



# St. Francis Institute of Management and Research (SFIMAR)

## Minutes of IQAC Meeting

**Date: 7 December 2024**

**Time: 9.30 am**

**Venue: MDP Room**

### **The Agenda**

The Agenda for the Meeting is -

1. Peace Prayer
2. Welcome - Dr Shalini Sinha, Director - SFIMAR
3. Minutes of the Previous Meeting
4. Action Taken Report
5. IQAC Composition 2024-25
6. National Education Policy
7. AQAR
8. Academic Updates
9. Departmental Updates
10. Autonomy updates
11. Any other matter with the permission of the Chair.

### **Members Present**

1. Bro. Alphonse Nesamony
2. Bro. Xavier Munda
3. Dr Shalini Sinha
4. Dr. G. Ramesh
5. Dr. Natika Poddar
6. Dr. Smita Jesudasan
7. Ms. Sanchayita Banerjee
8. Ms Sonali Shiralkar
9. Ms. Deepa Prajapati



10. Mr Prakash Lalwani
11. Dr. V. Thangavel
12. Mr Sreeraj Nair
13. Ms Sunita Shinde
14. Mr Vitthal Govind Lad
15. Ms Aditi Ajay Acharekar
16. Mr Prince Howlader

### **Discussion and Actions**

The meeting commenced with the Peace prayer led by Bro. Alphonse Nesamony, Chairman of SFIMAR. Dr. Shalini Sinha, Director of SFIMAR, welcomed the members to the IQAC meeting.

Dr. Smita Jesudasan presented the Minutes of the previous meeting with the members of the IQAC, which were approved. The Action Taken Report was also presented. Bro. Alphonse Nesamony stated that the website [www.sfimar.org](http://www.sfimar.org) should be functional and updated. Mr. Prakash Lalwani noted that the IT policy will be strengthened to conduct online examinations, similar to those offered by NPTEL, and that additional CCTVs have been procured for surveillance purposes. Dr. G. Ramesh stated that the Institute needs to be prepared for the upcoming 2nd Cycle of NBA in 2025-26 and the 3<sup>rd</sup> Cycle of NAAC in 2026-27.

### **IQAC Composition 2024-25**

Dr Smita Jesudasan presented the IQAC composition for the Academic year 2024-25.

<b>Sr. No</b>	<b>Category</b>	<b>Name of the Member</b>	<b>Profession</b>
1	Chairperson	Dr. Shalini Sinha	Director - SFIMAR
2	Teachers to represent all levels	Dr G Ramesh	Professor, Deputy Director – SFIMAR
3		Dr Natika Poddar	Associate Professor
4		Ms. Sanchayita Banerjee	Assistant Professor
5		Ms. Sonali Shiralkar	Assistant Professor
6		Ms. Deepa Prajapati	Assistant Professor
7	One Member from the Management	Bro. Alphonse Nesamony	Chairman - SFIMAR
8	The Senior Administrative Officer	Ms. Blowsita Rodrigues	MMS Admin

9	One nominee each from the Local Society /Trust, Students, and Alumni	Bro. Xavier Munda	Registrar - SFIMAR
10		Aditi Ajay Acharekar	MMS Student
11		Prince Howlader	MMS Student
12		Mr. Saurabh Oak	VP, JP Morgan Chase & Co.
13	One nominee each from the Employer / Industrialists / and the Stakeholders	Ms. Sunita Shinde	Associate Director, Human Resources, Ipsos Research Pvt. Ltd
14		Mr. Hardik Shah	Founder and CEO, Business Karma
15		Ms. Bhuvaneshwari V	Freelance Trainer, Instructor, and Facilitator
16		Mr. Vitthal Govind Lad	Founder of Kashtakari Shethkari Sangatna
17		Dr Thangavel	Librarian, SFIMAR
18		Mr. Prakash Lalwani	Head IT
19	Coordinator of the IQAC	Dr Smita Jesudasan	Associate Professor

Bro. Alphonse Nesamony stated that the Senior Administrator will be Dr Sampat Pillai. He It was also noted that the HOD of the BMS should be part of the IQAC team.

