These **faculty exchange programmes** have helped faculty at SSLA get an understanding of teaching pedagogies adopted by faculty members around the world. It has also helped SSLA assess its standard in academic excellence for both their faculty and students.

In addition to FDPs organised by STLRC, faculty attend SSLA Faculty Workshops before the commencement of the semesters to learn new pedagogies for creating co constructed learning environments in their classrooms.

FDPs	Workshops	Seminar/Conferences
3	3	4

**28. Student projects**

- **percentage of students who have done in-house projects including inter-departmental projects**

**100%:** As part of their programme structure, all SSLA students must complete the following: 1) an in depth research dissertation in

the area of their major specialisation, 2) a final year interdisciplinary seminar paper, 3) a Community Outreach Project Report and 4) an Internship Project Report based on 2 month engagements with organisations of their choice (preferably in the areas of their specialisation and social cause interest).

All students, irrespective of their specialisations, must complete compulsory courses in Research Methodology and Quantitative Reasoning including Statistics, assisting them in all their continuous assessments and assignments. Their research dissertation is comprehensive and spans almost 2 years.

**Representative data:** Fifty-four students (94% from Batch 2011-2015) have completed **independent research dissertation/projects** that are interdisciplinary in nature. A few illustrative titles are below:

Student	Title
Ritu Panchal	The Effect of Heavy Metal Music on Aggression
Amrita Sridar	The Hunger Games Trilogy: The Political Logic
Aniruddha Vyas	Representation of Indian Classical Music in Advertising and Popular Media
Anvita Sarkar	The Impact of Animal Testing Awareness on Buying Behaviour
Thakkar Saloni	Understanding commercialization and popularization of electronic dance music in India
Sanchita Ratnaparkhi	Stress and health problems among female performing artists and non-artists: a comparative study

**Table 7: Illustrative titles of the research dissertations**

Students have completed their **community outreach projects (COP)**, along with a detailed project report, a presentation and an in-depth viva before a two member committee. Some projects are mentioned here:

Student Name	Title of COP
Sameena Hafeez Sayed	AmanSetu- Peace Bridge
Natasha Puri	ArunAashray- Hope for Orphaned Children
VirpratapVikram Singh	Community Outreach Project with ECONET
Joshi Aditya Nitin	Community Outreach Project at SOFOSH
Ritika Potnis	Corporate Social Responsibility Policy Drafting
Shreya Jakhmola	DhadakMohim- MelghatMitra
Pooja Deshpande	Pune Votes, Saarthi
Ritu Panchal	Sai Meher Foundation
Aanchal Gehi	The Expeditions of a Community Server

**Table 8: Illustrative titles of the Community Outreach Projects**



- percentage of students doing projects in collaboration with other universities industry/institute  
**100%** students complete internships and community projects at NGOs, CSOs and a variety of business/corporate houses.

### 29. Awards/recognitions received at the national and international level by

- Faculty:** Aditya Nain was offered the Junior Research Fellowship by the UGC in November 2013.
- Students:** Aniruddha Vyas received the Ministry of Culture Scholarship for Indian Classical Music. He also received a scholarship to attend the International Student Festival in Trondheim ISFiT in Norway, one of the world's biggest cultural festivals, to attend a 10 day performing arts workshop. Krithika Balaji was invited to attend the inauguration ball for President Barack Obama, in January 2013.

### 30. Seminars/Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.

- Partners in the organisation of two International Relations Conferences (IRC) organised by SIU in 2013 and 2014.
- Part of the 'Regional Consultation on Development Cooperation' in collaboration with Research and Information System for Developing Countries (RIS) on the 10th and 11th of February 2015. This was an initiative of the faculty of Humanities and Social Sciences.

### 31. Code of ethics for research followed by the departments

A Research Advisory Committee (RAC) is necessary as per university guidelines to technically review research proposals/projects. At the college we have a Research Cell that takes care of all research endeavours and primarily the inculcation of a research culture in the students.

Our faculty in charge of Research Cell, SSLA coordinates with the Independent Ethics Committee (IEC) of SIU and SCRI to help us be creative about encouraging students to get involved in research without believing they would be involved in something mundane or dry.

SSLA has an **Academic Review Committee (ARC)**. The Academic Review Committee reviews, investigates and appropriately manages/deals with any violation of the Academic Policies followed by SSLA and the SIU. The ARC hosts short sessions for students to inform them of violations such as plagiarism. Additionally, at every Induction/Orientation at the beginning of the academic year, students are exposed to a workshop on plagiarism. Each faculty also trains students in these issues thru the duration of their course. SSLA uses Turnitin so that faculty and students can check documents to ensure minimal plagiarism.

The Academic Code of Conduct at SSLA clearly provides guidelines for students and staff relating to academic conduct, and social conduct. *Academic integrity* exists when students and faculty jointly agree to adhere to codes of conduct appropriate to academic work in a mutually trusting relationship. SSLA students are expected to be familiar with the definitions of academic integrity and those that violate this integrity.

**32. Student profile programme-wise:  
Our first batch of students took admission in 2011 and have just graduated.**

Name of the Programme	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
BA & BSc Liberal Arts					
2011-15	125	19	38	63.16%	78.95%
2012-16	242	18	44	NA	NA
2013-17	504	24	53	NA	NA
2014-18	579	30	76	NA	NA
2015-19	786	35	74	NA	NA

**33. Diversity of students:**

Name of the programme	% of students from the same university	% of student from other university within the state	% of student from university outside the state	% of students from other countries
UG ( BA & BSc Liberal Arts	Our programme is an undergraduate one which takes students from all high schools and junior colleges, not from universities. Hence NA			
2011-15				3.5
2012-16				11.2
2013-17				7.7
2014-18				5.6
2015-19				9.4

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

The first batch of students has just graduated. These details are not yet available. SSLA had made arrangements for classes to be conducted in the college to assist in this process.

**35. Student progression:**

NA as SIU does not have any natural progression built into its admission processes. At each level there is a merit based admission process where Symbiosis students do not get an automatic entry or advantage. SSLA does not have any postgraduate programmes as yet either. Employment details not yet available.

**36. Diversity of staff**

Percentage of faculty who are graduates (full time)	April 2014 to July 2015
of the same university	8%
from other universities within the State	46%
from universities from other States	46%
From universities outside the country	0 %

### 37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Nil

### 38. Present details of departmental infrastructural facilities:

#### a. Details of library infra-structure:

S.N.	Library facility	Number	Details	Remarks
1.	Total Area	2 Rooms	Reading room area –11.06*8.03 =88.8118Sq.M Stack room area - 14.06 * 10.501= 147.64406 Sq.M	Total area = 2000 Sq. feet
2.	Total Seating Capacity	35 chairs	7 tables with 4 chairs each. 7 chairs for 7 computers	
3.	Working Hours: vi)On working days vii)On holidays viii) Before Examination ix) During examination x) During vacation		vi) 9.30 am to 4.30 pm vii) Closed viii) 9.30 am to 4.30pm ix) 9.30 am to 4.30 pm x) 10 am to 4pm	These timings are only for issue and return of books otherwise the reading hall is open till 5 pm.
4.	Layout of the library		Reading room area –11.06*8.03 =88.8118Sq.M Stack room area - 14.06*10.501=147.64406 Sq. M	The reading room is an informal space. There are yoga mats and bean bags for students to relax and read.
	iv) Individual reading carrels	-	Adequate seating for students, casual reading and lounging	
	v) Lounge area for browsing and relaxed reading	4 Bean Bags	Room for group reading and group work for projects	
	vi) IT zone for accessing E -resources	7 computers in reading hall and 2 computers in the Library Stack Room with 2 Wi-Fi Routers	Computers available for individual work. Wi-Fi enabled zone	
5.	Display of floor plan	7 tables, 35 chairs, 4 study desks with 4 Yoga mats	7 tables with 4 chairs each 4 desks with 4 Yoga mats	Spacious & Comfortable Reading Hall
6.	Adequate sign boards		Reading Hall and Library	Sign boards fixed in major areas to search books, periodicals, newspapers & other materials
7.	Fire - alarm	2	Yes	
8.	Library Learning Resources –			From Year June 2011- July 2015
	i) Books	Total No. of Books – 3058	Textbooks – 901 Ref. Books – 2157 Titles - 2750	
	ii) Journals	Total No. of Journals – 21	Indian Journals – 21	

	iii) Magazines	Total No. of Magazines – 17	Indian – 13 Foreign – 04	
	iv) Newspapers	Total No. of News-papers – 08	English – 07 Marathi – 01	
	iv) E – Journals	35084		
	v) E – Database	12 Databases	Emerald Insight EMIS EBSCO SCOPUS Frost and Sullivan Jstor etc.	
	vi) CD/DVD	Total No. of DVD – 130	DVDs for Film Studies and Social Science and Management subjects	
9.	Computers	Total No. of Computers – 9	Reading Hall – 7	Used for obtaining online information and accessing databases
			Library Stack – 2	Used for official work
10.	Printers	Total No. of Printers – 2	Laser Printer – 01 Barcode Printer – 01	Used for Library official work
11.	Scanner	1	Barcode Scanner	Used for scanning Book Barcodes

**b. Internet facilities for staff and students : Details of SSLA's computing facility:**

S. No.	IT infrastructure/ Facility	Configuration	Number	Details
1	Number of nodes/ computers with internet facility in the Computer Lab	Dell all in one intel core I 3 - 4150 CPU 3.5, 4 GB ram, 500 GB HDD, 32 bit operating system	58	With internet access and LAN facility
2	Number of nodes/ computers with internet facility for staff and faculty and server	Dell/HP Intel core to duo / I 3 CPU , 4 GB RAM , 500 GB HDD , 32 bit operating system	43	With internet access and LAN facility
3	Computers in the reading room	Dell all in one intel core I 3 - 4150 CPU 3.5, 4 GB ram, 500 GB HDD, 32 bit operating system	7	With internet access and LAN facility to browse e – resources in the library
4	Computers in classrooms with N-computing	L300 N-computing	7	12 mbps Internet lease line

**Computer - Student Ratio: 1:6**

- c. Total number of class rooms  
SSLA at New Viman Nagar Campus - 15 Classrooms
- d. Class rooms with ICT facility  
All classrooms are designed to enable faculty to use multimedia, projections, audio, Wi-Fi, etc.
- e. Students' laboratories: SSLA has 1 computer lab.
- f. Research laboratories: 0

**39. List of doctoral, post-doctoral students and Research Associates**

- a. from the host institution/university : Nil
- b. from other institutions/universities : 4
  1. Anita Patankar: PhD from: Savitribai Phule Pune University, Regd. 2010
  2. Aditya Nain: PhD from: IIT Mumbai, Regd. 2013
  3. Sulakshana Sen: PhD from Savitribai Phule Pune University, Regd. 2014
  4. Alok Oak: PhD from Leiden Institute of Areas Studies and Centre for Study of Religions, Leiden University, The Netherlands, Regd.2015

**40. Number of post graduate students getting financial assistance from the university.**

NA as we do not offer a postgraduate programme

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

Based on numerous conversations about the quality of Indian higher education, the apathy often seen in undergraduate students and the critical need to motivate faculty to be excited about classroom engagements with students, a need was felt by the faculty and management at Symbiosis about the need for a totally revolutionary educational programme. Symbiosis is a pioneer in the liberal arts educational programme in India.

In 2005 Symbiosis decided to study the liberal arts model and based on this research, a Centre for Liberal Arts (SCLA) was set up at the Symbiosis College of Arts and Commerce. The Director of SSLA was in charge of this centre since its establishment in 2006. A 3 year diploma was launched and offered to all undergraduate students studying at the University of Pune as a value added programme. From 6 courses offered in 2007 to 30 plus courses offered in 2010, the faculty learned a lot about the liberal arts philosophy, the need for specially designing courses and teaching-learning methodologies, the importance of faculty freedom, the critical issue of class size.

Based on these experiences and a 2 month stay of the faculty members at

the DePauw Liberal Arts College in USA, the university decided to launch a four year programme in liberal arts and SSLA was established in 2011.

**42. Does the department obtain feedback from:**

In its endeavour to continually improve the standards of teaching and faculty, SSLA conducts an assessment of courses and teachers (ACT) twice every semester, one mid semester and one at the end of the semester. We use two types of methodology to gather feedback about faculty and courses: (1) a questionnaire which requires students to complete a rating scale on different criterion, and (2) an open house session with the Director of SSLA. Both methods use confidentiality and anonymity so that faculty receive cumulative feedback from the class for their course.

The Director's Open Door Policy and the fact that the numbers are so small really helps. Also small class sizes means there is a constant interaction between faculty and students which results in problems being communicated and resolved much faster.

**a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

Faculty provide inputs on curriculum in the following manner:

At the course level, faculty might add the latest research articles and change the assessments based on their appropriateness with learning outcomes. This is done in consultation with an expert faculty in the field. They also interact with visiting faculty and receive feedback.

The next level that faculty might choose to use, based on their experiences with the above-mentioned minor modifications, is to put in approval by the Board of Studies for changes to resources and/or assessments.

Apart from this, based on the teaching learning experience, the faculty can decide to re-arrange the sequence of the papers in the Major and Minor areas of specialization.

They can also, in keeping with the global trends and developments, make additions to the syllabus, introduce new theories that have been accepted.

However, all the changes made are first sent to the panel members of the sub-committee for the respective course for approval and then presented to the Board of Studies.

**b. students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

The Assessment of Courses and Teachers (ACT) is designed to assess the quality and delivery of the courses that are taught at SSLA. This assessment is intended to give students an opportunity to provide faculty with constructive feedback about the course in a structured format.

Faculty members are expected to make changes, if any, based on the learning objectives of the course. Many may choose to attend special workshops and the Friday Club may also take up these central themes for discussion if seen to be a collective issue. The Wellness Management course was introduced after requests from parents.

**c. alumni and employers on the programmes offered and how does the department utilize the feedback?**

Not applicable until this year, as the first batch of students have just graduated.

**43. List the distinguished alumni of the department (maximum 10)**

Nil. The first batch has just graduated.

**44. Give details of student enrichment programmes (special lectures/workshops/seminar) involving external experts.**

**Representative lists:**

Year	Enrichment Course	Faculty	Duration
1 <sup>st</sup> -22 <sup>nd</sup> December 2013	Film making	Nikhat Aslam Powel	80 Hours
8 <sup>th</sup> Feb-29 <sup>th</sup> March, 2014	Shakespearean Tragedy	Priyanka Thomas	30 Hours
25 <sup>th</sup> August-27 <sup>th</sup> September, 2014	Film making	Nikhat Aslam Powel	80 Hours
20 <sup>th</sup> July-5 <sup>th</sup> August, 2015	Philosophy of Language	Dr. Klaus Ladstaetter	30 Hours

**Special Lectures:**

Year	National / Intra-Institute	Open to Public	International	Total
2011-2012	18	3	3	23
2012-2013	7	1	2	10
2013-2014	9	3	1	13
2014-2015	17	-	2	19

**Remedial Classes**

Year	Course Title	Faculty	Duration
9 January - 30 March, 2013	English	Archana Sabharwal	30 hours
18 February - 20 April, 2013	Hindi	Rajashree Tirumalai Horig	30 hours
4 March - 23 April, 2014	Mathematics	A.T. Chaphekar	30 hours
30 April & 4 May, 2015	Economics	Shreya Bhattacharya	4 hours

**Visitors at SSLA who delivered interactive lectures/workshops:**

S. No.	Name	Affiliation	Topic and date
1	Dr. Nila Hoffman	Professor, Depaul University, Chicago, USA	Faculty Research and Teaching Collaboration, (8 <sup>th</sup> -12 <sup>th</sup> December, 2014)
2	Dr. Indu Shahani	Principal, HR College of Commerce and Economics, India	Initiate collaboration between HR College and SSLA, (21 <sup>st</sup> January, 2015)
3	Ms. Shaheen Mistri	Founder of Akanksha Foundation and CEO of Teach for India	Interact with students on the need for social engagement as also the Fellowship / Internship opportunities for students, (24 <sup>th</sup> January, 2015)

#### 45. List the teaching methods adopted by the faculty for different programmes.

The teaching methodologies differ in the core classes as compared to small classes conducted for electives, major and minor specializations; though interactive co-constructed classrooms are the norm at SSLA across classes.

