



St. Francis Institute of Management and Research (SFIMAR)

Minutes of IQAC Meeting

Date: 29 May 2025

Time: 10.00 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. Academic Updates
6. Departmental Updates
10. Autonomy updates
11. Mission Statement and Institutional Development Plan
12. AQAR
13. National Education Policy
14. Any other matter with the permission of the Chair.
15. Vote of Thanks – Dr Smita Jesudasan

Members Present

1. Bro. Albin Tete
2. Dr Shalini Sinha
3. Dr. G. Ramesh
4. Dr. Natika Poddar
5. Dr. Smita Jesudasan
6. Dr. Sanchayita Banerjee
7. Ms Sonali Shiralkar
8. Dr Ganga Warriar
9. Ms. Deepa Prajapati



10. Dr Sampat Pillai
11. Mr Prakash Lalwani
12. Dr. V. Thangavel
13. Mr Hardik Shah
14. Mr Saurabh Oak
15. Mr Sreeraj Nair
16. Ms Aditi Ajay Acharekar
17. Mr Prince Howlader

Discussion and Actions

The meeting commenced with the Peace prayer led by Bro. Albin Tete, Registrar 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. Dr Shalini Sinha stated that the lead for the rural immersion programme will be taken by the BMS Programme. It can be coordinated along with the students from the MMS Programme.

Autonomy updates

Dr Smita Jesudasan presented the following updates -

Curricular Design and Development

- Second Board of Studies Meeting of the academic year 2024-25 was held on 10th May 2025.
- Academic Council Meeting held on 24 May 2025 for the approval of the syllabus.
- Syllabus Revision occurred for all the Programs – BMS and MMS
- Choice-Based Electives –
Semester 4 - Commercial Banking, Venture Capital, and Private Equity for Finance, Trends in Marketing and IMC for Marketing
Semester 2 - ESG for Sustainable Business and Cost and Management Accounting

Finance BoS meeting highlights:

- Inclusion of advanced modules such as GenAI applications, prompting techniques. Bloomberg terminal - apply for one terminal.

- Recommendation to integrate case studies from global financial events (e.g., Lehman Brothers, Blackstone reports) and curated learning resources such as “One Up on Wall Street” and Safal Niveshak videos.
- Approved new structure for Semester III (MMS), with focus areas like Sustainable Finance and Climate Risk, Management of financial products and services, Emerging Technologies in Finance, and Blockchain

Marketing BoS meeting highlights:

- Emphasis on practical tools and applications across subjects such as Sales Reporting tools (MS Dynamics, Salesforce, ZOHO, Hubspot), Retail Audit, and A/B Testing in Marketing Research.
- Use of real-world tools and intelligence sources such as CMIE, Nielsen, and inclusion of models like Nicosia, Engel-Kollat-Blackwell, and Transactional Analysis in Consumer Behaviour.
- Inclusion of Circular Economy, Carbon Trading, and Consumer Well-being in Sustainable Development

HR BoS meeting highlights:

- Focus on the National Education Policy 2020, emphasizing holistic education in the respective fields of specialization.
- Suggestion to incorporate certain topics of a few elective subjects in the Short-term certification course titled, “HR Edge: Bridging Theory with Practice.”
- Field and Industrial visit could be arranged to corporates for better understanding of certain aspects of the subjects covered in the curriculum.

Operations and IT BoS meeting highlights:

- Introduce students to tools and techniques for analyzing data, identifying patterns, and making data-driven decisions.
- Integrate sustainability considerations into operations management, including environmental, social, and economic aspects.
- Introduce students to lean principles and six sigma, kaizen methodologies for process improvement.



NPTEL

- Complete guide for campus interviews: Step-by-step preparation for Internships and Full-time jobs
- Toppers

Name	Certificate Type	Topper
Erica Pinto	Elite	Topper of 5% in this course
Pritish Mohan Barabde	Elite	Topper of 5% in this course
Senapaty Ashish Manoj	Elite	Topper of 5% in this course

Dr Natika Poddar stated that the Institute, St. Francis Institute of Management and Research, will be felicitated in the category of Active LC and SPOC, as well as in the category of "Aspirants ". The program will be held on 19th July 2025 at IIT Bombay.

Certification Courses

- Starting and Managing a Business from Santa Clara University in collaboration with St. Francis Institute of Management and Research.
- Indian Business Environment

Mr Prince Howlader stated that the certification programme of 'Starting and Managing a Business' added to the knowledge gained in Semester 2 from the subject of Entrepreneurship Management. Dr Sanchayita Banerjee stated that the faculty members can also complete the YEWS certification courses supported by UNICEF.

Dr Sampat Pillai stated that the Institute has an incubation centre that needs to be promoted among the students, alumni members, and the society. He sought the suggestions of Mr Hardik Shah, an office bearer of SAA, for the utilization of the incubation centre by the alumni members.

Academic Updates

Teaching-Learning and Evaluation – BMS

Dr Smita Jesudasan presented the following updates -

Academic Activities 2024-2025

Sr. No.	Examination	Dates
1	Duration of Sem I	4th November 2024 to 15th January 2025
2	Sem I mid term examination	3rd to 7th Dec 2024
3	Sem I end term examination	20th to 30th Jan 2025
4	Duration of Sem II	3rd February 2025 to 17th April 2025
5	Additional examination sem I	28th Feb to 4th Mar 2025
6	Declaration of result of sem I	20th Mar 2025
7	Mid term examination of sem II	10th Mar to 19th March 2025
8	End term examination of Sem II	28th April 2025 to 7th May 2025
9	Vacation	8th May 2025 to 15th June 2025
10	Additional examination sem II	26th and 27th May 2025
11	ATKT Examination sem I	9th June to 13th June 2025