### **National Education Policy**

Dr Smita Jesudasan presented the components of the NEP 2020 –

- Internationalization of Education
- Indian Knowledge Systems
- Equitable and Inclusive Education
- Accreditation and Excellence
- Governance and Autonomy
- Capacity Building of Teachers for Quality Education
- Multidisciplinary and Holistic Education
- Digital Empowerment and Online Education
- Skill Development and Employability
- Research, Innovation, and Entrepreneurship

The implementation updates for NEP 2020 at SFIMAR are mentioned below -

- SFIMAR offers the following programmes, with a curriculum designed according to the NEP 2020 Framework under Autonomous status.



1. MMS (Two-year fulltime program)
2. BMS (Four-year fulltime program)
- The Academic Bank of Credits (ABC) ID is a unique identifier introduced under India's National Education Policy (NEP) to revolutionize how students manage their educational credits. The ABC ID enables students to accumulate credits across various universities and institutions.
- As per the UoM circular dated 7th April 2023, ABC IDs have been created for students from the 2022-23 academic year onwards and forwarded to the UoM.

Dr G Ramesh stated that the Institutes are required to enter all admitted students' ABC IDs from the college login. He stated that the department has updated the ABC ID of Batch 2022-24 on the Muengg portal. Additionally, Batch 2023-25 ABC IDs have been updated on the MKCL portal. The students have created their IDs through DigiLocker.

#### **BMS Professional Course - Multiple Entry and Exit Points**

1. Undergraduate certificate in Management Studies
2. Undergraduate Diploma in Management Studies
3. Graduate degree in Management Studies
4. Graduate degree in Management Studies with Honors

#### **MMS Program - Multiple Entry and Exit Points**

1. PG Diploma in Management after a 3-year UG Degree on completion of the First Year MMS of 52 credits
2. PG Degree after a 3-year UG Degree on completion of the Second Year MMS of 52 credits

#### **Multi-Disciplinary/ Inter-Disciplinary**

1. Students are working on winter projects covering a variety of subjects.
2. Faculty members are involved in Inter-Disciplinary research/case study and publish the same in Inter-Disciplinary Journals
3. SFIMAR Alumni are employed in Interdisciplinary areas.
4. Students came from various educational backgrounds to join the programmes at the SFIMAR campus.

5. SFIMAR offers electives on Inter-Disciplinary & Multi-Disciplinary subjects, subjects for MMS- First-year students - Social Psychology (Semester 1), and Environment Management and Sustainability (Semester 2)

Bro. Alphonse Nesamony stated that the MMS Programme is multi-disciplinary.

### **SWAYAM & MOOCS**

1. At SFIMAR, various certifications and add-on courses are given special importance, and students are encouraged to register for NPTEL Courses.
2. Mentors are allotted to each course to solve students' queries.
3. SFIMAR also covers the cost of the above-mentioned certification examination for those who qualify on their first attempt.
4. The toppers of each NPTEL certification program are offered special felicitation, a trophy, and recognition across the institute.

Bro. Alphonse Nesamony appreciated the contribution of CMA Dr Natika Poddar, the NPTEL coordinator.

### **Research, Innovation, and Entrepreneurship**

1. The Research Development Committee Meeting is held every month.
2. Research Incentives
3. Research Assistance
4. The criteria for availing the incentive are as follows:

Sr. No.	Journal Category	Incentive (Rs)
1	FT & A Star	25000
2	ABDC – A	20000
3	ABDC – B	15000
4	ABDC – C	10000
5	Web of Science and Scopus	5000

Dr Shalini Sinha stated that the event 'Innohatch' was organised by the Prerna Club, the entrepreneurship club of SFIMAR, and facilitated by Prof. Jinal Lathia.