1. **Interactive pedagogy is used** to facilitate unique student-faculty interactions to engage in scholarly discourse and to foster innovative pedagogies that are encountered in a co-constructed classroom environment. Being a liberal arts institution the idea behind the class conducted, with small numbers of not more than 20 students, is not just helping the students learn concepts but also apply their own understanding with valid and informed ideas to the concepts being focused, enhancing the possibility of application of the knowledge gained in various sectors of the society. In fact the importance of this interaction is reflected in the marks given to the students for class participation and attendance. During these discussions, the faculty acts as the facilitator and facilitates a discussion:

- ***inclusive of audio-visual*** (documentary, movie, news clippings, online lecture sources) **and experiential learning** tools keeping in mind the diverse nature of student population that includes varied educational setups. Movies and documentaries screened in class related to topics discussed, and a **movie review/response paper is often used** as a technique which helps the student learn an application based analysis .
- ***use of research, academic papers*** to introduce, explain and critique the concepts taught allow the students the wide girth of opinions that sustain and take forth a discipline to new avenues of research and application

2. **Self-study and research** of certain topics for which data can be collected from learning resources (library and online) and everyday news media. Class leads where a student conducts research on a topic and leads a discussion in that area. **Self-learning/peer learning classrooms** are usually created either through class leads or Teach A Class assignments. The **Research Dissertation Project and the Seminar Paper** done across two years are also examples of this initiative. Both the seminar paper and the research dissertation are unique for an undergraduate college and increases the research quotient of the institute.

3. **Experiential learning**, inclusive of **site visits** and **outbound**



**activities** to places such as the Jaipur Literature Fest, the Parliament and the Supreme Court, art galleries, industrial visits and heritage walks offer an opportunity to experience new thoughts, ideas and opinions.

- **Assignments and class activities such as role play through scripting** plays and performing them (for courses like History, not just for Theatre) further enhance the experience of learning.
- **Case Studies and Simulation** are used for active interaction across many disciplines like International Relations and Peace and Conflict studies where simulations help give students a perspective of what goes on in the real world.
- **Peer-moderated group discussions** facilitated to encourage student learning through discussion and participation.
- **Community Outreach Programme, Internships and Semester Exchange Programmes** further enhance student learning by encouraging them to apply the knowledge gained in classroom to real life.

Through these and other **innovative teaching** pedagogies, **the students and faculty engage in thoughtful inquiry, insightful reflection and robust discourse.**

#### **46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Constant conversations with parents, faculty and students help us keep in touch with the realities of the programme and its actual effectiveness.

- Parents are our biggest sounding board and we communicate with them on ideas for making the programme even better.
- SIU Academic Audits are also a valuable feedback mechanism.
- Our foreign students and their faculty who come as exchange students give us valuable feedback.
- The Open House is a major part of ACT and we do not just pay lip service to it. Students are able to vent and express themselves without any fear. Director and faculty attend each other's classes and feedback and feed forward to each other.
- All course outlines are based on an understanding of Bloom's Taxonomy with learning outcomes clearly defined by the faculty. The courses at SSLA are faculty driven with a great amount of

freedom to create their class environment as they desire. The environment at SSLA is deliberately democratic as per our stated vision and this makes it imperative for students to participate in their learning process.

- Using the ACT as a basis, the faculty in-charge of different specialisation areas, check for progress by faculty teaching the courses. Regular meetings with faculty and students ensure that there is constant feedback and opportunity to change and improve. All courses and faculty are regularly reviewed in order to ensure that the learning objectives of a course are achieved. The Friday Club and regular meetings also inspire faculty to innovate better methodologies. Students also take responsibility to participate and offer suggestions for enhancing their learning.

#### 47. **Highlight the participation of students and faculty in extension activities.**

The goal of our college is to create critically conscious citizens capable of changing the world we live in.

For this the programme structure was created with components of this **embedded** in it. Students do not engage with community as an added on course but as a significant part of the major curriculum. **Courses** such as Diversity Studies, Multicultural world views, Advertising and Contemporary Culture, etc. help them learn these aspects. Most importantly, the students participated in an exhaustive academic exercise to draft and thus create a **Zero Tolerance Policy** for themselves for all kinds of injustice. Taking a cue from here, the Academic Review Committee and the Social Conduct Review Committee work diligently.

Community activities and extension are a part of the basic programme at the college. All students and therefore almost all faculty are involved in one way or the other. This is education most necessary today to sensitise students to the problems that exist in the world they live in and increase their ability to empathise with those who are not that fortunate.

At SSLA, the Community Outreach Cell helps manage all activities which are a compulsory part of the basic liberal arts programme. This includes a two month long volunteering service followed by the writing of an academic report based on their experiences and learning, a presentation followed by a viva. All students therefore must complete a minimum of a 2 month long volunteering stint at a non-governmental organisation or any other socially relevant space. We believe this is necessary for encouraging social entrepreneurship, building empathy and nurturing students who can aim at personal growth while simultaneously contributing for the social good.

**Courses offered at our college support this endeavour.** They include courses such as Peace & Conflict Studies, Diversity Studies, Crisis in Masculinity, Climate Change, Sustainability Studies and Only One Earth.

Visits to NGOs, Old Age Homes, Aman Setu and Melghat are just examples of learning environments for our students.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

Students are exposed to activities such as field trips, study trips, faculty led study tours abroad, global immersion programmes, visiting foreign semester exchange students, and visiting guest speakers to add to their learning experiences.

- a) **Jaipur Literature Festival (JLF):** All first year students travel to Jaipur each January to participate in JLF, where they are exposed to authors, speakers and thinkers from across the world and from myriad fields/disciplines.
- b) **New Delhi:** All second year students **travel** to Delhi where they visit the High Court, Supreme Court, Parliament, international organisations such as the Indian Red Cross and the National Human Rights Commission, and interact with judges, lawyers and parliamentarians.
- c) **Advanced learners** attend special workshops and events to help them learn what really happens in areas of their interest/specialisation. **Participation in national and international conferences, workshops enhance student learning through exposure to the burning issues in socio-political arena.**
  - i. **The Climate Reality Project** - this event was organised by former Vice President of USA Al Gore, in Delhi from February 22-24, 2015, and twenty one of our students participated in this.
  - ii. **The Delhi Dialogues** - Three students of International Relations (IR) students were invited by the Institute for Defence Studies and Analyses (IDSA) to the Academic Session of Delhi Dialogue VII on 'ASEAN-India: Shaping the Post 2015 Agenda' on March 12, 2015
- d) All SSLA students attend the international **IR Conference**, hosted by SIU. They also assist as volunteers and interact with dignitaries who attend, giving them an opportunity to learn more about the issues we face today.

- e) **Between the lines** - the *Between the Lines* series hosts famous national speakers for our students.
- f) Through the **Student Council, that is democratically elected**, students practice the democratic processes they learn about in class. It is a learning experience for them to become leaders in the community they live in.
- g) **National and international visiting scholars** interact with the students in the classroom and through special lectures. Their subject specific and industry experience help students gain knowledge from experts with different perspectives enabling a comprehensive knowledge base.

As an example, SSLA hosted Mansi Panjwani, as a visiting scholar at SSLA. She comes with a background in Conflict Studies and Peace building, and has a degree in Peace Education. Currently, she is facilitating a *School Transformation Project*, and was involved in facilitating workshops for SSLA students of the Peace and Conflict Studies (minor) on engaging in difficult dialogues, and creating structure of peace through education.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

In an informal, not formally structured manner, we also receive critical recognition and approval of our programme structure and teaching-learning-assessment-evaluation process from visiting delegations of faculty/deans from colleges abroad who are interested in accepting our credits.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Currently the institute is focused on developing research potential in our undergraduate students. To this end, the students work on an independent research project from year 2 of the programme, and on an interdisciplinary seminar paper in year 4. Both the research project and the seminar papers have the potential of being published in national and international journals. However, as our students have recently graduated, this potential has not yet been realized.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Institutional SWOC (Strength, Weakness, Opportunities, Challenges):**

<b>Strengths</b>	<b>Weaknesses</b>	<b>Opportunities</b>	<b>Challenges</b>
<ul style="list-style-type: none"> <li>- Multi and interdisciplinary co constructed approach to interactive learning. Courses drawn from all 7 disciplines</li> <li>- Blending together academically (historically) “incompatible” courses to develop each student's unique degree and specialization combination: These cross functional specialization combinations are most required by industry, government and all sectors today: Biology &amp; Computers, Media &amp; Law, English &amp; Business, Political Science &amp; Gender Studies, Sociology &amp; Peace and Conflict, etc.</li> <li>- Co-curricular activities that broaden students' perspectives: from study trips across the country, academic trip to JLF, Between the Lines, to workshops on gender sensitization to the power of art.</li> <li>- Small class size hence close rapport between faculty and students and interactive learning, assessment and evaluation</li> <li>- Academic Rigour encouraged: Total choice based programme: Double majors/minors, extra courses, audits, dissertation, seminar paper, academic reports &amp; viva for internship and community outreach.</li> </ul>	<ul style="list-style-type: none"> <li>- Time table scheduling is difficult due to multiple courses offered to all students</li> <li>- Cannot offer a course unless there are a minimum number of students hence risky for students who are passionate about a particular subject</li> </ul>	<ul style="list-style-type: none"> <li>- Possible expansion/ Diversification of courses/ specialisations as per the changing global dynamics and societal needs</li> <li>- Innovative courses being offered at SSLA that attract a range of students and faculty from all over the country, even corporate development needs</li> <li>- Masters programmes</li> <li>- Corporate and NGO sector is slowly understanding the advantages of recruiting people with a holistic educational background and 'transferrable intellectual skills'</li> </ul>	<ul style="list-style-type: none"> <li>- Convincing parents and students to have faith in a learning philosophy that sounds alien to them but will pay rich dividends in the future: to invest in a sound educational foundation and not just an immediate job</li> <li>- training of faculty with multidisciplinary and interdisciplinary mindset and creative understanding of education</li> <li>- Managing faculty and timetables so that all students have the option of opting for as many electives as they wish.</li> </ul>

**52. Future plans of the department.**

SSLA plans to strengthen its faculty across all majors and minors and have full time faculty for each specialisation. We will discuss the possibility of offering Geography, Chemistry and Physics to students and also offer a robust science and mathematics programme.

SSLA will explore the possibility of offering a few chosen Masters programmes in the future. These may include a programme in interdisciplinary areas such as Culture Studies, Peace & Conflict, Gender Studies.

SSLA will strengthen the semester exchange programme further and look at collaborative teaching and research with partners. SSLA plans to focus on the development of all its majors/minors and also on international collaborations for the students within that specialisation. A small step in this direction is underway with Depaul University between August-November, 2015.

A focus on the summer school programmes and FCP will continue and an investment in developing an expertise in educational research. To focus on research for ensuring that education becomes more interactive, participatory. SSLA will continue to focus on student research. SSLA would like to be known as a centre for teaching- learning innovation.



Symbiosis Institute  
of Technology

(SIT)





“After visiting the website of Symbiosis Institute of Technology, I discovered it to be one of the best institutes in India with best faculty, facilities and a comfortable environment. SIT has assembled one of the strongest research and teaching faculties in India and staff are extremely caring, sincere, supportive and helpful. Individual attention is given to students and valuable living experience includes meeting new people, building new relationships, enhancing learning experiences to become more self-reliant.”

**Selam Barega Mulatu, Ethiopia - SIT**

## Evaluative Report of the Department

- 1. Name of the Department**  
Symbiosis Institute of Technology (SIT)
- 2. Year of establishment**  
2008
- 3. Is the Department part of a School/Faculty of the university?**  
Yes. SIT is a constituent of SIU under the Faculty of Engineering.
- 4. Names of programmes offered: (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., D.Sc. D.Litt., Etc.):**

UG Programmes	PG Programmes
B.Tech (Civil Engineering)	
B.Tech (Electronics and Telecommunication Engineering)	M. Tech Electronics and Telecommunication Engineering
B.Tech (Mechanical Engineering)	M. Tech Computer Aided Design and Manufacture
B.Tech (Computer Science and Engineering)	M. Tech Computer Science and Engineering
B.Tech (Information Technology)	

- 5. Interdisciplinary programmes and departments involved**  
For the assessment period 2009-2015, the institute offered depth courses and breadth courses to the B.Tech students in the form of free electives, liberal arts courses, and courses from other institutes of Symbiosis. The details are as follows:

Courses offered / offered in the past	Department
Integrated Disaster Management Programme	Faculty of Health and Biomedical Sciences
Liberal Arts	Faculty of Humanities and Social Sciences
Business Management	Faculty of Management
Introduction to Photography, Film as Communication Media, Fashion Appreciation, How Things Work-I, Media and Communication	Faculty of Media, Communication and Design
Business Law, Cyber Law, Human Rights, Intellectual Property Laws	Faculty of Law

- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
Students have to take up one-semester long internship in industry, which is a part of their curriculum. Mentors from the industry as well as the

institute guide and continuously monitor the progress of the student. This industry internship helps in exposing the students to real life problems in their chosen field of work and working on their solutions, using a systematic and logical approach employing latest tools and techniques.

Students are also encouraged to take up one-semester abroad in a partner institute through the Global Immersion Programme. A student has the flexibility of choosing courses offered by the partner institute to suit the courses being taught at the parent institute. The credits of the courses qualified abroad then get transferred to the student's academic record. Partner Institutes include Nanyang Technological University (Singapore), Ingolstadt University (Germany) and Purdue School of Engineering, Indiana University- Purdue University Indianapolis (USA).

**7. Details of programmes discontinued, if any, with reasons**

M. Tech (Geoinformatics and Surveying Technology) has been staggered due to the low student enrollment. M.Sc (Physics) was discontinued from 2014-15 onwards due to poor response from the candidates.

**8. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

Semester cum Choice Based Credit System

**9. Participation of the department in the courses offered by other departments**

The faculty members of the institute conduct courses such as Basics of Engineering, Medical Electronics, Microprocessors and Microcomputers which are taught regularly at Symbiosis Institute of Health Sciences.

