



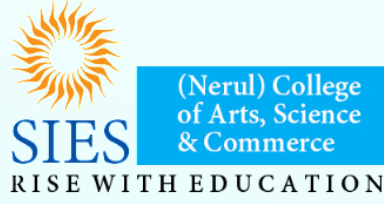
SIES

RISE WITH EDUCATION

(Nerul) College
of Arts, Science
& Commerce

**SIES (NERUL) COLLEGE OF ARTS,
SCIENCE & COMMERCE**

**PERSPECTIVE PLAN
2015-16 to 2019-20**



येषां न विद्या न तपो न दानं,
ज्ञानं न शीलं न गुणो न धर्मः।
ते मर्त्यलोके भुविभारभूता,
मनुष्यरूपेण मृगाश्चरन्ति ॥

जिन लोगों के पास न तो विद्या है, न तप, न दान, न शील, न गुण और न धर्म।

वे लोग इस पृथ्वी पर भार हैं और मनुष्य के रूप में मृग/जानवर की तरह से घूमते रहते हैं।

The prime concern of education is to evolve the good, the true and the divine in man so as to establish a moral life in the world.... Therefore all the educational institutes have greater responsibility to impart learning and cultivation of values through education.

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THINK TANK

Ms. Koel Roy Choudhury-IQAC Convenor & Vice Principal

Ms. Vasanti Rajadhyaksha-Assistant Professor

Ms. B. Indumathi-Assistant Professor

Mr. Muralikrishnan Nambiar-Registrar

Dr. Priyanka Mohan-Assistant Professor

Dr. Neera Kumar-Assistant Professor

Ms. Ananya Gon-Assistant Professor

Ms. Bhumika More-Assistant Professor

Mr. R. Perumal-Assistant Professor

Mr. Aditya Subramaniam-Alumni

Ms. Meeti Gala-Alumni

Mr. Prem Rathi-Student member

HISTORY OF SOUTH INDIAN EDUCATION SOCIETY

Established in 1932 by Shri. M. V. Venkateshwaran, the South Indian Education Society (SIES) prides itself on its rich heritage. Based in Mumbai, SIES is one of the oldest educational societies in India and is known for its tradition of imparting education while inculcating the essence of culture in its pupils. The Society, since then, has successfully expanded its reach by establishing various institutions that have striven to achieve academic excellence. In the journey to achieve individual milestones and collective growth, SIES started with six ardent learners and today the SIES family has grown with various educational institutions and is blessed with over 18,000 students under its wing.

The Society has established a High school, an array of arts, science and commerce colleges along with academic and professional institutions of higher learning. This includes establishment of Center for Excellence in Management Research and Development (CEMRD), SIES School of Packaging, SIES Indian Institute of Environment Management, and SIES Graduate School of Technology (an engineering institute). SIES Seniors Home and SIES Sri Chandrasekarendra Saraswati Veda Vidya Pitha for young children are the latest ventures initiated by SIES. Education blends with tradition at SIES, which in turn reflects on individual growth. This has been achieved through the foresight, wisdom and dedication of the founders with a strong emphasis on high standards of academic, professional and societal performance.

HISTORY OF SIES (NERUL) COLLEGE OF ARTS, SCIENCE & COMMERCE

SIES (NERUL) COLLEGE OF ARTS, SCIENCE & COMMERCE was founded in the year 1998. The Institution prides itself in the fact that even though it is only 22 years old, it offers quality education in every respect where the Management, staff and students have made immense contribution to the growth of the Institution. The beginning was humble, but the College has grown by leaps and bounds over the years.

The College offers a wide spectrum of courses, both at the undergraduate and postgraduate levels. The College has been quick to respond to the challenges of the changing times, which is reflected in the increasing choice of subjects. The College is also inspired by Swami Vivekananda's concept of "man-making education". Good education helps in the formation of character, strengthens the mind and intellect; and hones the skills of the students. Thus the College believes in imparting education to students for their all-round development to create ideal citizens of the nation.



UNDERGRADUATE PROGRAMS

1. FACULTY OF ARTS

➤ BACHELOR OF MASS MEDIA

First Year BMM

Second Year BMM

Third Year BMM

2. FACULTY OF SCIENCE

➤ BACHELOR OF SCIENCE (COMPUTER SCIENCE)

First Year B.Sc. CS

Second Year B.Sc. CS

Third Year B.Sc. CS

➤ BACHELOR OF SCIENCE (INFORMATION TECHNOLOGY)

First Year B.Sc. IT

Second Year B.Sc. IT

Third Year B.Sc. IT

3. FACULTY OF COMMERCE

➤ BACHELOR OF COMMERCE

First Year B.Com.

Second Year B.Com.

Third Year B.Com.

