Final Report on the EQUAM-BI Erasmus+ Project

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About the University

Symbiosis, a trust established in 1971 is solely engaged in the field of education. Initially, academic programmes were offered through its schools and HEIs affiliated to the University of Pune. The institutes were then complying with the quality assurance requirements of the affiliating university. However, in 2002, three institutes of Symbiosis affiliated to the University of Pune were brought under the newly established University that was awarded the Deemed to be University status namely the Symbiosis International (Deemed University) hereinafter referred to as SIU.

The University has been complying with the rules and regulations of all regulatory bodies like the University Grants Commission (UGC), All India Council for Technical Education (AICTE) and other Statutory Councils like the Bar Council of India, Indian Nursing Council, Indian Medical Council and Council of Architecture. SIU has also undergone two assessment cycles of National Assessment and Accreditation Council (NAAC) and have been awarded the highest grade on both occasions. The process for the third cycle of assessment is underway.

SIU has also been participating in the National Institutional Ranking Framework (NIRF) and has been ranked among the top 45 Universities in India because of which it is graded as Category 1 University in India. Management, Law and Media institutes are consistently ranked amongst the top ten in the country. In the QS World ranking 2020 SIU has been ranked in the band 291-300 in QS ASIA, 23rd in QS India (ranked 2nd among Private Universities). It has been ranked between 06 and 25 'Band A' in the Atal Ranking of Institutions on Innovation Achievements.

In order to foster a quality culture, ensure stakeholder satisfaction and to provide a mechanism to internally assess the performance of our activities and processes there was a felt need to articulate the Quality Policy.

Overview of the EQUAMBI Project

About EQUAMBI

Led and coordinated by the University of Barcelona with ANECA Spain and NAAC India, **EQUAM-BI** (Enhancing Quality Assurance Management and Benchmarking Strategies in Indian Universities) is an Erasmus+ co-funded, capacity building project. Visit https://www.equambiproject.org/

Representatives from partner universities from Europe namely University of Barcelona- Spain, University of Montpellier- France, KTH Royal Institute of Technology in Stockholm- Sweden, University of Roma – Italy, University of Nicosia – Cyprus have been interacting with representatives from HEIs from India namely Jadavpur University, IIT Madras, Shivaji University, Mangalore University, Mysore University, Asian Institute of Gaming and Design, Bengaluru and Symbiosis International (Deemed University) at regular meetings over the past three years.

The project aims at developing a benchmarking toolkit that includes a set of quantitative and qualitative indicators which may be adopted by Indian HEIs. This toolkit draws from the best practices of European universities and purports to improve quality management and foster a quality culture in HEIs in India and will eventually help them manage and enhance the quality of education, research, innovation, and internationalization more effectively.

The consortium met on eight occasions at Bengaluru (twice), Chennai (once), Pune (twice), Stockholm (once), Valencia (once), Barcelona (once) during the course of these three years.

SIU's role in the EQUAMBI Project
The following Table captures the various activities undertaken by SIU as part of this project and outcome of the same

Serial No.	Activity	Outcome
1	Review of the existing QA systems in SIU	A five page write up titled ' An overview of Quality Assurance Management and Benchmarking Practices at Symbiosis International Deemed University, Pune, India' was submitted to University of Barcelona and NAAC in February 2018
2	Survey to study the Quality Assurance Management and Benchmarking Practices followed by HEIs in India	Report of the findings submitted to University of Barcelona and NAAC, India at a meeting held at SIU in Pune in March 2019
3	Survey to study the Data Management Practice followed by HEIs in India	Report of the findings submitted to University of Barcelona and NAAC, India at a meeting held at IIT Madras, Chennai in April, 2019
4	Training Workshop attended at KTH Stockholm, Sweden on Data Management Practices followed by KTH (June 2019)	Report submitted to the University of Barcelona and SIU highlighting best practices that may be followed by HEIs in India June 2019

5	Training Workshop attended at University of Valencia, Spain on Good Practices of an Internal QA systems and the Audit procedure of ANECA (June 2019)	Report submitted to the University of Barcelona and SIU highlighting best practices that may be followed by HEIs in India. Report submitted to SIU and University of Barcelona in June 2019
6	Multiplier effect workshop on promoting internal strategies to enhance QA and Data Management towards a consolidated approach to Benchmarking at Bengaluru	Presented the strategies and the implementation plan as an outcome of the mentoring by the European partners (October 2019)
7	Training workshop on the implementation plan held in the University of Barcelona	As approved by the top management of SIU, presented the revised implementation plans on the parameters and indicators to assess and measure the QA processes at SIU in January 2020
8	Workshop on Dissemination of the EQUAMBI Project	Implementation plan based on inputs from previous meetings presented by SIU at the conference in Pune. A final template of the toolkit was developed and shared by ANECA with all EQUAMBI partners from India in March 2020
9	Establishment of a QMB advisory Board	The first Meeting of the Advisory Board (comprising representatives of QA agencies from India and abroad, HEI networks and University leaders) was held on March 2020 at SIU Pune to support SIU in enhancing the quality assurance processes.
10	Sharing two Best Practices with NAAC	In June 2020, SIU shared two good practices with NAAC for publication: **(Annexure 1)** • Internationalization at Home • SIU as a Health Promoting University
11	Coaching sessions by European partners on implementation of the toolkit (April to December 2020)	Write-up and revisions on implementation plan presented by SIU were reviewed and approved by ANECA in December 2020
12	QMB toolkit based on the framework provided by ANECA under the mentorship of ANECA representatives	Final QMB toolkit for submission to University of Barcelona, NAAC and SIU after approval of the Mentors in January 2021

