

INSTITUTIONAL DEVELOPMENT PLAN
UNDER
NEW EDUCATION POLICY-2020

SUBMITTED TO
DIRECTOR OF HIGHER EDUCATION, ASSAM



SUBMITTED BY
NEHRU COLLEGE
PAILAPOOL, CACHAR, ASSAM
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General Instructions

1. Objectives of the IDP:
 - i. Clearly define the mission of the institution.
 - ii. In the light of the mission, carry out a need assessment based on wide consultations so as to identify the goals and priorities of the institution.
 - iii. Quantify the institution's goals using indicators and time-bound targets.
 - iv. Based on goals and priorities—identify the organizational gaps and steps to bridge these gaps.
2. The IDP prepared will contain a description of measures for sustainability beyond the prescribed time period.
3. The IDP will be a living document, evolving as the strategic planning capacity of the institution increases. The indicators and targets, however, will be agreed in an MOU between the Department of Higher Education and the institution. These can only be amended with the Department of Higher Education's consent.
4. The section titled 'Baseline Data' specifies the sources of data to be used for each table. Data on any variable contained in these tables shall be drawn from the same source when it appears in any other part of the IDP.
5. IDP Development Steps:
 - i. Identify the Coordinator in charge of developing the IDP and assign responsibilities to other staff.
 - ii. Carry out SWOC analysis and needs assessment, documenting the consultations to be made.
 - iii. Based on the needs assessment, identify the goals, priorities and commitments of the institution.
 - iv. Share the initial draft of the IDP for consultations.
 - v. Finalize the IDP, based on the comments received.
 - vi. Identify the activities required to achieve the goals stated in the IDP.
6. IDP implementation grants will be awarded based on the requirement of the Institution and concurred by the PMU, Department of Higher Education. Approved IDPs will be published on the institution's website.
7. The institution will be responsible for reporting to the Department of Higher Education on IDP implementation and progress against targets.

Institutional Profile

Nehru College, nature's rare and lovely angel, nestles down majestically among the bounteous and stunning ever-lush greenery besides the meandering sylvan Chiri River like a shimmering emerald concealed.

This premier Institute of higher education is situated at just a kilometre's drive from the burgeoning town, Pailapool, along the Joypur-Harinagar Road, at the tip of the easternmost part of Lakhipur Sub-Division in Cachar District. Pailapool again, is just 25 kilometres away from Silchar, the District Headquarters of Cachar, Assam.

The College took its birth on the 28th of July, 1965 though the novel idea of establishing the College was first mooted in a meeting held on the 8th of June, 1964, the day of Shraddha rituals of our first ever Prime Minister, Pt. Jawaharlal Nehru. It was by way of commemorating as well as paying homage to the great departed leader that the College was given the name after him. The College is located in an area which is basically predominated by socio-economically backward classes as well as tea-garden workers. It was established in order to cater to the need of higher education for the children of this locality and its neighboring areas.

The founder Principal of the College, Sri Khitish Chandra Das, M.A, (Double), B.T. was an eminent educationist and a true Nehruvian in his persona, who came over to this remote corner of far-flung countryside with the sole object of launching a crusade against the encircling gloom of ignorance and illiteracy.

The College was fortunate enough to have the unflinching support of the local people and leaders, tea- garden workers, business magnates and educated elites at the crucial moments of its nascent stage. In this respect, the name of Sri Srinandan Dhubi deserves special mention. He donated 6 (six) Bighas of land where the College is standing at present as a gift to the College when the affiliation of the College assumed a big question.

The College, with a purely Arts Stream, started its academic journey with very few students in 1965 in a small room at the erstwhile Nehru High School, Pailapool. About one year later, it was shifted to its own building and today, it is in full expedition with more than 1600 students on its rolls. The College was first inspected by the NAAC Peer Team in September 2004 and accredited with C+ + grade. It was again re-assessed by the NAAC Peer Team in September 2015.