### **Capacity Building Programmes for all teachers**

1. The St. Francis Institute of Management and Research (SFIMAR) organized a six-day Faculty Development Programme (FDP) from July 1 to 6, 2024, with Mr. Vaibhav Shah as the Lead Facilitator.
2. 6 days short-term course on Research methods and techniques Co-ordinated by St. Francis Institute of Management and Research under UGC MALVIYA MISSION TEACHER TRAINING CENTRE (Erstwhile UGC Human Resource Development Centre) & RUSA from 9th to 14th September 2024
3. UGC Malaviya Mission Teacher Training Centre, University of Mumbai (Erstwhile UGC Human Resource Development Centre, University of Mumbai), has organized an online program on “National Education Policy 2020—Orientation and Sensitization Programme” from 18 November to 28 November 2024, coordinated by St Francis Institute of Management and Research.

Dr G Ramesh stated that the NITTTR models are related to capacity building. He encouraged the newly joined faculty members to pursue the modules from NITTTR.

### **Internationalization of Education**

- Collaboration with foreign universities, namely Olivet University of the USA, Santa Clara University of California, and Assumption University of Thailand.
- International educational tours are held yearly in foreign countries such as Thailand in 2024, Singapore and Malaysia in 2023, and Dubai in 2022.
- International Alumni Connect events
- First-year MMS students from MOBI, Santa Clara University, USA, pursue online certification in Small Business Essentials, Quick Start Entrepreneur, and Growing a Business.
- International Guest Speakers share their knowledge and expertise with students, faculty, and staff through guest lectures, eminent speaker series, conferences, workshops, etc.

Dr. Natika Poddar briefed on the highlights of the international educational tour to Thailand, specifically Bangkok and Pattaya. Dr G Ramesh stated that a Letter of Intent with Assumption University of Thailand exists.

### **Indian Knowledge System**

- IKS as a subject is incorporated into the BMS Semester 1 syllabus.
- The extension and Outreach Activities of Abhimaan Club, Green Club, Department of Lifelong Learning and Extension, Kala Sadhana Arts and Charitable Centre, and CWDC promote values and ethics based on Indian Culture.
- The festival celebrations of Navratri and Onam promote Indian Culture.
- Indian management cases are used as a pedagogical tool by the faculty members to bridge the gap between theory and practice.

### **Governance and Autonomy**

- SFIMAR is conferred autonomous status by the University Grants Commission (UGC) on the 13<sup>th</sup> of November 2023 for a period of 10 years from the year 2024-25 to 2033-34.
- Institution Development Plan to be submitted to CDC and GC for approval.
- Reconstitution of GC, AC, and CDC based on Autonomy.

Dr. G. Ramesh stated that the Governing Council has been renamed to Governing Body as per the autonomy guidelines.

### **Inclusive and Equitable Education**

Bro. Alphonse Nesamony stated that students on the SFIMAR campus have equal opportunities. Special requirements of the students are catered to. Prof. Rosie Murray facilitated a live case study on Diversity, Equity, and Inclusion as a part of the HR Edge Certification Course. Dr Natika Poddar stated that all faculty members are also provided equal opportunities for promotion.

### **Skill Development and Employability**

Dr Shalini Sinha stated that students are instructed to communicate in English on campus. Dr. Natika Poddar stated that basic English classes have been taught to underprivileged students through the Kala Sadhana Arts and Charitable Centre. Ms Sunita Shinde stated that English communication is essential from the corporate perspective. Mr Prince Howlader stated that a few classmates speak in their mother tongue and find it challenging to converse in English. Prof. Sanchayita Banerjee stated that communication skills are developed through student skill



development programs organized by CMC, presentations by students as part of the CIE, and weekly group discussions.

### **Digital Empowerment and Online Education**

Dr. Shalini Sinha stated that students are digitally empowered through the two IT courses introduced in the first and second semesters of the MMS Syllabus as part of the National Education Policy 2020. Students have undertaken online courses related to Small Business Essentials, Quick Start Entrepreneur, and Growing a Business, offered by Santa Clara University. ICT has been utilized as a pedagogical tool by faculty members in the delivery and assessment of courses. Students are utilizing digital tools in their presentations, project-based learning, and role-plays, among other activities.

### **AQAR**

At the IQAC meeting, Dr. Smita Jesudasan briefed the audience on the status of the AQAR, which is currently in progress and has been uploaded to the NAAC portal for the academic year 2023-24.