The toolkit is a comprehensive policy document encompassing quality assurance management and benchmarking for establishing internal quality processes and systems. It covers 11 parameters each having eight descriptors as shown in the table below:

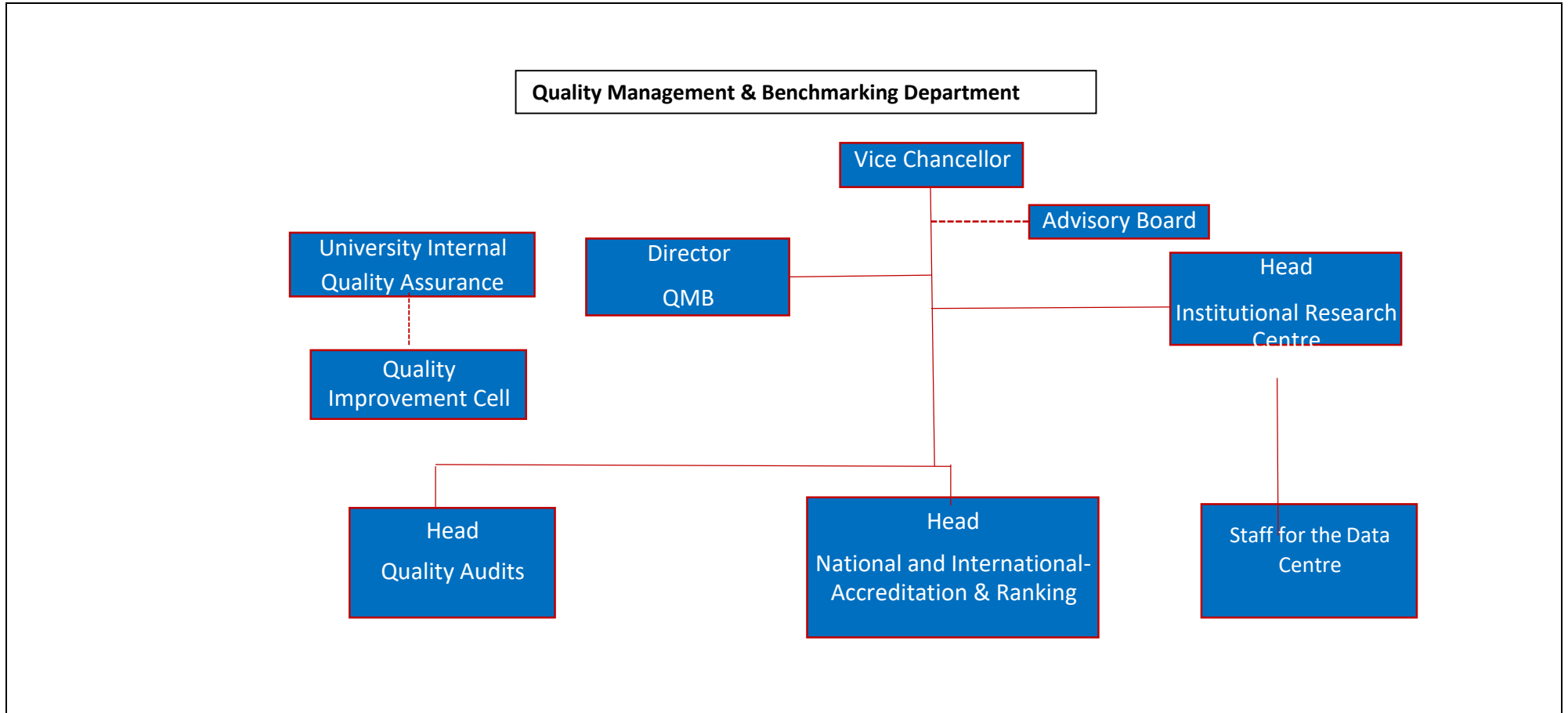| Item No.	Parameter	Descriptors
0	Higher Education Institution mission, vision and values	a. Objectives of the Quality Policy regarding the specific item.
1	Structure of the Quality Management and Benchmarking Department	b. Strategies (plan embracing the chain of activities and procedures) to reach these quality assessment objectives.
2	Quality Policy and Objectives	
3	How does the university ensures the quality of its programmes?	c. Procedures and activities to properly develop such activity regarding the specific item.
4	Development of teaching and other actions aimed at students	
5	How does the university ensure and enhance the quality of its academic staff?	d. Indicators, used to measure and assess the quality in that specific item.
6	Strategic drivers of the university concerning quality management	e. Benchmark used to assess the degree of fulfilment of the quality policy
7	Research Development	
8	Community Engagement	f. Statistics and data used as evidences of the degree of fulfilment of the standard/criteria that will let us judge where the institution is regarding the approved benchmark.
9	Internationalization strategy	
10	Analysis and application of the outcomes to/by the decision-making process of the university	g. Recommendations, in the event the benchmark is not reached and new benchmarks in case it was reached.
11	Transparency, Equity and Ethics	
12	Health and Wellbeing	h. The quality system should include a cyclical quality system-assessment of the appropriateness of its objectives, strategies, procedures, and indicators.