The College had celebrated its Golden Jubilee in December, 2015. It is a milestone in the

history of the College thereby proving its relentless service to the young citizens which is indeed a realization of the noble objectives cherished by its founding fathers and all those who are the basic sustaining force behind the College.

Type of the Institution:

At the time of inception, the College was affiliated to Gauhati University. But with the setting up of Assam University, Silchar in 1994, the Degree Course has come under its jurisdiction while the Secondary Course still remains under Assam Higher Secondary Education Council, Guwahati. Presently, the College comes under Government Provincialisation as per the Assam College Employees Provincialisation Act, 2005.

VISION

Advancement of higher education by imparting quality education by equipping with modern technological tools for the uplift of all the sections of the society so that they may be able to keep pace with the blizzard of globalization.

MISSION

- To impart higher education upto UG level by using contemporary teaching-learning methods in both formal and distance learning modes.
- To enrich the regular course-curriculum by introducing some relevant add-on courses of certificate standard.
- To offer some additional career oriented and vocational courses so as to equip the students to confidently face the challenges of fast changing job market.
- To develop scientific temperament and instill humanitarian value in inquisitive young minds.
- To create awareness and understanding among the students regarding social problems by involving them in various extension educational programmes.
- To develop overall personality of the students by encouraging them to participate in various co-curricular activities so that they can boldly face the struggles of life.

Basic Information**Institutional Identity:**

Name of the Institution	Nehru College, pailapool	
Year of establishment	1965	
Address of the Institution	Pailapool, Cachar, Assam, Pin-788098	
Name of the Affiliating University	Assam University, Silchar	
Status of Affiliation	Permanent	
Nature of the Institution	Arts Degree College	
Type of the Institution	Provincialised under Govt. of Assam	
Approval of the Institution	Registered under Section 2(f) of UGC Act 1956 Registered under Societies Registration Act. 1860	
Location	Rural	Rural
Whether grants received under RUSA:	Yes	Yes
Type of Institution	Co-education	

Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	E-mail Address
Principal	Dr. Shuvajit Chakraborty	nehrucollege1965@gmail.com
IQAC coordinator	Dr. Madhumita Das	iqacncphoto@gmail.com
IQAC Joint co-ordinator	Dr. Meghamala Mahanta	deymeghamala@gmail.com
NEP Task Force		
Chairperson	Dr. Shuvajit Chakraborty	nehrucollege1965@gmail.com
Coordinator	Dr. Madhumita Das	iqacncphoto@gmail.com
Member	Dr. Laishram Bharati Singh	bharatilaishram3@gmail.com
Member	Dr. Meghamala Mahanta	deymeghamala@gmail.com
Member	Nihaljyoti Das	nihaljyotidas19@gmail.com
Member	Dr. Mahuya Roy Karmakar	rkmahuya@gmail.com

Sl. No.	Campus	Bigha	Katha
1	College including Hostel Campuas	6	13
3	Total Sq Metre		

Establishment Details:

Sl.No.	EstablishmentDetails (attach al required documents)	
1	Year of establishment	1965
2	Provincialized in	2005

Governing Body (GB):

1	President	Dr. Chandan Dey
2	Principal cum Secretary	Dr. Shuvajit Chakraborty
3	Member as AUS Nominee	Prof. A.L. Ghosh
4	Member as AUS Nominee	Dr. Bibhash Deb
5	Member as Teacher Representative	Dr. Laishram Bharati Singh
6	Member as Teacher Representative	Dr. Robindra Roy
7	Member as Office Representative	Shri Debashish Adhikari
8	Member as Guardian Representative	Shri Bijan Chakraborty
9	Member as Guardian Representative	Shri M. Manindra Singh
10	Member as Land Donor Family Representative	Shri Chandrasekhar Dhubi
11	Member as the Librarian of the college	Smti Sangita Yadav
12	Members Women Representative	Smti Jayshree Panika
13	Permanent Invitee Member	Shri Kaushik Rai MLA, Lakhipur Constituency, Cachar , Assam

