

St. Stephen's College

BEST PRACTICES 2016-2021

BEST PRACTICES 2016-17

BEST PRACTICE 1

E-file system.

BEST PRACTICE 2

Environment friendly policy of the College.

BEST PRACTICES 2017-18

BEST PRACTICE 1

Eco-friendly Campus Environmental policy of the College

College believes in promoting a society which cares for the environment: cares to protect, preserve and conserve. Realizing the importance of sustainable development many activities are undertaken to make the campus environmentally friendly and students sensitive to ecological issues. The groundwater is recharged using a water recharge well. Solar panels on the mess roof are used as an alternative to conventional energy sources. College has a compost pit in which organic matter is converted to manure. Constant effort to minimize waste generated in the labs is made. We have gone paper free by introducing an online application process for student admissions. The College is working on an Environmental policy to ensure the implementation of measures to make the Campus eco - friendly to implement and monitor the measures.

The Environmental Society of the College has been making small but effective strides towards generating awareness, consciousness and taking collective action. A plethora of events are organized each year to create awareness on campus, such as scavenger hunts, awareness programmes, case study competitions, photography competitions, talks by noted speakers, quizzes, dog vaccination programme, waste sculpture competitions, documentary screenings and nature walks.

We also have organized a number of tree plantation drives to keep our campus green. The various activities carried this year are as follows:

1. Scavenger Hunt: We kick started the year with the Scavenger Hunt, which was successful in spreading environmental awareness in quirky ways. This is one of the most popular events the society holds and also helps the students to know the college better.
2. Talks by Eminent Speakers: Dr. Asmita Kabra delivered a talk on the topic "Debating Fortress Conservation", followed by a documentary screening of "Make Way the Kuno

Story” (<https://www.youtube.com/watch?v=Ku-J68qRnIw>). Discussions were invoked on the idea of fortress conservation as a conservation model based on the belief that biodiversity is best achieved by creating protected areas where ecosystems can function in isolation from human disturbances.

3. Talks by Eminent Speakers: Dr Indrashekhar Singh from the esteemed NGO Navdanya delivered a talk on the topic “Company Raj 2.0 - Poison Cartel, GM Mustard and Green Saty agraha”. He talked about how a few MNCs like Monsanto are emerging as monopolies of seed suppliers and potentially ruining local markets. Ethical debates regarding Genetically Modified items was also discussed. The speaker also distributed packets of Organic Mustard seeds among the participants to encourage an environmentally sound lifestyle.
4. Green Diwali Campaign: The 'Cracker Free Diwali Campaign' was organised against the backdrop of the rising concerns about the dismal air quality in Delhi due to reckless burning of crackers around the time of Diwali. As part of our Online Campaign, we made placards with quirky captions inspiring people to celebrate a green Diwali. In keeping with tradition, we made a rangoli using eco - friendly colours in the foyer. We also circulated an video of people sharing their experiences of celebrating a cracker free Diwali to emphasize that a cracker free Diwali is no less fun. In short, we hope we were able to make a good case against bursting crackers.
5. Prakriti – Annual Festival: The annual festival "Prakriti" is attended by various prominent NGO's, prominent schools and colleges in the capital.
6. Inaugural Lecture: Delivered by Mr. Anadish Pal on the topic “Spread spectrum: The honest cheating of cell tower radiation that may kill us all”.
7. Green Shutter, Photography Competition - This is a nationwide photography competition. This year’s themes were “Climate of Change” and “Zero waste fashion” (Open to interpretation).
8. Amazing Race - Similar to the Scavenger Hunt, the aim is to spread environmental awareness and consciousness in a fun way
9. Upcycling Workshop - Conducted by NGO Buland Awaz, the workshop was aimed at encouraging the concept of recycling, reusing and making the best out of waste. We made pen stands and clocks out of old newspapers.
10. Green Matter - A state wide Environmental Quiz.
11. NGO Stalls - Stalls were put up by TERI, Mr. Joseph Verghese and Ms Sara. The idea was to display eco - friendly products and generate awareness and encourage a greener lifestyle.
12. Earth Hour: Internationally, Earth Hour was observed on the 24th of March from 8:30pm - 930pm. Electricity was cut off on the college campus and residents gathered near the main portico where music performances and light photography was organised with the help of the Music Society and The photography society of the college.
13. Nature Work: This year the Nature Walk was organised to the Okhla Bird Sanctuary.
14. Book Donation Week – In Collaboration with the Social Service League of the College
15. Books and paper collected as a part of the drive will be recycled into notebooks and distributed in Government schools.
16. Apart from this, we have also collaborated with the World Wildlife Fund for a Tree Mapping exercise of the college. A Composting on College initiative is also in the pipeline. As a small step towards environmental awareness, we also share various current affairs related articles from various newspapers and magazines on our Facebook Page.

