

St. Mira's College for Girls, Pune

Autonomous Affiliated to Savitribai Phule Pune University

POLICY FOR FINANCIAL SUPPORT TO FACULTY MEMBERS

(Revised May 2021)

Objective of the Policy:

To provide a financial incentive to faculty members to undertake research activities, publications, professional development activities to enhance domain knowledge and skills.

I. Attending Conferences, Seminars and Workshops

Guideline: The faculty member intending to attend a UGC/SPPU/NAAC/any other reputed national organization conducting **Conferences, Seminars and Workshop both Online as well as Offline**, in their discipline of teaching and research will be eligible to avail the financial assistance. Financial assistance equalling 50% of registration fees for participating in Conferences/Seminars/Workshops attended, will be provided.

Process for availing the financial assistance:

1. The faculty member intending to attend /present a paper at UGC/SPPU/NAAC/any other reputed national organisation must get the duty leave sanctioned preferably 3 days prior to the Conference/Seminar/Workshop by submitting an application, addressed to the Principal of the college, routed through the HOD, attaching a copy of the brochure of the conference.
2. The Registration fees will initially be paid by the faculty.
3. 50% of the fees paid will be reimbursed by the College, on submission of
 - a. Attendance Certificate
 - b. A Certificate of Attendance/ Paper Presentation
 - c. A copy of Paper Presented
 - d. Receipt of registration fees paid.
4. The financial assistance will be capped at Rs.3500 per faculty per year.
5. The assistance will only be availed for registration fees and not for TA/DA.



II. Grant of Research Scholarship/Award

Eligibility:

The Award will be given to all the faculty members (Under 55 years of age) **from the unaided streams**, provided she has put in a **minimum number of 3 years of service at St. Mira's College.**


Guidelines:

An award of Rs 1,00,000 will be given to an SPPU approved teaching faculty member from the **unaided streams** for successful completion of PhD.

Process for availing the financial assistance:

1. The faculty will have completed her Doctorate and submitted a Copy of the Thesis to the College.
2. The faculty will give a signed undertaking of serving the institution for not less than 2 years after completion of PhD.
3. In case the faculty leaves the institution within one year of grant of the Award, she will reimburse 50% of the award before being relieved from service.
4. The award will be given at the Annual Prize Distribution Function




Dr Jaya Rajagopalan
Principal Incharge