**10. Number of teaching posts sanctioned, filled and actual (Professors / Associate Professors/Asst. Professors/others)**

	Sanctioned	Filled
Professor	13	5
Associate Professor	28	7
Assistant Professor	81	84
Adjunct		1
Other Teaching Staff		4
Total	122	101

**11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sr. No	Name	Qualifications with specialization	Designation	Total Experience (years . months)	No. of Ph. D. / M. Phil. students guided for last 4 years
1	Dr. Tejinder Paul Singh	Ph. D., M.E. (Industrial Engg), B.E. (Mechanical Engg.)	Director	36.5	11

2	Dr. Akshay Ravi Malhotra	Ph. D. (Electrical Engg.), M.S. (Electrical Engg.), B.E. (Electronics & Telecommunications)	Dy. Director	12.1	5
3	Mr. Laxman S. Bhargava	M. Tech (Design & Production), B.E. (Mechanical Engg.)	Professor	44.6	-
4	Dr. Kanchan Chandrashekhar Khare	Ph. D. (Civil Engg.), M.E. (Town & Conuntry Planning), B.E. (Civil Engg.)	Professor	29.2	7
5	Dr. Neela Rayavarapu	Ph. D. (Electronics Engg.), M.S. (Electrical Engg.), B.Tech (Electrical Engg.)	Professor	27.1	-
6	Dr. Arundhati Suresh Warke	Ph.D. (Mathematics), M. Sc. (Mathematics), B.Sc.	Professor	31.5	5
7	Dr. Meena Sadashiv Laad	Ph. D. (Physics), M. Phil. (Physics), MBA (HR & Marketing), M. Sc. (Physics), B. Sc.	Associate Professor	24	-
8	Dr. Himanshu Agrawal	Ph. D. (Electrical & Computer Engg.), M. Tech (Computer Science), B.E. (Electronic)	Associate Professor	19.3	6
9	Dr. Brajesh Vedanti Pandey	Ph. D. (Physics), M. Sc. (Physics), B. Sc. (Physics)	Associate Professor	7.9	3
10	Dr. Neeru Bhagat	Ph.D. (Physics), M.S. (Physics), B. Sc. (Physics)	Associate Professor	13	-
11	Dr. Dipika Amarpriti Sing Jaspal	Ph. D. (Chemistry), M. Sc. (Chemistry), B. Sc. (Chemistry)	Associate Professor	10.8	5
12	Mr. Nitin Kesharao Khedkar	M.E. (Manufacturing Engg. & Automation), B.E. (Production Engg.)	Associate Professor	13.5	-
13	Mr. Ismail A. Akbani	M. Tech (CAD & CAM), B.E. (Mechanical Engg.)	Assistant Professor	8.2	-
14	Mr. Amol Bhimrao Ubale	M. Tech (Design Engg.), B.E. (Mechanical Engg.)	Assistant Professor	10.8	-
15	Mr. Amol Macchindra Dalvi	M. Tech (Design Engg.), B.E. (Mechanical Engg.)	Assistant Professor	12.7	-
16	Mr. Sarfaraj Jilani Shaikh	M. Tech (CAD & CAM), B.E. (Mechanical Engg.), Diploma in Mechanical Engg.	Assistant Professor	5.1	-
17	Mr. Ravi Raman Sekhar	M. Tech (CAD & CAM), B. Tech (Mechanical Engg.)	Assistant Professor	6.11	-
18	Mr. Vijaykumar Shivashankar Jatti	M. Tech (Manufacturing Technology), B.E. (Mechanical Engg.)	Assistant Professor	7.3	-
19	Mr. Nitin Sharadchandra Solke	M.E. (Mechanical Combat Vehicles), PGDPM, PGDBM (Production & Material Management), B.E. (Mechanical Engg.)	Assistant Professor	32.6	-
20	Mr. Apurv Choubey	M. Tech (Material Engg.), B.E. (Mechanical Engg.)	Assistant Professor	6.3	-
21	Mr. Shahid Chand Tamboli	M. Tech (Design Engg.), AMIE (Mechanical Engg.), Diploma in Mechanical Engg.	Assistant Professor	3	-

22	Mr. Maneesh Vilas Gunjal	M. Tech (Industrial Engg.), B.E. (Mechanical Engg.)	Assistant Professor	3.6	-
23	Mr. Atul Shrikrishna Magikar	M.E. (Machine Design), B.E. (Mechanical Engg.)	Assistant Professor	32	-
24	Mr. Mandar Sadanand Sapre	M. Tech (CAD & CAM Engg.), B.E. (Mechanical Engg.)	Assistant Professor	1.6	-
25	Mr. Amit Ashok Raina	M. Tech (Production & Industrial System Engg.), B. Tech (Production Engg.)	Assistant Professor	0.9	-
26	Dr. Sandip Rudha Budhe	Ph. D. (Mechanical & Industrial Dept.), M. Tech (Machine Design), B.E. (Mechanical Engg.)	Assistant Professor	2.2	-
27	Dr. Anand Jayant Kulkarni	Post Doc. Research Fellow (Optimization of Cross Border Supply Chain Mgmt.), M.S. (Industrial Systems Engg. - Artificial Intelligence), B.E. (Mechanical Engg.)	Assistant Professor	5.3	-
28	Mrs. Priya Sachin Jadhav	M.E. (Automotive Engg.), B.E. (Mechanical Engg.)	Assistant Professor	3.5	-
29	Mr. Prabhakar Manohar Shinde	M. Tech (Manufacturing Engg.), B. Tech (Mechanical Engg.)	Assistant Professor	16.4	-
30	Mr. Vikas Rajkumar Gulia	M.E. (Production Engg.), B.E. (Mechanical Engg.)	Assistant Professor	1.9	-
31	Mr. Sangamesh Kashinath Bhure	M. Tech (Automotive Engg.), B.E. (Mechanical Engg.)	Assistant Professor	0.4	-
32	Mr. Nandish Raghawapura Veerabhadraraiha	M.E. (Machine Design), B.E. (Mechanical Engg.)	Assistant Professor	5.9	-
33	Mr. Vinay Kumar Dinakara	M. Tech (Product Design & Manufacturing Engg.), B.E. (Mechanical Engg.)	Assistant Professor	2.4	-
34	Mr. Ishaan Ramdas Kale	M.E. (Design Engg.), B.E. (Mechanical Engg.)	Assistant Professor	18	-
35	Ms. Sushma Nareshsing Parihar	M. Tech (Electrical Power Systems), B.E. (Electrical Engg.), Diploma (Electrical Engg.)	Assistant Professor	5.11	-
36	Mrs. Swati Uttamrao Kadlag	M.E. (Electronics & Telecommunications), B.E. (Electronics Engg.), Diploma (Electronics & Communication Engg.)	Assistant Professor	12.6	-
37	Ms. Priti Mandar Shahane	M.E. (Electronics Engg. - Digital Systems), B.E. (Electronics Engg.)	Assistant Professor	15.6	-

38	Mr. Gaurav Vijay Bansod	M. Tech (Embedded Systems), B.E. (Electronics Engg.)	Assistant Professor	9.2	-
39	Mr. Priteshkumar Biharilal Shah	M. Tech (Instrumentation & Control - Process Instrumentation), B.E. (Instrumentation & Control)	Assistant Professor	10.1	-
40	Mrs. Priyanka Rohan Tupe-Waghmare	M.E. (Telecommunications Engg.), B.E. (Electronics & Telecommunications), PGDBM (Marketing), Master in Business Studies, Diploma (Electronics & Communications)	Assistant Professor	11.9	-
41	Mrs. Parul Garg	M. Tech (Digital Communications), B.E. (Electronics & Communications)	Assistant Professor	6.11	-
42	Mr. Praveen Naidu	M. Tech (Laser & Electro - Optics), B. Tech (Electronic Communications)	Assistant Professor	3.2	-
43	Ms. Ankita Sunil Wanchoo	M.E. (Electronics Engg. - Digital Systems), B.E. (Electronics Engg.)	Assistant Professor	3	-
44	Mr. Abhaya Pal Singh	M. Tech (Electrical Engg.), B.E. (Electronic Communications)	Assistant Professor	2.11	-
45	Dr. Debashis Adhikari	Ph. D. (Wireless Communication Engg.), M.E. (Aerospace - Mechanical Guided Missiles), B.E. (Electronics & Telecommunications)	Assistant Professor	25.1	-
46	Mr. Sanjeev Kumar	M.E. (Aerospace - Mechanical Guided Missiles), B.E. (Electronics & Telecommunications)	Assistant Professor	27.6	-
47	Ms. Tuhina Basudev Oli	M. Tech (Laser & Electro - Optics), B. Tech (Electronics Communications Engg.)	Assistant Professor	0.9	-
48	Mrs. Dhara Chirag Shah	M. Tech (Communication Systems), B.E. (Electronics Engg.)	Assistant Professor	12.9	-
49	Mrs. Shilpa Manoj Hudnurkar	M. Tech (Electronics & Tele. Communications), B.E. (Instrumentation Engg.)	Teaching Associate	1	-
50	Mrs. Apoorva Sanket Shastri	M. Tech (Electronics Engg.), B.E. (Electronics Design & Technology), Diploma (Electronics & Tele. Communications)	Assistant Professor	3.8	-
51	Dr. Kaushik Joydeb Das	Ph. D. (Aerospace Engg.), M.E. (Control System), B.E. (Electrical Engg.)	Assistant Professor	2.10	-
52	Mr. Kumar Shashi Kant	M. Phil, M. Tech, B.E.	Assistant Professor	4	-
53	Mr. Rajesh Vijaykumar Kherde	M.E. (Water Resources Management), B.E. (Civil Engg.)	Assistant Professor	16.9	-
54	Mr. Rushikesh Prakashrao Kulkarni	M.E. (Remote Sensing & Geo-Graphic Information Systems), B.E. (Civil Engg.)	Assistant Professor	8.1	-

55	Mrs. Mugdha Praveen Kshirsagar	M. Tech (Geotechnical Engg.), B.E. (Civil Engg.)	Assistant Professor	8	-
56	Mrs. Dhanya Narayanan	M. Tech (Geotechnical Engg.), B.E. (Civil Engg.)	Assistant Professor	3.11	-
57	Ms. Humera Khanum	M. Tech (Transportation Engg. & Management) B.E. (Civil Engg.)	Assistant Professor	2.6	-
58	Ms. Sayali Shrikrishna Sandbhor	M. Tech (Constructions & Management), B.E. (Civil Engg.)	Assistant Professor	3	-
59	Mr. Sagar Suryakant Kolekar	M. Tech (Land & Water Resource Engg.), B. Tech (Agricultural Engg.)	Assistant Professor	2.7	-
60	Mrs. Vaishnavi Vivek Dabir	M. Tech (Geotechnical Engg.), B.E. (Civil Engg.)	Assistant Professor	1.3	-
61	Mr. Vinaykumar Shivashankar Jatti	M. Tech (Structural Engg.), B.E. (Civil Engg.)	Teaching Associate	2.3	-
62	Mrs. Prasanna Kumari Pentlavalli	M.E. (Structural Engg.), B. Tech (Civil Engg.)	Assistant Professor	11.9	-
63	Mrs. Anjali Ashish Kulkarni	M. Tech (Structural Engg.), B.E. (Civil Engg.)	Assistant Professor	1.5	-
64	Mrs. Kalyani Dhananjay Kadam	M.E. (Computer Engg.), B.E. (Computer Engg.), Diploma (Computer Technology)	Assistant Professor	5.4	-
65	Mrs. Shraddha Pankaj Phansalkar	M.E. (Computer Engg.), B.E. (Computer Engg.)	Assistant Professor	11.1	-
66	Mrs. Swati Nilkanth Ahirrao	M.E. (Computer Engg.), B.E. (Computer Science & Engg.), Diploma (Computer Engg.)	Assistant Professor	15.1	-
67	Mrs. Ambika Vishal Pawar	M.E. (Computer Engg.), B.E. (Computer Engg.)	Assistant Professor	10.1	-
68	Mrs. Maya Padmakar Shelke	M.E. (Computer Science & Engg.), B.E. (Computer Science & Engg.)	Assistant Professor	11.4	-
69	Mr. Praveen Gubbala	M. Tech (Software Engg.), B. Tech (Computer Science & Engg.)	Assistant Professor	9.4	-

70	Mr. Rahul Raghvendra Joshi	M. Tech (Technology & Development), B.E. (Information Technology)	Assistant Professor	6.10	-
71	Mrs. Suman Dheeraj Tanwar	M. Tech (Computer Science Engg.), B.E. (Information Technology)	Assistant Professor	8.5	-
72	Mrs. Seema Harshad Patil	M.E. (Information Technology), C-DAC (Diploma in Advanced Computing), B. E. (Instrumentation & Control) Diploma (Instrumentation)	Assistant Professor	7.6	-
73	Mrs. Manisha Parag Tijare	M.S. (Computer Engg.), B.E. (Computer Engg.)	Assistant Professor	9.10	-
74	Mrs. Pooja Vinayak Kamat	M.E. (Information Technology), B.E. (Information Technology)	Assistant Professor	6	-
75	Mrs. Shilpa Shailesh Gite	M. Tech (Information Technology), B.E. (Information Technology)	Assistant Professor	6	-
76	Ms. Poorva Agrawal	M.E. (Computer Science Engg.), B.E. (Computer Science Engg.)	Assistant Professor	3	-
77	Mrs. Meeta Nishant Kumar	M.E. (Computer Engg.), B.E. (Computer Technology)	Assistant Professor	11.1	-
78	Mrs. Nisha Abhijeet Auti	M.E. (Computer Science & Engg.), B.E. (Computer Science Engg.)	Assistant Professor	9	-
79	Mrs. Shruti Ghanshyam Patil	M.E. (Information Technology), B.E. (Computer)	Assistant Professor	4.3	-
80	Dr. Preeti Milind Mulay	Ph. D. (Software Engg.) , M.S. (Software Engg.), M. Tech (Software Engg.), B.E. (Computer Technology)	Assistant Professor	12.11	-
81	Mrs. Dipti Kapoor-Sarmah	M. Tech (Information Technology), B.E. (Computer Science & Engg.)	Assistant Professor	9.11	-
82	Mrs. Smita Rajendra Mahajan	M.E. (Information Technology), B.E. (Electronics Engg.), P.G.D. in PC Architecture and Maintenance	Assistant Professor	13.10	-
83	Mr. Aniket Shashikant Jagtap	M. Tech (Computer Science Engg.), B.E. (Computer Science Engg.)	Teaching Associate	0.8	-
84	Mrs. Prachi Nitin Kadam	M.E. (Computer Science & Engg. - Information Technology), B.E. (Instrumentation & Control)	Assistant Professor	11.1	-
85	Mrs. Gagandeep Kaur	M. Tech (Computer Science & Engg.), B. Tech (Computer Science Engg.)	Assistant Professor	3.10	-
86	Mrs. Rupali Rajendra Gangarde	M.E. (Computer Engg.), B.E. (Computer Engg.)	Assistant Professor	3.7	-



87	Ms. Nikita Zumberlal Bhandari	M. Tech. (Computer Engg.), B.E. (Information Technology)	Assistant Professor	3.7	
88	Mrs. Shilpa Ritesh Pawar	B.E. (Information Technology)	Teaching Assistant	4.11	-
89	Mrs. Nilisha Prashant Itankar	M. Sc. (Chemistry), B. Sc. (Chemistry)	Assistant Professor	10.8	-
90	Mrs. Shilpa Dayasagar Malge	M. Sc. (Mathematics), B. Sc. (Mathematics)	Assistant Professor	12	-
91	Mr. Vinod Ramsing Koli	M. Tech (Industrial Mathematics with Computer Application), B. Sc. (Mathematics)	Assistant Professor	4	-
92	Mr. Pankaj Dinesh Paliwal	M. Tech (Industrial Mathematics with Computer Application), B. Sc. (Mathematics)	Assistant Professor	4	-
93	Dr. Rupali Nagar	Ph. D. (Physics), M. Sc. (Physics), B. Sc. (Physics)	Assistant Professor	4.6	-
94	Mrs. Beleyur Sreenivasa Veena	M. Phil (Mathematics), M. Sc. (Mathematics), B.Sc. (Mathematics)	Assistant Professor	16	-
95	Dr. Preeti Rahul Yadav	Ph.D. (Mathematics), M.S. (Mathematics), B. Sc. (Mathematics)	Assistant Professor	6.8	-
96	Ms. Sneha Shyam Gajbhiye	M. Tech (Industrial Mathematics with Computer Application), B. Sc. (Mathematics)	Teaching Associate	3.7	-
97	Mrs. Neha Salil Divekar	Ph. D. (English - Literature), M.A. (English), B.A. (English)	Assistant Professor	5.6	-
98	Dr. Shekhar Dnyaneshwar Bhame	Ph. D. (Chemistry), M. Sc. (Inorganic Chemistry), B. Sc. (Chemistry)	Assistant Professor	6.7	-
99	Mrs. Arpita Advait Deodikar	M. Phil (Mathematics), M. Sc. (Mathematics), B. Sc. (Mathematics)	Assistant Professor	8	-
100	Dr. Dilpreet Kaur	Ph. D. (Mathematics), M. Sc. (Mathematics), B. Sc. (Mathematics)	Assistant Professor	1.1	-
101	Mr. Mohammed Kalandar Khan	M.E., B.E. (Transportation Engg.)	Adjunct	6.4	-

**12. List of senior Visiting Fellows, adjunct faculty, emeritus professors**

Nil

**13. Percentage of classes taken by temporary faculty – programme-wise information**

The institute occasionally employs the services of visiting faculty, who are generally experts from Industry, for teaching of specialized courses. Less than 5% of the B.Tech classes are generally conducted by such faculty. No M.Tech classes are conducted by temporary faculty.