List of Courses for Sem II

No. of courses	Subject Code	Semester II	Credits
1		Major (Mandatory)	
1(A)	UG24BMS-2-001	Principles of Management-II	04
1(B)	UG24BMS-2-002	OB & HRM	02
2		Minor	
	UG24BMS-2-003	Introduction to Financial Accounting	02
2		Vocational Courses (VSC)	
	UG24BMS-2-004	Financial Market Operation	02
3		Skill Enhancement Course (SEC)	
	UG24BMS-2-005	MS Office	02
4		Ability Enhancement Course (AEC)	
	UG24BMS-2-006	German Language II	02
5		Value Education Course (VEC)	
	UG24BMS-2-007	Environmental Issues and Management	02
7		Open Electives (OE)	
7(A)	UG24BMS-2-008	Fundamentals of Marketing	02
7(B)	UG24BMS-2-009	Business Statistics	02
8		CC	
	UG24BMS-2-010	Extension Work	02



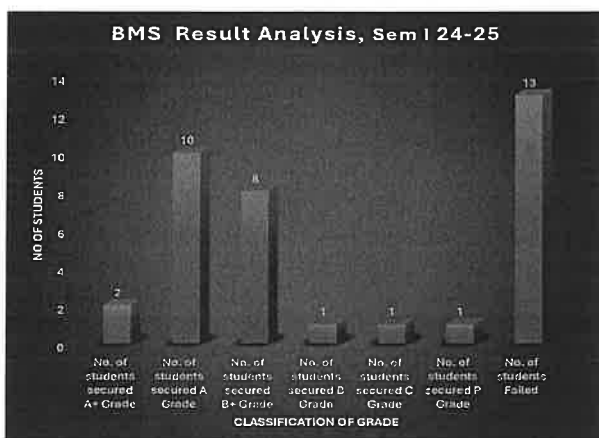
Pedagogy

○	Debate
○	Interactive Guest session
○	Field visits/hands on learning
○	Peer to peer learning
○	Role plays
○	Presentations

List of Courses for Sem III

No. of courses	Code	Semester III	Credits
1		Major (Mandatory)	
1(A)	UG25BMS-3-001	Business Economics	04
1(B)	UG25BMS-3-002	Ethics & Governance	02
1(C) (any one)	UG25BMS-3-003M	Marketing Management – (Marketing)	02
	UG25BMS-3-003F	Corporate Finance- (Finance)	
	UG25BMS-3-003H	Global Human Resource Management- (HR)	
2		Minor	
2(A)	UG25BMS-3-004	Accounting for Managerial Decision	02
2(B)	UG25BMS-3-005	Business Law	02
3		Vocational Courses, Skill Enhancement Course (VSEC)	
Any one	UG25BMS-3-006M	Consumer Behaviour- (Marketing)	02
	UG25BMS-3-006F	Equity & Debt Market- (Finance)	
	UG25BMS-3-006H	Training & Development- (HR)	
4		Field Project	
	UG25BMS-3-007	As per specialization	02
5		Ability Enhancement Course (AEC)	
	UG25BMS-3-008	German Language III	02
6		Open Electives (OE)	
Any one	UG25BMS-3-009M	Sales and distribution – (Marketing)	02
	UG25BMS-3-009F	Corporate restructuring- (Finance)	
	UG25BMS-3-009H	Recruitment & Selection- (HR)	
7		CC	
	UG25BMS-3-010	Extension Work	02

Result Analysis for Sem I



SR. No.		% of Marks	No	%
1	No. of students appeared		36	
2	No. of students secured O Grade	90 and above	Nil	-
3	No. of students secured A+ Grade	80<90	2	6
4	No. of students secured A Grade	70<80	10	28
5	No. of students secured B+ Grade	60<70	8	22
6	No. of students secured B Grade	55<60	1	3
7	No. of students secured C Grade	50<55	1	3
8	No. of students secured P Grade	40<50	1	3
9	No. of students Failed	Below 40	13	36
		Pass percentage		64%

MMS Program

Academic Calendar - MMS Semester I (Batch 2024-2026)

Activities	Date/Period
Semester I Commencement Date	9 th Sept 2024
Semester I 1 st Mid Term Test	26 th – 30 th Oct 2024
Semester I 2 nd Mid-Term Test	25 th – 29 th Nov 2024
Semester I Term-End Examination	14 th – 21 st Dec 2024
Semester I Additional Examination	3 rd Feb – 8 th Feb 2025
Semester I A.T.K.T.	12 th – 21 st April 2025

Academic Calendar - MMS Semester II (Batch 2024-2026)

Activities	Date/Period
Semester II Commencement Date	2 nd Jan 2025
Last date of sessions for Semester II	15 th April 2025
Semester II Mid-term test I & II	4 th – 7 th Feb; 10 th – 13 th March 2025
Semester II Term End Examination	22 nd – 30 th April 2025
NPTEL Course	4 th Feb – 14 th March 2025
OJT Evaluation	6 th May 2025
SIP	12 th May 2025 – 28 th June 2025

Academic Calendar - MMS Sem III (Batch 2023-2025)

Activities	Date/Period
Semester III Commencement Date	8 th July 2024
Last date of sessions for Semester III	30 th September 2024
Semester III Mid-term test	26 th August 2024 to 31 st August 2024
Semester III Term End Examination	14 th October 2024 to 22 nd October 2024
MMS II Semester III (Batch 2023-25) University Exam for Strategic Management	16 th December 2024
Add on Certification Courses	5 th November 2024 to 7 th December 2024
Semester III Additional Examination	21 st November 2024 to 23 rd November 2024
Semester III A.T.K.T. Examination	12 th April 2025 to 21 st April 2025

Activities	Date/Details
Summer Xcellence	28th September 2024
Student Selection in E4 MBA Summer Project Competition	One student selected in the top 20 category at India level
Board of Studies (BOS) Conducted	Incorporated revisions in the syllabus
Change in Marking Scheme	Changed from 60/40 to 50/50 with the addition of a second class-test as a component in internal marks



Academic Calendar - MMS Sem IV (Batch 2023-2025)

Activities	Date/Period
Semester IV Commencement Date	5th November 2024
Winter Projects	September 2024 onwards
Social Relevance Project Presentation	Nov 2024
Winter Projects (specialisation)	Nov 24 – Feb 2025
Winter Projects (General Management)	Feb – Apr 2025
Semester IV Mid-Term Test	23 rd – 25 th Jan 2025
Semester IV End-Term Examination	26 th Apr – 3 rd May 2025
Semester IV University Exam	13 th May 2025