Cultural Amalgamation

One of the greatest challenges that our country faces today is that of holding on with the golden rule of the federation – ‘Unity in diversity’. Art forms are mirror to one’s social beliefs, practices and customs. Our college through its various events not only make students experience the mysticism Indian art forms but also creates awareness about the regional art forms of the nation, and thus creating a harmonious environment for right education.

Evidence of Success:

The various Societies and Clubs organized events through the year exhibiting cultural amalgamation. Bengali Literary Society organized a talk by Professor Manash Firaq Bhattacharya (12 - 09 - 2017), which focussed how three modern poets across three continents - Tagore, Rilke and Borges represent the animal in art. Agamani, a three - day cultural Durga Puja festival - we began the event with a cultural dance - drama, Mahisasur Mardini (21 - 09 - 2017) at the mess lawns, followed by a panel discussion and film screening on Satyajit Ray’s Devi (22 - 09 - 2017). The last day we organised a food walk to C. R. Park (23 - 09 - 2017) which attracted more than seventy food enthusiasts from college. Annual Bengali Lunch (31 - 01 - 2018), our biggest event during the year. The event saw a footfall of more than 250 people and was a resounding success. A talk by Dr. Nandita Basu (16 - 02 - 2018) who spoke on the women of mid - eighteenth and nineteenth century Bengal. Being a cultural society, we endeavour to be more like a family and we are glad that the Bengali Literary Society prospered and engaged with the students of the college this academic year.

The English Literary Society On 17th August, organized Logos 2018, a two - day literary festival held on 12th and 13th February, 2018. The theme for this year was 'The City in Literature'. On the first day of Logos, Professor Farhat Nasreen, from the Department of History, Jamia Millia Islamia, spoke to us about the poetry of Mir Taqi Mir and Muhammad Rafi Sauda. This was followed by a talk which shed some light on the lesser-known writings in English from South Asian Cities, by Stuti Khanna, Associate Professor, Department of Humanities Social Sciences, IIT Delhi. The day ended with a screening of Alain Resnais' film Hiroshima Mon Amour. The second day of the festival began with a book discussion on Dawn Watch: Joseph Conrad in a Global World, with the writer and historian Maya Jasanoff, Coolidge Professor of History at Harvard University. The festival ended with a student conference, with participants from universities across Delhi. As part of Logos, we also set up a second-hand book stall in collaboration with the NGO, Goonj. All the proceeds from the sale went to Goonj.

Hindi Sahitya Sabha or the Hindi Literary Society, St Stephen’s College provides a platform for innovation for emerging writers, playwrights, journalists, critiques and anyone who is interested in Hindi. Throughout the course of the year, with the organization of rich events, the society has grown, as has its individuals. An event on self - composed poetry reading was organized on the occasion of Hindi Diwas on the 14th of September.

The Malayalam Literary Society celebrated the harvest festival, Onam marks the society’s biggest event annually. As a precursor of the Onam celebration in the college, a talk was conducted on revisiting the popular as well as tribal myths of Mahabali, the asura king who is believed to return every year on Onam. The talk “Migration, Ethnicity and Mahabali: the many myths and narrative of Onam” with Mr. Vinod Kottayil Kalidasan, a research scholar with JNU was on 4th September 2017. It was conducted and organised by the Kerala Studies Cell vertical of the society. The celebration of Onam by the society was conducted on 7th and 8th September 2017 with an array of events spread across the two days. The celebration began on 7th

