

# INSTITUTIONAL DEVELOPMENT PLAN (IDP)



## BIJNI COLLEGE, BIJNI

Accredited by NAAC with B<sup>+</sup> (2<sup>nd</sup> Cycle)

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# **Institutional Development Plan (IDP)**

## **Fifteen Years Road Map**

### **STEP-1**

#### **Present Scenario :**

Bijni College at present is a premier Degree College of Chirang District with both Arts and Science streams. It has 14 departments and around three thousand students. It has also the H.S Classes of both streams with around five hundred students. It has P.G. Classes in Assamese, Bodo and English with around two hundred students. The college is now affiliated with the Bodoland University. It is located in Bodoland Territorial Council of Assam (6<sup>th</sup> Schedule area) with a majority of Scheduled Tribes, Scheduled Castes and Other Backward Castes within a well - diversified population.

### **ACCESS**

#### **Academic :**

Students of both Chirang and Bongaigaon District are the beneficiaries of the college. But at the P.G. level students from several districts of Lower Assam are enrolled. Students from all the communities enjoy the access and there is a healthy ratio of girl students as well.

#### **Administrative :**

The administration of the college is student friendly and the entire stake –holders have sound access to it. There is a Govt. approved Governing Body that looks after the management of the college.

#### **Financial :**

The College is administered and financed by various acts of the government of Assam and thus enjoys the financial schemes under both state and central governments and other agencies. Funds from RUSA, Govt. of Assam, IOCL etc.

**Quality :**

The College at present is running its programmes under both Guwahati and Bodoland University. The result of the college is satisfactory. Every year students from it get admitted in different universities in the state and beyond. The teaching staff is both efficient and updated in the knowledge and skill of teaching. 15 teachers have Ph.Ds. and 20 have M. Phils and 05 have other additional degrees and diplomas. Students are regularly provided exposure to seminars, work-shops, field – works and other miscellaneous skill trainings. Teachers are also engaged in attending RCs, OCs, seminars/ webinars, work-shops etc to hone their skills and garner new knowledge.

**Future Readiness :**

The College at present has the potency to gradually upgrade into a complete Post-Graduate College. With many feeder institutions around it has the potency to grow in its enrollment and stature. It has also the most vital land asset and a dynamic cultural society to venture into new branches of teaching and learning.

**STEP-2****Strategic Plan of Action :**

The College has aimed to strategically position itself in the present evolving educational scenario. Considering the present shift in educational goals and the perennial financial constraints and administrative straight-jacket approach, the college is planning to diversify its own goals and necessities. It aims to ratify the conditions of various regulatory bodies, assessment and funding agencies to build itself as a progressive, contemporary and dynamic institution of higher education. Taking into account its catchment population of students, it aims to delve into a multidisciplinary and composite degree, diploma institution where learning for earning and research, innovation etc. will be the guiding principle.

### **STEP-3**

#### **Future Vision & Mission :**

The future vision as envisaged by the stake-holders of this college is to make it one of the centers of excellence in the field of applied knowledge in the country. To make it a truly universal seat of human knowledge and wisdom that will foster a healthy humanity in a sustainable environment. Our vision is in developing dynamic community of lifelong learners and leaders by understanding the aspirations, potential and capabilities of students from our highly diversified society. The institution visualizes in empowerment of students with knowledge and skill imbued with strong values and virtue to take challenges in a changing global-local society.

The mission of Bijni College is to promote knowledge and skill through research, interaction, co-operation and training. The institution intends to build a competitive academic infrastructure to cope with the current issues and the emerging scenario. It intends to promote, patronize and harness the talents from the grass-root level in every field to flourish and benefit the humanity. It intends to emerge as an easily accessible platform for everyone around to learn, share and empower.