CO-CURRICULAR ACTIVITIES - MMS

SUMMARY OF GUEST LECTURES BATCH 2024-26 SEM I

Sr. No.	Date	Subjects	Topic Name	Speaker's Name	Designation	Organization
1	07-12-2024	Operation Management	Operations in the Fintech Industry	Mr. Hitesh Kinra	Vice President	IndusInd Bank

SUMMARY OF GUEST LECTURES BATCH 2024-26 SEM II

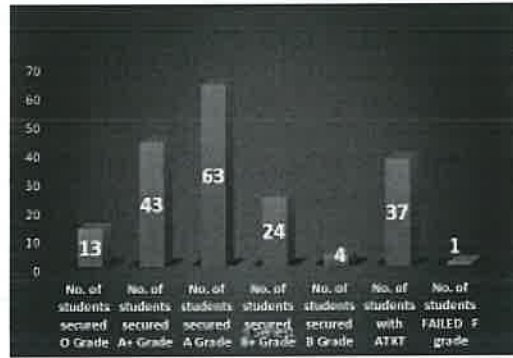
Sr. No.	Date	Subjects	Topic Name	Speaker's Name	Designation	Organization
1	25/01/2025	Entrepreneurship Management	ESG Investments & Startsup in India	Mr. Rahul Sharma	Vice President & Head	Light & AMC Pvt Ltd.
2	22/02/2025	Decision Making Models	SCM and ERP - Way of Working	Mr. Gaurav Kanji Boricha	Consutant	INFOR
3	01/03/2025	Marketing Management	Marketing Offline V/s Online	Mr. Varun Verma	Nutrition Channel Head	The Whole Truth Foods
4	04/03/2025	Cost Accounting	Practical Application of Cost Accounting in Industry	Mr. Vaibhav Joshi	Practising Cost & Mgmt Accountant	Vaibhav P. Joshi & Associates

Hall of Fame (Academic Toppers) MMS Batch 2022-24

Sr. No.	Name	Grade	CGPA	Specialization
1	Rahul Nitin Acharya	O	9.79	IT
2	Mellita Jery D'souza	O	9.73	FINANCE
3	Franklin Francis Lewis	O	9.7	MARKETING

MMS BATCH 2024-2026 SEM I RESULT ANALYSIS

No. of students appeared	185	%
No. of students secured O Grade	13	7
No. of students secured A+ Grade	43	23
No. of students secured A Grade	63	34
No. of students secured B+ Grade	24	13
No. of students secured B Grade	4	2
No. of students secured C Grade	0	0
No. of students secured P Grade	0	0
No. of students with ATKT	37	20
No. of students FAILED F grade	1	1



STUDENTS SECURING "O" GRADE IN MMS SEM I

Sr. No.	Name of Toppers	Grade	SGPI
1	DILLIAN DILIP D'SOUZA	O	10
2	MAHEK ASHOK CHUDASAMA	O	9.85
3	PRINCE KASIM HOWLADER	O	9.77
4	SHRUTI SANJAY PETKAR	O	9.77
5	ARDHRA UNNIKRISHNAN VAZHAPPILLY	O	9.69
6	DISHA MILIND THAKUR	O	9.69
7	ALVIN CLEMENT RATTUVILLA	O	9.69
8	AISHWARYA MOSES AMAR	O	9.69
9	TRUPTI GOVIND KANYAL	O	9.69
10	MANSI DHARMENDRA SHAH	O	9.62
11	RISHIKESH VIJAY MUNDEKAR	O	9.62
12	ERICA VINCENT PINTO	O	9.54
13	RIDHI RAJENDER KHARU	O	9.54

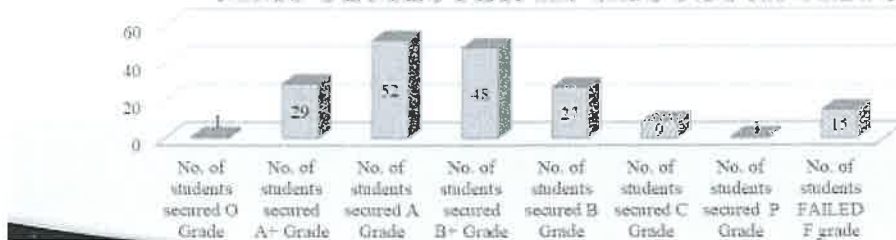
MMS SEMESTER III RESULT ANALYSIS BATCH 2023-25

Sr. No.	Name of the Toppers	Grade	SGPA
1	BHOOMI KANAKA CHITALIA	O	10
2	VANSHIKA SANJAY SHAH	A+	9.89
3	SCARLET SEBASTIAN MARGARET DSOUZA	A-	9.78
4	TANVI ASHOK PEDNEKAR	A-	9.73
5	BARKHA CHAND	A-	9.67
6	RASHIDA MANAF HAVELIWALA	A+	9.67

No. of students appeared	182	%
No. of students secured O Grade	1	0.55
No. of students secured A+ Grade	29	15.93
No. of students secured A Grade	52	28.57
No. of students secured B+ Grade	48	26.37
No. of students secured B Grade	27	14.84
No. of students secured C Grade	9	4.95
No. of students secured P Grade	1	0.55
No. of students secured F grade (ATKT)	15	8.24

86 % of the students scored First Class and Above, of which 45 % obtained top 3 grades – O, A+ & A

MMS SEMESTER III RESULT ANALYSIS



Examination Reforms

Dr Smita Jesudasan presented the examination reforms -

1. Revision in Examination Moderation Rules.
2. Revision in Internal and End Term Evaluation Assessment (Batch 2024-2026)
(50% Internal and 50% End Term Examination)
3. Question Paper Moderation by External Faculty Members
4. Examination Form Filling for Semester II Students
5. Issuance of Hall Tickets from Semester II Onwards.
6. Procurement of New Examination Result Software.
7. Disclosure of Internal Marks Components to Students and Acknowledgement from Students