**14. Programme-wise Student Teacher Ratio**

The institute strives to meet the AICTE recommended 15:1 Student: Teacher ratio. The current ratio is:

Year	Programme	Ratio (Student: Teacher)
July 2015	UG	18:1
July 2015	PG	17:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Sr. No.	Designation	Approved Staffing	Existing
1	Technical staff	49	69
2	Administrative staff	134	92
3	<b>Total</b>	183	161

**16. Research thrust areas as recognized by major funding agencies**

The institute was established in 2008 and as of now, four batches have graduated from the institute. The focus has now shifted on establishment and growth of niche areas. Research focus areas have been identified keeping in mind the available areas of expertise. Research groups comprising of faculty, Ph.D, M. Tech and B. Tech students have been formed in all these areas and the necessary infrastructure is being established and new faculty are being recruited keeping in mind their expertise in these areas.

- The focus areas newly identified are Waste Management and Bioinformatics.
- We will also be expanding on the current expertise available in the areas of Cloud Computing, Signal Processing and Radio Science, Thermal Engineering, Environment & Energy Engineering, Mathematical Modeling, Material Science and Manufacturing Processes.

- Special emphasis is being given to explore and pursue the inter-department opportunities in all these areas. Specialized Masters programmes in all the streams mentioned above are planned for the near future.
- Another thrust area of research is that of thermoelectric materials, in which one of the essential thermoelectric parameters is thermal conductivity. With the use of various nano material synthesis techniques it is possible to obtain mono-dispersed particles which can be retained in nano-structured form even after sintering at elevated temperatures. DST funding has been obtained for a project aiming to utilize the low temperature novel chemical synthesis techniques for oxide based thermoelectric materials in order to synthesize different nano structures. This will help in enhancing the performance of thermoelectric materials.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Details of on-going projects					
No. of faculty with ongoing projects	National funding agencies	International funding agencies	Total grants received		
			Names of funding agencies	Project title	Grants received
1	National	-	DST-SERB	Development of new nanostructured thermoelectric materials for waste heat recovery applications	Rs. 6,50,000/- out of Rs. 14,48,000/-
2	National	-	UGC-DAE-CSR	Effect of preparation conditions on nanoparticle formation and oxygen stoichiometry of metal oxides	Rs. 2,46,600/- out of Rs. 6,39,000/-

Sr. No.	Year	No. of faculty	Project title	Funding agency	Amount received (Rs.)
1	2012	1	Experimentation to test wear and friction resistance offered by die steels after performing EDM, using different electrodes and suspended metal powder in the electrolyte solution	SIU	117000
2	2012	1	Analysis of performance characteristics of concentric annular heat pipe	SIU	150000
3	2013	1	Biosorption of toxic hexavalent chromium from industrial effluents using low cost biomaterials	SIU	150000
4	2013	1	Electrical discharge machining of monel alloy, shape memory alloy and berllium copper alloy	SIU	150000
5	2013	1	Developing a model for the assessment and prediction of ground water contamination: A case study	SIU	150000
6	2014	1	Synthesis of nanomaterials for gas sensing applications	SIU	150000

#### 18. Inter-institutional collaborative projects and associated grants received

- a) National collaboration
- b) International collaboration

Collaboration	Details about Inter-Institutional Projects		
	Name of the project	Collaborating institute	Grants received
a) National	Safety audit of Pune Solapur highway	National Highways Authority of India	Rs 52, 26,000
b) International	-	-	-

#### 19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; Total grants received.

- Funding agency: DST-SERB
  - Project Title: Development of new nanostructured thermoelectric materials for waste heat recovery applications
  - The sanctioned amount Rs. 14,48,000; grants received till date: Rs. 6,50,000.
- Funding agency: UGC-DAE-CSR
  - Project Title: Effect of preparation conditions on nanoparticle formation and oxygen stoichiometry of metal oxides
  - Sanctioned amount Rs. 6,39,000; grants received till date: Rs. 2,46,600.

**20. Research facility / centre with**

- State recognition
- National recognition
- International recognition

Nil

**21. Special research laboratories sponsored by / created by industry or corporate bodies**

NA

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	312	
i. Number of papers published in peer reviewed journals (national / international):	265 (National 46 & International 219)	
ii. Monographs	2	
iii. Chapters in Books	7	
iv. Books with ISBN with details of publishers	3	
v. Proceedings papers	35	
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	246	
Citation Index – range / average (For SIU affiliated papers)	Google Scholar	Total Citations = 138 Range: 1-14 Avg: 2.51
	Scopus	Total Citations = 81 Range: 1-9 Avg: 2.79
Total citations of SIT faculty (SIU + Non-SIU affiliated papers)	2776	
SNIP	Range : 0-3.677 Avg : 0.443	
SJR	Range : 0-2.445 Avg : 0.258	
Impact Factor – range/average	Range : 0-5.968 Avg : 0.409	
h-index	(Google Scholar : 5 Scopus : 5)	

**23. Details of patents and income generated**

One patent has been filed jointly by the Symbiosis International University and M/S Kraft Powercon India Pvt Ltd., Pune. The patent

application is under review till date. No income has been generated from the invention mentioned above.

#### 24. Areas of consultancy and income generated:

Areas of consultancy: Road Safety Audit Consultancy Services  
Consultancy Project from National Highways Authority of India (NHAI).  
Consultancy income – Rs. 17,05,238/-

#### 25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad

S. No.	Name of faculty	University/ Institute visited	National (N) / International (I)	Time period
1	Dr. T. P. Singh	Nanyang Technological University, Singapore	I	Nov 2010, Aug 2011
2	Dr. T. P. Singh	Leibniz Institute of Hannover, Germany	I	Apr 2012
3	Dr. T. P. Singh	Indiana University – Purdue University Indianapolis	I	Oct 2013, Apr 2015
4	Dr. Akshay Malhotra	University of Hannover, Germany	I	Oct 2011
5	Dr. Akshay Malhotra	National Atmospheric Research Lab, India	N	Jan 2012
6	Dr. Akshay Malhotra	Space Physics Lab ISRO, India	N	Nov 2014
7	Dr. Viswas Purohit	Leibniz Institute of Hannover, Germany	I	Aug 2012

#### 26. Faculty serving in

a) National committees b) International committees c) Editorial Boards d) any other (please specify)

Membership of Professional Bodies			
Membership	Name of faculty	Role	Name of the body/organization
National Committees	Dr. Preeti Mulay	Advisory Board Member	Journal of Data Mining and Knowledge Discovery, Bioinfo Publications
International Committees	-	-	-
Editorial Boards	Dr. Dipika Jaspal	Member	Journal of Environmental Chemistry and Ecotoxicology
	Dr. Meena Laad	Member	International Journal of Physics and Research
	Dr. Kanchan Khare	Member	International Journal of Advances in Engineering Sciences
Others	Dr. Dipika Jaspal	Guest Editor	Research Journal of Chemistry and Environment
		Reviewer	Research Journal of Adsorption Science and Technology, Bulletin of Chemical Reaction Engineering and Catalysis

	Dr. Preeti Mulay	Member	International Association of Engineers
	Dr. Rupali Nagar	Member	American Vacuum Society
	Dr. Meena Laad	Reviewer	International Journal for Educational Policy Research and Review, International Journal of Science and Technology Education Research
	Dr. Kanchan Khare	Reviewer	Journal of Korean Society of Civil Engineers (KSCE), Journal of Environmental Progress, International Journal of Environmental chemistry & Ecotoxicology
	Dr. Shekhar Bhame	Reviewer	Journal of Physics and Chemistry of Solids, Journal of the American Ceramic Society
	Dr. T.P. Singh	Reviewer	Global Journal of Flexibility Management
	Dr. Akshay Malhotra	Reviewer	Journal for Geophysical Research Space Physics, Geophysical Research Letters, Journal of Atmospheric and Solar Terrestrial Physics
	Dr. Arundhati Warke	Reviewer	Journal of Applied & Computational Mathematics, Journal of Applied Water Sciences
	Prof. Vijaykumar Jatti	Reviewer	Engineering Science and Technology: an International Journal (Elsevier Publisher), Journal of Mechanical Science and Technology (Springer Publisher)
	Prof. Ravi Shekhar	Reviewer	Journal of Mechanical Science and Technology (Springer)

**27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs).**

The faculty is encouraged to attend and organize national and international conferences, workshops and FDPs. Symbiosis Teaching and Learning Resource Centre, a support centre of Symbiosis International University, regularly organizes faculty development programmes and faculty from SIT regularly attends these FDPs. The details for 2014-15 are given in the following table.

FDPs/ Workshops/ Conferences /STTP	Attended by no. of faculty members
FDPs	68
Workshops	15
Conferences	28
STTP	02

**28. Student projects**

- **Percentage of students who have done in-house projects, including interdepartmental projects.**
- **Percentage of students doing projects in collaboration with other universities / industry / institute**

Student Batch	% of students who have done in-house projects (including interdepartmental projects)	% of students doing projects in collaboration with other universities / industry / institute
<b>Civil</b>		
B.Tech 2010-2014	0	100
B.Tech 2011-2015	0	100
B.Tech 2012-2016	0	100
<b>Computer Science and Information Technology</b>		
B.Tech 2010-2014	19	81
B.Tech 2011-2015	20	80
B.Tech 2012-2016	25	75
M.Tech 2012-2014	80	20
<b>Electronics and Telecommunication</b>		
B.Tech 2010-2014	0	100
B.Tech 2011-2015	17	83
B.Tech 2012-2016	17	83
M.Tech 2012-2014	100	-
<b>Mechanical</b>		
B.Tech 2010-2014	2	98
B.Tech 2011-2015	14	86
B.Tech 2012-2016	30	70
M.Tech 2012-2014	60	40
<b>M.Sc Physics</b>		
Batch 2012-14	70	30
Batch 2013-15	85	15

**29. Awards / recognitions received at the national and international level by**

- **Faculty**
- **Doctoral / postdoctoral fellows**
- **Students**

**Faculty**

Prof. Amol Ubale (Mechanical Engineering Department) was awarded the Best Teacher Award “Dronacharya Award” at SUPRA SAE India 2014.



**Students****(2014)**

- Akshat Gandhi participated in the Contest Elevation 2014 by Education Times. He stood 3rd in all India and received a cash prize of Rs. 25,000 and a scholarship of 50% fee waiver for any higher education in India.
- Miss. Tanvi Betharia (2012-16 batch) secured 'A+' grade at the RIO +21 IYWC India Certification Program (February 2014), conducted by IARC as a part of the United Nations International Year of Water Cooperation and was awarded RIO +21 National Winner Medal.

**(2013)**

- Students of SIT have won prizes for their projects and models at Technical Fests of IIT Bombay, COEP, University of Pune and other institutes.
- Students participated in IIT Tech Fest Canyon Cross Bridge making competition and were amongst the top 10 teams out of the 375 participants. The design submitted by Mr. Kaustubh Chatorikar (TY- B.Tech Mechanical) at international-level Clean Cooking Stove Design competition organized by Cornell University, USA, won him a place in the top 15 designs received from across the globe.
- Ms. Rujuta Marathe, a member of SIU Women's Badminton Team, bagged third place at West Zone Inter Varsity Badminton Tournament at Udaipur (Rajasthan). A total of 46 Universities participated in this tournament.

**30. Seminars/ Conferences/Workshops organized and the source of funding (national/ international) with details of outstanding participants, if any.**

Sr. No.	Name of conference/ seminar/ symposium/ workshop	Conference/ Seminar/ Workshop	Duration/ Date	Funding	Outstanding Participants
1	Regional Conference on Radio Science	Conference	2nd - 5th Jan 2014	DST , NCRA, ISRO	<ul style="list-style-type: none"> <li>• Prof. Govind Swarup, FRS</li> <li>• Prof. Kazuya Kobayashi, Japan</li> <li>• Prof. Willem Baan, ASTRON, Netherlands.</li> <li>• Prof. Jocelyn Bell-Burnell, FRS, FRAS, UK</li> </ul>
2	VII- International Conference of Knowledge Forum on Technology Intensity and Global Competitiveness	Conference	30th Nov - 2nd Dec 2012	ISRO	Prof. Y.S Rajan, Prof. Ashok Jain, Former Director NISTAD
3	Advances in Electronics and Communications Engineering	Conference	5th - 7th Oct 2012		Padmashree Dr. Govind Swarup FRS, Padmashree Prof. Pramod Kale, Director ICIT Pune

### 31. Code of ethics for research followed by the departments

Research is one of the very important thrust areas of SIT as enshrined in the mission of SIU.

A Research Advisory Committee (RAC) is constituted to technically review research proposals/ projects.

The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. A robust anti plagiarism policy is in place for evaluating dissertations and research projects.

### 32. Student profile programme-wise: As of July 2015

Name of the Programme (Refer to question no. 4)	Batch	Applications received	Selected		Pass percentage	
			Male	Female	Male	Female
<b>B. Tech</b>	2009-13	692	199	45	90%	100%
	2010-14	2689	217	60	89%	60%
	2011-15	3560	307	59	73%	85%
	2012-16	4438	346	63	NA	NA
	2013-17	4392	350	74	NA	NA
	2014-18	5646	324	73	NA	NA
	2015-19	5947	366	85	NA	NA
<b>M. Tech</b>	2011-13	29	15	0	93%	NA
<b>M. Tech &amp; M. Sc.</b>	2012-14	185	47	17	85%	85%
<b>M. Tech &amp; M. Sc.</b>	2013-15	267	51	24	91%	96%
<b>M. Tech</b>	2014-16	259	50	32	NA	NA
<b>M. Tech</b>	2015-17	256	29	24	NA	NA

### 33. Diversity of students

Year	Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
2009	<b>B.Tech</b>	0	63	37	0
2010		0	48	51	1
2011		0	48	51	1
2012		0	44	55	1
2013		0	41	58	1
2014		0	31	67	2
2015		0	46	53	1

2011	<b>M. Tech &amp; M.Sc.</b>	0	100	0	0
2012		3	75	22	0
2013		0	69	31	0
2014		0	57	16	27
2015		0	81	19	0

**34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

The first batch of the institute graduated only in the year 2012.

No. of students who cleared Civil Services / Defense Services exam: 1

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	*
PG to M.Phil.	N.A.
PG to Ph.D.	*
Ph.D. to Post-Doctoral	N.A.
Employed	
<ul style="list-style-type: none"> <li>• Campus selection (2014-15)</li> <li>• Other than campus recruitment</li> </ul>	B.Tech- 90%, M.Tech- 72%
Entrepreneurs	1%

\* No natural progression to the next level.  
Admission through entrance exam and merit.

Many students go for higher studies after their B. Tech degree and opt out of campus placements.