### **GOALS**

- To mould the students as good citizens by inculcating social values, industriousness, humanism, respect for traditional knowledge and wisdom within them.
- To achieve academic excellence based on research, rationality, reciprocity and comprehensive view.
- To frame and follow a curriculum that will address the issues related to living experiences and to continuously strive to improve the values and experiences of life around.
- To champion liberty, equality and inclusiveness in every aspect of life.
- To gradually open new streams and branches of academic departments.
- To equip the students with skill and knowledge to face the changing market scenario.
- To guide the students to develop communication skills, competitiveness, self-study and to help students to assess their own capacity.
- To grow ecological awareness among the students to make them realize the need of a healthy environment and conservation.
- To nurture and promote talents in co-curricular activities through building of talent centers.

- To attract funding, technology and new ideas for promoting innovation, experiment and entrepreneurships.
- To achieve the status of autonomy in future for realizing our exclusive ideas and goals.

### **STRENGTHS**

1. The college boasts of a healthy population of students with highly diversified ethnicity, culture, socio-economic background etc.
2. Rich cultural heritage with indigenous knowledge treasure.
3. Local Resources & Expertise viz Agriculture, Sericulture, Horticulture, Animal rearing, Weaving, Handicraft, sports etc.
4. Sound Land Resources for expansion and multiple campus.
5. Proximity to inter-district, inter-state and International Border facilitating advent of students and trade and commerce.
6. Good transportation access and facility - connected by Rail State and National Highway.
7. The locality produces good talents in sports and culture in a regular basis.

### **OPPORTUNITIES**

1. Imparting training for various life-skills viz- weaving, tailoring, fashion-designing etc.
2. Certificate courses on eco-friendly practices viz-Vermi-compost, Water-conservation & Recharge, Soil- Conservation etc.
3. Courses with various live-stock branches.
4. Imparting the mechanism of Local Economy.
5. Physical Education & Awareness
6. Vocational Education.
7. Tourism Education as there is emerging and old tourist places.
8. Digital Experience in employment of newer Technologies, Platforms and Situations.
9. Engaging Local Expertise & Experience.
10. Innovation beyond boundaries.
11. Commerce Education.
12. Language courses and translation studies.

## **CHALLENGES**

1. Geographical Challenges-remoteness of student catchment area.
2. Socio- economic backwardness in the surrounding locality.
3. Multi- Cultural, Linguistic and Religious Population
4. Funding
5. Lack of technological penetration and collaboration.
6. Poor performance of feeder schools.
7. Lack of adequate man-power for existing facilities.

## **PRIORITIES**

Priorities of the college at present is to-

1. Upgrade itself in quality and employable education
2. Provide adequate infrastructure like class-rooms, library space, space for co-curricular activities etc.
3. Employ adequate teaching and non-teaching staff including the filling of vacant posts.
4. Ensure land resources for future expansions and establishments.
5. Prepare and provide employment opportunities to its products.

## **COMMITMENTS**

1. The college is committed to serve the locality with quality educational, entrepreneurial and employable trainings and experiences.
2. It commits to bring a holistic learning experience to its students/beneficiaries.
3. It desires to upgrade itself as global-local engagement centre in various knowledge-skill experiences.

## **STEP-4**

### **STRENGTHS-**

1. The college at present is having classes from H.S to P.G. So experiences of managing different levels of classes.
2. It is having two streams viz- Arts and Science. So have the expertise in both theoretical and practical classes.
3. Have good student strength- more than three thousands
4. Experience in conducting a varieties of life-skill training programmes.
5. Gender healthy student community.
6. Supportive Governing Body
7. Experienced faculty

### **CAPACITIES-**

1. Land resource for expansion
2. Large pool of feeder institutions
3. Catering to the need of a large population.
4. Students from cultural diversity.
5. Agrarian backdrop for a potential to engage technology, economy and commerce in a significant manner.
6. To develop good work-force.

### **PROCESS TO MITIGATE THE ORGANIZATIONAL GAP-**

1. Adequate funding for sustenance, improvement and expansion.
2. Appropriate appointments in different levels.
3. Grooming of leadership at every level.
4. Necessary reforms and regulations at various folds.
5. Trainings and Awareness.
6. Autonomy at academic and administrative levels.
7. Transparency at academic and administrative levels.