### **Academic Updates**

Dr Smita Jesudasan presented the updates for the MMS Program –

- Semester III Commencement Date – 8th July 2024 – Last date of sessions – 30th September 2024
- Semester III Mid-term test – 26th August 2024 to 31st August 2024
- Semester III Term End Examination – 14th October 2024 to 22nd October 2024
- The MMS II Semester III (Batch 2023-25) University Examination for “Strategic Management” will be held on December 16th, 2024, and the University of Mumbai will declare the result.
- Add on Certification Courses - 5th November 2024 to 7th December,2024
- Semester IV Commencement Date – 5th November 2024 (University paper) & Winter Project from September 2024
- Semester III Additional Examination – 21st November 2024 to 23rd November 2024
- Semester I Commencement Date – 9th September,2024
- Semester I Mid Term test – 26th October 2024 to 30th October 2024

- Semester I 2nd Midterm Test – 25th November 2024 to 29th November 2024
- Semester I Term End Examination – 14th December 2024 to 21st December 2024
- Timetable and subject allocation, Dissemination of Academic Kit for MMS II Semester III on 21 June 2024.
- NPTEL Certification for MMS Semester III– 1) Cost Accounting-103 students, 2) Strategic Communication for Sustainable Development -79 students.
- Summer Project Presentation was conducted on the 29<sup>th</sup>, 30<sup>th</sup> & 31<sup>st</sup> of July 2024.
- Summer Xcellence will be conducted on 28 September 2024
- Social Relevance Project presentation conducted in November 2024 for Sem 4 students.
- General Management and Specialization Project guidance list shared with faculty members and students, which will commence from the first week of December 2024
- One student was selected in the E4 MBA Summer Project Competition in the top 20 category at the India level.
- Conducted BOS and incorporated revisions in the syllabus.
- Change in marking scheme (from 60/40 to 50/50) with the addition of a second-class test as a component in internal marks.
- The Facilitation Center of MMS started on the 12th of July 2024
- MMS BATCH 2024-26 Orientation commenced from the 2nd of September 2024 to the 6th of September 2024
- Induction for MMS I (Batch 2024-2026) - 18th September,2024
- Timetable and subject allocation, Dissemination of Academic Kit for MMS I Semester I on the second week of September (based on the uploaded new NEP-compliant MMS syllabus on the university website on Wednesday, 04.09.2024).

Dr. G. Ramesh highlighted the On-Job Training that the MMS Semester 2 students had to undergo as a parallel activity in the curriculum. He stated that Memoranda of Understanding (MOUs) with NGOs, such as IDF, will be signed. The IDF has a student leadership program, wherein students are trained and then assigned to schools to teach life skills to schoolchildren. The OJT is a four-hour credit course. Prof. Sanchayita Banerjee stated that a rural immersion program may be planned.



MMS Admission A.Y. 2024-25

Particulars	Approved Seats	No. of Admitted Students
MMS Intake	180	185
Students admitted under CAP (OPEN) Quota Seats	52	14
Students admitted under Minority Quota Seats	92	68
Students admitted under Against CAP Vacant Seats		62
Students admitted under Institutional Quota Seats	36	36
TFWS Seats	9	4
J & K Seats	1	1

Bro. Alphonse Nesamony remarked that admissions based on the minority seat quota have been in decline. He stated that students apply to the Institute based on their CET score.

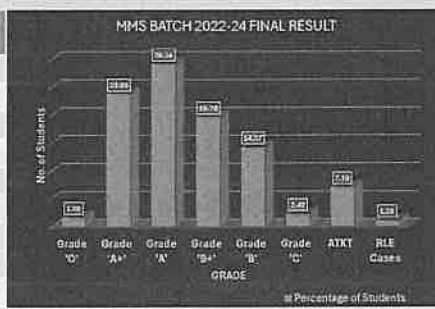
MMS BATCH 2023-25 SEMESTER II RESULT ANALYSIS

Grade	No. of students	Percentage of Students
Grade 'O'	7	4
Grade 'A+'	21	12
Grade 'A'	41	23
Grade 'B+'	38	21
Grade 'B'	45	25
Grade 'C'	30	16
Grade 'P'	0	0



MMS BATCH 2022-2024 RESULT ANALYSIS

Grade	Number of Students	Percentage of Students
Grade 'O'	3	1.80
Grade 'A+'	40	23.95
Grade 'A'	49	29.34
Grade 'B+'	33	19.76
Grade 'B'	24	14.37
Grade 'C'	4	2.40
ATKT	12	7.19
RLE Cases	2	1.20
Total	167	100



Dr Smita Jesudasan presented the MMS New Initiatives for the A.Y. 2024-25

- Individual students meet with the Director.