MMS New Initiatives A.Y. 2024-25

Event/Activity	Details
Life Skill Training – Sem I	Session led by Industry Veteran Dr. Sampat Pillai.
Certification Course – MMS I	Collaborative certification course in partnership with Santa Clara University.
Certification Course – MMS I	Offered certification on Indian Business Economic Environment for Semester 1 students.
Certification Courses – MMS II	Conducted: HR EDGE; Digital Marketing; Power BI
RFID Access Card	Secured access to Library Information & Resource Center
On-Job Training	Students will get practical world exposure – correlate the concepts and its implementation in the corporate world
Project Progress Monitoring Report	Installed new format to monitor the attendance and progress on continuous basis

Event/Activity	Details
Meet the Director	Individual meetings scheduled between students and the Director.
Attendance defaulters	Students with attendance issues meet with the Academic Coordinator and may be referred to higher authorities as needed.
BSE Visit	Conducted on 25th September 2024 for Semester 1 Students.
Change in marking scheme	Changed from 60/40 to 50/50, with the addition of a second-class test
Revision in Exam Moderation Rules	Range of Moderation to be decided based on number of papers
Moderation through OSM	Papers moderated of Sem 3 Finance and Marketing Specialization

Event/Activity	Details
E4 MBA Competition	Ms. Shruti Mali stood at 5 th position at PAN India level.
NPTEL Certification for MMS Semester III	1) Cost Accounting - 103 students 2) Strategic Communication for Sustainable Development - 79 students.
NPTEL Certification for MMS Semester II	Complete guide for campus interviews: Step by step preparation for Internships and Full-time jobs – 182 students
YEWS Certification for Waste Management & Water Conservation	70 % of students obtained 5 certificate after clearing exams, others are in progress

On-Job Training

- (“OJT”), which is of 4 credits. Students should complete a minimum of 30 hours of practical and 30 hours of classroom sessions.
- NGOs and Work-From-Home are preferred so that students do not miss out on regular lectures. NGOs and Corporations/Organizations are sent emails by the institute stating the requirement, which should be acknowledged by them.
- Faculty coordinators allot students under different faculty facilitators for OJT.
- A monitoring sheet is provided to faculty facilitators who maintain their student records and submit them to OJT coordinators at the end of the semester.

OJT – List of Organizations

Mother Teresa Home	White Bricks Realty	Shoonyas
Project Dignity – IDF	VicTree Solutions	Fr. Binoy Jacob
Krishti Fashion Design	N. N. H. & Co.	Kilbil NGO
Rajiv Koli	Jagruti Seva Sanstha	Sahas Charitable Trust
DBP Associates	Strengthen Fitness Gym	New Life Foundation
CPM & Associates	Guruprabhu Homes	Rotaract Club
Akshay Mhatre	Bless Foundation	Golden Park Hospital
Umang Old Age Home	GCC Hotels & Clubs	Anandvan Wellness Centre
Holy Cross Sisters Convent & Senior Citizens Home	S V Construction	Thane Zilla Shakti Jagriti Samiti Muk Badhir Bal Vikas Kendra



Research, Innovation, and Extension

**Dr Smita Jesudasan presented the following -
SFIMAR faculty members awarded Ph.D.**

- Dr. Sanchayita Banerjee

Thesis Title: Adoption of Online Shopping among Unorganized Sector Workforce:
Opportunities and Challenges

Symbiosis International (Deemed to be University)

The members congratulated Dr Sanchayita Banerjee on the award of the PhD degree.

SFIMAR faculty members who submitted their Ph.D. theses.

- Prof. Sonali Shiralkar-Tatkar

Thesis Title: A Study on SWOC Analysis of Women in Police Service w.r. t. Mumbai Region
University of Mumbai

- Mr. Paul Alukal

Thesis Title: Antecedents and Outcomes of Green HRM Practices: A Study of the Service
Sector of India

IIM Mumbai

- Ms. Prachi Malgaonkar

Thesis Title: A study on the Potential and Prospect of the Wooden Cricket Bat Industry in the
Kashmir Valley. r. t. Anantnath District.

University of Mumbai

- Ms. Jinal Lathia

Thesis Title: A Study of Technical Analysis and its Application in Trading Strategies of the
Nifty 50 Index & its Stocks

University of Mumbai

Minor and Major Projects

- Assessing Reach, Availability & Usage of Community Toilets with reference to Swachh Bharat Abhiyan: A Study of Urban region of in and around Mumbai - Applied for ICSSR, Minor research, University of Mumbai - WRC by Dr. Natika Poddar; Data Collection for the same is in good progress.

List of Research Papers Published – 16

List of Books/ Chapters Published – 4

SFIMAR Institute Innovation Council (IIC)

No.	Activity	Details of event / guest	Date
1.	Innohatch	First Year MMS 2024-26 Batch students came up with innovative business model and presented their concept with product/services to the audience	2 nd December 2024
2.	National Youth Day	SFIMAR	12 th January 2025
3.	Visit to Atal Incubation Centre	AIC – RMP	13 th & 14 th January 2025
4.	ESG investments and Startups in India	Rahul Sharma (VP and Head of ESG and Impact at Lighthouse Funds)	25 th January 2025
5.	Field visit to 1. Ashok Leyland Ltd. 2. JBM Group (Neel Metals Ltd.)	Field visit/ guided tour at Rudrapur, Uttarakhand	11 th February 2025
6.	International Women's Day	SFIMAR	8 th March 2025

Innohatch

- Innohatch was conducted successfully for the third year in a row, and it was held on 1st December 2024. Innohatch is a collaborative initiative by the Institute Innovation Council and Prerna Club, held at SFIMAR.
- The event aims to cultivate a spirit of innovation and entrepreneurship among the students of the MMS 2024-26 batch, providing them with a platform to showcase their creative business ideas.
- A total of 12 student teams participated in this entrepreneurial extravaganza.

Extension Activities

- Udaan (18th Jan 2025) – DLLE activity to encourage student participation and social awareness.
- Entrepreneurship Drive (22nd Mar 2025) – DLLE activity promoting innovation and entrepreneurial spirit.
- International Women's Day – Celebrated to recognize women's contributions and promote gender equality.
- UNICEF Visit (1st Mar 2025) – Campus inspection highlighting sustainable practices and Green Club initiatives.