## **STEP-5**

### **Long Term Goals-**

1. To achieve the stature of an excellent academic and research-based HEI
2. To be the destination and provider of integrated academic programmes.
3. To have all the major academic streams and emerging branches of teaching-learning.
4. To be an interacting point of the society, industry, economy etc.
5. To be the Centre of innovation, entrepreneurships and skilled human power.

### **Short Term Goals-**

1. To open new academic departments.
2. To introduce P.G. at most departments.
3. To introduce the module of learning for earning.

## **STEP-6**

### **Long Term Challenges-**

1. Infrastructure
2. Funding
3. Motivated and talented faculty
4. Sustaining Research and Innovation

### **Short Term Challenges-**

1. Infrastructure
2. Funding
3. Trained and motivated faculty
4. Autonomy in academic and administrative sphere.



## **STEP-7**

### **Measures to overcome Challenges-(phase wise)**

1. To organize a conclave with all stake holders and experts for validating the future plans.
2. To go for self-evaluation under UGC and other govt. approved agencies.
3. To scout for funding and expertise and market/employment for gradually introducing new certificate/diploma courses in skill training and entrepreneurship.
4. To expand the infrastructure for introducing in-demand/futuristic academic subjects.
5. To sign MOU with sister institutions for technical, infrastructural and human resource.
6. To sign MOU with industries, commercial establishments and other agencies for employment generation and marketing.
7. Setting up decentralized, micro-leadership to execute the plans.
8. To incentivize the trainee/beneficiaries and the trainers/faculties.
9. To encourage for revenue generation models.

## **STEP-8**

### **Strategies for Promoting Leadership-**

1. To put in place a robust mechanism for governance.
2. To develop a mutually respected value-system.
3. To promote equality irrespective of caste, creed, culture, gender, religion, language etc.
4. To encourage multi-lingual, multi-cultural approach in addressing the issues.
5. To introduce gradual autonomy and interaction/co-operation in decision making.
6. To incentivize the leadership roles along with responsibilities.
7. To rotate the leadership roles.

## **STEP-9**

### **Mechanism to ensure Transparency-**

1. To put in place a democratic and robust feed-back system.
2. To have mechanism for periodical audits at multiple levels.
3. To adhere to set goals, projects and procedures in every decision.
4. To analyze the outcomes by independent agencies.

### **Academic Delivery-**

1. To ensure adherence to the set goals, programs and projects.
2. To ensure adequate infrastructure for both off-line and on-line mode of delivery.
3. To provide most skilled/trained, motivated and efficient faculty at disposal.
4. To set unitized, well-documented course materials to be delivered in a sustainable/regular manner.
5. Periodical evaluation and feed-back and analysis of out-come.
6. To ensure better service through MOU with other sister institutions/agencies.
7. To encourage exchange programmes of students/faculties.
8. To provide credible exposure to competitions, field-works, Seminars, work-shops etc.
9. To provide peer-learning and experiential learning.

### **Administration-**

1. To decentralize the set-up by establishing different Cells, Committees, Councils.
2. To empower the sub-units of administrations with adequate and appropriate administrative power and guidance.
3. To provide appropriate financial modules for the sub-units.
4. To clearly demarcate between different responsibilities and boundaries of roles.
5. Close co-operation and periodic monitoring from central administration.

6. All administrations will be goal-oriented, fair, democratic and student-friendly.
7. Will address all issues, grievances and plans with seriousness, impartiality and open-mindedness respectively.
8. All the stake holders will be adequately and appropriately represented in different units and sub-units.
9. A sound feed-back system will be in place to help the administration take sound decisions.

### **Financial-**

1. All financial decisions will be followed by the laid rules and regulations of Governments.
2. They will be undertaken after proper meetings, plans, estimates etc.
3. There will be annual budgets to be approved by the Governing Council.
4. All financial transactions or projects will be submitted to both internal and external audit at regular intervals.
5. Financial transactions can be made only through appropriate authority, book of account and resolutions.
6. All projects or programmes will be completed through competent vendors with time and fund limitations by following laid down rules and regulations.
7. Revenue generation and fund-raising or financial grant receipts and project-finances will be executed by appropriate authorities with consultations.

