



Miranda House UNIVERSITY OF DELHI

Policy Document Financial Assistance to teaching Faculty and Awards/Scholarships for students

Policy Statement/Aim

Miranda House provides a supportive and intellectually stimulating work environment/culture to its teaching staff by providing opportunities for sustained professional development through motivating, encouraging and facilitating mechanisms to enhance their pedagogic knowledge content with an aim to move towards a constructivist framework of student-centred teaching-learning. The institution also nurtures, aids and awards students exhibiting exemplary academic abilities and hailing from an economically weaker section. This policy is being instituted to fast-track financial assistance through streamlining, simplifying the application process and eliminating logistical & administrative impediments faced by teaching faculty and students.

Scope and Applicability

The scope of the policy is to create an enabling and conducive environment for both teaching faculty and students to pursue their academic endeavours to achieve their fullest potential without the constraint of finances.

Components/Elements of the Policy

Teaching Faculty:

1. To remove impediments on teaching faculty to participate in faculty enrichment programmes such as workshops, conferences, seminars, refresher courses and faculty enrichment programmes.
2. Streamlining the application, processing and disbursement of financial assistance.
3. Providing full or partial reimbursement for participation in faculty enrichment programmes.
4. Extending fellowships and scholarships to teaching staff for their academic pursuits.
5. Instituting awards for outstanding achievements by faculty members.
6. The college also instituted a Thirty-Year-Service award that includes a financial incentive to acknowledge the tireless work of its teaching faculty.

Non-Teaching staff :

1. The institution also acknowledges the contribution of women essential workers through felicitating them with cash awards. These include Thirty-Year-Service year service award and best worker award.



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Students :

1. Positively reinforcing exemplary work in the institution and outstanding academic achievements through acknowledging, nominating and awarding the contribution of teaching faculty and students in public forums.
2. Identifying and extending financial assistance through fellowships, scholarships and awards provided by Miranda House, Delhi University and Government agencies such as DST INSPIRE to students in myriad disciplines across all income spectrums, especially economically weaker sections and reserved communities.
3. To allocate greater funds to social service activities as part of social responsibilities through NSS and NCC.
4. Capping the annual fees received from students at a nominal level to ensure inclusion of economically weaker sections and reserved communities. The annual fee forms a minor percentage of the total expenditure of the college. This amount collected is used for students' facilities such as: library services, sports services, laboratories and IT infrastructure, workshops, seminars, guest lectures, field trips, and national and international conferences. The college will explore other avenues such as grants and donations to meet the deficit on account of fee capping.

Prudent and efficient utilisation of resources:

The above policy measures will be implemented strictly in accordance with the financial management protocols of the University of Delhi and Government of India. The prudent, efficient and transparent utilization of financial resources for the purpose is also being ensured by the internal checks of the College, internal audit by the University of Delhi and Statutory Audit by C&AG, thereby mitigating the scope for misapplication of resources.

Expected Outcomes

The expected outcome from these policy measures is the financial inclusion of economically weaker sections and marginalized students in creating an inclusive and diverse academic environment. The aim also is to financially aid the transformation of existing faculty into eminent and internationally recognized scholars by enabling and facilitating faculty enrichment practices. In addition to this, the institution seeks to build an enterprising and empowered environment for non-teaching faculty.