**36. Diversity of staff**

Sr. No.	Percentage of faculty who are graduates	Data in %
1	of the same university	3%
2	From other universities within the State	55%
3	From universities from other States	34%
4	From universities outside the country	8%

### 37. Number of faculty who were awarded M. Phil., Ph.D., D.Sc. and D.Litt. during the assessment period

Faculty Name	Year (Ph.D was awarded)
Dr. Akshay Malhotra	2009
Dr. Meena Laad	2011
Dr. Rupali Nagar	2011
Dr. Anand J Kulkarni	2012
Dr. Neela Rayavarapu	2012
Dr. Preeti Mulay	2013
Dr. Ranjith Maniyeri	2013
Dr. Abhijeet B. Auti	2014
Dr. Neha Divekar	2014
Dr. Debashis Adhikari	2014
Dr. Hemlata Choudhary	2014
Dr. Sandip Budhe	2014

### 38. Present details of departmental infrastructural facilities with regard to

#### a) Library

S. No.	Library facility	Details
1.	Total area	The SIT Library is housed within a four-storied building with a carpet area of over 7381 sq.ft. and is located in the main building on the first floor.
2.	Total seating capacity	150
3.	Working hours: i - on working days ii - on Sunday iii - Festivals/ Holidays iv - Before Examination v - During Examination vi - During Vacation	<b>Library Working Hours</b> <ul style="list-style-type: none"> <li>• Monday to Friday: 09:30 – 20:00 hrs, Saturday: 09:30 – 16:30 hrs</li> <li>• Sunday: Closed</li> <li>• Festivals / Holidays: Closed</li> <li>• Before and during Examinations: 09:30 – 20:00 hrs (Monday to Sunday)</li> <li>• During Vacation: 09:30 – 16:30 hrs (Monday to Saturday)</li> </ul>
4.	Layout of the library <ul style="list-style-type: none"> <li>• Relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	<ul style="list-style-type: none"> <li>i. A separate reading room has been suitably set up for this purpose</li> <li>ii. The library offers wireless internet access to its patrons. Thus the students can access e-resources with a portable computer or PDA without having to plug into a wall outlet.</li> </ul>
5.	Display of the floor plan (Sign boards, fire alarms & any other information)	Yes

6.	Access to differently abled users and mode to access to the collection	Library staff assists persons at a dedicated counter
7.	<b>Details of Library holdings</b> - Print - Books 11565 - Titles 3503  - Average no of books added in last 3 years 1153 - Nonprint (Microfilms, AV) 972 - Electronic (e- books, e- journals) 2889 - e- database: 8 - Special Collections - Reference Books 886 (SIU) - Question Banks Available	
8.	<b>Tools Deployed to access the collection</b>	OPAC, Electronic Resource Management package for e-journals, Scopus Database from Central Library
9.	<b>Total Number of:</b> - Indian journals 62 - International journals 22	

#### b) Internet facilities for staff and students

S. No.	Facility	Details
1.	Systems	554
2.	Computer: Student Ratio	1:4
3.	Dedicated Computing Facility	554
4.	LAN Facility	Dlink 24 port: 5, HP 24 port: 6, HP 48 port: 19, Cisco 48 port: 01, Wi-Fi access point: 103, MSM 760 wireless and controller: 01
5.	No of nodes/ computers with Internet facility	547
6.	Internet leaseline for staff and students	24 Mbps

#### c) Total number of class rooms

Year	2009	2010	2011	2012	2013	2014	2015
<b>Required</b>	4	8	13	17	24	24	24
<b>Actual</b>	4	8	13	17	25	25	25

#### d) Class rooms with ICT facility

Year	2014	2015
<b>Required</b>	24	24
<b>Actual</b>	25	25

e) **Students' laboratories**

Year	2009	2010	2011	2012	2013	2014	2015
<b>Required</b>	25	40	50	50	50	50	50
<b>Actual</b>	25	40	50	50	50	50	50

f) **Research laboratories**

Year	2009	2010	2011	2012	2013	2014	2015
<b>Required</b>	0	0	1	1	3	4	4
<b>Actual</b>	0	0	1	1	3	4	4

**39. List of doctoral, post-doctoral students and Research Associates**

- From the host institution/university
- From other institutions/universities

The following data is for the assessment period 2009-2015:

- Doctoral candidates from the host institution/university: 59
- Doctoral candidates from other institutions/universities: 04
- Research associates from the host institution/university: 02

**40. Number of post graduate students getting financial assistance from the university.****Summary of scholarships awarded**

Nature of Scholarship	Year	No. of Students	Amount of Scholarships (Rs.)
<b>UG Scholarship</b>	2011-12	1	88,250
<b>UG Scholarship</b>	2012-13	5	4,58,250
<b>UG Scholarship</b>	2013-14	7	6,81,375
<b>UG Scholarship</b>	2014-15	9	8,91,464
<b>Total</b>		22	21,19,339

Nature of Scholarship	Year	No. of Students	Amount of Scholarships (Rs.)
<b>Sports Scholarship</b>	2013-14	1	12,000
<b>Sports Scholarship</b>	2014-15	2	24,000
<b>Total</b>		3	36,000

Nature of Scholarship	Year	No. of Students	Amount of Scholarships (Rs.)
<b>UG Fee Concession</b>	2011-12	4	2,19,259
<b>UG Fee Concession</b>	2012-13	2	1,38,242
<b>UG Fee Concession</b>	2013-14	2	1,46,130
<b>UG Fee Concession</b>	2014-15	1	1,05,900
<b>Total</b>		9	6,09,531

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

The programmes are chosen from the list of programmes listed by AICTE. Before starting any new specialized programme, the department takes into account the needs of Industry, market demand and opportunities for a particular programme and carries out an interaction with all the concerned stake holders i.e. prospective students, educators and industry.

**42. Does the department obtain feedback from**

**a) Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

- Regular feedback is sought from the faculty on curriculum as well as teaching-learning-evaluation. Each department has its senior faculty as part of its sub-specialization committee.
- Any changes in the curriculum are suggested by sub-committee specialization-wise and these recommendations are passed on to the Board of Studies (BoS) of Faculty of Engineering. Faculty members of the Institute are a part of this BoS. Improvements in teaching-learning-evaluation methods and components are also suggested by these committees.

**b) Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

Yes. The institute has the following processes in place for evaluation of staff, curriculum and teaching-learning-evaluation by the students.

- Conduct of open house sessions and student consultative committee meetings wherein the students are encouraged to give feedback
- Student feedback on various aspects of teaching-learning is obtained once every semester using a structured feedback form. Feedback is obtained from the students every semester on: teaching methodology of the Instructor, course content, and student evaluation strategy used etc.
- All feedback received is analyzed and presented to the faculty for deliberation and improvement. Analysis of this feedback is carried out and shared with the concerned faculty, along with guidance on how to improve their performance, if necessary. This feedback is also taken into consideration while planning for the subsequent semester. Annual appraisal of the faculty and the resultant incentives take into account the faculty feedback.

**c) Alumni and employers on the programmes offered and how does the department utilize the feedback?**

- Yes. Feedback is taken from the alumni and employers regarding the qualities/attributes needed in the graduating engineers in the light of rapid developments in technology.
- The department takes this feedback into account while developing the programme structure and in carrying out curriculum revision of existing programmes.

**43. List the distinguished alumni of the department (maximum 10)**

The department was established in 2008 and four batches have graduated as of now, with the first batch graduating only in 2012. Hence, the department has no distinguished alumni yet.

**44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

- The institute regularly invites speakers and experts (International/National) to deliver talks and give seminars in their respective fields of specialization.
- Several workshops/ colloquia/ interaction meetings have been organized at the Institute during the last five years. These include many public talks as well. Guest lectures by faculty from renowned institutes such as IUPUI (USA), Nanyang Technological University (Singapore) and many more such institutes have been organized in the past.
- Details of some of the lectures conducted in the year 2014-15 are as follows:

Topic	Name	Designation and Affiliation
Role of civil engineer, water resources as a field	Dr. Dhananjay Pandit	CEO, MWH Global
Web GIS and application design	Mr. S.K. Hiremath	Adjunct Professor, SIG
Project management in civil engineering	Mr. Shikhare	Project Consultant
Water resources engineering	Mr. Joshi	Chief Research Officer, CW & PRS
Photograph technology in civil engineering projects - the effective teaching	Mr. Aagashe	Professor, Wadia College, Pune
Introduction to TQM	Prof. Dhananjay M. Apte	Consultant TQM
TQM: A life skill for engineers	Mr. Sushil Girme	Assistant Professor, AISSMS Pune
Geology-A backbone of civil engineering	Prof. Tejashree Dashaputre	Assistant Professor, VIIT Pune
'Future of engineering' covering all engineering and looking at research in the civil discipline	Dr. Terry Cousens	Professor, University of Leeds, USA
Highway materials and flexible pavement construction techniques	Mr. Sajauddin Khan	Adjunct Professor, SIT & Consultant
Legal aspects in civil engineering	Dr. N. B. Chaphalkar	Professor, COEP Pune
Road safety and road accident handling workshop (NHAI)	Mr. Khalandar Khan	Transport Planner & Consultant



Future in engineering	Dr. Aditya Abhyankar	Professor, VIIT Pune
Introduction to nano technology for engineers	Dr. Ponisseril Somasundaran	Professor, Columbia University, USA
Synthesis of nanomaterials	Dr. Ponisseril Somasundaran	Professor, Columbia University, USA
Discussion on research in nanotechnology	Dr. Ponisseril Somasundaran	Professor, Columbia University, USA
Living with a star	Dr. Durgesh Tripathi	IUCAA Pune
FEM	Dr Ajit Jadhav	Adjunct Professor, COEP Pune
Seed disperser ant algorithm: An evolutionary approach for optimization	Dr. Jeevan Kanesan	Associate Professor, University of Malaya, Malaysia
Finite element analysis with industrial application	Mr. Pranav N. Abhyankar	Consultant, Abhyankar Consultancy, Pune
Biomedical engineering and technology incubation centre	Dr.B.Ravi	Professor, IIT Bombay
Management lessons from Henry Ford	Mr. Atul Kulkarni	Consultant, Automobile Engg. Industry
Multiobjective optimization techniques	Dr. P.J. Pawar	Professor, K. K. Wagh Institute of Engineering Research, Nashik
Advancements in automotives during StuCon inauguration	Dr Ajit Jindal	Head, Engineering, Commercial Vehicles, Tata Motors
Low dimensional modeling of high dimensional frictional hysteresis	Dr A Chatterjee	Professor, IIT Kanpur
Human like robots	Dr Son Kuswadi	Education Attache, Indonesian Embassy, New Delhi
Recent trends in mechanical engineering	Dr S. S. Chinchankar	Professor & Head, VIIT Pune
Research in the area of synthetic jets	Dr M. B. Chaudhari	Professor, VIIT Pune
Course on combustion theory with new developments	Dr. Razi Nalim	Professor, Purdue School of Engineering & Technology, IUPUI, USA
Envoyage workshop on entrepreneurship conducted by IIT Bombay, organized by EPIC SIT Pune.	Entrepreneurs hip Promotion and Innovation Cell	CEO, Technowrites Pune

#### 45. List the teaching methods adopted by the faculty for different programmes.

- The following innovative teaching approaches/methods/practices have been used by the faculty in an attempt to move towards a

project based teaching-learning process from the traditional classroom teaching-learning methodology.

- Emphasis on project based learning, thus increasing the percentage of outside-the-classroom learning
- Increase in the weightage of tutorials in the curriculum
- Introduction of six month industry internship
- Inclusion of research component in regular teaching
- Encouraging discussion on research papers
- Use of E-learning tools and social media

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

- The curriculum for each course is designed in accordance with Bloom's Taxonomy; hence the learning outcomes for each and every course are clearly defined.
- The teaching-learning pedagogy for each course is so designed that it facilitates the fulfillment of the learning outcomes for the particular course and it also takes into account the graduate attributes. Emphasis is given on project based and group learning activities.
- Learning outside the classroom: Technical societies and clubs have been formed to instill the importance of teamwork, communication and project management amongst the students.
- Assessment strategies are formulated in such a manner so that the achievement of the intended learning outcome can be ascertained. Emphasis is given on seminars, quizzes and group projects.
- The university collects data on student learning outcomes by the following means.
  - Feedback is regularly taken from faculty as well as the students
  - Inputs from employers on the performance of the students
  - Analysis of examination results
  - The outcome of the above analysis is discussed by the appropriate body within the institute and necessary steps are taken to overcome the barriers to learning. These steps include, but are not limited to, conduct of remedial classes, improvement in infrastructure, counseling of students, conduct of faculty development programmes, if necessary.

**47. Highlight the participation of students and faculty in extension activities.**

- Service Learning: The students of the Institute take up service learning, which is a credit course under which they visit NGOs and discharge their social responsibilities by imparting technical and interpersonal skills for the benefit of the society. In the last few years, the students have worked with NGOs like Deepgriha, Fuel-Friends Union for Energizing Lives, Saheli, and Ecological Society and also served at Karmaveer Bhausahab Hiray High School as part of the service learning programme.

The club V@rSITy-care of SIT is committed to spreading social awareness and community service amongst the students and is actively engaged in various social service activities in and outside the Institute. The overall objective of the club is to educate and serve the community and also to develop the overall personality of the students in such a way that they emerge as responsible and aware citizens.

- SIT formally launched the “Swachha Bharat Abhiyaan” on 2nd October, 2014, the 145th birth anniversary of Mahatma Gandhi. About 150 employees and 500 students of SIT took a cleanliness pledge on this day to contribute their honest bit to ensure cleanliness at their homes, workplaces, streets, markets and other public places.

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- Keeping in view the all-round development of students, various clubs like music and dance club, photography club, fine arts society, innovation and creativity cell, green cell etc. have been started. The students of SIT actively organize and participate in various activities of these clubs and societies.
- Students, with due guidance from the faculty, manage various students' departmental societies like Civil Engineering Society of Symbiosis (CESS), Mechanical Engineering Students Association (MESA), Google Club (Computer Science and Information Technology- Departmental Technical Society) and IEEE Student Chapter (Electronics and Telecommunication Department). A multitude of activities/events is organized under these students' departmental societies. A literary society has been established in order to make students develop their skills in literature, oratory, debates and writing.

**49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details.**

No

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

- SIU started Ph.D. programme in engineering from the academic year 2010-2011 and presently 59 research scholars are pursuing their research from Faculty of Engineering.
- Research equipment and facilities have been established at SIT to carry out high quality basic and applied research. Faculty members send proposals to funding agencies for sponsoring R&D projects in emerging areas of research.
- Faculties and students actively engage in research and have a large number of publications in refereed journals. Research centres are being planned in the areas of Radio Science and Waste Management.

## 51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

### *Strengths*

- **Experienced and Competent Faculty**  
Symbiosis Institute of Technology has appointed competent and highly qualified faculty. At present there is an appropriate mix of young and experienced faculty. Many faculty members have international exposure and industrial experience. The faculty is working as a team and has dedicated itself to the growth and development of the Institute. In addition to the regular teaching, the faculty is involved in counseling, remedial teaching and research.
- **Well planned Teaching- Learning process**  
Well planned and controlled teaching learning process ensures that all the classes are held, syllabi are completed and the teaching is effective. Student feedback is regularly taken through classroom interaction, Open Houses and Student Consultative Committee (SCC) meetings. Remedial classes and counseling are arranged for the students.
- **Six Month Internship Programme**  
B.Tech students of SIT have a six month internship programme in their curriculum. They are placed in renowned industries for doing projects and their progress is monitored regularly by an industry mentor as well as institute faculty. The internship programme has resulted in better relationship with the industry and has also made the students industry-ready.
- **International Collaborations**  
The Institute has international collaborations for student and faculty exchange with Nanyang Technological University, Singapore, Ingolstadt University, Germany and Purdue School of Engineering, IUPUI, USA. Some of our B.Tech students regularly participate in the Global Immersion Programme. Recently, it has been extended to M. Tech students as well. International faculty has also visited the Institute for interaction with the faculty and students.
- **Detailed SOPs and List of Responsibilities**  
Detailed SOPs have been prepared and are used for all the major processes of the institute including administration, teaching-learning, time-table preparation, examination and mentorship programme. Responsibilities of all positions have been prepared and communicated.

### *Weaknesses*

- **Young Institute**  
The institute started its B. Tech programme in the year 2008 and the first batch passed out in the year 2012. Like any other new institute SIT also had initial difficulties. But it has made considerable improvement in all the relevant areas and is striving to establish itself as one of the best technical education institutes in the country. However, for competing with established institutes of repute at the national level, still a lot needs to be done.

- **Research Output**  
Although progress has been made in the area of research and faculty have started delivering research output in the form of research papers and projects, still more efforts are required to become more prolific in research, especially in the areas of publications in SCI indexed journals, patents, and consultancy projects.
- **Industry Interaction**  
Industry interaction has improved because of six month internship programme but more and continuous efforts have to be made to meet the demands and expectations of the industry and make the students more industry-ready.
- **Shortage of Competent Manpower**  
Though the institute is constantly striving for recruitment of competent faculty and has policies in place to help it do so, it is hampered by the general shortage of well-qualified manpower, especially those with the right blend of academic and industrial experience.