<u>Deployment of the toolkit in the first phase</u>

In the context of COVID 2019 pandemic, SIU had identified two items for immediate implementation. The following sections explain the toolkit requirements and the status of implementation

Item 1: Structure of the Quality Management and Benchmarking Department

Structure of the Quality Management and Benchmarking Department

The University has always had the Internal Quality Assurance Cell as mandated by the National Assessment and Accreditation Council (NAAC). As an outcome of the EQUAMBI project and the enhanced focus on the internal quality assurance processes, the leadership of the University resolved to expand the scope of this cell. As a result, the Quality Management and Benchmarking (QMB) department was established reflecting the University's belief that SIU's quality initiatives should go beyond the 'minimum essentials' to the 'maximum possible'. The proposal to establish a Quality Management and Benchmarking Department was approved by the University's Board of Management. The structure for the same is diagrammatically depicted below.

Quality Management & Benchmarking Department

Vice Chancellor

Advisory Board

University Internal Quality Assurance

Director QMB

Head Institutional Research Centre

Quality Improvement Cell

Head Quality Audits

Head National and International- Accreditation & Ranking

Staff for the Data Centre

The procedures and activities undertaken with regard to the QA management of the University are explained in the table below.

Strategy: A. Make Available Structures and resources

A.1. Establishment the Quality Management and Benchmarking (QMB) Department
Activities:
   a.   Submitted proposal to Hon'ble Vice Chancellor and Pro Chancellor
   b.   Approval of the Board of Management received

c. We have appointed the following personnel for the QMB department:
- One Head, Quality Assurance
- Three coordinators

A.2. Constitution of an Advisory Board comprising experts for quality management agencies and academics from India and abroad to provide direction to the QMB department
- Two meetings of the Advisory Board have already been held - one in March 2020 and the second in June 2021

A.3. Establish a data management centre (institutional repository) to collect and collate data using technology as far as possible
One software development expert has been appointed in the cadre of Associate Professor to lead the activities of collection and collation of data. He will be supported by one software engineer and one coordinator.

A.4. Provide the necessary resources – trained manpower, equipment, financial support and monitor effective utilization of the same
Director, head, coordinators
Equipment: 3 laptops, 3 Workstations, 1 Smart Board, All in one printer have been purchased for this department through the EQUAMBI project funding.

B. Empowerment Strategies

B.1. Nurture a quality culture where each individual appreciates the need to embrace and willingly adopt quality assurance initiatives as continuous journey towards excellence
Activities:
- QMB has initiated conversations and deliberations across stakeholders to create manual of policies and practices such that the process owners of the activity and audit are independent of each other so as to provide the necessary checks and balances.

C. Dissemination Strategies
C.1. Institute an encouraging eco-system that disseminates initiatives of QMB and good practices of constituents.
Activities: - A detailed presentation of the toolkit was made to the members of the IQAC cell of the University to disseminate information on the nature of the toolkit and its objectives.   - Plan and disseminate a training calendar every academic year to create awareness of the QMB and its activities. (Work-in-progress)
Benchmark used to assess the degree of fulfilment of the quality policy.   The University will benchmark the activities of the QMB with: - Other Universities in India and Partner Universities abroad to learn good practices at the (a) Structure level (b) Desired Outcome level (c) Activities level   - Metrics of the Accreditation agencies of India (NAAC, NBA) and other International bodies (for ex. ANECA, TEQSA etc.)

Item12: Health and Wellbeing

Highlights: Symbiosis Centre of Health Care

1. Healthcare Services:

   COVID-19 Vaccination Drive for Staff & Students: The in-person and residential college experience on campuses throughout India has been profoundly curtailed by the COVID-19 pandemic in 2020-21. There have been enormous impacts on our college communities, including economic, academic, social, physical, and mental health consequences for students, faculty, and staff. The Symbiosis International University recognizes that comprehensive COVID-19 vaccination is the most effective way for institutions of higher education (IHEs) to return to a safe, robust on-campus experience for students & staff. The Symbiosis University Hospital and Research Centre (SUHRC), Symbiosis Centre of Health Care (SCHC), Symbiosis Centre for Emotional Wellbeing (SCEW), and the Department of Sports, Recreation and Wellness (DSRW) have been doing phenomenal work not only in the prevention and treatment of COVID-19 but also promoting good health and wellbeing.

   Therefore, SIU organized a 'COVID-19 vaccination Drive' for all staff & students of SIU. This applies to all students & staff who live on campus and/or participate in on-campus classes, studies, research, or other activities.

2. Academics:

   Designed Certificate Course in 'COVID-19 Care for the Community' under SUHRC in collaboration with SCHC for Symbiosis Staff and Students & in Collaboration with SCOPE for the community.
   Coronavirus disease (COVID-19) is an infectious disease caused by a newly discovered coronavirus. Most people infected with the COVID-19 virus will experience mild to moderate respiratory illness and recover without requiring special treatment. The best way to prevent and slow down transmission is to be well informed about the COVID-19 virus, the disease it causes, and how it spreads.

   Good physical & mental health is fundamental to overall health and well-being, even though there are disruptions in our lifestyle, it is important to set and stick to routines. Routines decrease stress and improve mental health. Your routine could include time to help your children with learning, work from home, prepare nutritious meals, do chores, and healthy activities such as exercise.

There is a need to provide clear and actionable guidance to prevent, early detection, and control of COVID-19 for the layperson. This course is an introduction to various realms and tools for achieving physical wellbeing. Most COVID-19 patients do not require hospitalization and can be cared for at home. This training and guidance can help to provide care for someone at home. Keep in mind that many people have mild illnesses and can recover at home. This program is developed keeping the need during the COVID-19 pandemic at domiciliary settings.