Mr Hardik Shah stated that a formal procedure can be adopted for the selection of student managers for DLLE. Mr Saurabh Oak suggested that a scorecard can be used to monitor the performance of the students. Dr Natika Poddar commented that the selection of the student managers has to be done at the commencement of the first semester, and it will be difficult to keep a scorecard for monitoring students' performance at the beginning. Mr Saurabh Oak remarked that this method was used to select student coordinators for Sampark.

Dr. Sanchayita Banerjee stated that there was an appreciation note from the UNICEF team that visited the SFIMAR campus on LinkedIn. Dr. Ganga Warriar suggested that a visit to an old-age home will be planned by the BMS Programme.

Departmental Updates

Infrastructure and Learning Resources

Information and Technology

Dr Smita Jesudasan presented the following -

- Training Conducted for Cesim Simulation Software (for Students) to all faculty members and will be implemented for MMS New Batch 2026-28.
- Continuous Upgradation of Infrastructure, comprising all Labs, Classrooms, Library (Students' Tiny Desktop, Digital Library), and Staff/Faculty Tiny Desktops, with the latest technology. This includes an additional 256 GB Solid-State Drive (SSD) Hard Disk Drive, which enhances fast performance and booting processes. Update of the Existing Website with the Latest Content for Admission, Promotion, and Other Activities.
- Renewal of Microsoft Office 365 License Subscriptions across campus.
- Firewall Renewal
- Sophos XGS2100 firewall license with Xstream Protection Bundle Renewal starting from March 2025 to March 2028. (3 Years Subscription)
- Sophos XGS2100 Firewall Licenses Email Protection Bundle Renewal until March 2028.
- Sophos XGS2100 Firewall Licenses Webserver Protection Bundle Renewal until March 2028.

Learning and Information Resource Centre

Dr Smita Jesudasan presented the following LIRC activities –

Sr. No.	Event	Conducted on
1	Seminar on Intellectual Property Rights (IPR)	28 Jan 2025
2	LIRC Book Exhibition	27 Feb 2025

Student Support and Progression

Dr Smita Jesudasan presented the following updates from the Training and Placements department –

Placements Updates MMS - Batch 2023-25 As On 27-05-2025

FINAL PLACEMENT ANALYSIS – MMS – Batch 2023-25 – In Process	
Highest CTC	12.00 LPA
Average Salary	5.90 LPA
Median Salary	5.50 LPA
Placed Percentage	50 %

FINAL PLACEMENT ANALYSIS – MMS – Batch 2023-25 – In Process	
Total No. Of Students Admitted	184
No of Students Left in 1st year	2
No. of De-registered (Unregistered)	2
No. of Eligible Students	180
No. of Placed Students	90
Placed Percentage	50
No. of Job Opportunities shared with students	129
No. of Recruiters	33

S. No.	Updates	Status
1	Final Placement (Batch 2023-25)	90 out of 180 students placed - 50 %
2	Summer Placement (Batch 2024-26)	100 % placement
3	Alumni Publication- reflection	e-copy available
4	SAA Alumni Meet (SAMPARK)	Conducted on 22/03/2025
5	Alumni Connect – I, II & III	Conducted successfully



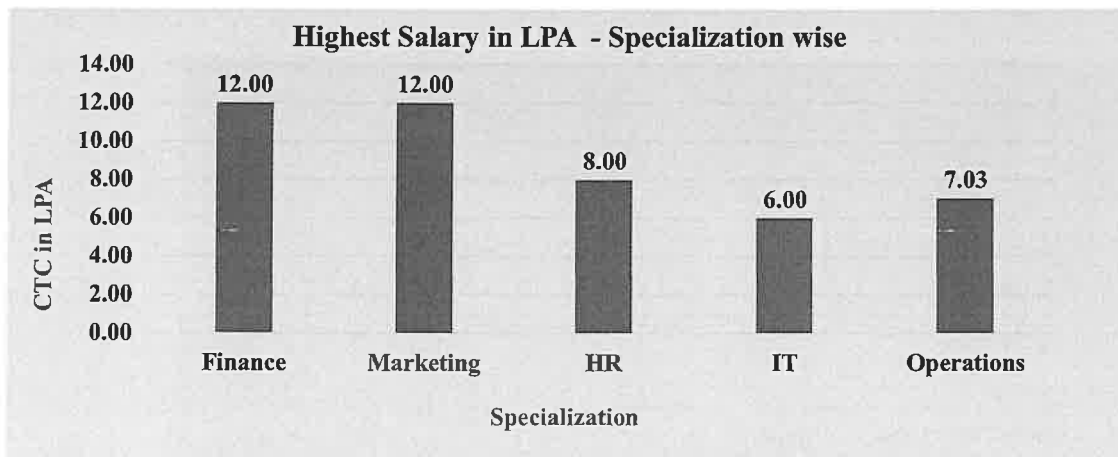
6	SSDP Trainings	Conducted as scheduled
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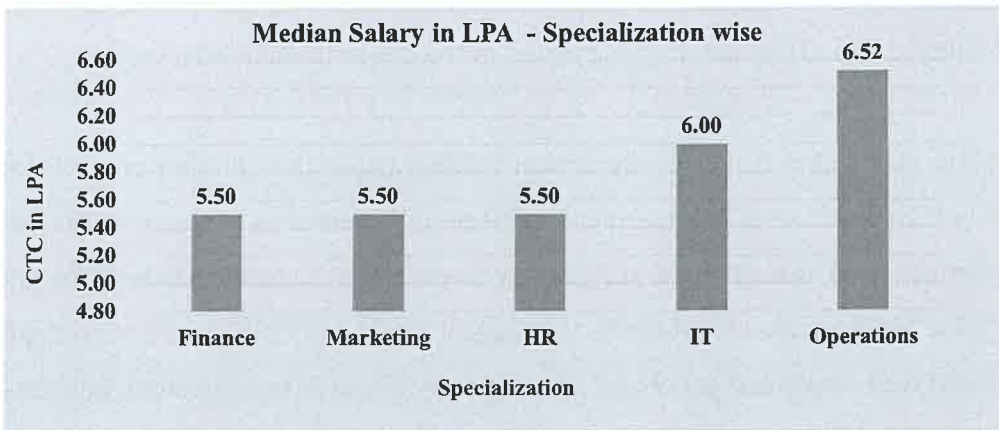
Student Skill Development Program (SSDP) , A.Y. 2024-25