### *Opportunities*

- **Employment Opportunities**  
The economy is coming out of recession and the present government at the Centre is making efforts to boost manufacturing and other segments. This is likely to result in more employment of engineers and better participation of industry in academia.
- **Industry-Academia Linkages, Collaborative Research and Consultancy Projects**  
Pune is an industrial hub and Symbiosis has excellent relations with industry. The institute involves industry in designing and updating curriculum, delivering guest lectures, and arranging industrial visits for the students. There exists an opportunity to further build and improve the collaboration with the industry in the form of consultancy, training, sponsored research projects, and establishing labs and incubation centers.
- **Globalization**  
Renowned foreign universities are showing an increasing eagerness to collaborate with good Indian Universities, thus increasing the opportunities for the institute to collaborate with such universities in joint research projects, faculty and student exchange.
- **Alumni Support**  
A significant number of SIT alumni are pursuing higher studies abroad. They can contribute to the growth of their alma mater by supporting and sponsoring various activities of the institute. Other alumni who have joined industries or have started their own business can also come forward and contribute towards all the academic, financial and social endeavors of their alma mater.
- **Employing Renowned International Faculty of Indian Origin**  
Many highly qualified individuals tend to return to India after their Doctoral degree and Post-doctoral work from abroad. Symbiosis, being a brand name, can attract them.

### **Challenges**

- **Competition (Regional and National)**

Many industrial houses have invested huge amount of money in setting up engineering institutes with world class infrastructure and international faculty on board. These institutes might give competition to SIT and attract students and reduce the number of students taking admission to SIT in the future. This, coupled with opening up of new IITs and NITs, poses a real threat to any institute that does not improve continually.
- **Developing Innovative Methods for Imparting Technical Education**

Technical education has drastically changed with regard to curriculum and pedagogy. New ways of learning with extensive use of IT and flexibility have evolved and are being practiced in renowned institutes. Project based and problem based learning is becoming a norm. The institute must keep pace with these developments lest it becomes a real challenge.
- **Continued Recession in Manufacturing**

Although there appears to be a turnaround in IT industry, the manufacturing and other technology based industries continue to face a slowdown. This has an impact on placements and in turn future admissions.
- **Recruitment and Retention of Competent Faculty**

There is an acute shortage of competent faculty, particularly at senior level and it is a challenge to retain them, in the present competitive scenario.
- **Intake of Better Quality Students**

The institute has established itself as a good seat of technical education and the initial phase of settling down is now over. Though the intake quality of students has increased in the last few years, more efforts have to be made to further improve the quality of students entering the institute.

### **52. Future plans of the department.**

Symbiosis Institute of Technology has made remarkable progress since its inception in 2008. Over the period of past seven years B. Tech programmes have been consolidated in terms of intake and quality of students, M.Tech programmes in Computer Aided Design & Manufacture, Electronics & Telecommunication and Computer Science & Engineering have been introduced. More innovative programmes at graduation and post-graduation level are planned to be started in a phased manner. The institute has state-of-the-art infrastructure, qualified faculty, well-designed curriculum with an in-built flexibility for industry interactions and foreign collaborations, a well-designed teaching learning process and a vibrant culture and conducive environment for learning and research. The faculty has also made a beginning in terms of research at Masters and Ph.D levels, sponsored R & D projects, publications in refereed journals and collaborations with renowned industries and universities both within India and abroad.

Our vision for the institute is to produce competent and creative engineers of tomorrow who combine technological excellence with managerial

acumen and human values in the fast evolving field of engineering. Towards this cause, we will encourage innovations, inventiveness and adaptability in all aspects of teaching-learning process, including curriculum design, delivery, pedagogy and evaluation to ensure effectiveness of the processes and satisfaction of all stakeholders including students, faculty, industry and society at large. We will also sensitize our students to the needs of the community through service learning to make them better global citizens.

To ensure relevance of education for industry and to produce industry-ready engineers, we will seek and continuously enhance industry participation at every stage of teaching learning process including curriculum design, projects, internships and interactions with industry experts.

Symbiosis Institute  
of Geoinformatics

(SIG)





“Symbiosis Institute of Geoinformatics, Pune is one of the few institutes in India in which students from different educational backgrounds are accepted whether they be from engineering, science or any other. Courses are taught from the very basics taking into account the mindset of the students. Many programming languages are taught as an additional supplement for the course. Faculty take personal interest to provide all the necessary support to all the students.”

**Rohit Kumar, Bihar - SIG**

## Evaluative Report of the Department

- 1. Name of the Institute**  
Symbiosis Institute of Geoinformatics (SIG)
- 2. Year of establishment**  
2004
- 3. Is the Department part of a School/Faculty of the university?**  
Yes, Symbiosis Institute of Geoinformatics is a constituent of Symbiosis International University under the Faculty of Engineering
- 4. Names of programmes offered**  
M.Sc. Geoinformatics
- 5. Interdisciplinary programmes and departments involved**  
Apart from the faculty of Engineering, Symbiosis Institute of Geoinformatics compiles its programme structure from the course catalogues of other faculties including the Faculty of Computer Studies and Faculty of Management.
- 6. Courses in collaboration with other universities, industries, foreign institutions, etc.**  
SIG offers diploma and certificate courses in collaboration with College of Military Engineering for Indian Army officers/JCOs/Soldiers. SIG is the only institute in India that has collaborated with the Indian Army (DIGIT) for diploma and advanced diploma programmes for Indian Army personnel.  
  
Students undertake a two month internship at the end of the second semester and a six months project in the fourth semester both in industries and research organisations.
- 7. Details of programmes discontinued, if any, with reasons**  
Nil
- 8. Examination System:**  
Semester and Choice Based Credit System
- 9. Participation of the department in the courses offered by other departments**  
Participated to conduct GIS and Environmental Modelling course at SIIB.

**10. Number of teaching posts sanctioned, filled and actual**

	Sanctioned	Filled
Professor	2	1
Associate Professors	3	2
Assistant Professors	7	2
Adjunct Faculty	0	2
Other Teaching staff	0	3
Total	12	10

## 11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

S. No	Name	Qualification	Designation	Specialization	No. of Experience (years. months)	No. of Ph.D./ M.Phil. students guided for the last 4 years
1.	Dr. T.P. Singh	PhD	Professor and Director	GIS & RS	17	4+1
2.	Mrs. Ashwini Mohgaonkar	M.C.M.	Associate Professor & Deputy Director	Information Tech.	18	-
3.	Dr.Navendu Chaudhary	PhD	Associate Professor	GIS & RS	7	-
4.	Col. B. K. Pradhan	B.Tech	Assistant Professor	Photogrammetry	40	-
5.	Dr.Sandipan Das	PhD	Assistant Professor	Geoinformatics	1	-
6.	Alok Mohagaonkar	MBA (Marketing), PMP, CSQA	Adjunct faculty	Project Management, Quality Management, Requirements Management, Risk Management	32	-
7.	Anubandh Humbarde	B.Arc. GATE	Adjunct faculty	Environment and Planning, Projects on City Planning like Lavasa, Cyberabad Development Authority	15	-
8.	Ms. Niyati Deshmukh	M.Sc.	Teaching Assistant	Geoinformatics	3	-
9.	Ketki Mehta	M.Sc. (Geo-informatics)	Tutor	Geoinformatics	2	-
10.	Pritanka Chavan	B.Sc. (Microbiology), Post Graduate Diploma in (Geo-informatics)	Tutor	Geoinformatics	2	-

## 12. List of senior Visiting Fellows ,emeritus professors

### List of Visiting Faculty

S.N.	Title	First Name	Last Name	Designation	Organization
1	Mr.	Shrikrishna	Deshpande	Director	Radiant Minds
2	Mr.	Vidyadhar	Deshpande	Addl. Director	YASHADA
3	Mrs	Nina	Godbole	General Manager	IBM Global Services
4	Col	Vishwas	Supanekar	Addl. Director	YASHADA

**13. Percentage of classes taken by temporary faculty – programme-wise information**

M.Sc. (Geoinformatics)

Academic year	Course taught by visiting faculty
2014- 2015	30%

**14. Programme-wise Student Teacher Ratio**

M.Sc. (Geoinformatics)–12:1

**15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual****Administrative Staff**

Sanctioned	Filled/actual
13	8

**Technical Staff**

Sanctioned	Filled
5	3

**16. Research thrust areas as recognized by major funding agencies**

Symbiosis Institute of Geoinformatics works in the areas of Climate Change, Vegetation Carbon Sequestration, LULUCF and Irrigation infrastructure using Geospatial technology projects funded by Department of Space, Govt. of India. The Department of Space has recognised SIG as collaborating institute for project of national importance in the above area.

**17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.****National Projects**

Sr. No.	Year wise	Number of Faculty	Name of project	Name of Funding agency	Total grant received (Rs)
1	2009	1	National communication on inventory of greenhouse gases - National land use, land use change and Forestry (LULUCF) assessment using satellite data of Rajasthan, Gujarat and Maharashtra	National Remote Sensing Centre (NRSC)	529200
2	2012	1	Vegetation carbon project (2 <sup>nd</sup> Phase)	National Remote Sensing Centre (NRSC)	419700

3	2014	1	Vegetation carbon dynamics in Maharashtra	ISRO Geosphere and Biosphere Program (IGBP)	2921520
4	2012	1	Micro level planning of crop productivity in rainfed regions of Maharashtra state using Geospatial Technologies	SIU	144000
5	2013	1	Research capacity building among postgraduate students	SIU	150000

### **International Projects (Consultancy)**

Sr. No.	No. of Faculty	Name of the project	Name of the funding agency	Total grant Received (Rs.)
1	1	Sikkim biodiversity and forestry project, Govt. of Sikkim	Japan International Cooperation Agency (JICA)	37745
2	1	Tamil Nadu biodiversity and Greening project, Tamil Nadu Govt.	Japan International Cooperation Agency (JICA)	

## **18. Inter-institutional collaborative projects and associated grants received**

a) National collaboration                      b) International collaboration

### **a) National Collaboration**

SIG collaborates with the National Remote Sensing Centre, Indian Space Research Organisation to execute projects of national importance.

### **b) International Collaboration:**

- SIG is a technical partner with International Water Management Institute (IWMI), Colombo for South Asia Drought Management System (SADMS) in association with World Metrological Organisation (WMO) and Global Water Partner (GWP).
- SIG is a member of Sentinel Asia Project with Japan Aerospace Exploratory Agency (JAXA) to provide space based data for disaster information in India. In this collaboration, SIG is authorized to access different satellite data from the Asian countries of Japan, China, India, Thailand, Philippines, S. Korea, and Malaysia and disseminate the information during disasters.

## **19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received. (Department of Space)**

Department of Space, GOI has collaborated with SIG to conduct their research activity and Rs. 52,84,953 /- assistance has been provided.

**20. Research facility /centre with**

- **state recognition**
- **national recognition**
- **international recognition**

Nil

**21. Special research laboratories sponsored by /created by industry or corporate bodies**

Nil

**22. Publications:**

Total number of publications (From 2009 to 2015; as of 31-07-2015)	21
i. Number of papers published in peer reviewed journals (national / international):	15 (National 4 & International 11 )
ii. Monographs	1
iii. Chapters in Books	1
iv. Edited Books	2
v. Proceedings papers	2
Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	10
Citation Index – range / average (For SIU affiliated papers)	Google Scholar Total Citations= 15 Range:1-7 Avg: 2.5
	Scopus Total Citations= 3 Range: 0 - 2 Avg: 1.5
Total citations of SIG faculty (SIU + Non-SIU affiliated papers)	405
SNIP	Range: 0 - 0.129 Avg: 0.521
SJR	Range:0 - 0.816 Avg: 0.336 Avg: 0.324
Impact Factor – range/average	Range: 0 - 0.1.665 Avg: 0.576
h-index	(Google Scholar:2 Scopus: 1)

**23. Details of patents and income generated**

Nil

**24. Areas of consultancy and income generated**

GIS-MIS and Remote Sensing (Income generated Rs. 37,745/-).

**25. Faculty selected nationally /internationally to visit other laboratories /institutions/industries in India and abroad :**

T.P. Singh nominated for South Asia Climate Outlook Forum, Dhaka (SASCOF ) and visit to Metrological Department of Bangladesh for formulation of strategy for South Asia Outlook for Drought Management.

**26. Faculty serving in****a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

- Dr. T P Singh is member of the National Committee of Indian Geospatial Organisation (INGO) Govt. Of India
- Dr. T.P. Singh is an Advisor to Sikkim Biodiversity and Forestry Project, Govt. of Sikkim funded by Japan International Corporation Agency (JICA)
- Dr.T.P. Singh is an Advisor to Tamil Nadu Biodiversity and Greening Project, Tamil Nadu Govt. funded by Japan International Corporation Agency (JICA)
- Dr.Navendu Choudhary is member of the editorial board of International Journal of Advancement in Earth and Environmental Science. ISSN 2321-9149
- Dr.T P Singh Member of South Asia Disaster Management System (SADMS), IWMI, Colombo
- Dr.T P Singh and Dr. Narendra Chaudhary are reviewer of many National and International Journals belonging to Elsevier, Springer, Taylor and Francis.

**27. Faculty recharging strategies**

Faculty of the institute attended **3 workshops at the National and International level during 2014-15**

**28. Student projects**

- percentage of students who have done in-house projects including inter-departmental projects -**20% average from 2009 to 2014**
- percentage of students doing projects in collaboration with other universities /industry /institute -**80% average from 2009 to 2014**

**29. Awards /recognitions received at the national and international level by**

- Faculty
- Doctoral /post doctoral fellows
- Students

SIG has bagged National Education Leadership award 2014 by Lokmat Faculty Dr. T . P. Singh has received Sir. Vishwesariya National best engineering award 2015.

The following awards/recognition have been received by our students

- OrleneD’cunha and Leon Ratinam won the best technical paper award at the International Conference held at IIT-Bombay in June 2014 (Geomatrix 2014).
- The paper entitled - An Innovative Approach using Crowd Management (Crowd Control), Crowd Sourcing and GIS Techniques towards a Comprehensive Disaster Management Preparedness for The Kumbh Mela 2015.

### 30. Seminars/Conferences/Workshops organized and the source of funding (national /International) with details of outstanding participants, if any.

- a. SIG organises ‘Geo vision’ seminar each year in collaboration with Indian Society of Geomatics (ISG) and Centre of Advance Computing(CDAC).
- b. SIG organised five day workshop on ‘Remote Sensing and GIS applications’ for university teachers across India. The workshop was funded by the Department of Science and Technology, Govt. of India.

### 31. Code of ethics for research followed by the departments

- Research is one of the very important thrust areas as enshrined in the mission of SIU.
- A Research Advisory Committee (RAC) is constituted to technically review research proposals /projects.
- The Independent Ethics Committee (IEC) of SIU focuses on rights, safety and well being of the research participants if research involves human subjects and if there is a possibility of involving an ethical issue. There is also robust anti plagiarism policy in the institute.

### 32. Student profile programme-wise:

Name of the Programme	Applications received	Selected/ Joined		Pass percentage	
		Male	Female	Male	Female
M.Sc. (Geoinformatics) Batch (9-11)	98	17	20	80%	100%
Batch (10-12)	116	31	26	93%	96%
Batch(11-13)	65	24	20	76%	89%
Batch (12-14)	82	25	20	80%	100%
Batch (13-15)	65	11	12	100%	100%
Batch (14-16)	71	17	31	-	-
Batch (15-17)	93	16	35	-	-



**33. Diversity of students:**

Name of the Programme	% of students from the same university	% of students from other universities within the state	% of students from universities outside the state	% of students from other countries
M.Sc. (Geoinformatics) Batch (9-11)	0	45%	54.5%	0.5%
Batch (10-12)	7%	35%	58%	00
Batch(11-13)		32%	68%	-
Batch (12-14)	-	41%	58%	0.25%
Batch (13-15)	-	60%	40%	-
Batch (14-16)	6%	15%	79%	-
Batch (15-17)	1%	11%	88%	-

**34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**35. Student progression**

Student progression	Percentage against enrolled
UG to PG	NA
PG to M.Phil.	NA
PG to Ph.D.	No natural progression to Ph.D. Admission to Ph.D through entrance exam and merit.
Ph.D. to Post-Doctoral	NA
Employed	
Campus selection	100%
Other than campus recruitment	
Entrepreneurs	NA

**36. Diversity of staff**

Percentage of faculty who are graduates	
of the same university	20%
from other universities within the State	40%
from universities from other States	30%
from universities outside the country	10%

**37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

One faculty has completed his Ph.D. in the year 2015.