Health education & promotion are important components of disease prevention activities in general, but play a key role in an active response during COVID 19 pandemic & health emergencies, to communicate & engage quickly and effectively with the public and prevent infections. Education can encourage the community to become advocates for disease prevention and control at home, & in their community by talking to others about how to prevent the spread of viruses. Maintaining safe domiciliary operations & if done well, can promote public health.

Program objectives:

- To impart health education to the community for health and Wellbeing.
- To prevent disease and its spread amongst all during the COVID-19 pandemic.
- To understand home care for patients with COVID-19 presenting with mild / no symptoms and management of such patients and their contacts at home.
- To educate the community on public health aspects of COVID-19 infection

3. Research: (1st April 2020 to 31st March 2021)
   1. Adoption and Use of 'Symbicare' Application amongst Students at an Indian University, International Journal of Modern Agriculture, October 2020, Volume 9, Issue 3, ISSN:2305-7246
   2. Emerging Challenges in the Health Systems of Kerala, India: Qualitative Analysis of a Literature Review of Journal of Health Research has been published on 12th February 2021, Emerald Insight.Type: Research Article, DOI: https://doi.org/10.1108/JHR-04-2020-0091, ISSN: 0857-4421

Highlights - Symbiosis Community Outreach Programme & Extension :

1. Final Evidence copy - SCOPE.docx

Standard	SIU Criteria	Desired Score & Benchmark		Actual in 2020-21		Remarks
		Scoring Metrics	Benchmarks	Scoring Metrics	Benchmark	
Standard 1: Alignment with the Missions of Higher Education:	Recruitment of staff after Pre Employment Checkup (PEC)	• 100% attendance to PEC = 05 Point • 99 % to 80% attendance = 3 points • 79 % to 60 % attendance = 2 points • Less than 60 % attendance = 0 point	2022 : Average of 3 points* 2025 : Average of 5 points*	53 % which is less than 60 % attendance = 0 point	Not achieved	Due to COVID-19 for the safety of staff, PEC was not arranged
	Attendance to Annual Wellness Checkup: Students	• 100 % attendance to AWC = 05 Points • 99 % to 80% attendance = 3 Points • 79 % to 60 % attendance = 2 Points • Less than 60 % attendance = 0 Point	2022 : Average of 2 points* 2025 : Average of 3 points* 2030: Average of 5 points*	0% means less than 60 % attendance = 0 Point	Not achieved	Due to COVID-19 for the safety of staff PEC was not arranged
	Attendance to Annual Wellness Checkup: Staff	• 100% attendance to AWC = 05 Points • 99 % to 80% attendance = 3 Points • 79 % to 60 % attendance = 2 Points • Less than 60 % attendance = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	0% means less than 60 % attendance = 0 Point	Not achieved	Due to COVID-19 for the safety of staff, PEC was not arranged
	Attendance to Annual Health Checkup for Food Handlers	• 100% attendance to AHC = 05 Points • 99 % to 80% attendance = 3 Points	2022 : Average of 3 points* 2025 : Average of 5 points*	87% means between 99 % to 80% attendance = 3 Points	Achieved	Due to COVID-19 for the safety of staff PEC was not arranged

	(Cooks & Helpers)	• 79 % to 60 % attendance = 2 Points • Less than 60 % attendance = 0 Point				
	Registration to medical insurance policy: Student	• 100 % registration = 05 Points • 99 % to 96% registration = 3 Points • Less than 95% registration = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100% means 100 % registration = 05 Points	Achieved	
	Registration to medical insurance Policy: Staff	• 100 % registration = 05 Points • 99 % to 96% registration = 3 Points • Less than 95% registration = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100% means 100 % registration = 05 Points	Achieved	
Standard 2: Socio-Ecological Based Practice	Inspection of campus	• 100% inspection & compliance as per recommendations = 10 Points • 99 % to 80% inspection & compliance = 3 Points • 79 % to 60 % inspection & compliance= 2 Points • Less than 60 % inspection & compliance = 0 Point	2022 : Average of 3 points* 2025 : Average of 10 points*	100% means 100% inspection & compliance as per recommendations = 10 Points	Achieved	
	Inspection of catering establishments	• 100% inspection & compliance as per recommendation = 10 Points • 99 % to 80% inspection & compliance = 3 Points • 79 % to 60 % inspection & compliance= 2 Points	2022 : Average of 3 points* 2025 : Average of 10 points*	100% means 100% inspection & compliance as per recommendation = 10 Points	Achieved	

		• Less than 60 % inspection & compliance = 0 Point				
Standard 3: Collaboration / Collaborative Practices	Symbicare Induction	• 100% induction program conducted = 05 Points • 99 % to 80% of induction program conducted = 3 Points • 79 % to 60 % of induction program conducted = 2 Points • Less than 60 % of induction program conducted = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100 % means 100% induction program conducted = 05 Points	Achieved	
Standard 4: Inclusive Practice/Cultural Competence	Staff & student welfare activity	• Conducted activity = 05 points • Not conducted any activity= 0 point	2025 : Average of 5 points*	100% means Conducted activity = 05 points		
Standard 5: Theory-Based Practice	Conduct of College Health Education Programs	• Conduct of 100% HEPs = 05 Points • 99 % to 75 % HEP = 3 Points • 74 % to 50 % HEP = 2 Points • Less than 50 % HEP = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100% means Conduct of 100% HEPs = 05 Points	Achieved	
Standard 6: Evidence-Informed Practice	Campus Wellness Advisory Committee (CWAC)	• 100 % conduct & compliance to CWAC = 05 Points • 99 % to 80% conduct & compliance to CWAC = 3 Points • 79 % to 60 % conduct & compliance to CWAC = 2 Points • Less than 60 % conduct & compliance to CWAC = 0 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100% means 100 % conduct & compliance to CWAC = 05 Points	Achieved	