September with the Pulikali - the traditional Tiger and Hunter dance by the first years followed by the inaugural speech and the lighting of the lamp. On 8th September, the second phase of the celebration kick started with thiruvadhira - traditional dance of Kerala, performed by third year girls and the vanji pattu - the boat song by the first-year boys. Following that, The Onasadhya took place that had lots of delicacies and finger - licking food, Other events like the tug of war, movie screening marked the end of the two - day event. A short film capturing excellently the celebration of Onam in St. Stephens college conducted by the Malayalam Literary Society was made by a group enthusiastic filmmaker. Many others together worked to make the film a tribute to the entire college brethren that has come together forgetting the boundaries of the different states they came from. On the 19th February, the society organised the annual "Medley Concert" that enthralled scores of music lovers. This has been a unique platform where both Malayalis and Non-Malayalis get to sing regardless of their music knowledge.

The Punjabi literary Society, Virsa is one of the literary societies in the college which aims to inculcate the traditions and values from the land of five rivers, Punjab. The society aims at working together to find a collective identity and keep up with the traditions of Punjab. To keep up with the events that the society conducts every year, the function of Lohri was organised on 13th January, 2018 in the college. The society participated in an event organized by the Poetry society of college in which two students from the Punjabi literary Society were selected to recite Punjabi poetry. They worked on the original poem and translated it in English language and presented it in college hall on 6th February 2018. The society organized the Annual Punjabi Lunch on 13th April. Traditional Punjabi cuisine was served to students at affordable rates. The highlight of the celebration was the cultural event in which the Punjabi Academy, Delhi performed the folk dance of Punjab, Bhangra and also the martial arts called gatka. Our college students also put up a cultural performance in the mess lawns.

The Choreography Society began its academic year with the merging of the Indian and Western dance societies into one. We started with our launch production, Primus, in the month of August, where we showcased a few of our best performances over the past years, to introduce our society to the rest of the college. In the month of October, we went on to put up our mid - term production, Theia, which was a debut for our very talented batch of first years. Theia was a portrayal of our own interpretation of different colours and the emotions that they invoke. We also hosted a successful Raqs Utsav, our annual inter - college competition, where we provided a platform for over 20 soloists and 25 dance groups across the Delhi circuit. As a part of tradition, we performed multiple dances at the inaugural ceremony of the annual college festival, Harmony, and received a stellar response for our collaboration with Naqsh, the Indian vertical of the Music Society, where we showcased multiple classical dance styles on live music. This year also saw the birth of our first external choreography team, Inception, a handpicked group of dancers chosen to participate at the competitions organized by various colleges. This has been an eventful and highly successful year for our society and all our members, in terms of dance and otherwise. We were able to learn from each other and grow together into a beautiful family filled with talent and fuelled by a passion for dance.

The Fine Arts Society's annual fest, Artipelago took place from 13th to 15th March, 2018. The theme for this year's fest was 'Traditional Art Forms of India'. A series of events were hosted under Artipelago which revolved around the theme. The Music Society with a collaboration with the North - East society at college put up musical performances from the eight north eastern states of India. The event was called 'Echoes of the Eight' which took place on 16th January 2018 in the college hall. This first of its kind collaboration was thoroughly enjoyed by everyone, which also was a new and fulfilling experience for the performers. The Society also collaborated with the Choreography Society to present a fusion of Carnatic

and Hindustani music at the inaugural event of college festival, Harmony, 2018. It organized its annual fest, Crosswinds, which was a two-day competition that took place on 12th & 13th March 2018 in the college hall. The first day of the event was dedicated to Indian Music completions and the second day was for the Western Music competitions.

The North - East Society The St Stephen's North - East Society was founded to bridge the perceived differences and divide - cultural, political, epistemic, and so on - between North - East India and the other regions of the country. They organized a North - East Lunch in the mess, serving the college community scrumptious and assorted cuisines from the different states of the region. They hosted, after this, several acclaimed poets, writers and litterateurs, who initiated the students into the vibrant yet little - known world of North - eastern literature. The Society puts in great effort to be inclusive in its celebration of the cultures and traditions it represents. To that end, they collaborated with the Music Society for a delightful musical evening, to which we gave the name "Echoes of the Eight". They also chipped in our bit for a poetry translation event by the Poetry Society. The historical and economic facets of the region was explored and elucidated through a Lecture series that we held. The lectures were delivered by some of the best scholars working on these areas. The annual fest, Unicolour, which serves as a platform for them to showcase the rich cultural inheritance of the region, conveyed through songs, dances, and artistic performances.