➤ BACHELOR OF COMMERCE (ACCOUNTING & FINANCE)

First Year B.Com. (Accounting & Finance)

Second Year B.Com. (Accounting & Finance)

Third Year B.Com. (Accounting & Finance)

➤ BACHELOR OF COMMERCE (BANKING & INSURANCE)

First Year B.Com. (Banking & insurance)

Second Year B.Com.(Banking & insurance)

Third Year B.Com. (Banking & insurance)

➤ BACHELOR OF COMMERCE (FINANCIAL MARKETS)

First Year B.Com (Financial Market))

Second Year B.Com(Financial Market)

Third Year B.Com(Financial Market)

➤ BACHELOR OF MANAGEMENT STUDIES

First Year BMS

Second Year BMS

Third Year BMS

POST-GRADUATE PROGRAMS

• FACULTY OF SCIENCE

➤ MASTER OF SCIENCE (COMPUTER SCIENCE)

M.Sc. CS PART I

M.Sc. CS PART II

➤ MASTER OF SCIENCE (INFORMATION TECHNOLOGY)

M.Sc. IT PART I

M.Sc. IT PART II

➤ MASTER OF SCIENCE(ENVIRONMENTAL SCIENCE)

M.Sc. EVS PART I

M.Sc. EVS PART II

• FACULTY OF COMMERCE (ADVANCED ACCOUNTANCY)

M.COM PART I

M.COM PART II

PEER TEAM REPORT ON
Institutional Accreditation of

SIES (Nerul) College of Arts, Science & Commerce, Navi Mumbai

SECTION I
GENERAL INFORMATION

1.1 Name & Address of the institution:	SIES (Nerul) College of Arts Science and Commerce Nerul , Navi Mumbai, Maharashtra State
1.2 Year of Establishment:	09th September 1998
1.3 Current Academic Activities at the Institution (Numbers):	
<ul style="list-style-type: none"> • Faculties / Schools 	03 (Arts, Science, Commerce)
<ul style="list-style-type: none"> • Departments / Centres 	Arts faculty, Science Faculty , Commerce Faculty:
<ul style="list-style-type: none"> • Programmes / Courses offered 	Undergraduate:8, Postgraduate: 4, Total: 12
<ul style="list-style-type: none"> • Permanent Faculty Members 	Permanent:29, Temporary: 18 Total: 47
<ul style="list-style-type: none"> • Permanent Support Staff 	Non-teaching:25, Technical: 3, Total: 28
<ul style="list-style-type: none"> • Students 	UG: 2030, PG:217 Ph. D.: 00 Total: 2247
1.4 Three major features in the institutional Context (As perceived by the Peer Team):	<ul style="list-style-type: none"> • A co-educational, self-financed, urban College affiliated to Mumbai University, Mumbai, Maharashtra. • Positive-development oriented management and leadership. Appreciable students' outcome and support services.

1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as annexure):	28th to 30st September, 2015 A detailed visit schedule is enclosed.
1.6 Composition of the peer Team which undertook the on-site visit:	
Chairperson	Prof. Tankeshwar Kumar
Member Co-ordinator	Dr. Gopalkrishna S. Bhat
NAAC Officer	Dr. Ganesh Hegde

SECTION II: CRITERION- WISE ANALYSIS

2.1 CURRICULAR ASPECTS:		
2.1.1	Curricular Planning and Implementation:	<ul style="list-style-type: none"> • As an affiliated institution, it has to adopt courses and syllabi prescribed by the university. • Participation in curriculum related workshops • Limited scope for curriculum planning.
2.1.2	Academic Flexibility:	<ul style="list-style-type: none"> • Tally and Capital markets skill development courses of short duration are made available . • There is no academic flexibility regarding the syllabus.

2.1.3	Curriculum Enrichment	<ul style="list-style-type: none"> • Case studies, industrial visits and projects are part of the curriculum. • College offers certificate courses. • Introduction of interdisciplinary courses may be encouraged.
2.1.4	Feedback System:	<ul style="list-style-type: none"> • Student's feedback is obtained. • Feedback from other stake holders is received. • The feedback received is analysed.

2.2 TEACHING LEARNING AND EVALUATION:

2.2.1	Student Enrolment and Profile:	<ul style="list-style-type: none"> • Merit based admission process is in vogue for all the programmes as all the programmes have good demand ratio. • Adequately inclusive admissions representing different sections. • More than 60% of the students are women candidates
2.2.2	Catering to Student Diversity:	<ul style="list-style-type: none"> • Bridge courses provided to needy . • Good facilities provided for differently able students. • Advanced learners are identified and offered extra academic support. • Remedial classes are conducted.
2.2.3	Teaching – Learning Process:	<ul style="list-style-type: none"> • Teaching plan are prepared at the beginning of the year. • Technology is used in class room teaching • Group discussion, presentation,

		field visits, workshops, role plays are conducted.
2.2.4	Teacher Quality:	<ul style="list-style-type: none"> • Six (6) faculty members are having Ph.D. and 16 teachers have M. Phil degree. • Good number of teachers participated in workshops/seminars and presented a paper • More faculty members need to be motivated for professional development.
2.2.5	Evaluation Process and Reforms:	<ul style="list-style-type: none"> • Credit Based Grading System introduced • Evaluation scheme is provided to the students at the beginning of the semester. • Students are given photocopy of answer sheets after evaluation if required.
2.2.6	Student Performance and Learning Outcomes:	<ul style="list-style-type: none"> • Students are assessed through assignments, tutorials, role plays presentations, etc. • Pass percentage is high.