**38. Present details of departmental infrastructural facilities with regard to**

**a. Details of library infra-structure (2014-2015)**

S.N.	Library facility	Details
1.	Total area	616 sq feet
2.	Total seating capacity	25 students
3.	Working hours: <ul style="list-style-type: none"> <li>• On working days</li> <li>• On holidays</li> <li>• Before Examination</li> <li>• During examination</li> <li>• During vacation</li> </ul>	On working days:10 AM to 6:00 PM On Sundays and holidays: Closed Before Examination:10 AM to 6:00 PM During Examination: 10 AM to 6:00 PM During Vacation: 10 AM to 6:00 PM During vacation : 10 AM to 6:00 PM
4.	Layout of the library <ul style="list-style-type: none"> <li>• Individual reading carrels</li> <li>• Lounge area for browsing and relaxed reading</li> <li>• IT zone for accessing e-resources</li> </ul>	Individual reading room
5.	Display of floor plan, sign boards, fire alarms & any other information	Adequate sign boards
6.	Total No of :- <ul style="list-style-type: none"> <li>• Books</li> <li>• Titles</li> </ul>	747 8
7.	Total No of :- <ul style="list-style-type: none"> <li>• National Journals</li> </ul>	2
8.	Total No. of e-journals	350
9	Total No of :- <ul style="list-style-type: none"> <li>• Magazines</li> <li>• e-Databases</li> </ul>	3 12
10	Internet facilities for staff and students	3 mbps internet leased line
	-Systems	51
	Computer – Student Ratio	1:2
	Dedicated Computing facility	51
	LAN Facility	Yes
	No. of nodes/ computers with Internet facility	51

Average number of books added in last 3 years (2012-15) - 45

**39. List of doctoral, post-doctoral students and Research Associates**

- a) from the host institution/university –
- Ketaki Metha

- Pritanka Chauhan
- Youraj Adagle
- Sandeepan Das
- Vidya Kumbhar
- Manisha Bhosale

b) from other institutions/universities - Nil

**40. Number of post graduate students getting financial assistance from the university.**

Mr. Naresh Kumar received financial assistance of Rs. 1,65,000/-.

**41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.**

NA

**42. Does the department obtain feedback from**

**a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?**

Yes, faculty feedback on curriculum is acquired before every Board of Studies (BoS) meeting, and the suggestions made by the faculty are noted down. After deliberations and discussions, the BoS makes recommendations to the Academic Council for revising the curriculum from the next academic year.

**b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?**

- i. The feedback is taken at the end of every semester.
- ii. Head of the institute also conducts open house of students for getting feedback.
- iii. The outcome of student's feedback and its analysis is shared with the faculty. It is used for follow up action. Based on the feedback, faculty development programmes are arranged for the faculty, if required. The feedback is also taken into consideration while planning for the subsequent semester. Annual appraisal of the faculty and the resultant incentives take into consideration the faculty feedback.
- iv. Student feedback also forms one of the items for analysis by the academic audit team and for their observation.

**c. Alumni and employers on the programmes offered and how does the department utilize the feedback?**

The Faculty Members received number of emails from Alumni regarding the Programme and Curriculum. They have also given suggestions to update to programme according to the current Industry requirement.

**43. List the distinguished alumni of the department**

S.N.	Name	Batch	Organisation	Position
1	Baljeet Kaur Sathi	4-6	NIIT Technologies, USA	Project Manager
2	Sriram S.	4-6	Fugro , Pvt. Ltd.	Resource Manger
3	Prasad Waralingam	4-6	MWH	Project Manager
4	Priya Dagar	5-7	European Business and Technology Centre (EBTC),	Sector Specialist
5	Tejwant Kaur	5-7	IBM	Senior GIS Developer
6	Phani Kishore Atili	5-7	Dell , USA	Senior Advisor
7	Devdutt Tengse	6-8	Webonise Lab	
8	Ankita Dube	6-8	Tata Consultancy Services	Senior GIS Developer
9	Ankita Mishra	8-10	IIT, Bombay	Researcher
10	Tania Bisen	8-10	Cognizant technologies	Senior GIS Developer
11	Akshay Mohgaonkar	9-11	IBM, India	Senior GIS Developer
12	Swapnil Jadhav	9-11	Hard castle	Director

**44. Give details of student enrichment programmes (special lectures /workshops /seminar) involving external experts.****Special lectures by following eminent scientist and scholars**

Sr no.	Expert Name	Topic	Organisation	Year
1	Maj Gen Shiva Kumar	Open Source GIS	Head NRDMS, (DST)	2009
2	Dr.Madhav Gadgil,	GPS Technology for Conservation aspects in rural areas	Ecologist and Chairman, Western Ghats Ecology Expert Panel	2010
3	Dr. Mohan Dharia	Forestry for Community Development	Former Union Minister	2010
4	Dr. P.S. Roy	Geoinformatics for forestry	Outstanding Scientist, Director CSSTEAP, IIRS	2010

5	Dr. Eric Bharucha,	Environment and Geoinformatics	Director, Environment Department, Bharti vidyapeeth, Pune	2010
6	Dr. Y.L.P. Rao,	Geoinformatics and Forestry	CCF	2011
7	Dr. A.K. Jha,	Forest Right Act and Geospatial Technology	Commissioner, Tribal Research Institute	2012
8	Shri R.K. Sahay,	Use of GIS by Wireless Police Department	Inspector General Police, Pune	2012
9	Dr. V.V. Rao,	Irrigation Infrastructure and Geospatial	Head Water Resource Division, ISRO	2013
10	Dr. C.S. Jha,	Energy and Carbon Flux in forest Ecosystems	Group Director, NRSC	2013
11	Dr. S.P. Agarwal	Remote Sensing Application in Water Resource Management	Scientist F, IIRS	2013
12	Dr.Mukhopadhyay	Reduce the Error Components in Weather Forecasting	DGM, IMD, Pune	2014
13	Mr.HemantDarbari ,	Use of Technology to understand Disaster	Executive Director, C-Dac	2014
14	Dr. Giriraj Amarnath	Hydro metrological Disaster	IWMI, Colombo	2014
15	Dr. Rajendra Singh	Water Management	Eminent Environmentalist	2015

**45. List the teaching methods adopted by the faculty for different programmes.**

Group discussions, discussions on research papers, class seminars, presentations, student conferences, guest lectures, projects and problem based learning are a part of the teaching methods in the programme.

- Inclusion of courses related to current practices and emerging areas in the programme, field visits, industrial visits, participation in exhibitions and competitions which are part of curricular and co-curricular activities, help in developing scientific temperament among students.
- Faculty follows different teaching methodology according to the requirements of a course. Courses with practical components contain lectures, practical, presentations, mini project, field trip under the teaching methodology, however courses without practical components consist of lectures, assignments, presentations and book reviews.
- Students are also encouraged to write and publish research papers in collaboration with faculty members.

**46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

- Learning outcomes are monitored constantly by evaluating the different method of evaluations. SIG follows 60% of internal evaluations which comprises different components like Viva voice, written test, presentation, field visit, assignment and 40% through

the external evaluation.

**47. Highlight the participation of students and faculty in extension activities.**

- SIG staff and students visited an Old Age Home to help the old people accommodated there.
- SIG staff and students visited an orphanage and taught them the basics of computers and geography.
- Students conducted a Traffic Rules Awareness Drive and Safety on Roads campaign.
- Tree Plantation in Army area
- Students visited schools for awareness programme on environment
- Faculty provide training to the differently abled army personnel

**48. Give details of “beyond syllabus scholarly activities” of the department.**

- Students work with faculty members on research areas. Projects, case studies are analysed and discussed. Publishing paper in peer reviewed journal is also taken up. Faculty and students are involved in different projects funded by external agencies.

**49. State whether the programme/department is accredited/graded by other agencies? If yes, give details.**

The report of National Task Force on Geo-Special education-MHRD, August 2013 has benchmarked the programme. SIG has been invited as an academic advisor during the formation of Indian National GIS Organisation (INGO) by the Minister of HRD, Govt. of India.

**50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

SIG involves in imparting new knowledge through research projects conducted by the institute. New findings through reports and publications have been communicated in peer reviewed journals. SIG has contributed significantly in the area of vegetation biomass and climate change.

**51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

**Strengths**

- SIG is a well known brand name in the field of geospatial education in India
- Good core faculty with practical experience and research
- Established values, identity and educational culture
- Great demand for geo-informatics professionals which is likely to rise
- Working with research projects aligned with the national agenda

**Weakness**

- Despite the scope in this field, substantial number of students have not been opting to join this programme mainly due to ignorance about the field.

- Paucity of good, trained faculty and subject experts.

### **Opportunities**

- Very few GIS teaching institutes in the country as on date, hence a good opportunity to prosper.
- Good placement opportunity. Currently only 25% of industry requirements are being met.
- Opportunities exist for collaborations with well-known international organizations

### **Challenges**

- The awareness of this field among students community is rather limited and therefore majority of students must be educated about its benefits.
- The initial package offered in this career may not compare with the MBA degree of good institutions but the future growth and stability is good.

## **52. Future plans of the Institute.**

In spite of limited resources, SIG has built an identity for itself and a good reputation in the industry, amongst Government organizations and national /international sister organizations. SIG is one of the top reputed institutions in GIS in the country, and has established a lead over its contemporaries. This lead should not be given up, especially now that the Government is opening up to this new technology.

- (a) Institute is planning to start Centre for Water Management and Environment sustainability.
- (b) SIG will be a brand name to be reckoned with in the GIS field.
- (c) By 2020, GIS should be synonymous with SIG.
- (d) SIG will support government initiatives and the industry by building training capacity for required human resources at all levels as well as in research and specializations in different areas.

### **Road Map**

- Collaboration with national and international institutes for knowledge sharing.
- SIG is planning to start M.Tech in Geoinformatics under the Faculty of Engineering from 2015 onwards.
- SIG will aim for setting up a GIS as a research centre/Centre of Excellence with integrated research courses.
- Acquiring additional support staff in terms of coordinators, qualified faculty with Ph.D. and relevant experience, establishment of an additional lab with high end work stations and server.
- SIG is looking forward to establish different research groups like Agriculture, Water Resources, Forestry and Ecology, Automated and Facility mapping, etc.

Support  
Departments



## 1. Symbiosis Centre for Research and Innovation (SCRI)

### Introduction

As a multidisciplinary University, SIU has had a long legacy of excellence in teaching and grooming students for lifelong careers. The focus now is to work towards enhancing research output of the University, and emerging as one among the top in the country.

### Objectives

- To promote the research activities of the University and nurture innovations.
- To create a strong Ph.D. department
- To create a research culture amongst the existing faculty at the University
- To publish the research output

### Responsibilities

- To manage the Ph.D. Department of the University and enhance quality of Ph.D. research.
- To create and nurture a culture of research and scientific enquiry amongst the existing faculty of the University, through continuous training.
- To publish Research Journals with reputed publishers in different domains.
- To develop case Research Centre at the University.
- To promote innovations and tap IP potential across the Institutes of SIU

### Current Status

This Centre has emerged as a hub of Research activities at the University. With rigorous processes for ensuring each of the above, the Centre has now laid a strong foundation for leap frogging to a new trajectory.

**Action Plan:** The objectives can be achieved by adopting a multipronged approach.

- **To create a strong Ph.D. department** to handle the statutory requirements of the UGC – Entrance Examination, Pre- Ph.D. Course work, monitoring of progress of Ph.D. work of scholars, Identifying and granting approvals to Recognized Research Centers, monitor Approved Research Centre's , award of JRFs ,Focus on enhancement of quality of Ph.D. research, through adoption of rigorous peer evaluation etc.
- **To create a research culture amongst the existing Faculty at the University.** This can be done through continuous training, capacity building, encouraging joint research across disciplines and with partner universities overseas
- **To publish** Symbiosis Research Journals, Case studies, Working Papers, Monographs etc.  
**Enhanced research output in excellent peer reviewed indexed journals is the desired outcome.**

## 2. **English Language Teaching Institute of Symbiosis (ELTIS) and Symbiosis Institute of Foreign and Indian Languages (SIFIL)**

### **Objective**

**ELTIS:** To impart excellent training in English Language Skills & Communication Skills with the aid of latest educational methods and techniques.

To help International & Indian Students excel in the English Communication Skills at international levels, and to foster and promote International understanding.

**SIFIL:** To develop and strengthen the multi-lingual capacities of Indian and International students, through skill-based modern teaching techniques.

### **Responsibility**

It is the responsibility of ELTIS-SIFIL to enhance the communicative competence of International and Indian students through language skills, presentation skills and soft skills. It is also their responsibility to make their students globally competitive from communication point of view.

### **Current Status**

- In the year 2013-14 ELTIS taught English to 375 students from 26 countries. In 2014-15 this figure rose to 401 students from 24 countries.
- ELTIS taught English to 5251 Indian students in the year 2013-14 and Foreign Languages to 1344 students in 2013-14.
- At present, ELTIS /SIFIL teach English, German, French, Spanish, Japanese and Chinese.

## 3. **Symbiosis Centre for Corporation Education (SCCE)**

### **Objectives**

**Symbiosis Centre for Corporate Education (SCCE)** is instrumental in offering various long term as well as short term programs to the corporate fraternity under the Symbiosis umbrella. These programs are offered at the client site as well as in-house.

### **Responsibilities**

By combining academics with real-world relevance, SCCE is dedicated to prepare the participants to excel in the global economy. It develops participants using innovative learning methods & processes, bridging the gap between theory and practice so that they can contribute to overall business success at their respective organizations.

### **Current Status**

SCCE has been conducting programs for various corporate clients like Wipro Corporation, Godrej Group of Companies, Deutsche Bank, Tata Group, BMC Software, Tyco Electronics, Thermax Ltd, Avaya India,

McDonalds India, Mahindra & Mahindra, eClerx, Amdocs Development Center Ltd, WNS Global Services, Mphasis, Zensar Technologies and many more the Management Development Programs of Symbiosis are recognized by renowned blue chip corporate houses in India.

#### **4. Symbiosis Centre for International Education (SCIE)**

##### **Objectives**

The Symbiosis Centre for International Education (SCIE) is an integral part of the Symbiosis International University (SIU), providing leadership and support to internationalize the campus and the curricula.

SIU is a pioneer in India in setting up a dedicated International office- Symbiosis Centre for International Education (SCIE). The centre facilitates all the internationalization activities related to students, faculty and curricula across all the Faculties of SIU.

Symbiosis Centre for International Education (SCIE) has three divisions

1. International Student Admissions & Student Events
2. International Initiatives & Collaborations.
3. International Promotions and International Student Relations

##### **Responsibilities**

- Facilitate admissions for International students
- Confirm International student's eligibility.
- Provide student support and welfare activities
- Facilitate academic collaborations with foreign Universities
- Provide opportunities for student and faculty mobility
- Provide opportunities for academic enrichment through faculty exchanges, developmental activities and research projects with partner universities.
- Encourage cultural diversity at the classroom, campus and program level.
- Offer cultural immersion programs to partner universities.
- Develop and build the brand of Symbiosis International University by establishing a footprint all across the globe.
- Facilitate projects focused on the community development with the international partners.

##### **Current Status**

- Academic collaborations with several international Universities across the globe
- Consistent enhancement in the representation of foreign students at SIU through full time and short term study options.