BEST PRACTICES 2018-19

BEST PRACTICE 1

Excellence and Service

College continues to encourage its students to strictly follow the two tenets which have made it the leading educational institution in India. The two qualities are those of excellence and service. Excellence, primarily in studies, and in every other thing that they set their minds to work in. Service, because unless the good that we receive is shared it will be a mere waste of good effort. Over the 138 years of its existence College has donated generously to India and the world through human capital. The alumni who have gone on to make a positive impact on the world and India through their contributions in the fields of academics, politics, government, administration, social service, corporate governance, startups, and every other field of human endeavour is unparalleled by any other educational institution in India. This has been made possible by the sustained efforts in College to promote these two traits unconditionally.

BEST PRACTICE 2

Leadership in Best Practices

College has started making an effort for continued relevance of its educational efforts through the introduction of new courses, an application for autonomy, and steps to respect the environment policy in small but significant steps like the thrust to make the College paper-free in administration and its concentrated efforts to make a plastic-free environment. Dealing with Unequal India, short term courses on Public Policy, Sanskrit and a collaborative set of papers, workshops and academic exercises seek to enhance the academic relevance and purpose of a practical education. To this end, the College has also put in an application to the UGC for an autonomous status. The application, after a positive visit, by the UGC team is awaiting

clearance. St Stephen's College is one of the oldest institutions under the University of Delhi, predating the University by almost four decades. One of the enduring qualities that is practiced and which we hope to pass on to every generation is the respect for our environment. This has been ingrained through the consistent practice of simple but effective steps like (i) determined decisions to maintain open and green spaces - we have a built-up area of only 28% of our land bank, (ii) continued efforts to make the campus plastic-free and (iii) a policy to help the environment by making our administrative work increasingly paper-free.

BEST PRACTICES 2019-20

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BEST PRACTICES 2020-21

BEST PRACTICE 1

1. Title of the Practice

Harnessing Professional Resources of Alumni in Public Life for Add-On Courses

2. Objectives of the Practice

The objective of the practice is to harness the professional expertise of alumni in public life as resources for add-on, professional programmes for students and public in general in public policy, governance and related areas. The College seeks to use this special expertise, in whose creation it has participated, to enrich the institution and society by making teaching-learning more effective for real situations in a variety of fields in public life, especially policy making and governance.

3. The Context

St Stephen's College is over 140 years old and over time a large number of its alumni have gone on to achieve success in many walks of life, especially in governance and public policy as Members of Parliament, Secretaries to the Government of India, Chief Secretaries to State Governments, Governor of the Reserve Bank of India, Chief Information Commissioner, CEO and Deputy CEO of NITI AYOOG, Ambassadors of India to many countries, Foreign Secretaries and Ministers at national and state levels, Academics and Corporate leaders, Media leaders, etc.

Further, one of the problems facing higher education is the huge gap between theory and practice, where what is taught is not easily applied to real life situations.

To bridge this gap, and to optimize the captive resources of its distinguished alumni in this regard, the College has ventured into this high-resolution, seamless flow between theory and practice where policies are studied on the basis of actual problems encountered during or after their implementation in public/professional.

4. The Practice

The St Stephen's Centre for Advanced Learning (SCAL) was established in January 2020 with the clear and definite purpose of making use of the professional capital in public life through its alumni by harnessing it into a slew of short-term Certificate, Diploma and Advanced Diploma level programmes dealing with Public Policy, Administration, Finance, Diplomacy and Governance. Courses on offer from SCAL are taught by the crème de la crème in various fields, be it Public Policy, Administration, Finance or Diplomacy. A large majority of these experts are alumni of St. Stephen's College. The participants in these programmes learn and gain from the distilled knowledge, experience and wisdom of those who have experience it all first-hand. Details of how policies are conceived, implemented and the difficulties encountered in the process are staple topics of discussion.