- Attendance defaulters began meeting with the Academic Coordinator, and on a case-by-case basis, they were required to meet with the Deputy Director and Director.
- BSE Visit conducted for the semester 1 students on 25 September 2024
- Life Skill training by Dr Sampat Pillai
- Certification course in collaboration with Santa Clara University, USA
- Certification course on Indian Business Economic Environment for Sem 1 students
- Power BI, Digital Marketing, and HR Edge certification for Sem 4 students
- Moderation of Sem 3 Finance and Marketing Specialization papers through OSM

Dr G Ramesh stated that the Power BI certification course was offered in collaboration with Aspiring Minds. Mr. Sreeraj Nair suggested that feedback on organizing Power BI, Alteryx, or data visualization certification courses had emerged in the Placement Advisory Council Meetings. Ms. Sunita Shinde stated that analytical skills and comparative analysis are essential requirements for global projects. Dr. G. Ramesh stated that students are counseled to use Advanced Excel, Power BI, or SPSS for analyzing their data in the winter projects. Mr. Prakash Lalwani stated that since the Institute had a Microsoft Office 365 license, Power BI was included in it.

Dr Smita Jesudasan presented the Events and Activities -

- DLLE Activities, Abhimaan Club Activities, Malay Club activities, Dandiya Night, IIC
- Celebrated commemorative days.
- Speaker Series organized on 23<sup>rd</sup> and 30<sup>th</sup> November 2024 on the topics–
  1. Navigating The Future with AI, ML, And Digital Transformation for Tomorrow's Leaders
  2. Digital Era, Using AI - Opportunities and Challenges for India
  3. ESG and Net Zero - Sustainable Business Practices
  4. ESG Responsibility and Private Equity Investing
- Green Club initiated the completion of YEWS certification for waste management and water conservation.
- E-waste collecting drive on August 15, 2024.

Dr. Shalini Sinha instructed that the Abhimaan Club should be renamed the 'Institute Social Responsibility Club' and the Malay Club should be renamed the 'Creativity Club'. Ms. Sanchayita Banerjee stated that out of the 100 activities in the green calendar, 25 activities had already been organized.



## Commemorative Days Celebration

1. World Environment Day: 5th June 2024, Thursday
2. International Day of Yoga: 21st June 2024, Saturday
3. Independence Day: 15th August 2024, Thursday
4. Sadhbhavna Diwas (Harmony Day): 20th August 2024, Tuesday
5. National Space Day: 23<sup>rd</sup> August 2024, Friday
6. Teachers' Day: 5th September 2024, Thursday
7. Vachan Prerna Diwas: 15th October, Tuesday
8. National Unity Day: 31st of October 2024, Thursday

The List of IIC activities was also presented –

Sr. No.	Activity	Name of the person	Date
1.	Discussion of copy rights and patents of previous batch MMS students	Meeting with Director, Dy. Director and SFIMAR IIC team	31st July 2024
2.	Chief Guest- Group Captain Yogesh Pal	Celebration of Independence Day at SFIMAR	15 <sup>th</sup> August 2024
3.	Induction and Orientation of the new MMS batch to IIC	Conducted for two hours by the IIC team comprising of: Prof. Jinal Lathia- Startup coordinator Prof. Rosie Murray- IIC Convener	3 <sup>rd</sup> September 2024
4.	Teacher's Day	Felicitations of Faculty as they are internal mentors to MMS students	5 <sup>th</sup> September 2024
5.	My Story Series	Luis Miranda (Co-founder-HDFC Bank and IDFC Private Equity and two non-profits – Indian School of Public Policy and Take Charge)	8 <sup>th</sup> October 2024
6.	Visit of MMS- second year students to Assumption University, Thailand	Expert session on, 'Entrepreneurship', by Dr. Aaron Loh	25 <sup>th</sup> October 2024
7.	'Startup, Investor Ecosystem and Prototype'	Dr. Sandesh Kirkire (Academician, Philanthropist, Investor and Independent Director- Bajaj Finserv Asset Management Ltd and Total Transport Systems Limited)	16 <sup>th</sup> November 2024

