



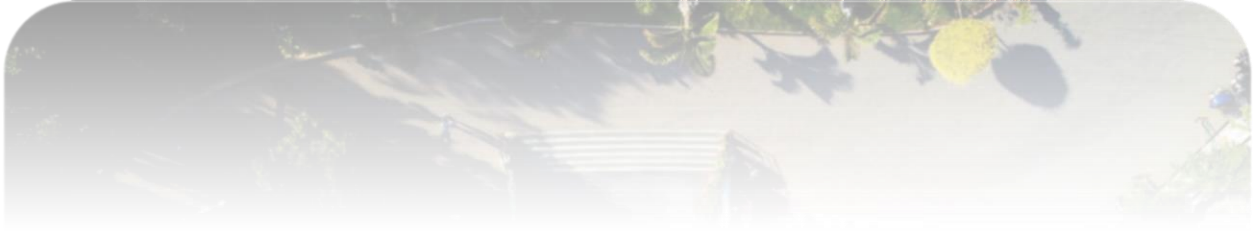
# St. Claret College

Affiliated to Bangalore University | A Claretian Missionary Institution

NURTURING VALUES AND EXCELLENCE

## Institutional Distinctiveness

### SCC's Culture of Care



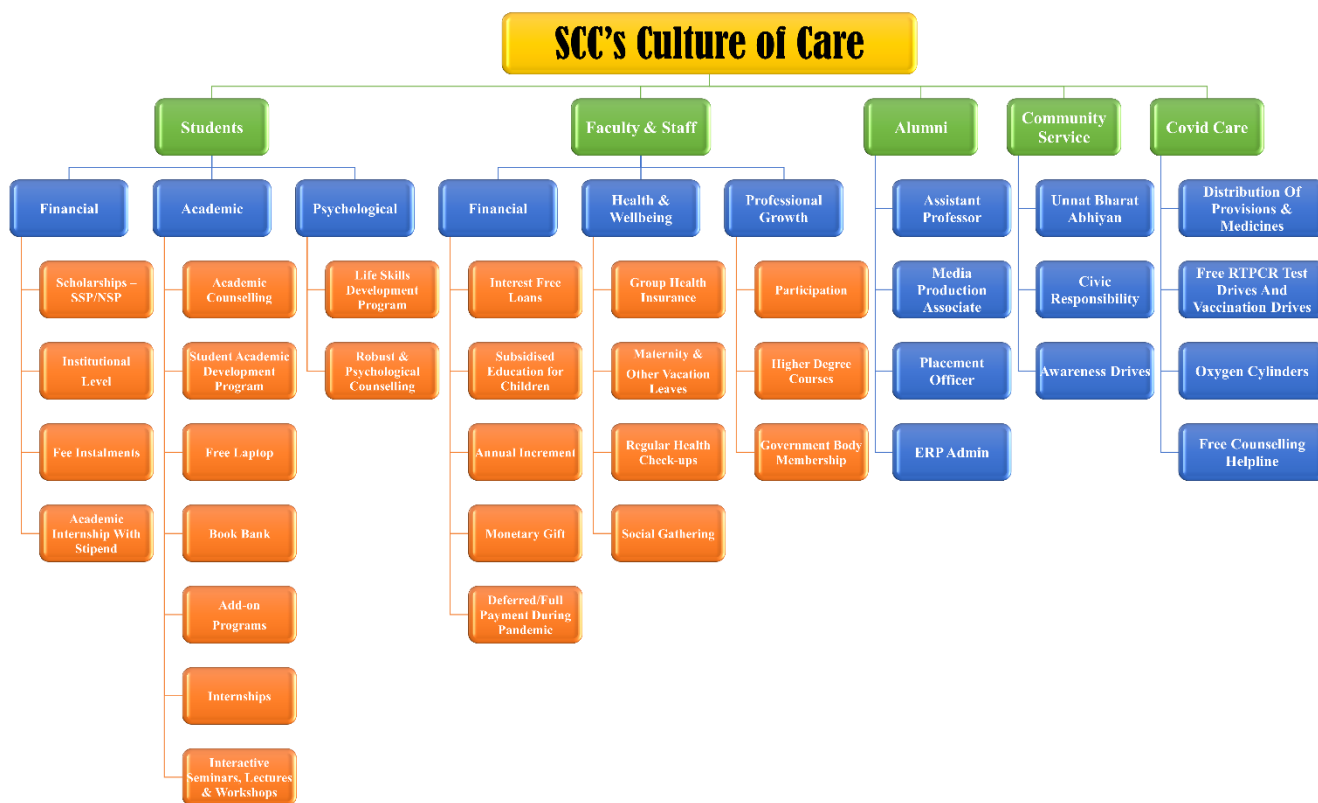


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## SCC's CULTURE OF CARE



The educational approach of St. Claret College moves beyond the curriculum caring for the physical, emotional, and psychological well-being of its stakeholders. Through its student mentoring, financial support, employee welfare measures, mental health support and various other initiatives, the institution has always stood out to be a place that provides individual care and attention. This culture of care emanates from the institutional vision, mission, and core values. The institution has consciously undertaken this approach sensing the motivational and psychological needs of its majority of students who are first-generation college learners from low-income families. To mitigate the financial challenges, motivational issues, and lack of adequate support from their families, the institution found the strategy of individual care to be the most productive.