Standard 7: Continuing Professional Development	Faculty Development Program for Healthcare Professionals	• 100% compliance to FDP = 05 Points • 99% to 95 % compliance to FDP = 03 Points • Less than 94 % compliance to FDP = 00 Point	2022 : Average of 3 points* 2025 : Average of 5 points*	100% means 100% compliance to FDP = 05 Points	Achieved	
Standard 8: Service to the Field:	Off-Campus: Commissioning of community outreach and extension services	• Primary healthcare services offered to community = 10 points	2022: 10 points	Primary healthcare services offered to community = 10 point	Achieved	Highlights
	On-Campus: Establishment of Hospital	• Medical Care offered to community = 5 points	2022: 5 points	Medical Care offered to community = 5 points	Achieved	Highlights
	On-Campus: Establishment of Centre for Emotional Wellbeing	• Psychological counseling offered = 10 points	2022: 10 points	Psychological counseling offered = 10 points	Achieved	Highlights
	On Campus: Commissioning of Department of Sports & Recreation & Wellness	• Accessibility to recreation & wellness centres = 5 points	2022 : 5 points	Accessibility to recreation & wellness centres = 5 points	Achieved	Highlights

Highlights: Symbiosis University of Hospital and Research Center :

1. Establishment of Tertiary Care Hospital: Established as a tertiary care hospital in June of 2019, the Symbiosis University Hospital and Research Center (SUHRC) has been providing both outpatient and inpatient services to the underserved population in the vicinity and beyond.

   The state-of-the-art facility provides all basic specialties and most super-specialty services. The addition of the Symbiosis Medical College for Women and the attached General Hospital in December of 2019 has expanded our bed strength to 866, scalable to 900. Several thousand patients have been treated at the hospital over the last 2 years.

   In April of 2020, the SUHRC dedicated an entire building to the treatment of Covid patients. This included 470 beds in the wards and 30 ICU beds. MOUs were done with the local government bodies which facilitated the treatment of several Covid patients from the district and state. These services were continued during the second wave in the year 2021. A total of well over 5000 Covid patients have been treated successfully so far with a low mortality rate. Several thousand more were treated on an outpatient basis at our exclusive Fever OPD.

   From the 1st of January, 2021, we have been treating the non-Covid patients at the General Hospital totally free. This includes outpatients as well as indoor cases. The full range of investigations, medications, food, and high-end surgeries have been provided at no cost to the patient. We have a monthly OPD of 18,000 to 20,000 patients who receive 7 days' worth of medications totally free. The average daily indoor admission rate is 25 to 30 patients.

   Several public awareness webinars have been conducted in the last year on topics varying from nutrition, heart ailments, kidney disease, gastroenterology, surgery, and Covid-19.

   More recently, the SUHRC has been designated as a Covid Vaccination Center by the Government of India on 16th January 2021. Starting with healthcare workers and then to frontline workers, we vaccinated 4801 in this group. Till 12th June 2021, we have provided over 40,000 doses of the Covishield vaccine to beneficiaries. We shall continue to aggressively increase the vaccine outreach to all sections of the community above 18 years of age, as we continue to wage a war against the pandemic.

2. Diploma course in Comprehensive Covid Care for Doctors

   The current COVID-19 pandemic has put an enormous strain on our country's healthcare system that is already stretched thin. While several groups have come forward to help with the provision of infrastructure and equipment, the crucial area of deficiency remains - Trained Manpower. Given the urgency of the situation and the need to create a surge capacity of trained healthcare professionals,

especially doctors, the need of the hour is to quickly create a training program that comprehensively covers all aspects of COVID-19 care. This will help us, as a nation, to deal with the ever-growing crisis induced by the rapid rise in COVID-19 cases. Having a trained workforce will surely help us mitigate the potentially disastrous consequences of this evolving pandemic.

Program Objectives:

- To increase the awareness about COVID -19
- To clear myths and misconceptions in the management of COVID-19
- To impart knowledge about the preventive and therapeutic aspects
- To provide the latest clinical guidelines in treatment of COVID-19

Highlights: Dept Of Nutrition & Dietetics :

1. Availability of Diet & Counselling services
2. Academic: My nutrition guide course- Could not be implemented this year due to COVID-19
3. Contribution to Comprehensive COVID course
4. Publications: related to HPU concept – 2 (HPLP lifestyle and School Nutrition articles)
5. Nutrition Counselling for Faculty members of SIU: Completed: 119 counselling session for faculty members.
6. Nutrition Policy developed for SIU. Implementation activities impeded due to COVID-19.
7. Nutrition promotion through weekly emails were conducted during COVID-19 phase to support faculty and staff with adequate nutrition.
8. Celebrations of nutrition-specific days of the year through specific activities with faculty and students of SIU:
   a. World food day
   b. World Health Day
   c. World Obesity Day
   d. Nutrition month
   e. World Heart day
9. Nutrition awareness activities conducted (Webinar/ community activities): Table below

Activities conducted as HPU under SIU (2020-21):