## **STEP-10**

### **Implementation of Institutional Development Plan**

#### **FIRST FIVE YEAR PLAN- CONSOLIDATION**

**1<sup>st</sup> year- There is a need to address the present lacunae in existing academic departments such as**

- a. Adequate number of suitable faculty.
- b. Well furnished and equipped class rooms.
- c. Required language labs and practical labs.
- d. Updating of library.
- e. Up-gradation of Office.

**2<sup>nd</sup> year- There is the need of introducing new self-sustained life-skill and entrepreneurial training**

- a. Life-skill training on weaving, fashion designing, tailoring to be intensified.
- b. Skill training on horticulture, animal husbandry and carpentry can be introduced.
- c. Skill training on translation, language for media use and office use can be introduced.
- d. Training on business, marketing, bank-linkage and entrepreneurship etc can be initiated.
- e. Courses like D El Ed., B.Ed, School management etc may be introduced in regular mode.

**3<sup>rd</sup> year- There will be the need of developing students' facilities.**

- a. The expansion of students' hostel both boys and girls.
- b. Addition of new auditorium and conference halls.
- c. Addition of class-rooms and training labs.
- d. Addition of other students' facilities like canteen, reading room, lavatories, recreation room, gym, cycle/motor cycle sheds etc.
- e. Expansion of games and sports and other co-curricular facilities.

**4<sup>th</sup> year- There is the need to introduce exchange programmes both for faculty and students.**

- a. Signing of MOU with various HEI in and outside the state.
- b. Joint online programmes with partner HEIs.
- c. Exchange of students with partner HEIs
- d. Exchange of faculty with partner HEIs
- e. Initiation of blended programmes.

**5<sup>th</sup> year- There will be initiation of opening new Academic Departments.**

1. New specializations will be added in existing subjects.
2. New departments of liberal Humanities will be added.
3. New Departments of science will be added.
4. Research will be prioritized in all subjects.
5. Establishment of Tribal Studies Department.

## **SECOND FIVE YEAR PLAN- EXPANSION**

**6<sup>th</sup> year- There will be expansion of P.G. Classes.**

1. Post-Graduation classes of Arts will be expanded.
2. New P.G. classes of Arts will be opened.
3. Selective P. G. classes of Science will be opened.

**7<sup>th</sup> Year- New Stream will be added in the college.**

1. The stream of Commerce will be introduced at degree level.
2. P.G. classes of rest of Science subjects may be opened.

**8<sup>th</sup> year- New Departments will be added.**

1. The Department of Cultural Studies will be added.
2. Sports Training Centre will be added.

**9<sup>th</sup> year- Consolidation of the campus.**

1. The campus boundary will be ensured with new construction.
2. Development of water-bodies within the campus.
3. Developing the horticultural training facilities.

**10<sup>th</sup> year- Addition of Infrastructure**

1. There will be the construction of new Academic Buildings.
2. There will be the construction of Principal's Quarters.
3. Establishment of training facility for youths to join police, para-military and military.

## **THIRD FIVE YEAR PLAN- UP-GRADATION & AUTONOMY**

### **11<sup>th</sup> year- Addition of Infrastructure**

1. Construction of quarters for both teaching and non-teaching members.
2. Establishment of health-Centre.
3. Establishment of Media Studies Centre.

### **12<sup>th</sup> year- Academic Up-gradation**

1. P.G classes in Commerce will be opened.

### **13<sup>th</sup> year- Application for Autonomy**

1. Will strive for autonomy in syllabus formulation and evaluation.

### **14<sup>th</sup> year- Introduction of Information Technology Departments**

1. Will introduce information technology and other related subjects.
2. Will initiate a digital centre for miscellaneous services.

### **15<sup>th</sup> year- Establishment of Tribal Studies.**

1. Will establish Art Gallery and Museum.
2. Will initiate Sports Excellence Centre.