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The management set the example as the first step in this regard by providing all possible care and support to its faculty and staff who extend similar care to the students. Eventually, this culture has permeated to all the institutional initiatives including extension activities and become a strong institutional culture. This has fostered compassion and empathy in its stakeholders who have deeply integrated the institutional values.

## 1. For Students

### *Financial*

- During the accreditation period, the institution provided Rs. 1,03,24030 worth of student scholarships benefitting 971 students in the following categories:
  - Financial aid scholarships for students from SC/ST and other low-income families.
  - Freeships for students facing extreme financial challenges.
  - Merit scholarships to motivate meritorious students.
  - Sports scholarships.
  - Divyangjan scholarship to the physically challenged students.
- Provision to pay the fee in instalments and extended time for the same.
- Providing support for students to avail of government and non-government scholarships through the Equal Opportunity Cell and the services of an exclusive scholarship officer. 641 students received government and non-government scholarships worth Rs. 42,40,593 during the accreditation period.
- Providing opportunities to work as paid interns in the library, admissions, gym, and IQAC.

### *Academic*

- Academic counselling by experts is provided during admissions to help students choose the right programme.
- Bridge courses, revisions, remedial, and advanced learner programs are conducted to enhance students' academic performance.



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- Free laptop renting facility for students who cannot afford a laptop.
- Book Bank facility for economically challenged students to borrow textbooks from the library for the whole semester.
- Add on and certificate programs, internships, interactive lectures, workshops, and seminars to complement the university curriculum.

## *Psychological*

- Life Skills Development Program with focus on emotional intelligence is conducted to enable students to face difficult life situations.
- Robust mentoring and psychological counselling support is provided.

## **2. For Faculty & Staff**

### *Financial*

- Interest free personal loan and salary advances.
- Subsidized education of children of the employees who study in any St. Clare Educational institution.
- Good annual salary increments for employees. Faculty clearing NET, SET, or completing PhD also receive additional salary increment.
- Employees receive monetary gift while getting married.
- During Covid-19, when most educational institutions had either salary deduction or deferred payment, the institution paid full salary on time to all its employees.

### *Health and Wellbeing*

- Employee group health insurance is initiated to protect employees from unexpected and high medical costs. Additionally, when medical expenses exceed the insurance, the management extends its support.



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- Three months' leave with full pay for maternity and one week for paternity is provided. Employees have vacation leave after each semester and a Christmas break to rest and rejuvenate.
- Regular health checks up is organised.
- The institution organises social gathering every month and staff picnic every year to have fun and to encourage positive workplace relationships. Employee birthdays are celebrated every month to appreciate their contributions to the institution.

### *Professional Growth*

- Faculty members participating in Conferences, Seminars, FDPs and Online courses, receive reimbursement of registration/ course fee and travel expenses.
- The institution takes care of personal membership fee of employees in government recognised organisations.
- Special Casual Leaves are granted to faculty who pursue higher degrees such as Ph.D./ Post-Doctoral studies and those who attend seminars, conferences, and faculty development programmes.
- Research grant is provided to faculty who take up major, minor projects or patents. Further, faculty who publish research work in Scopus or UGC approved journals receive financial incentives.

### **3. For Alumni**

The institution helps its alumni by providing job opportunities for them in the college and in other organizations through the college placement cell.



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## 4. For Community

The institution's care is extended to the neighbourhood community through its extension programmes. Several outreach programmes are organized by Claret Centre for Community Development, departments, clubs, and associations.

- Under Unnat Bharath Abhiyan, five villages have been adopted and community development programs have been organized.
- During disasters like the Chennai and Kerala floods, the institution immediately extended help by collecting and sending supplies to the affected.
- Blood donation, eye check-up, cancer awareness, Swachh Bharath awareness drives are conducted on many occasions for the development of the neighbourhood.

## 5. Covid Care

During Covid-19, the institution extended support and care in several ways to all stakeholders and to the neighbourhood community.

- The institute organized distribution of food, provisions and medicines for students, employees, their families, and the community around.
- Several free RTPCR test drives and vaccination drives were also organized for all stakeholders, families, and people in the neighbourhood.
- The institute supplied oxygen cylinders to those in need.
- The institute's psychological counsellor extended counselling services to people through helplines.
- The class mentors and the counsellor were available to students to deal with illness, death, and financial challenges in their families and to address their own emotional issues.



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## OUTCOME

- These initiatives developed in the students, faculty and staff empathy and social commitment.
- A sense of ownership and belongingness is seen in employees and students, as they integrate organizational values.
- Alumni internalized the institutional values and donated 5,46,515 lakh rupees to Covid relief student scholarship funds.
- High morale and job satisfaction, increased productivity, efficiency and commitment from employees.
- The care initiatives have resulted in the overall positive and productive institutional environment.

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