2019-20			
Food safety education for Street food vendors at Eat Out at Tapri Awards.	28.2.2019	Importance of food safety and hygiene practices were explained to FBOs and street vendors through edutainment methods in Eat out at Tapri awards in which Symbiosis was the knowledge partner The event was covered in Media	Approximately 150 Food vendors and food business operators
Food Safety Awareness for Food handlers and housekeeping staff of Symbiosis International University	25.9.2019	Detect adulteration with rapid tests (DART by FSSAI) The purpose of this demonstration was to appraise food handlers and housekeeping staff about common methods of detecting food adulterants generally found in India. The students here demonstrated the DART given by FSSAI. The food handlers and housekeeping staff also participated in performing adulteration tests.	40 Food handlers attended the session
Nutrition Awareness and fitness awareness activity at Swaroop Wardhini NGO	19.2.2020	The children and students appearing for competitive examinations were made aware about the simple tips of nutrition, fitness and lifestyle through various activities conducted by students of Masters of Nutrition and Dietetics	50 children approximately
Health Women, Health Nation Nutrition awareness for women of Khadki Cantonment	8.3.2020	Using various nutrition education tools, the importance of nutrition, food safety, health and menstrual hygiene was explained to women residing in Khadki cantonment .	100 Approximately
"Poshan se Pratikar" nutritious recipe demonstration and nutrition education online series during the Covid 19 Pandemic in collaboration with Shubham Karoti Foundation	30.9.20 to 20.10.20	Immunity boosting recipes and iron rich recipes were demonstrated and nutrition tips were given to attendees by Masters students of M.Sc. Nutrition and Dietetics	50 approximately
Healthy Breakfast Challenge	30.9.2020	Healthy breakfast recipes were invited through online recipe contest and the recipes were judged by IDA, Convenor, Pune Chapter, IAPEN convenor, Pune chapter and NETPROFAN convenor, Pune chapter	35 participants

Highlights: Symbiosis Centre of Emotional Well Being :

The Symbiosis Centre for Emotional Wellbeing was established in August 2018 as a constituent department under SIU. The centre comprises a robust team of dynamic mental health professionals including clinical psychologists, counselling psychologists, social psychologist being led by an able Psychiatrist. The centre envisions to create a resilient and compassionate community within Symbiosis International University
The centre has 3 wings
1. Service wing:
   a. Mental health promotion and prevention: Conducting workshops, seminars, lectures on various topics related to mental health and mental illness to increase awareness,
   b. Curative services: Individual counselling services, Psychotherapy, psychiatric intervention, group therapy sessions, couples and family therapy
   c. Owing to the pandemic, certain operational changes that were made with respect to counselling services offered by SCEW,
      i. Tele counselling and Telepsychiatry services in accordance with the telemedicine and Tele-Psychiatry guidelines issued by Government of India.
      ii. Newsletters addressing various issues related to the Pandemic that potentially affected mental and social health
      iii. Creation of COVID task force: Their role is as follows
         1. All the students,staff and faculty who were/are tested positive for COVID , are sent an email with a resource toolkit that will help them cope healthily and enable them to deal with mild distress associated with the illness and the quarantine period.
         2. A mental health screening tool is also attached with the email to assess their mental health and also to assess if there are any acutely suicidal/acutely distressed individuals which require immediate mental health intervention.
         3. Follow up call is given to all to endure they have received the email as well for explaining them the screening tool in case they have any doubts or having any language difficulty
         4. Based on the scoring and risk, individuals are recommended individual counselling with the campus counsellor or referral to the Psychiatrist for medical intervention
         5. Conduction of Webinars for parents- 'Parenting in Pandemic times' with the aim to aid parents understand the difficulties their children could be undergoing due to the transition to online education, how to identify signs of mental distress or mental illness, tips for parents to cope with their stress.
         6. Conduction of Webinars for faculty and school teachers- Due to the transition to online education, teachers and faculty had to upgrade their skills and knowledge of technology in order to adapt within a short span of time. This created distress for many. Therefore, in order to help them identify and understand their mental health issues and enable them to handle mild to moderate distress, this webinar was conducted.
         7. Conduction of Webinar for students -'Building resilience' - Empowering students to deal with the innumerable changes brought on this Pandemic this was a preventative and mental health promoting strategy

8. Running of Online Support groups-'Mind Katta', an initiative to derive support from each other and help students connect with each other in group settings to build their sense of community
9. Mindfulness sessions for faculty and non-teaching staff- Fortnightly 30 min sessions of mindfulness for faculty and staff to help them relieve their stress and keep up their motivation to work.
10. Designing the module on 'psychological impacts of COVID and how to look after your mental wellbeing' as part of the CoVID -19 course for the community, health professionals and allied health workers.
11. Creation of the 'Psychological First Aid' training module for the community, faculty and staff.
12. Organised and conducted a Virtual and International Conference on Mental health for higher education institutes on the theme -'Raising Resilient Youth-From University to Community.
13. Working on developing the Mental Health Policy with recommendation for adoption by all higher education institutes in India.

Counselling services by SCEW			
Period	Total No of students	No of students availed counselling services	% of students availed counseling services
June 2019 - May 2020	19844	940	4.7
June 2020- May 2021	20304	851	4.19

There was a marginal drop in the number of students owing to change from face to face to online platform where some students because of lack of privacy in their homes found it difficult to access services
1. Increase in positive feedback- Yes as per feedback forms received for students, staff and faculty
2. Psychological counsellors at all campuses of SIU- Yes

2. Academic wing: SCEW understands the psychological needs of students especially in the age group of 16-25 and therefore has curated Value added courses with the objective to develop the emotional intelligence and resilience
3. Research wing: Conducting research is an integral part of any academic institute. This is an ongoing activity that helps to improvise services and develop evidence which helps the Centre to have best practices.