2.3 RESEARCH, CONSULTANCY & EXTENSION:

2.3.1	Promotion of Research:	<ul style="list-style-type: none"> • Institute has constituted a Research and Development Committee. • Staff members are given cash incentives on completion of M.Phil./Ph.D.
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		<ul style="list-style-type: none"> • Very few members have availed of the leave for research work.
2.3.2	Resource Mobilisation for Research:	<ul style="list-style-type: none"> • Budgetary provision is made for research but needs enhancement. • Faculty members are encouraged to participate in conferences/ workshops for which funds are utilized. • One faculty member has got BRNS research project.
2.3.3	Research Facilities:	<ul style="list-style-type: none"> • Library, laboratories and computer facilities available for research. • Specialised research laboratories need to be established in the identified thrust areas.
2.3.4	Research Publications and Awards:	<ul style="list-style-type: none"> • Publications in peer-reviewed / quality Journals need to be initiated. • Few faculty members have published research papers in online open access journals.
2.3.5	Consultancy:	<ul style="list-style-type: none"> • One faculty member undertaken consultancy of water testing for remuneration • Policy for consultancy be formulated. • Consultancy outcomes could be improved.

2.3.6	Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> • Community services rendered by NSS unit and WDC. • Blood donation and Sensitisation programmes are conducted. • Elaborative action plan for extension activities need to be prepared and to be put in action.
2.3.7	Collaborations:	<ul style="list-style-type: none"> • One research collaboration through BRNS research project.

2.4 INFRASTRUCTURE AND LEARNING RESOURCES:

2.4.1	Physical Facilities:	<ul style="list-style-type: none"> • Adequate infrastructure for running the existing programmes. • Medical facility on call basis. • Separate common rooms for girls & boys, sports and canteen facilities are available.
2.4.2	Library as a Learning Resource:	<ul style="list-style-type: none"> • Library has 25303 books, 12002 reference titles. • N list e journals package programme is subscribed. • Library Advisory Committee is service offered by Library is good. • Number of books needs to be enhanced for the existing students' strength.
2.4.3	IT Infrastructure:	<ul style="list-style-type: none"> • Separate computer labs for UG and PG programmes exists. • Internet and Wi-Fi facilities are available.

		<ul style="list-style-type: none"> • Audio Video room is available for online lecture.
2.4.4	Maintenance of Campus Facilities:	<p>1 Maintenance and upkeep committee constituted</p> <ul style="list-style-type: none"> • Campus is well maintained. • Annual maintenance contracts are in practice for computers, projectors, servers etc.

2.5 STUDENT SUPPORT AND PROGRESSION:

2.5.1	Student Mentoring and Support:	<ul style="list-style-type: none"> • Class teacher monitors student performance • Insurance Policy for students is in place.. • College has Placement Cell and Career Counselling system • Scholarships / financial support for the students is from Government as well as from the management.
2.5.2 :	Student Progression	<ul style="list-style-type: none"> • Slow learners are identified and trained appropriately. • Drop rate is negligible. • Students' progression to higher education could be further improved. • Student placement activities need to be strengthened further.
2.5.3	Student Participation and Activities:	<ul style="list-style-type: none"> • Students are participating in various sports and cultural activities at college and intercollegiate level. • One student selected for Republic day celebration and one student selected for RBI young student

		award. <ul style="list-style-type: none"> • Alumni association is registered.
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2.6 GOVERNANCE, LEADERSHIP AND MANAGEMENT:

2.6.1	Institutional Vision and Leadership:	<ul style="list-style-type: none"> • Vision and Mission are in place. • ISO 9001 certified institution. • Forward looking managerial system.
2.6.2	Strategy Development and Deployment:	<ul style="list-style-type: none"> • Several committees formed for functioning of college. • College has to develop perspective plan.
2.6.3	Faculty Empowerment Strategies:	<ul style="list-style-type: none"> • Faculty and staff development programmes are regularly organised. • Performance appraisal of faculty is in practice. • Faculty should apply for research projects to improve research.
2.6.4	Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • Annual internal and external auditing system is in place. • Students' fees are the sources of finance. • Extra-mural fund generation schemes need to be encouraged. • Management supports for resource mobilization.

2.6.5	Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC is in existence. • Meetings of IQAC are held and contributed for improving learning outcome. • IQAR reports are uploaded regularly
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2.7 INNOVATIONS AND BEST PRACTICES:

2.7.1	Environment Consciousness:	<ul style="list-style-type: none"> • Green environment sensitisation programmes are organised. • Waste management initiatives need to be improved.
2.7.2	Innovations:	<ul style="list-style-type: none"> • Each course has its own festival for educational and other curricular activities. • E-waste collection and collection of materials for poor.
2.7.3	Best Practices	<ul style="list-style-type: none"> • Use of Technology to enhance learning. • Team building activities are regularly organised for overall development of students.