Dr Natika Poddar presented the examination reforms –

- Review of question papers. The Examination In-charge, IQAC Coordinator, Director, Deputy Director, and External Moderator review the question papers to assess their mapping to course outcomes, BLT levels, and syllabus coverage.
- Disclosing internal component assessment marks to students. Students' satisfaction with their signatures indicates they are satisfied with the marks assigned.
- Revision in Moderation rules: Moderation of answer scripts through OSM from an external moderator is being done.

Dr Smita Jesudasan presented the updates of the BMS Program –

**List of  
courses for  
BMS Sem I**

No. of courses	Semester I	Credits
1	Major (Mandatory)	
1(A)	Principles of Management	04
1(B)	Bhartiya Theory of Management Styles	02
2	Vocational Courses (VSC)	
	Information Technology In Business Management	02
3	Skill Enhancement Course (SEC)	
	Business Startup Skills	02
4	Ability Enhancement Course (AEC)	
	Business Communication I	02
5	Value Education Course (VEC)	
	Indian Constitution	02
6	Indian Knowledge System (IKS)	
	Indian knowledge System	02
7	Open Electives (OE)	
7(A)	Introduction to Foreign Language (German)	02
7(B)	Case Studies in management	02
8	Co-Curriculum Courses	
	Socially Relevant Co-Curricular Activities and Enterprises and Report/ (CC)	02

**She explained about the Credit Point and Evaluation for the BMS Program -**

- A Credit Point denotes the quantum of effort required to be put in by a student who takes up a course. In other words, it is an index of the number of learning hours prescribed for a specific learning segment.
- For courses with four credits - Classroom teaching hours (60 Sessions X 1 Hour = 60 Hours) and Evaluation of 100 marks
- For courses with two credits - Classroom teaching hours (30 Sessions X 1 Hour = 30 Hours) and Evaluation of 50 marks
- A learner who completes a 4 Credit Point course is considered to Have collected or acquired four credits. His/her performance above the minimum prescribed level (i.e., grades/marks obtained) has no bearing on the number of credits collected or acquired, and the same applies to courses with two credits.
- Under the Choice Based Credit System (CBCS), the evaluation of every Course/Subject shall be divided into two parts

**• For Subjects with four credits and an evaluation of 100 Marks:**

Internal Assessment: - 40 Marks

Semester End Examinations: - 60 Marks

**For Subjects with two credits and an evaluation of 50 Marks:**

Internal Assessment: - 20 Marks

Semester End Examinations: - 30 Marks



### Evaluation Plan for Course with 4 Credits

End Term Evaluation		60 Marks
Internal Evaluation		40 Marks
1. Midterm class test (Compulsory)	20 Marks	
2. Attendance	5 Marks	
3. Assignment/Class participation	5 Marks	
4. Project Presentation/Research Paper	10 Marks	
<b>Total</b>		<b>100 Marks</b>

### Evaluation Plan for Course with 2 Credits

End Term Evaluation		30 Marks
Internal Evaluation		20 Marks
1. Midterm class test (Compulsory)	10 Marks	
2. Attendance	5 Marks	
3. Project Presentation/Quiz/Group discussion	5 Marks	
<b>Total</b>		<b>50 Marks</b>

## Departmental Updates

### IT

Dr Smita Jesudasan presented the updates of the IT department –

- Renewal of Microsoft Office 365 Subscription Licenses across Campus (Faculty, Staff, and all Classrooms and Labs)
- Purchase of Epson Projector for Classroom (replaced old projector with new projector)
- Upgradation of Attendance Biometric Access Reader with 900 face readers. For Employee Attendance System
- Renewal of Zoom Subscription - online teaching and learning for students' lectures / Meetings / Webinars and other activities (Total 3 Licenses) - 1 Year
- Renewal of Grammarly Software Subscription for 1 Year (Faculty Members)
- Procurement of New Cesim Micro Simulation Subscription Software for conducting different Simulation activities with students.
- Procurement of Photoshop for designing and promotional activities.