Highlights : Department Of Sports Recreation And Wellness & Symbiosis Centre of Yoga

Symbiosis as a Health Promoting University (HPU) encourages the students, faculty and staff to incorporate health into the university culture, processes and policies in an effort to promote the health of the Symbiosis community.

The Department of Sports, Recreation & Wellness in Symbiosis places emphasis on promoting Physical Literacy among all stakeholders at the University. The focus is to improve Quality of Life through physical activity. The DSRW provides access to sporting facilities and also some unique and amazing physical activity programs to encourage participation in sports, recreation and leisure activities.

During the Covid-19 Pandemic the Department of Sports, Recreation & Wellness has introduced;

- Online weekly workout sessions & challenges for the staff & students
- Virtual runs/walks/marathons
- Personalized yoga classes
- Daily live virtual physical activity sessions (Zumba, Aerobics, Yoga, Strength Training etc.)
- Virtual sports quiz
- Virtual activity breaks
- Self-fitness testing (at home).

The virtual activities are a coordinated and comprehensive approach to promoting the health and well-being of all stakeholders at the University during this health crisis.

DSRW designs and offers diverse programs, activities and mass events to achieve its primary goal of a Healthy, Fit and Physically Literate Symbiosis Community. with an emphasis on advocacy and an attempt towards behavior modification for Life.

The broad categories of the offerings are in these areas:

- Physical Fitness,
- Mass sporting and Physical activity events,
- Innovative activities

- Outbound programs
- Academic offerings

Facilities: On campus sports and recreation facilities are some of the best and offer tons of outdoor recreation options for all. We boast of 13 indoor and outdoor fitness centers, offer many Group classes, Coaching facilities, Yoga for rejuvenation and stress management, also options to participate in Outbound programs and Competitions (inter-institute, AIU) at all levels. Last year we had virtual classes and events due to the Pandemic. Target is providing access to 25%

1. Physical Fitness

   Physical Fitness Assessment: All students and staff are administered standardized fitness tests every year, as fitness testing is a great way to monitor and assess various physical abilities. The data collected is analyzed, interventions recommended and free counseling and personal training sessions are offered. Last year due to the pandemic we conducted self-fitness testing in the virtual mode. The interventions include personalized Counselling for all in need and a special effort was made to target the executives. The target is 100% but we could not achieve it last year due to the pandemic.

2. Mass Sporting and Physical Activity events: Emphasis is given to Sporting and Physical Activity events which are Live events, highly visual and very inspiring. These are accessible and welcoming for all ages, shapes and paces. They work towards personal wellness rather than only fitness and build confidence rather than competitiveness. Some examples are:

   - Happy Healthy campus: A three-hour activity planned & designed to achieve the objectives of being physically active by participating in group activities, adventure activities, Functional fitness stations, Indoor games, fun games stations, Target games, punching bags, back to school activities, Bullock carts, Horse & Camel rides etc. of approx. 500 to 1200 participants. Target is to reach out to 2000 participants in a year. The target could not be achieved last year due to the pandemic.
   - Symbi Fit- Competition to showcase fitness, approx. 400-500 participants from different Universities as well as Corporate houses). The event is a Pan India event with about 1000 participants. Target – annual event
   - Symbithon - Symbithon is a run/walk event organized to raise public awareness of NCDs, with particular emphasis on exercise and fitness as a component of preventing and managing these diseases. It aims to create healthy working, learning and living environments for students, staff and the community at large, encourage, inspire and motivate youth from varied backgrounds to improve their health through running and exercise. Target – annual event. Last year we had 5500 participants from 13 countries

   - Cyclothon - Symbiosis International University - Department of Sports Recreation & Wellness (DSRW) campaigned and organized Cyclothon in December 2020 under the aegis of Fit India Movement and initiative taken by the Ministry of Youth Affairs and Sports (Government of India). The event is in consonance with the Prime Minister's vision of Fit India and the launch of the Fit India Movement on 29th August 2019. Target – annual event

- Kite Flying Activity - was organized by the Department of Sports, Recreation & Wellness (DSRW) for the staff at Symbiosis International University (SIU) Lavale. Target – annual event
- National sports day (Quiz and photography) - National Sports Day was celebrated on 29th of August 2020 (virtually). An Inter Institute Sports Quiz and Sports Photography Competition was held wherein both students and staff of SIU participated. Target – annual event.

3. Competitions
- Inter institute competitions in all disciplines are organized throughout the year for both men and women in 12 disciplines. Athletes are selected from amongst these teams, to represent Symbiosis in the all India Inter university AIU) competitions at the National level. Target- each institute to participate in at least one event. The target could not be achieved last year due to the pandemic.
- Staff Sports Fest – A Mega Sporting Competition organized for teaching and non-teaching staff of Symbiosis and comprises of Individual events like Carrom, Chess, Table Tennis, Swimming, and team events like Badminton, Volleyball, Throw ball, Cricket, and Basketball.Target-2000 participants. The target could not be achieved last year due to the pandemic.

4. Institutional Social Responsibility
- An event organised for children from underprivileged schools. It comprises Fitness challenges, Fitness testing and an obstacle course race. Target is one such event in the year. The target could not be achieved last year due to the pandemic.