SECTION III: OVERALL ANALYSIS

OBSERVATIONS		
3.1	Institutional Strengths:	<ul style="list-style-type: none">· Good student support services.· Positive-development oriented management.· Good students with good public image.· Appreciable extension activities and student support services.
3.2	Institutional Weaknesses:	<ul style="list-style-type: none">· Limited scope of expanding physical infrastructure.· Student catchment area confined mainly to nearby places.· Limited research and consultancy activities.· Lack of core and senior faculty.
3.3	Institutional Opportunities:	<ul style="list-style-type: none">· To be one of the good colleges through development.· Better scope for further extension in terms of new and interdisciplinary programmes.· Getting more services and support from the alumni.· Using effectively the constructive and positive management for its growth.
3.4	Institutional Challenges:	<ul style="list-style-type: none">· To motivate the faculty for more research.<ul style="list-style-type: none">· To get paid consultancy.· To attract students from other parts of the state and country.· To retain and appoint good faculty.

SECTION IV: RECOMMENDATIONS FOR QUALITY ENHANCEMENT OF THE INSTITUTION

- Faculty may be encouraged to pursue research and submit research proposals to appropriate funding agencies.
- Online resources like NPTEL be explored by teachers and students.
- Placement cell be established to strengthen placements.
- Consultancy activities should be strengthened.
- Industry interface activities should be strengthened.
- New and interdisciplinary programmes may be introduced.
- Transport facility for students be initiated.
- Participation of students to activities and competitions at State/National level be encouraged.
- Classes for competitive exams like NET, SET etc can be conducted.
- Possibility of Hostel facility be explored.



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद
विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission

Quality Profile

Name of the Institution : SIES (Nerul) College of Arts, Science and Commerce
Place : Sector - V, Navi Mumbai, Maharashtra

Criteria	Weightage (W_i)	Criterion-wise Weighted Grade Point (Cr WGP)	Criterion-wise Grade Point Averages ($Cr WGP_i / W_i$)
I. Curricular Aspects	100	300	3.00
II. Teaching-Learning and Evaluation	350	1270	3.63
III. Research, Consultancy and Extension	150	330	2.20
IV. Infrastructure and Learning Resources	100	300	3.00
V. Student Support and Progression	100	320	3.20
VI. Governance, Leadership & Management	100	280	2.80
VII. Innovations and Best Practices	100	300	3.00
Total	$\sum_{i=1}^7 W_i = 1000$	$\sum_{i=1}^7 (Cr WGP)_i = 3100$	

$$\text{Institutional CGPA} = \frac{\sum_{i=1}^7 (Cr WGP)_i}{\sum_{i=1}^7 W_i} = \frac{3100}{1000} = \boxed{3.10}$$

Grade = **A**

Descriptor = **VERY GOOD**

Date : November 15, 2015



D. Singh
Director

- This certification is valid for a period of Five years with effect from November 15, 2015
- An institutional CGPA on four point scale in the range of 3.01 - 4.00 denotes A grade (Very Good), 2.01 - 3.00 denotes B grade (Good), 1.51 - 2.00 denotes C grade (Satisfactory)
- Scores rounded off to the nearest integer



Lloyd's Register
LRQA

CERTIFICATE OF APPROVAL

This is to certify that the Quality Management System of:

**SIES (Nerul) College of Arts, Science & Commerce
Sri Chandrasekharendra Saraswathy Vidyapuram,
Plot No.1 C, Sector V,
Nerul, Navi Mumbai - 400 076,
INDIA**

has been approved by Lloyd's Register Quality Assurance
to the following Quality Management System Standard

ISO 9001:2008

The Quality Management System is applicable to:

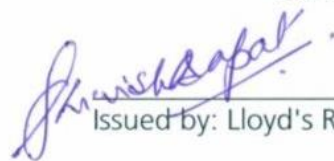
- **Provision of Higher Secondary Education in Commerce stream as per Maharashtra State Board of Secondary and Higher Secondary Education syllabi.**
- **Education leading to University of Mumbai accredited Degrees in Arts, Science and Commerce and Post Graduate Degrees in Science and Commerce.**

Approval
Certificate No: MUM0061117

Original Approval: 28 March 2005

Current Certificate: 28 March 2014

Certificate Expiry: 27 March 2017



Issued by: Lloyd's Register Quality Assurance Limited



001

This certificate replaces and supersedes certificate no.MUM0061117 , issue dated 19 February 2013
Hiramford, Middlemarch Office, Village Siskin Drive, Coventry, CV3 4FJ, United Kingdom. Registration number 1879370

This approval is carried out in accordance with the LRQA assessment and certification procedures and monitored by LRQA.
The use of the UKAS Accreditation Mark indicates Accreditation in respect of those activities covered by the Accreditation Certificate Number 001

Macro Revision 13

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SIES
RISE WITH EDUCATION

(Nerul) College
of Arts, Science
& Commerce

INTERNAL QUALITY ASSURANCE CELL

Internal Quality Assurance Cell (IQAC) is a pioneer body established in an educational institution which monitors, regulates, guides, improves, strengthens and supervises the academic activities in an organisation. The primary aim of IQAC is:

- i. To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.
- ii. To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

While preparing the present perspective plan, the IQAC has considered following perspectives:

- i. Core values of NAAC-the observer of quality benchmarking in higher education
- ii. Mission and Vision statement of Our College.
- iii. Quality Policy of the College
- iv. SWOC Analysis of the College

CORE VALUES OF NAAC

1. Contributing to National Development
2. Fostering Global Competencies among Students
3. Inculcating a Value System in Students
4. Promoting the Use of Technology
5. Quest for excellence



SIES

RISE WITH EDUCATION

(Nerul) College
of Arts, Science
& Commerce

MISSION & VISION STATEMENT

Our institution's mission was set by our founder Shri M. V. Venkateshwaran in 1932.