### LIRC

Dr Smita Jesudasan presented the LIRC activities -

Sl . No.	Events	Conducted on
1	Induction about LIRC online/Offline Facilities and resources	30 <sup>th</sup> Sep 2024 01 <sup>st</sup> Oct 2024 11 <sup>th</sup> Oct 2024
2	Reading Inspiration Day on Vachan Prerna Din	15 <sup>th</sup> Oct 2024
3	My Loft Training on Access to E-Resources	30 <sup>th</sup> Oct 2024
4	J-Gate Training	16 <sup>th</sup> Oct 2024 23 <sup>rd</sup> Oct 2024
5	MyLoft Training for Faculty and Staff	30 <sup>th</sup> Oct 2024

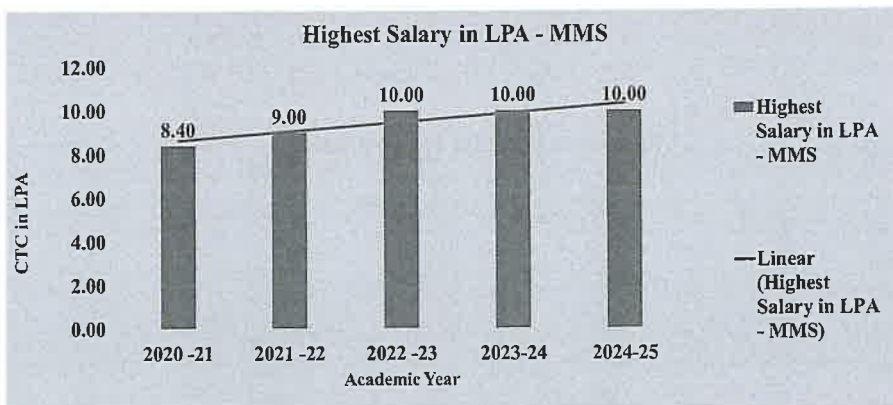
## Placements

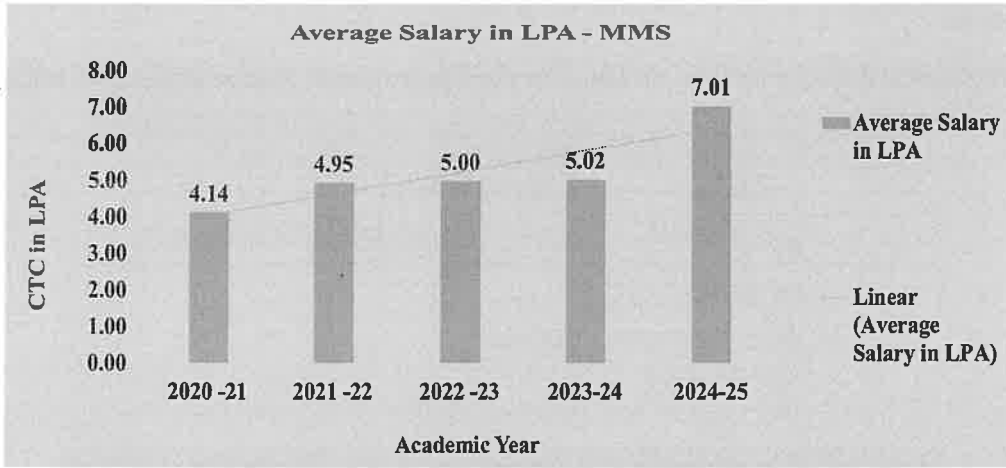
Dr Smita Jesudasan presented the updates for the Training and Placements as on 6.12.2024 –