Almost all courses offered by SCAL follow a standard procedure. There is an open invitation offering the course and those interested are encouraged to apply. There is no age-related restriction but applicants are expected to be graduates with some, even if limited, work experience. After a scrutiny of the applications and an interview to assess the enthusiasm and capabilities of the applicants for the course of study, students are selected. In order to enable the resource person to apportion sufficient time to each of the participants on the course, the average strength of each class is not more than 27. Through a series of lectures and subsequent interactions, students are encouraged to actively listen and participate in these programmes. There is a moderator for every lecture to enable wider participation. The students are also

required to write research papers, assignments or give written examinations as part of the assessment.

The structure of the courses offered by SCAL do not follow a linear path. The experts are given the freedom to structure their lectures in a manner that they deem best fit. The students are then encouraged to structure the diverse ideas that they have gained from the spectrum of experts and share their interpretations with the group. This has multiple benefits. Each student brings to bear a unique structuring of the whole course and this opens up a myriad number of experiences and possibilities for the participants. Such a range of possibilities empowers the learner to interpret and make meaning for herself/himself within his/her particular situation while building on an understanding of the basic, foundational concepts and overall structure of the policy itself.

5. Evidence of Success

Since its establishment, SCAL has grown exponentially despite the hurdles because of the pandemic. For instance, in the Academic Year 2020-21, SCAL ran 5 programmes on International Relations, Public Policy, Civil Services and Entrepreneurship, benefitting 139 participants. A Chair in Public Policy was instituted in 2020 and it may be worthwhile to note that St Stephen's College is perhaps the first affiliated college in India to have a Chair in any discipline.

The success of SCAL is also demonstrated by the interest shown by applicants from across the country for the courses that are offered by Centre. For instance, for the 6 week long Executive Programme on Public Policy and International Relations offered between 11 January 2022 and 23 February 2020, SCAL received over 400 applications, of which 35 candidates were finally selected after shortlisting and interviews. The reputation of excellence and service that SCAL has created in a very short span has also helped to attract and generate interest among industry leaders and pioneers in every field to associate and collaborate with Centre for its various programmes.

6. Problems Encountered and Resources Required

There are several problems the College encountered in offering such a set of programmes and can do much better with a few more important resources: infrastructure, funding, and recognition by the UGC and relevant Ministries. These resources will help to scale up the operations of the Centre both in terms of programmes and number of seats on offer.

As far as **Infrastructure** is concerned, more rooms for academic sessions, more facilities for providing accommodation to the young scholars (as this will help those from outside of Delhi to also come and learn) and some more investment in technology will go a long way in offering such programmes to a wider set of learners both nationally and globally.

Financial support from the government will help in providing the necessary impetus for such programmes. Not only will we be able to support resource persons who may not all be at Delhi with travel assistance, but through a scheme of subsidies, also scholars and students who are needy but keen to do and have an aptitude for the programme.

7. Notes:

In March 2022, SCAL launched a three-month long Fellowship programme for young professionals from neighbouring countries with the support of the Ministry of External Affairs, Government of India, and became the only college to offer an international fellowship programme. Through SCAL, the College is also keen on setting up an incubation centre for the

replication of similar such centres across India with the necessary permissions and support of the UGC and related Ministries.

BEST PRACTICE 2

1. Title of the Practice:

Provision of Seats in Admission to Children of Martyrs

2. Objectives of the Practice:

The objective of the practice is to support the children of our martyrs in gaining the best kind of undergraduate education available in the country and to both fulfil our duty towards country and society and to benefit the children of martyrs.

3. The Context:

While on the one hand the families and children of martyrs need help and support, on the other, St Stephen's College has over its 140 years become a much sought-after institution of higher education which provides opportunities to its students to successfully shape themselves academically and otherwise to measure up to the challenges of career building.

4. The Practice:

In 2017, the College decided to provide three seats every year to the children of martyrs for study.

The description of the same policy, as stated in our Prospectus under Undergraduate Admission is as follows:

Children of Martyrs: Three Candidates who are children of defence personnel who have lost their lives in the line of duty will be allotted seats across all disciplines. Inter se merit will be determined as in General Category.