S. No.	Topics	Specialization
	a. Soft Skills & Technical Sessions	
<i>MMS - 1st Year - Batch 2024-26</i>		
1	Resume Building	All
2	Personal Branding (Transformation Guidance)	All
3	Teams 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	On going

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

S. No.	Topics	Specialization
	a. Soft Skills & Technical Sessions	
b. Certificate Programs		
1	Advance Excel Training	All
2	Investment Banking and Financial Modelling (IBFM)	Finance
c. Alumni Connect		
1	Alumni Connect I - Choice of Specialization, Guidance - 1st year	All
2	Alumni Connect II - Industry Trends & Placement Guidance - 2nd year	All
3	Alumni Connect III - Mock PI - 2nd year	All





Dr Smita Jesudasan presented the activities of the forums and clubs organized during the year 2025 -

18-01-2025	DLLE	Udaan
21-01-2025	Malay Club	Star Performer
28-02-2025	Green Club	Beach Cleaning Drive
22-03-2025	DLLE	Entrepreneurial Drive

Extracurricular Activities

- Outbound Training
- Exuberance 2025
- Anveshi 2025
- Corporate Katalyst 2025
- Domestic Industrial Visit
- Sampark 2025
- Degree Distribution Ceremony 2025



▪ Luminance 2025 – Annual Day

Mr Prince explained that the industrial visit to New Delhi – Rudrapur – Nainital – Kashipur for the first-year MMS students of the 2024-26 batch was held between February 9, 2025, and February 15, 2025. The visit was planned to provide students with a holistic experience—immersing them in the historical significance of the nation’s capital, New Delhi; observing live industrial activities in Rudrapur, Uttarakhand; exploring the unique altitude and landscape of Nainital; and gaining academic exposure at the Indian Institute of Management, Kashipur. 135 students and 8 faculty, and staff members participated in the domestic industrial visit.

Ms Sonali Shiralkar stated that Anveshi, the annual student paper presentation competition organized by St. Francis Institute of Management and Research, serves as a dynamic platform for budding researchers and management students to showcase their academic insights and innovative ideas. The event encourages students to engage in critical thinking, conduct in-depth research, and present well-structured papers on contemporary issues in management, business, and allied fields.

Mr Sreeraj Nair stated that Corporate Katalyst was organised in association with HR Shapers to increase the visibility and brand recall of SFIMAR among corporates. It improved networking, Student-Corporate interaction, and thereby improved their confidence. Dr Shalini Sinha congratulated Mr Hardik Shah for moderating the CHRO round wonderfully.

Mr Saurabh Oak gave a hearty gratitude note to the CMC Team and Dr Sampat Pillai for excellently organizing Sampark 2025.

Student Accolades

The following students have won awards -

Ms. Mahek Chudasama

Paper Presentation

- 1st at Gurukul College of Commerce
- 2nd in Anveshi (National Level)

Tattoo Making

- 1st at Prahladrai Dalmia Lions College

Face Painting

- 2nd at Prahladrai Dalmia Lions College
- 3rd at Lala Lajpatrai Institute of Management

Rangoli

- 2nd at Lala Lajpatrai Institute of Management

Governance, Leadership, and Management

Dr Smita Jesudasan presented the draft elements of the mission statement -

Elements of the Mission Statement

- M1: Deliver value-driven, application-based management education and research to develop industry-ready professionals.
- M2: Foster an enriching learning environment that nurtures responsible and ethical leaders.
- M3: Empower holistic development of students through academics, co-curricular, and extracurricular activities for personal and professional growth.
- M4: Inspire entrepreneurial thinking and ignite innovative potential in the youth to drive positive change.

Approach to Achieving the Mission Statement

1. Deliver value-driven, application-based management education and research to develop industry-ready professionals.

Approach:

- **Curriculum Design:**
 - Develop dynamic, industry-aligned curricula with inputs from corporate partners and alumni.
 - Integrate case studies, simulations, and real-world projects focusing on current business and sustainability challenges.
- **Industry-Academia Collaboration:**
 - Establish Memoranda of Understanding (MoUs) with corporations for internships, live projects, guest lectures, and research partnerships, with a focus on sustainable business practices and Environmental, Social, and Governance (ESG) metrics.



- **Applied Research Focus:**

- Encourage faculty and student research in contemporary and sustainable business issues.
- Promote publication of case studies and impactful research papers

2. Foster an enriching learning environment that nurtures responsible and ethical leaders.

Approach:

- **Ethics & Values Integration:**

- Embed business ethics, sustainability, and social responsibility across all programs.
- Organize guest lectures and seminars on responsible leadership, ethical decision-making, and the Sustainable Development Goals (SDGs).

- **Mentoring & Counselling:**

- Implement structured mentoring programs with faculty and industry mentors, emphasizing ethical leadership and sustainability goals.
- Provide academic and emotional support systems

- **Inclusive Culture:**

- Promote diversity, equity, inclusion, and sustainability awareness across all campus activities through inclusive events and green campus initiatives.

3. Empower the holistic development of students through academic, co-curricular, and extracurricular activities, fostering personal and professional growth.

Approach:

- **Balanced Student Life:**

- Offer a rich mix of student clubs, events, leadership roles, and cultural fests
- Encourage participation in intercollegiate and national-level competitions

- **Wellness Programs:**

- Incorporate yoga, meditation, and wellness workshops to promote inner well-being and cultivate a mindful lifestyle.

- **Skill Development:**

- Conduct activities on communication, critical thinking, problem-solving, and team building.

4. Inspire entrepreneurial thinking and ignite innovative potential in the youth to drive positive change.

Approach:

- **Entrepreneurship Cell (Prerna Club):**
 - Encourage participation in business plan and business model competitions.

- **IIC Activities:**
 - Organize innovation and entrepreneurship sessions with a focus on sustainable business ideas.

- **Innovation Curriculum:**
 - Offer electives on design thinking, innovation management, and sustainable business models.
 - Invite successful entrepreneurs and venture capitalists to deliver guest lectures.