5. Innovative Activities

These activities provide the variation and challenge that everyone is looking for and include:

- Sports Dating -Exercising with a person of your choice. Target 50 a year
- Activity Breaks -Short duration breaks which may be icebreakers, action songs, Yoga or an exercise sequence conducted during academic meetings, conferences, workshops and in office settings. Target is 250 a year which was achieved last year.
- Yoga Pop ups -The concept involves promoting the practice of Yoga through Pop-Ups which would display on every employees desktop at a specified time throughout the day -4 times a day in all campuses
- Stair Snacking -Using the stairs to improve fitness. Target is to conduct 10 sessions
- 10,000 steps Challenge -A challenge for the staff and students to achieve a min. of 10,000 steps per day to promote PA. Target – conduct 2 challenges every year with min.500 participants.

6. Outbound Learning Program –These programs are offered to institutes and designed and executed to achieve specific institutional goals with pre and post-delivery interventions. Areas where outbound training is effective are Team Building, Communication Skills, Leadership Development, Change Management and Motivation. Target is 15 such programs in a year. The target could not be achieved last year due to the pandemic.

7. Credit Programs: This is an initiative to promote Physical Literacy among the student community. There are 9 Credit courses and 1 value added course offered in Physical fitness,

- Wellness, Yoga, Sports and Life skills are offered as floating credit programs and value-added courses in the existing PG and UG programs. Target 10 a year.
- Wellness sessions for non-teaching staff - Physical Fitness, Health and Wellness sessions were conducted for the non- teaching staff of SIU. They were also administered the IPAQ and HRPF components were assessed.

Highlights : Symbiosis Centre of Yoga :

The Symbiosis Centre of Yoga was established in 2015 and currently runs two programs, conducts workshops, credit courses and classes.

Programs/ Courses/ Workshops:

1. Academic offerings
   - The Post Graduate Diploma in Yoga Therapy (PGDYT)
   - The Certificate program in Yoga
   - Yoga credit courses
2. Workshops in basic Yoga and stress management.
3. Events

Details:

1. Academic offerings: The certificate program provides the basic training for yoga students whereas the Yoga therapy course gives the scientific basis of the use of Yoga for the curative aspects of injuries and disease.
2. Symbiosis Stress Management Program –
   a. The program is delivered to the staff and students of Symbiosis and is specifically designed to manage stress using different techniques. Target is 2 such programs in each campus every year.
3. Events
   A few events are conducted annually:
   - International Day of Yoga-Celebrations across all 14 campuses with unique themes and challenges every year. The event is based on different themes to mark the International day of Yoga. Yoga classes are conducted to teach yoga as a buildup to the event. Target is 2000 staff and students. The target could not be achieved last year due to the pandemic.
   - 108 days Yoga Challenge--Yoga challenge to be performed for a minimum of 15 minutes every day. The participants had to click their best workout picture and share the data on the website. Target to conduct one challenge every year

Highlights : Symbiosis Institute of Health Sciences (MPH Department)

1. Capacity Building: Symbiosis Institute of Health Sciences under the aegis of Symbiosis International University launched the Master of Public Health (MPH) program in the year 2019. The enrolled 12 students of the 2019-21 batch will be graduating by July 2021. 16 students have been enrolled in the 2020-22 batch. The Master of Public Health (MPH) is a multi-disciplinary professional degree programme awarded for studies in areas related to Public Health. The MPH degree focuses on public health practice, research and/or teaching.

   The program has two major objectives:

   a. To equip MPH graduate professionals with the technical and managerial skills who will strengthen the Public Health system

   b. To train and develop a cadre of competent public health policy makers, managers, practitioners, educators and researchers in the public health domain.

2. MPH students visited the subcenters of Pirangut and Mutha and inculcated the participants (beneficiaries) on government's maternal and child health care (MCH), IMNCI and programmes such as Janani Suraksha Yojana and JSSK.

3. Visit to SUHRC Construction Site by MPH 2019-21 batch- 12 October 2019. This occupational health survey cum case study did an IEC activity on safe practices in occupational health settings

4. All MPH students participated in the Pulse Polio Immunization with WHO Monitors on 19 and 25 Jan 2020

5. Visit to Kaya Kalp NGO and Epidemiological Study in Budhwar Peth- 16 Oct 2019. Undertook IEC activities on safe sexual practice and STDs

Future Implications of this project from a sustainability perspective

The University has now established a Quality Management and Benchmarking Department (expanding the scope of our Internal Quality Assurance Cell) that has been duly approved by the Board of Management of the University. As such, this department will now be one of the service departments of SIU with a committed budgetary provision and necessary resources. Now, as a full-fledged department of the University, it will oversee the quality assurance and benchmarking practices across the university. This department will also have a unit to collect and analyze data for effective decision-making. The QMB will regularly report to the Board of Management of our University the impact of the overall quality assurance processes followed across the constituents and departments of the University. This will help us ensure that the activities of the University are periodically monitored, achieved and sustained.

This department will also adopt and operationalize the QMB toolkit by establishing necessary structures and processes to foster a sustainable quality culture across all activities of the University.

The University has customized the toolkit and has implemented the same as the twelfth parameter to make it relevant to SIU as a Health Promoting University.

As such, we are committed to strengthening these two initiatives during this academic year. However, in the context of the ongoing COVID pandemic, we foresee that there will be delays in the implementation. Notwithstanding such circumstances, we will deploy the necessary resources for the same.

The overall experience of participating in the EQUAMBI project has been very enriching and has positively impacted the quality assurance conversations among the stakeholders of the university.

In conclusion, we thank you for this opportunity and acknowledge the collegial forum that it provided to learn from each other thus fostering a healthy learning environment among all project partners. We do hope that these difficult times will end soon and there will be more opportunities for us to collaborate in future.

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