'This society should sincerely serve the cause of education needs of the common man of this cosmopolitan city.'

SO IN A SPIRIT OF SINCERITY WE

- Stress on high standards of academic, professional and societal performance.
- Respond in a creative manner to a continuously changing cosmopolitan society.
- Support cultural and ethnic diversity in the student community.

Objectives of the college - To produce professionals of high calibre values to establish a truly educated cosmopolitan city so that the vision of the South Indian Education Society is translated into reality.

We Seek to achieve our educational mission by

- Strengthening the human intellects through the rule of reasoning.
- Encouraging industry based academic interaction for knowledge based on experience.
- Enabling the students to enhance their knowledge by providing library resources and an environment conducive to learning.
- Imparting knowledge keeping abreast with changing technologies.

Our Motto

Tirelessly strive towards perfection and scale greater heights.

The students, staff and teachers are entities who constitute the college. Hence, they are well informed and briefed about the mission and vision of the college. This constantly motivates them to work harder with sincerity and honesty, thus transmuting the dreams of the College into reality.

ROLE OF IQAC

A proactive role by the IQAC of an institution is crucial in maintaining the momentum of quality consciousness. NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring -

- ❖ **Quality Assurance (QA) activities of the institution.**
- ❖ **Quality Enhancement (QE) activities of the institution**

The aim identified has been to bring three 'As' together in an integrated manner viz



SWOC ANALYSIS

IQAC has identified **SWOC** of the college in order to make Perspective Plan-

A. INSTITUTIONAL STRENGTHS

We are one of the reputed colleges in Navi Mumbai offering 8 undergraduate and 4 post graduate programmes. We are fortunate to have a supportive and visionary management which enables the holistic development of the students.

I. ACADEMIC CULTURE

- i. An active IQAC has been instrumental in introducing quality initiatives and supporting the growth and expansion of the Institution.
- ii. There is emphasis on research through conferences and student research
- iii. The College has network with Environmental Consultants and NGOs.
- iv. The College promotes value based education through various social initiatives.
- v. There is strong financial support for the underprivileged students through management and alumni contribution.
- vi. The College offers market oriented courses.

II. STUDENTS

- i. College attracts good quality students with percentage
- ii. The College lays strong emphasis on all round personality development of students through extra and co-curricular activities.
- iii. Students have won prizes in sports events at national and International level.

III. FACULTY

- i. The College has experienced and qualified teaching faculties in Commerce, Economics, Management, Information Technology and Environment.
- ii. The faculty members adopt ICT for teaching and learning.
- iii. The College organizes faculty development programmes for academic enrichment of faculties.

- iv. The College has young, dynamic and committed administrative staff.

IV. ALUMNI

- i. The College maintains strong ties with vibrant alumni, who conduct various activities for the students.
- ii. Financial support is offered by alumni to some deserving students.

V. INFRASTRUCTURE

- i. The College is centrally located in the cosmopolitan city of NAVI MUMBAI and is well connected by all means of transport.
- ii. Classrooms are equipped with LCD & Projectors.
- iii. ICT facilities are updated.

B. INSTITUTIONAL WEAKNESSES:

The institutional weaknesses are identified through interaction with stakeholders. They help in constituting new policies and practices that will enable the institution to function effectively.

I. EXTERNAL FACTORS

- i. The College being affiliated to the University of Mumbai has to adhere to the curriculum and examination system designed by the University. Thus the institution does not have the freedom to make changes in curriculum as per contemporary requirements.
- ii. The College has limited Academic-Industry interaction.
- iii. The College does not have functional MOUs with organizations for Internship.

II. STUDENT RELATED FACTORS

- i. The teacher student ratio is high which limits the individual attention given to students.
- ii. Students have not won awards in cultural events at the University level.

III. INFRASTRUCTURE RELATED

- i. Limited scope of expanding physical infrastructure.
- ii. The College has to work on setting up a Ph.D research centre.
- iii. The College has to set up a rain water harvesting facility.

C. INSTITUTIONAL OPPORTUNITIES

Opportunities provide the platform for an institution to harness its strength. We aim to achieve our motto of 'Rise with Education', by exploring the opportunities.

I. EXTERNAL ENVIRONMENT:

- i. Add-on courses which can supplement existing courses can be increased.
- ii. There can be MOU with foreign Universities.
- iii. The College being multistream offers an opportunity to introduce more interdisciplinary courses.
- iv. International Exchange Program can be sought after.
- v. Getting more services and support from Alumni.

II. INTERNAL ENVIRONMENT:

- i. Existing infrastructure can be put to optimum utilization.
- ii. For promotion of research of good standards, software for Plagiarism Testing can be installed in the College.
- iii. Modernization of classrooms for enhancing the usage of ICT in the teaching learning process can be undertaken.
- iv. There is scope for using the in-house capabilities for enhancing technology up gradation.
- v. Use of alternative sources of energy needs to be explored.