Dr Ganga Warriar suggested incorporating the element of technology in the approach to achieve the mission statement. Dr Sanchayita Banerjee suggested including certification courses in the approach. Mr Hardik Shah remarked that there were 4 pillars highlighted in the mission statement – Personal Development, Research, Leadership, and Entrepreneurship. The approach should focus on achieving these pillars. Dr Shalini Sinha suggested adding an interdisciplinary approach for the achievement of the mission statement. Hr Hardik Shah suggested focusing on the entrepreneurial mindset and stated that all the elements of the mission statement must be quantifiable.

Programme Educational Objectives of the MMS Programme

1. To impart knowledge of basic and advanced concepts of Business Management and application of their tools and techniques for local and global business practices.
2. To equip the students with techno-managerial skills and entrepreneurial skills to progress as business leaders and entrepreneurs.
3. To instill in students socially acceptable values and business ethics, fostering the development of responsible citizens.

Added PEO for review.

4. To foster innovation, research, and sustainable practices for creating impactful industry professionals.



Mr Hardik Shah suggested that the focus should be on the practices of encouraging innovation, research, and sustainability.

Dr Smita Jesudasan presented the Institutional Development Plan of St Francis Institute of Management and Research. The inputs of Mr Hardik Shah and Mr V Shankar Swaminathan received via email were incorporated in the IDP for the period July 2024 – June 2034.

Staff Development Program

- ISO Training from 11th - 12th Dec. 2024 by the Resource Person - Mr. Kiran Lele

Mr Hardik Shah suggested that SDP can be conducted on areas related to enhancing work efficiency and productivity. He suggested that a programme related to Project Management as a philosophy for work life can be considered. Mr Saurabh Oak suggested a collaboration with PMI. Dr G Ramesh suggested that sessions on Project Management can be conducted for the MMS students, and this was discussed in the BOS. Mr Saurabh Oak suggested Professional Development Units of 25-30 contact hours for the course.

Faculty Development Program

- SPSS Training – 13th & 14th December 2024 by the Resource Person: Dr. Keyur Nayak
- 10 days Capacity Building Programme on ‘GenAI for Excellence in Higher Education and Research: Exploring its Socio-Economic Implications’ sponsored by Indian Council of Social Science Research, Western Regional Council, Mumbai, Capacity Building Programme from 10th – 21st Feb. 2025
- Workshop - Retail Investment Planning and Portfolio Management

Institute Accolades

- NPTEL Active Local Chapter and Aspirants Category
- Department of Lifelong Learning & Extension, University of Mumbai (UoM) - Letter of Appreciation for organising UDAAN, the annual extension festival.

Institutional Values and Best Practices

Commemorative Days Celebration

- National Constitution Day
- Human Rights Day

- National Youth Day
- National Voters' Day
- Republic Day
- International Women's Day

Dr Smita Jesudasan presented the Best Practices of the Institute –

Autonomous Accreditation & Governance Excellence

- Granted Autonomous Status by UGC (w.e.f. July 2024) for 10 years, empowering SFIMAR to design industry-relevant curriculum.
- Accredited with NAAC Grade A+,
- MMS programme accredited by the NBA
- ISO 9001:2015 certification.
- Launching of a four-year professional BMS Program from July 2024, based on NEP 2020

Institutional Accolades

- Award for Outstanding Contribution to Academics & Linkages with Social Activities by the University of Mumbai in 2022.
- Best Educational Institute in India - 2023 for SFIMAR's admirable growth and differentiating factors from Business Connect
- A certificate of Appreciation from the Indian Association for the Blind for outstanding commitment to empowering people with visual challenges.
- Certification of Appreciation for Blood Donation from BDBA Municipal Hospital
- Certificate of Appreciation from the Department of Lifelong Learning and Extension, University of Mumbai, for organising the Annual Festival - 'Udaan: The Flight of Extension 2023'.
- Celebrating a Decade of Planet Positive Impact 2013 - 2023' Awarded by Ekam Eco Solutions Pvt. Ltd. (an IIT Delhi Partnered Venture)
- Leading B-School Award: 2024 by MTC Global
- St. Francis Institute of Management and Research (SFIMAR) was honoured by NPTEL(National Programme on Technology Enhanced Learning) in two distinguished categories: "Active Local Chapter" and the newly introduced "Aspirants" category on June 29th at IIT Bombay.



- Certificate of Appreciation for Blood Donation
- Certificate of Appreciation from the Department of Lifelong Learning and Extension, University of Mumbai, for organising the Annual Festival - 'Udaan: The Flight of Extension 2024'.

Academic Technology Integration

- Implemented a campus-wide ERP system for academic operations, including attendance, feedback, assignments, and exams.
- Equipped with Smart Classrooms, Language Lab, video conferencing, and upgraded internet connectivity.
- Hosted an ICT Lab with licensed tools like SPSS and STATCRAFT for analytics and research.
- Utilising Vmedulife software for outcome-based education and learning management system.
- Utilisation of Eklavvya OSM software for student assessment, evaluation, grading, and result declaration.

Biz Lab and Business Simulation Activities

- Introduced Biz Lab simulations by AIMA and competitions like Mock Stock and Facility Layout to simulate real-world decision-making.
- Trade Guru, Shark Tank-style events, and simulation-based games promoted entrepreneurship and strategic thinking.

Pedagogical Initiatives

- Curriculum delivered through group discussions, role plays, live projects, case studies, and film screenings (e.g., 3 Idiots).
- Project-based learning activities like Innovation & Creativity – Business Model Canvas boosted design thinking.
- Hosted Management Games like “Lead, Strategize & Dominate” to build leadership and critical thinking.
- SFIMAR has adopted outcome-based education and experiential pedagogy

- Conducted industry-recognized certifications in digital marketing, investment banking, HR functions, logistics, advanced Excel, and business communication. These courses helped bridge academic learning with practical job requirements.
- Organising guest lectures and eminent speaker series to enhance the students' learning horizons.
- Counselling and mentoring by corporates for choosing specialization, venturing into entrepreneurship, and job profile analysis.
- Domestic Industrial Visits and Field Trips organized to bridge the theoretical and practical learning gap

Global Academic Exposure

- International Study Tours provided cross-cultural and industry exposure.
- Academic alliances with international universities will facilitate joint research and student exchange.