5. Evidence of Success

Over the years, the following students have been admitted:

Year	Name of the Student	Course
2017	Simran Singh	B. A. (Honours) Economics
2018	Srishti Vaideeswaran	B. A. (Honours) English
2018	Kunwar Sher Singh	B. A. Programme
2019	Prakash Chand Joshi	B. Sc. (Honours) Mathematics
2020	Amy Alexander	B. A. (Honours) Economics
2020	Ishfaq Hussain	B. A. Programme)
2021	Rishabraj Maiti	B. A. (Honours) Economics
2021	Ankita	B. A. (Honours) History
2021	N. Angel Mate	B. A. (Honours) Philosophy

6. Problems Encountered and Resources Required

Merely providing admission to these children is not sufficient, it is important to ensure that they get sufficient financial and other help to complete their studies and move further securely. The College is in the process of setting up such supports.

BEST PRACTICE 3

1. Title of the Practice

Equality of Service Benefits to Regularised Non-Teaching Non-UGC Employees

2. Objectives of the Practice

The objective of the practice is to offer benefits on par to all regular non-teaching employees of the College. This means that regularized non-UGC employees who are funded by the College enjoy the same benefits as regularized UGC funded employees.

3. The Context

Usually, as is general practice everywhere, while those employees who are funded from the UGC grant are entitled to various benefits that come with the terms of their employment, others who are regular but not in that category, do not get this benefit. St. Stephen's College was founded on the principles of equity and justice to provide education for the needy. Drawing from this philosophy, and despite the substantial financial burden that this practice entails, the College considers it as its duty to ensure equality of service conditions to all its regular employees, UGC-funded or otherwise. This decision was taken as College strongly believes that as an institution that holds excellence and service as sacred, it is important to treat all employees in an equitable manner. The values of social justice and service that inspired the founders of the College still guide the manner in which the College treats its employees.

St. Stephen's College has one of the largest campuses within the University of Delhi with sprawling heritage buildings set between beautifully manicured lawns, hedges, trees and flowers. The College currently has over one thousand three hundred students and close to ninety teaching staff. Attending to the needs of all the students, teachers and maintaining such a vast campus requires not just a large number of staff on payroll, but also one that feels that its dignity is respected and thus one that is loyal and committed to the tasks at hand. Approximately 20 percent of the regularized non-teaching staff employed by the College, whose salaries and benefits are paid for by the College, needed to be given equal benefits to make them feel fully a part of the College and to make them dedicated contributors to its growth. The College strongly believes that financial security, and equality and dignity in the workplace, are important factors to ensure a motivated and inspired workforce. Modern management strategies encourage worker satisfaction as a key element for overall success. Way before these management techniques became popular, the College, in the interest of social justice, has been providing fair and equal benefits for all employees.

4. The Practice

The College allocates a large proportion of its resources to ensure that all its regular employees draw the same benefits.

Most of Non-UGC regular employees of the College are now benefitting from LTC, Health support, educational support and housing facilities. The details of the some of the benefits provided to them are as follows:

1. Same LTC Benefits
2. Leave Encashment Benefits
3. Medical Expenses
4. HRA

5. Children Education Allowance
6. DA and other allowance as per prevailing rates.
7. Leaves
8. PF
9. Pensionary benefits on retirement

Funding for this practice continues to be a problem but the College is working to obtain funds and benefits in relation to this from many sources, including from the alumni.

5. Evidence of Success

Such practices have helped to bridge the social equality gap among employees in College. Most importantly, this practice has led to better employee satisfaction and retention of skilled employees. As a result, the College has a team of highly motivated employees whose primary interest is to aid the College in its pursuit of excellence. The practice has also resulted in the employees being able to provide better health and educational opportunities for their family members.

6. Problems Encountered and Resources Required

Providing benefits on par with those offered to UGC-regular employees places a huge financial burden on the College. The institution has very judiciously deployed a variety of income resources for this purpose – charges from residence facility for students, extra and special courses and special funds created for the non-teaching staff through donations and contributions by the alumni and others. The College is constantly exploring avenues for a steady inflow so that along with its other commitments, it can also continue to support its staff in an equitable and adequate manner. It will help if the UGC revises the salary and maintenance grants, and till that time, the College will continue to strive to make the College work environment a fit and just place for all its employees.

7. Notes:

The College hopes to cover all its employees, which non-regular or contract employees, in this category soon.