D. INSTITUTIONAL CHALLENGES:

The College faces challenges in motivating students to be career oriented and to participate in activities in large numbers.

I. STUDENT RELATED:

- i. Motivating students to undertake internships, field visits, etc., in programmes where it is not compulsory is difficult.
- ii. Persuading students to make better use of library resources does not often give expected results.

- iii. Procuring students' participation in University level cultural events is a difficult task.
- iv. Guiding students to be focussed on their careers beyond their graduation is effective only to a limited extent.

II. OTHERS:

- i. Making all stakeholders IT trained to support the E-Governance system is difficult.
- ii. Associating with industries for strengthening Industry Academia interface involves a number of formalities.
- iii. Responses of students and availability of trainers are not encouraging in introducing more certificate courses in emerging areas of Commerce and IT.
- iv. Continuous up gradation of computer infrastructure due to change in syllabus involves high cost, both financially and technically.
- v. Motivate the faculty for more research.
- vi. To retain and appoint faculties with qualification
- vii. To get paid consultancy

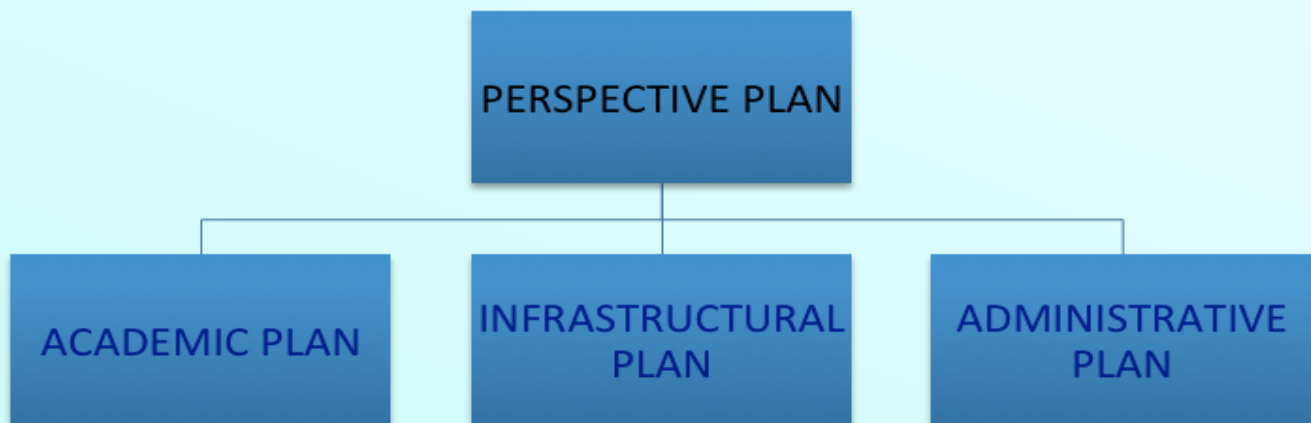


STRUCTURE OF PERSPECTIVE PLAN

IQAC has undertaken the task of designing **Perspective Plan for the period of five years commencing from academic year 2015-16 to academic year 2019-20** for all round growth of the Institution. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future. In the preparation of the Perspective Plan, the IQAC of the College has taken initiatives to obtain inputs from all STAKEHOLDERS - Management, Principal, Faculty, Administrative staff, Students, Alumni and Parents.

Started with 840 students in 1998, College has reached enrolment of 2,234 in the year 2015-16. Witnessing the demand for various courses, it necessitates expansion of Physical Infrastructure, ICT Infrastructure, Academic and Administrative support services, College chalked out Perspective Plan for the time period 2015-16 to 2019-20.

Perspective Plan is categorised into following three major areas-



ACADEMIC PLANS

I. STUDENTS :

- a) **INCREASE IN DIVISIONS:** College has reached enrollment of 2,234 in the year 2015-16. Growing population of Navi Mumbai and witnessing the increase in demand for various courses every year, the college plans to apply to the University for additional divisions.

b) EMPLOYABILITY:

- i.** Enhancing employability of the students as per corporate requisites and making them job ready is always our motto. So, it is planned to increase Add-on and certificate programs like Advanced Excel and persuade students to have hands-on experience by undertaking internships, organise professional ethics workshops by well-placed alumni, coaching for competitive exams, a job fair for the students in Mumbai and Navi Mumbai and sessions with experts to bridge the gap between academia and industry.
- ii.** The employment prospects of students of Post-graduation are also to be raised through the efforts of the Placement Cell and offering Add-on courses .

c) ENTREPRENEURSHIP: Lets be job creators rather than job seekers'-to infuse the spirit of entrepreneurship, an Entrepreneurial Development Cell will be formed whose main objective will be to bring out budding and prospective entrepreneurs. Students of Post-graduation will be motivated to consider entrepreneurship so that on the completion of their Master's degree they can venture into a project.

d) RESEARCH:

- i.** To promote research culture by organising inter departmental research paper presentation competitions.
- ii.** To encourage students of Post-graduation to present research papers at conferences.
- iii.** Student centric teaching system is to be emphasized

e) ACADEMICS: Academics are of prime importance for any educational institution and continuous improvement in results is the focal area. So, it is decided to introduce a Result Improvement Committee and to organise seminars by alumni for current students on how to excel in University examinations.