Extension and Outreach Activities

- SFIMAR's Abhimaan (Institutional Social Responsibility) Club leads impactful social responsibility initiatives, integrating community engagement into management education. These include organizing blood donation camps, literacy courses for underprivileged children, festive celebrations, and cricket matches for disadvantaged youth.
- Partnership with Kala Sadhana Arts and Charitable Centre enables students to teach and engage with local communities, promoting inclusivity and experiential learning.
- Organising the University of Mumbai's UDAAN, the annual extension festival through creative writing, poster making, elocution, and street plays, enhances civic engagement.
- Health check-ups and entrepreneurship drives focusing on NGO products promote awareness and social entrepreneurship through the activities of the Department of Lifelong learning and Extension

Faculty and Staff Development and Welfare

- SFIMAR conducts regular Faculty Development Programs (FDPs) covering outcome-based education, simulation tools, Canva, and ICT integration.



- Staff development includes training in communication, technology, and creative software like CorelDRAW.
- Initiatives like yoga sessions, health checkups, and staff picnics foster well-being and work-life balance.
- Research incentives and service recognition awards strengthen faculty motivation and academic contributions.

Alumni Engagement and Recognition

- Alumni contribute as mentors, project guides, guest speakers, and event judges, offering students real-world insights.
- The annual Sampark reunion celebrates alumni's success and presents the SFIMAR Rathna Awards for excellence in corporate and entrepreneurial domains.
- Interactive alum sessions help students build networks and improve employability skills.

Student Skill Development Programs and Industry Readiness

- SFIMAR offers certification-based courses in Digital Marketing, IBFM, HR, Excel, and Logistics.
- The Student Skill Development Program (SSDP) includes resume writing, mock interviews, GD preparation, aptitude testing, and LinkedIn optimization.
- Sessions by industry leaders on AI, business communication, and financial analytics enhance job readiness and confidence.

Holistic Student Development and Wellbeing

- Outbound training programs develop leadership and teamwork through experiential learning.
- Mindfulness workshops like 'The Art of Living in the Moment' support mental health and stress management.
- A formal mentoring program guides students in personal and academic growth.
- The Eminent Speaker Series inspires students through interactions with national and industry leaders.

Innovation and Entrepreneurship Development

- SFIMAR nurtures innovation through its Institution Innovation Council (IIC) and the Prerna Club.
- Events such as Pitching for Investors, Your Story Series, and Innohatch encourage entrepreneurial thinking.
- The SFIMAR eBiz Incubation Centre supports student-led startups with mentoring and infrastructure.
- Students have excelled in external business plan competitions and Shark Tank-style contests.

Forums, Clubs, and Co-Curricular Engagement

- Student-led forums like Finatics and Nirmiti conduct events such as mock stock trading and marketing competitions.
- Creative and cultural clubs, such as the Malay (Fine Arts), Debate Club, and Photography Club, promote communication and artistic expression.
- Exuberance: A major intercollegiate fest with competitions ranging from business games to performing arts.
- Encourage teamwork and innovation.
- CWDC (College Women Development Cell) organized sessions on POSH (Prevention of Sexual Harassment) to build safe workspaces.
- Sports and Cultural Events: Annual Sports Day, Cosplay, LAN games, Box Cricket, Biz Quiz, and Antakshari.

Sustainability and Green Practices

- The Green Club spearheads initiatives like tree plantation drives and e-waste bin installations to instill environmental responsibility.
- Students creatively use recycled materials in club activities and competitions.
- The institute received the 'Decade of Planet Positive Impact' award from Ekam Eco Solutions.

Faculty Achievements



- Faculty members have contributed as conference session chairs, consultants to companies, resource speakers in faculty development programmes, etc.
- Faculty members have published high-impact research papers in ABDC/ Scopus and Web of Science-indexed and listed journals

Student Recognition

- Multiple academic toppers with SGPA 9.85–10.00 in MMS programs.
- First prize (₹1 Lakh cash) at FOREsutra (Fore School of Management, Delhi) for solving social issues by Ms Sara Patel
- Champions at competitions in various intercollegiate events.

AQAR - Based on the Format for Autonomous Colleges

National Education Policy

The National Educational Policy 2020 – orientation and sensitization 10-day FDP was conducted and coordinated by St. Francis Institute of Management and Research from November 18 to 28, 2024. The broad themes included:

1. Holistic and Multidisciplinary Education- Dr. Gowrisha, Professor & Director, Centre for Education and Social Studies, Bengaluru
2. Indian Knowledge System- Acharya Shreyas Kurhekar, Acharya of Rigveda, Jagadguru, Shri Devnath Ved Vidyalaya, Nagpur, Maharashtra
3. Research and Development- Prof. Arun Kharat, School of Life Sciences, JNU
4. Skill Development- Dr. Keyur Kumar Nayak, Director, Garware Institute, Uty of Mumbai
5. Student diversity and Inclusive education- Dr. Sally Enos, Principal, MES' Pillai College of Education and Research
6. Academic Leadership, Governance, and Management- Dr Jai Mohan Pandit, Registrar, IGIDR
7. Information and Communication Technology- Ms. Pankti Surve Centre for Distance and Online Education, UoM
8. Higher Education and Society- Prof. Madhav Govind, School of Social Science, JNU

Any other matter with the Permission of the Chair

Dr G Ramesh stated that the 'Train the Trainer' Programme has been initiated to train the faculty and staff members of higher education institutions in Mumbai city. He stated that this can be considered a consultancy programme. Few colleges have expressed interest in this programme. Mr Saurabh Oak suggested that a financial literacy workshop can be conducted. Mr Sreeraj Nair suggested distributing the consultancy brochure to the MSME Office at Andheri East.

Mr Prince enquired about the selection process for the placement leaders. Mr Sreeraj Nair and Dr Sanchayita Banerjee explained the process.

Dr Smita Jesudasan proposed the vote of thanks.



Minutes Prepared by: Dr. Smita Jesudasan - IQAC Coordinator

Approved by: Dr. Shalini Sinha - Director