NAAC Accreditation and UGC Autonomy

	Date on which accreditation was received	Grade
1 st Cycle	04/11/2004	C++
2 nd Cycle	13/09/2015	C

Faculty Status (Regular/ On-Contract Faculty as on Dec2018)

Faculty Rank	Present Status: Number in Position by Highest Qualification						Total Number of regular faculty in Position	Total Vacancies	Total Number of contract / Guest faculty
	Doctoral Degree			Master's Degree					
	R	C	T	R	C	T			
Associate Professor	4	0	04	4	0	8	04	0	0
Assistant Professor	07	3	10	12	12	24	12	7	12

Faculty Details:

Subject Wise Faculty Details of					
Department	No of Sanctioned Post			No of Management/contractual Appointees	Total Faculties in Position
	Filled	Vacant	Total		
English	1	2	3	3	4
Economics	2	1	3	1	3
Political Science	2	1 (On Lien)	3	1	3
History	3	0	3	0	3
Bengali	3	0	3	1	4
Hindi	2	0	2	1	3
Manipuri	3	0	3	2	5
Philosophy	Posts not Sanctioned yet.			1	1
Education				1	1
Sociology				1	1

Students' Profile: Student Strength 2023 – 2024

SL NO	CLASS	TOTAL NO. OF STUDENT
1	FYUG 1 st SEM	360
2	FYUG 3 rd SEM	189
3	CBCS 5 th SEM	226
4	HS 1 st YEAR	492
5	HS 2 nd YEAR	314

Category wise Student Strength 2023 - 24

CLASS	GENERAL		OBC/ MOBC		SC		ST (P/H)		Others		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	
B.A. 1st SEMESTER	80	119	40	67	16	17	11	16	1	3	148	212	396
B.A. 3rd SEMESTER	22	28	39	55	04	07	15	19	--	--	109	80	189
B.A. 5th SEMESTER	21	31	49	77	5	13	10	20	--	--	85	141	226
HS-I	73	82	146	127	08	10	30	16	--	--	257	235	492
HS-II	39	25	96	81	12	7	26	28	--	--	173	141	314
TOTAL	235	285	370	407	45	54	92	99	--	--	772	809	1581

Results: 2024

Pass percentage of Students during the year:

Year	Program Name	Program Code	Number of students appeared in the final year examination	Number of students passed in final year examination
2024	Bachelor of Arts	B. A.	170	41
2024	HS Final year Arts	HS	445	210

Baseline Data of the Institution for the Year 2023-24:

Sl. No.	Parameters	Value
1.	Total strength of students of the College for the Year 2023-24	1581
2.	Total Female students of the College for the Year 2023-24	809
3.	Total SC students of the College for the Year 2023-24	99
4.	Total OBC students of the College for the Year 2023-24	777
5.	Total ST students of the College for the Year 2023-24	191
6.	Number of fully functional Computers in the College for the Year 2023-24	50
7.	Total number of Books in the Library of the College for the Year 2023-24	21792

8.	Teacher-Student ratio for the Year 2023-24	1:66
9.	Number of students secured A Grade in the last Final Exam.	19
10.	No. of research publication in the UGC Care Listed journal in the year 2023-24	5
12	Total annual recurring income of the institution in the year 2023-24 (Students fee and fee waiver reimbursement)[in Rs.]	2880160
13	Total Annual expenditure of the institution in the year 2023- 2004	9,200,000

Summary of Institutional Plan (IDP):

Formulation of Institutional Development Plan (IDP) is one of the first steps towards implementation of the New Education Policy-2020. Institutional Development Plan lays down the roadmap of various provisions of NEP in a time bound manner outlining the needs, constraints, targets and timelines for an institution. Further, IDP is a documentary framework through which an institution can develop its own indicators, fix achievable targets, prioritize actions, assess financial needs and overcome its constraints towards implementation of NEP.