II. FACULTY

- ★ The pillar of any academic institution is its faculty; hence it is decided to increase the number of qualified and permanent teachers.
- ★ A qualified teacher is well equipped and the benefit of knowledge is passed on to students. Moreover, permanent staffs has a sense of belonging to the institution which impacts his/her morale.
- ★ To upgrade the teaching abilities of the teachers, it is planned to conduct Faculty Development Programs (HRD) on a regular and continuous basis. In a fast paced

world, Technology and e learning have transformed the way in which learning is imparted to students. So, to take a step ahead in this direction sessions on innovation in teaching and learning, e-learning and e-content development will be organised.

- ★ Conferences offer an opportunity to gain knowledge, discuss ideas and develop scientific thinking. So conferences will be organized by various courses and Media Summit by the Mass Media course.
- ★ Research undertaken by teachers adds to both, the academic strength of an institution and individual development. So, it is planned to introduce research policy, encourage faculties to submit minor research proposals and research publications, book publications, increase funding through consultancy, increase the linkages.
- ★ Organise syllabus revision seminars to have an insight into the latest developments in curriculum.

III. VALUE BASED ACTIVITIES:

- ★ It's an endeavour to bring up good citizens so it is planned to set up a committee solely attributable to promote values.
- ★ To promote social outreach programs to inculcate values.
- ★ To promote value education through departmental fests.
- ★ To organise donation drives continually to benefit the downtrodden section of the society and sensitizing students.
- ★ To promote harmony amongst the students by celebrating various festivals of different religions.
- ★ To celebrate various days, national and international, to create awareness and awaken the spirit of patriotism and universal brotherhood amongst students.

IV. GENDER SENSITIVITY:

- ★ To organise self defense workshops especially for girl students.
- ★ To organise sessions for male and female staff and students to sensitise them regarding problems related to women.

V. FEEDBACK MECHANISM:

- ★ To strengthen the feedback system and reinforce best practices and remedial steps for weaker areas.
- ★ The College has kept a suggestion box at a strategic place, where students drop in their suggestions. These suggestions will be scrutinized, periodically, and taken into account for further improvement.
- ★ To establish industry-academia linkage, encourage activity leading to placements and take feedback from employers.

VI. OTHERS :

- ★ Institution focuses on all round personality development of students, so it is planned to increase the number of extension activities organised at the university level and at the college forum, to encourage the students to take part in sports and cultural activities and win at district, state and national level.
- ★ No one should be deprived of the education due to lack of funds; so it is planned to increase the financial support to the needy and deserving students
- ★ Students will be encouraged to use more learning resources in the library. College will continue to provide easy access to daily newspapers, journals, periodicals and the internet in the Library and reading halls. The college will subscribe to additional journals, e-journals, periodicals and Web Portals for enriching the reading resources.

INFRASTRUCTURAL PLANS

I. PREMISES:

To cater to the growing population of Navi Mumbai and observation in the past that there is huge demand for admission, college plans to apply for additional divisions leading to requirements for infrastructure. In the long run, expand the premises by acquiring new pieces of land in order to meet the demand for infrastructure.

Extension of premises will be done for academic, recreational and extra-curricular activities for the students to enhance their skills and also nurture their talent.

II. CLASSROOM FACILITIES:

It is planned to acquire Smart Boards and Whiteboards, increase the number of benches and replace the old benches with new ones.

III. COMPUTER FACILITIES:

- ★ Plan the extension of computer laboratories which will help to make room for more students.
- ★ Adequate number of well-equipped Computer laboratories and increase the number of computers with better RAM to cater to computer based courses and Post graduate courses in Computer Science and Information Technology.
- ★ To increase the number of laptops for better and efficient operations.

IV. ENVIRONMENT CONSCIOUS FACILITIES:

- ★ A big step towards the environment is to make campus eco-friendly and conduct the waste collection drive wherein all the students, teachers and other staff will help to collect waste and recycle to create a clean and healthy environment. Post graduate courses may be given the responsibility of taking the initiatives.
- ★ Vertical garden on the building will do the justice of creating an awareness towards the environment and at the same time beautify the campus.
- ★ To discourage use of plastic bags and adopt 3 R's-Reduce, Reuse & Recycle
- ★ To create awareness amongst the students for a plastic free environment.
- ★ Reduction in electricity bills by use of LED bulbs and solar panels
- ★ To promote hygiene amongst girl students by setting up sanitary pad vending machines

V. OPTIMUM UTILISATION OF RESOURCES:

College premises will be made available to conduct SET, UPSC, Bank or any other competitive exams

VI. LIBRARY RESOURCES:

- ★ Main Library with ever increasing holdings and user friendly and comprehensive Library services.
- ★ Automation of Library services.
- ★ Developing a suitable system of Reading rooms facilities also to alumni and outsiders.

VII. SANITATION FACILITIES:

- ★ Safe drinking water facility on every floor with coolers and water purifiers.
- ★ Adequate number of toilet blocks for girl and boy students and staff.