## 5. Symbiosis Teaching Learning Resource Centre (STLRC)

### Objectives

To enable continuous learning of the faculty in the domain of teaching learning and evaluation since excellence in teaching is the hallmark of world class Universities.

### Some of the objectives of the Centre are as follows:

- Faculty development, including training and development related to teaching, research, domain knowledge, administration and personal development.
- Educational development, which involves active work with colleagues on developing teaching, learning, assessment and research into pedagogical matters at both, undergraduate and postgraduate levels.
- To pioneer programs in Andragogy and provide consultancy in the higher education (HE) sector concerning teaching and learning issues.

### Responsibilities

- Plan training programs in generic teaching learning techniques.
- Plan domain specific training programmes.
- To equip the faculty to undertake good quality research using contemporary and statistical techniques.
- To analyse the training metrics and monitor improvement in quality of teaching – learning.

### Current Status

- STLRC has conducted 91 FDPs for the Faculty member which was highly appreciated by the participants and the faculty got benefitted in their teaching and research.
- STLRC will be commencing a program under to train Faculty in use of Techno pedagogy or Technogogy. STLRC is shortly launching a Master's Diploma in Higher Education Andragogy (MDHEA) where this module would be offered to faculty, giving them an edge over traditional teachers.

## 6. Symbiosis School of International Studies (SSIS)

### Objective

There is concern in several quarters in India that International Studies programs and institutions in the country are not fully able to cope with the demands and opportunities facing a modernizing and rising India, which is fast integrating itself into a changing, complex and increasingly knowledge-driven world. India's rising profile in global affairs demands a rapid response to the demand-supply gaps that would help the country to carve a place for itself with regard to research in international studies and education.

### Action Plan

- To continue with the annual IR Conference.
- Establish a think tank and research center - As a research institute, the SSIS will carry out research-based analysis of mid-to-long range policy relevant issues and problems. The output of the research institute will contribute to the academic inquiry and knowledge accumulation as well as inform public opinion and policy formulation. In this endeavor, the SSIS would seek to collaborate with institutions and universities in India and abroad. As a think-tank, SSIS would have a shorter time horizon in its analyses and make focused policy recommendations. The SSIS will produce short reports, policy briefs, opinion columns, participation in public seminars and presentations to inform public opinion and policy-makers. In this endeavor, SSIS will interact with policy-making agencies, media, international organizations and NGOs. The focus will be on developing innovative research agendas, developing databases, developing publication programs and disseminating analyses to relevant audiences through print and digital media.
- To launch academic programs in **International Studies**- Courses offered under the M.A. programme would be contemporary in outlook and corresponding to the changing scenario in India and abroad. Core components of the course would be theories of international relations, diplomacy and international governance, policies and institutions of international development, international security, human rights and peace studies, international law, international trade and finance, global common goods and international communication.

There would be a strong emphasis on the development of communication and negotiation skills. Students would be encouraged to learn foreign languages as area studies selected.

- To plan seminars and workshops in relevant areas for students of business, law etc.
- To continue with the initiatives of IRGAMAG.

### Current Status

- SSIS has successfully organized the annual International Relations Conferences with the support of the Ministry of External Affairs in 2013-2014.
- IRGAMAG moved from New Delhi to Pune.

## 7. Symbiosis Centre for Entrepreneurship and Innovation (SCEI)

### Objectives

To foster the spirit of innovation led entrepreneurship amongst the students.

### Responsibilities

- To build capacity in Entrepreneurship

- To provide necessary training in interdisciplinary aspects of business, Law, Finance, IP, Marketing, Supply Chains, Design Thinking etc.
- To create incubation centers to support budding entrepreneurs on campus.
- To support the activities of the planned Health and Technology Park at SIU and create an enabling environment, conducive to innovative work.
- To plan and create collaborative arrangements with organizations in India / overseas with a view to attain the objectives of the Centre.
- To identify opportunities to support / start entrepreneurial ventures as an offshoot of existing activities of the University – eg. In the Symbiosis Centre for Waste Management and Sustainability or Symbiosis Centre for Health Skills.

#### **Current Status**

- SCEI has supported SIBM – Pune, SIMS and SCIT to plan and execute its programs
- SCEI has promoted its initiatives to students.
- SCEI has successfully supported several on – campus entrepreneurial ventures.

### **8. Symbiosis Centre for Waste Management and Sustainability (SCWMS)**

#### **Introduction**

Waste is inevitable. With changing consumption patterns and modern life style, wastivity per capita, heterogeneity and complexity of waste has increased significantly with time. Random disposal of waste may severely impact human, environment and climate. Therefore sustainable management of waste in precise manner is the key. SCWMS in collaboration with Nanyang Technological University (NTU), Singapore will be committed in the field of sustainable waste management thereby safeguarding the triple bottom line i.e. people, planet and profit.

#### **Objectives**

- To develop cutting edge strategies and solutions to urban and industrial wastes
- To reduce human health and environmental impacts of waste by – ensuring legal compliance; preventing generation of waste; promoting reuse and biological recovery of waste and recycling of materials; generating energy from waste; ensuring safe treatment and disposal
- To minimize the impact on climate change by reducing the GHG emission by waste
- To undertake need-based research project in waste management areas
- To impart education and training for practitioners and other stakeholders in Pune

- To facilitate co-operation between members and professional bodies, industry, regulators and the environmental research community

**Responsibility**

- To provide leadership, guidelines and support to Local Government, industry and other waste role players with regards to waste management.
- To encourage partnerships between all spheres of government to coordinate national, regional and local planning efforts and to find the best practicable, environmentally safe and equitable solutions to waste management problems.
- To build awareness and seek to identify, analyse and implement key issues and challenges to waste management and sustainability involving all levels of stakeholder's

**Action taken**

- Initiated talks with NTU, Singapore delegation in 2 areas viz. Water Purification and Solid Waste Management. Non-Disclosure Agreement (NDA) and Research Agreement (RA) in progress.
- Identified MSW management projects with Pune Municipal Corporation (PMC), Pune viz. EIA of biogas plants and awareness creation among stakeholders through meetings
- Solid waste management initiatives taken on Lavale hill base and hill top campuses
- Efficiency of biogas generation and problem thereof studied across Symbiosis campuses
- Visits to PMC and Galaxy Hospital and project proposal ready for further actions

**Future plan of action**

- Creating awareness on municipal solid waste management among waste management personnel, general public & students in regard to source segregation, management and disposal
- Carrying Environmental Impact Assessment (EIA) of existing PMC biogas plants
- Studies on enhancement of biogas generation efficiency of Symbiosis and PMC biogas plants
- Managing generation of Biomedical Waste from Galaxy Hospital
- Streamlining the waste management practices across Symbiosis campuses in Pune
- Industrial wastewater management containing Chromium using integrated process

## 9. Symbiosis Centre for Health Skills (SCHS)

### Introduction

The border line is often blurred between the work of health professionals and service providers and the work of partners who are outside the health sector. Therefore, specialist health care and community services training helps to meet industry skills gaps and improve the lives of people in healthcare to make a difference.

### Objectives

- To provide high-tech simulated and virtually created hospital set-up for teaching and training & assessment for all health care professionals in clinical and related management skills (including communication skills).
- To ensure delivery of high quality healthcare services to the community by providing highly competent and safe practitioners trained and tested by simulation techniques.
- To offer academic programmes on Health Skill already launched

### Responsibilities

- Setting up of in-patient simulation and outpatient simulation
- Ensuring procedural simulation (including assessment) and diagnostic simulation (including analysis)
- Conducting simulation based training on communication skills on healthcare management
- Ensuring that the virtually created hospital will have general ward, adult/neonatal ICU, operation theatre, delivery suite, diagnostics and teaching learning facilities

### Action taken

- Academics programmes in Health Skills already launched.

### Future Plan of Action

- Health workforce reform for more effective, efficient and accessible service delivery
- Build Health workforce capacity and skills development
- Provide Leadership for the sustainability of the health system
- Support Health workforce planning
- Impact Health workforce policy, funding and regulation.
- The Framework will have a focus on evaluation of the effectiveness of interventions to improve workforce capacity and productivity system wide



# Abbreviations

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## Constituents and Departments of SIU

1. SLS - P: Symbiosis Law School, Pune
2. SLS - N: Symbiosis Law School, NOIDA
3. SLS - H: Symbiosis Law School, Hyderabad
4. SIBM - P: Symbiosis Institute of Business Management, Pune
5. SIIB: Symbiosis Institute of International Business
6. SCMHRD: Symbiosis Centre for Management and Human Resource Development
7. SIMS: Symbiosis Institute of Management Studies
8. SITM: Symbiosis Institute of Telecom Management
9. SCMS - P: Symbiosis Centre for Management Studies, Pune
10. SIOM - Nashik: Symbiosis Institute of Operations Management
11. SIBM - B: Symbiosis Institute of Business Management, Bengaluru
12. SSBF: Symbiosis School of Banking and Finance
13. SCMS - N: Symbiosis Centre for Management Studies, NOIDA
14. SIBM - H: Symbiosis Institute of Business Management, Hyderabad
15. SICSR: Symbiosis Institute of Computer Studies and Research
16. SCIT: Symbiosis Centre for Information Technology
17. SIHS: Symbiosis Institute of Health Sciences
18. SCON: Symbiosis College of Nursing
19. SSBS: Symbiosis School of Biomedical Sciences
20. SIMC: Symbiosis Institute of Media and Communication
21. SID: Symbiosis Institute of Design
22. SSMC - B: Symbiosis School of Media and Communication, Bengaluru
23. SCMC: Symbiosis Centre for Media and Communication
24. SSP: Symbiosis School of Photography
25. SSE: Symbiosis School of Economics
26. SSLA: Symbiosis School for Liberal Arts
27. SIT: Symbiosis Institute of Technology
28. SIG: Symbiosis Institute of Geoinformatics

## Departments of SIU providing Support Services

1. ELTIS: English Language Teaching Institute of Symbiosis
2. SCCE: Symbiosis Centre for Corporate Education
3. SCEI: Symbiosis Centre for Entrepreneurship and Innovation
4. SCHS: Symbiosis Centre for Health Skills
5. SCIE: Symbiosis Centre for International Education
6. SCRI: Symbiosis Centre for Research and Innovation
7. SCWMS: Symbiosis Centre for Waste Management and Sustainability
8. SSIS: Symbiosis School of International Studies
9. STLRC: Symbiosis Teaching Learning Resource Centre

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## Abbreviations in SIU NAAC SSR

1. ACCA: Association of Certified Chartered Accountants
2. ACT: Assessment of Courses and Teachers
3. ADR: Alternative Dispute Redress
4. AMC: Annual Maintenance Contracts
5. AMOS: Analysis of Moment Structures
6. API: Academic Performance Indicators
7. ARTI: Appropriate Rural Technology Institute
8. BLF: Bangalore Literature Festival
9. BoM: Board of Management
10. BoS: Board of Studies
11. BSE: Bombay Stock Exchange
12. BUD: Board of University Development
13. CAP: Central Assessment Programme
14. CBCS: Choice Based Credit System
15. CDC: Consultancy Development Centre
16. CEE: Centre for Environment Education
17. CEP: Corporate Education Programme
18. CEPT: Centre for Environmental Planning and Technology
19. CFL: Compact Fluorescent Lamps
20. CGPA: Cumulative Grade Point Average
21. CHAC: Campus Health Advisory Committee
22. CII: Confederation of Indian Industry
23. CISCO: Computer Information System Company
24. COE: Controller of Examinations
25. CPCSEA: Committee for the Purpose of Control and Supervision of Experiments on Animals
26. CRF: Chest Research Foundation
27. DDC: Dewey Decimal Classification
28. DGR: Directorate General of Resettlement
29. DRDE: Defense Research and Development Establishment
30. EAR: Energy Audit Report
31. EEC: Electrical Energy Conservation
32. EIA: Environmental Impact Assessment
33. ELCIA: Electronic City Industries Association
34. ELTIS: English Language Teaching Institute of Symbiosis
35. EMIS: Emerging Markets Information Service
36. FAEA: Foundation for Academic Excellence and Access
37. FCP: Floating Credits Programme
38. FICCI: Federation of Indian Chamber of Commerce & Industry
39. FIS: Faculty Information System
40. FOGSI: Federation of Obstetric and Gynecological Societies of India

41. FRO: Foreigners' Registration Office
42. GE-PIWAT: Group Exercise - Personal Interaction and Writing Ability Test
43. GFATM: Global Fund to Fight AIDS, Tuberculosis and Malaria
44. GIP: Global Immersion Programme
45. GOI: Government of India
46. HPU: Health Promoting University
47. HSSC: Health Sector Skill Council
48. HSTP: Health Science Technology Park
49. IAEC: Institutional Animal Ethics Committee
50. ICC: Internal Complaints Committee
51. ICCR: Indian Council of Cultural Relations
52. ICSSR: Indian Council of Social Science Research
53. ICT: Information & Communication Technology
54. IDMP: Integrated Disaster Management Programme
55. IHCQF: Indian Health Care Quality Forum
56. IMA: Indian Medical Association
57. ISCCM: Indian Society for Critical Care Medicine
58. ISR: Institutional Social Responsibility
59. ISRO: Indian Space Research Organisation
60. ITELF: IT Entrepreneurship and Leadership Forum
61. KVPY: Kishore Vaigyanik Protsahan Yojana
62. LED: Light Emitting Diode
63. LMS: Learning Management System
64. MDHEA: Masters Diploma in Higher Education Andragogy
65. MDP: Management Development Programme
66. MEDA: Maharashtra Energy Development Agency
67. MEMS: Maharashtra Emergency Medical Services
68. MERC: Maharashtra Electricity Regulatory Council
69. MMC: Maharashtra Medical Council
70. MNC: Maharashtra Nursing Council
71. MOIA: Ministry of Overseas Indian Affairs
72. MOU: Memorandum of Understanding
73. MRA: Moral Re-Armament
74. NDSU: North Dakota State University
75. NFCG: National Foundation for Corporate Governance
76. NIMC: National Inspection & Monitoring Committee.
77. NIOS: National Institute of Open Schooling
78. NPTEL: National Programme on Technology Enhanced Learning
79. NRSC: National Remote Sensing Centre
80. NSDC: National Skill Development Corporation
81. OCI: Overseas Citizens of India
82. OMG: Ontario Maharashtra Goa

83. OMPI: Outcome Metrics and Performance Indicators
84. PAR: Performance Appraisal Review
85. PCT: Patent Cooperation Treaty
86. PET: Ph.D. Entrance Test
87. PHFI: Public Health Foundation of India
88. PIO: Person of Indian Origin
89. PMI: Project Management Institute
90. RRC: Research and Recognition Committee
91. RWC: Recreation & Wellness Centre
92. SAMARC: Social Action for Manpower Creation
93. SAP: Systems, Applications and Products in Data Processing
94. SCALSAR: Symbiosis Centre for Advanced Legal Studies and Research
95. SCI: Science Citation Index
96. SCOPE: Symbiosis Community Outreach Programme and Extension
97. SDRC: Software Development and Research Cell
98. SEMI: Society for Emergency Medicine in India
99. SET: Symbiosis Entrance Test
100. SII: Serum Institute of India
101. SIP: Study India Programme
102. SMU: Singapore Management University
103. SNAP: Symbiosis National Aptitude Test
104. SPoW: Science Parks of Wallonia
105. SPSS: Statistical Package for Social Sciences
106. SSCI: Social Science Citation Index
107. STS: Symbiosis Test Secretariat
108. SUR: Shared University Reward
109. TAP: Term end Assessment Programme
110. TEG: Technical Experts Group
111. USB: University Sports Board
112. VCP: Vegetation Carbon Pool Assessment
113. WISCOMP: Women In Security Conflict Management and Peace
114. WPMC: Wireless Personal Multimedia Communications Symposium
115. YCMOU: Yashwantrao Chavan Maharashtra Open University





# SYMBIOSIS

## INTERNATIONAL UNIVERSITY

Established under section 3 of the UGC Act 1956, vide notification No - F.9-12/2001-U.3 of the Government of India

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