1	Final Placement (Batch 2023-25)	BlackRock highest package of 10 LPA – 12 Students Selected
2	Alumni Chapter	Mumbai Chapter (Mumbai) – 24 <sup>th</sup> August 2024
3	Investment Banking & Financial Management (IBFM) Training	Completed

FINAL PLACEMENT ANALYSIS	
Highest CTC	10.00 LPA
Average Salary	5.03 LPA
Median Salary	4.75 LPA
Placed Percentage	100 %

FINAL PLACEMENT ANALYSIS	
Highest CTC	10.00 LPA
Average Salary	7.01 LPA
Median Salary	7.50 LPA
Placed Percentage	11 %





**Student Skill Development Program (SSDP) , A.Y. 2024-25**

S. No.	Topics	Specialization
	a. Soft Skills & Technical Sessions	
<i>MMS - 1st Year - Batch 2024-26</i>		<i>Yet to start</i>
1	Resume Building	All
2	Personal Branding (Transformation Guidance)	All
3	Leadership Skills	All
4	Professional Etiquettes, Development	All
5	Basic Excel Training	All
<i>MMS - 1st Year - Batch 2023-25</i>		
1	Training on Aptitude Tests	All
2	Resume Building	All
3	Business News Analysis (BNA)	All
4	Power of Communication (Verbal and Non-Verbal)	All
5	Business Writing @ Workplace (Advanced Communication)	All
6	LinkedIn Leverage (Basics)	Non- Finance
7	Elevator Pitch (Means & Methods)	All
8	Group Discussion : Tips and Techniques	All
9	Personal Interview : Tips and Techniques	All
10	Remedial Sessions	Pending

**Student Skill Development Program (SSDP) A.Y. 2024-25**

S. No.	Topics	Specialization
	a. Soft Skills & Technical Sessions	
<b>b. Certificate Programs</b>		
1	Advance Excel Training	All
2	Alternate Investment Industry (CAII)	Finance
3	Investment Banking and Financial Management (IBFM)	Finance
<b>c. Alumni Connect</b>		
1	Alumni Connect I - Choice of Specialization, Guidance - 1st year – Town Hall	All
2	Alumni Connect II - Industry Trends & Placement Guidance - 2nd year – Round Table	All
3	Alumni Connect III (1yr Students) - Panel Talk	All

**Autonomy updates**

Dr Smita Jesudasan presented the autonomy updates -

- First Board of Studies Meeting held on 4<sup>th</sup> May 2024
- Second Board of Studies Meeting held on 9<sup>th</sup> November 2024
- MMS 1 Semester 1 Syllabus based on National Education Policy under Autonomy
- Academic Council Meeting conducted on 23<sup>rd</sup> November 2024
- Finance BoS meeting highlights:
  - Usage of finance/accounting software and operations / statistical tools
  - Adopting the case study approach as a teaching pedagogy
  - Focus on ESG
- Marketing BoS meeting highlights:
  - Industry orientation
  - Adopting the case study approach as a teaching pedagogy.



- Advancement of Bloom's taxonomy to level 2 is suggested for the Master's programme.
- HR BoS meeting highlights:
  - HR Semester IV specialisation, the Short-term certification course (ongoing) titled, "HR Edge: Bridging Theory with Practice."
  - Recommendation of a few new subjects that could be included as part of the HRM specialization.
- IT Systems and Operations BoS meeting highlights:
  - For the first year, the syllabus is designed well for the foundation, hence no further changes were suggested.
  - Regarding the second year, suggestions of specialist members of BoS were well integrated – hence, no further changes were suggested.

**Any other matter with the Permission of the Chair**

Ms Aditi Ajay Acharekar stated that she liked the personal meeting with the Director. She appreciated the accessibility to the top-level management of the Institute. She enjoyed the activities of the Green Club, which promoted sustainability on the SFIMAR campus. Mr. Prince Howlader stated that the course curriculum integrated IT into the learning process. This improved the student's application skills with the use of IT.

Dr Smita Jesudasan proposed the vote of thanks.

**Minutes Prepared by: Dr. Smita Jesudasan - IQAC Coordinator**

**Approved by: Dr. Shalini Sinha - Director**