VIII. SECURITY RELATED:

- ★ CCTV facilities
- ★ Well secured firefighting facilities in strategic places.

IX. MAINTENANCE OF INFRASTRUCTURE:

Supply of electricity power with separate panels in every floor coupled with generator facility to ensure continuous and uninterrupted flow of electricity.

X. OTHER FACILITIES

- ★ Fully equipped auditorium hall with audio visual facilities.
- ★ Departmental rooms for faculty with departmental libraries, computers and internet facilities
- ★ Well-furnished Conference Room.
- ★ Firefighting equipment's were installed
- ★ Effective internal communication through intercom facilities.
- ★ Computers at laboratories, offices, Library, research centre and departments with LAN.
- ★ Well-furnished and fully computerized Administrative Office.
- ★ Spacious, well furnished, well ventilated Cafeteria.
- ★ Boys and Girls Common Rooms.
- ★ Develop Language Laboratory

ADMINISTRATIVE PLANS

I. DIGITALISATION:

- ✎ The admission process will be digitised to bring transparency, create less waste and reduce errors.
- ✎ The college has in place a well-defined, transparent admission process based on merit coupled with reservation policy and will continue the same process in future too.
- ✎ In order to prevent corruption, wide publicity will be made about the purely merit based admission process in the college website, in prospectus and also by placing prominent sign Boards in strategic places of college main entrance.
- ✎ To implement e governance for a transparent and quick system by introducing ERP.

II. HUMAN RESOURCES:

- ✎ Increased intake capacity will require an increase in the number of administrative staff Hence it is planned to create more positions/working hands in non-teaching staff category.
- ✎ To organise training programmes for non-teaching staff on a regular basis to improve their efficiency.
- ✎ Recreational activities improve productivity hence it is planned to organise more events for support staff.
- ✎ As a part of the inclusion policy, it is planned to organise various sessions for the housekeeping staff.

III. CONFORMITY TO STANDARDS:

- ✎ To apply for Academic Audit
- ✎ Strengthen the audit mechanism by organising internal auditor training program
- ✎ To set standardisation by upgrading college from ISO 9001:2008 TO 9001:2015
- ✎ To conduct Gender Audit/ Gender Equality survey to bridge the gap.

- ✍ To conduct green audit and environmental audit to discover loopholes and pursue healthy practises
- ✍ To conduct Information Technology audit.
- ✍ To apply for National Institute of Regulatory Framework

IV. DOCUMENTATION:

- ✍ Document Keeping is crucial in any administrative set up. So it is planned to establish robust system for keeping record of students appearing for competitive exam
- ✍ For the smooth and consistent operations, new formats to enhance the quality will be designed.
- ✍ To form Reporting Committee in order to keep proper accountability of all events taking place in an organisation.
- ✍ To handle unforeseen situations, it is planned to organise mock drill for the disaster management of the college

V. EXAMINATION PROCESS:

The College will develop a technology based, transparent and secure examination process to ensure an efficient system with minimum errors.

VI. COLLABORATION:

- ✍ To increase linkage with other colleges and University.
- ✍ To increase linkage with companies for internship and placement.

“Plans are of little importance, but planning is essential.” —
Winston Churchill

ANNEXURE



SIES SHALL BE AMONGST THE MOST ADMIRABLE ACADEMIC INSTITUTIONS IN INDIA

WHAT DOES ADMIRATION MEAN?

A feeling of wonder, pleasure or approval.

The act of looking on or contemplating with pleasure

Approval, esteem, regard, affection, veneration, honor, idolization, reverence -synonyms for admiration

OUR ADMIRATION SHALL FLOW FROM

The quality of our efforts in the field of education

The quality – the reach, the expanse and sweep of our academic services

Our respect for 'Law' at all times

The creation of an SIES Family where a full family tree would have experienced SIES as students

WHAT DOES THAT CONVEY FOR SIES?

We shall confine ourselves to our core competence i.e. universalising education

We shall redefine the boundaries of our activities beyond Mumbai, Navi Mumbai to India

We need not be 'BIG' but shall endeavour to be the 'BEST'

We shall be 'Admired' for our activities in life learning process through 'Education' The admiration shall come from all stakeholders – students, staff, society

Our scale of admiration shall be based on the value addition we provide during the student days

We shall ever remain 'Student centric' for we have no existence without them

IT'S HALF WAY THROUGH OUR CENTENARY IN 2032

Phase I - GOALS

Student strength to reach Over 50,000

SIES - University for Higher education

All institutions accredited at the highest grade 'A' for e.g. in NAAC

Socially responsive education. Beyond the classrooms or social media. 'ISR' the dominant face of SIES. A Good share of admiration from ISR.

Most vibrant network of Alumni, Past Teachers and Staff, present human resources creating the vast SIES Family.

Phase II – Goals and action plan in 2022

2017

PHASE I

2025

PHASE II

2032

SIES 100 YEARS

THE IDENTITY FOR ANY SIES INSTITUTION

A distinct logo within the SIES logo

A value lab

An ISR Department

A Past Student's Association within the institution without separate legal existence

An active forum for parents and teachers

Capitation Free Merit based student enrollment at all levels

Highest accreditation from a National Agency

Research unit