The vision of Nehru College is to enlighten, empower and enable the learners and ensure that the students are properly facilitated for quality improvement. The institution is keen to see that the students studying in the institution have sufficient facilities to learn, read and play. So the first priority is to build sufficient infrastructure to enhance teaching learning process and provide modern facilities for all round development of the students.

In our College, efforts are made to introduce innovative teaching methodologies to empower students. A set of committees, cells and clubs are also functioning for the benefit of the students. The different committees, cell and clubs are also community-oriented and provide opportunities to serve the society at large.

One of the important initiatives of the institution is to set up e-library for both students and teachers. The library also intends to increase the number of books and journals and materials for competitive examinations. The institution paves to create subject-wise forums in each of its department and every department is asked to conduct outreach programmes like seminars, workshops and conferences at all the levels and use the

resources of both the students and its faculty to serve the society at large.

The institution also intends to impart computer skills to faculty, administrative staff and students and make them techno-savvy so that they can learn more and they can be reachable. The goal is to see that the entire teaching faculty can make efforts to publish articles in peer reviewed/UGC Care-Listed, SCOPUS and Web of Science journals. To improve the pedagogical and subject specific knowledge of the faculty, certain training programmes will be arranged. Training on soft skills will also be arranged to upgrade the management skills of the administrative staff and faculty.

Institutional Goals:

Short Term (1-2 Years) Goals

- Completion of 3rd Cycle of NAAC Accreditation.
- Creation of motivation teams for ensuring participation of more and more students from socio-economically disadvantaged groups of Efforts to give learning opportunities to all irrespective of Socio-economic backgrounds,
- To organize Workshops, Seminars, Symposiums, Conferences and FDP for faculty development
- Strict enforcement of all ‘no discrimination and anti- harassment’ rules.
- To organize workshops focusing on innovations in pedagogies.
- To extend financial support to the teachers to encourage book publication and research.
- To provide administrative support for timely completion of CAS and employee benefits such as, leave matters, etc.
- To allow and support faculty members to take up activities of their interest in sustainable community development and community engagement.
- To arrange Alumni engagement in academic and non-academic activities of the College.
- Organizing counseling programmes for students coming from marginalized sections of the society.
- Installation of Water Cooler in the College campus.

Medium Term (5 Years) Goals:

- To construct proper drainage system inside the College campus.
- To increase the number of Smart Classrooms in the College.
- To encourage College-Industry linkage by signing MOUs for providing training, internship and employment opportunities.
- To introduce self-financing courses like, B.VOC., BBA, BCA, etc.
- To improve the student-teacher ratio.

Long Term (10-15 Years) Goals:

- Plan to introduce more courses/ subjects under NEP2020.
- Improvement of infrastructure for class rooms, library and office.
- To have a permanent Asst. Librarian.
- Arrangement for digital class rooms.
- To introduce Science and Commerce Streams at Under-Graduate level
- To facilitate the faculty members for faculty exchange and student exchange programmes.
- To encourage the faculty members to take up Research Guideship and establish a Research Centre at the College.
- To create Audio-Visual (AV) rooms to facilitate recording of lectures for MOOCs.
- To refurbish staff-room with upgraded amenities such as personal workstations in a congenial ambience for proper work-life balance.
- To construct a new, separate building for more classrooms, etc.

SWOT Analysis Carried Out:

Methodology for SWOT Analysis:

All the stake holders of the institution along with student representatives, some parents and G.B. Members over a period of time have discussed various issues pertaining to the College. The core Committee headed by IQAC and other stakeholders have arrived at the following SWOT Analysis. The present methodology has included and analyzed the following components:

- Student opinions in the form of feedback.
- Parents –Teachers’ meeting feedback.
- Brainstorming of faculty.
- Non-teaching staff feedback.
- All other stakeholders’ opinions.

Strengths of the Institution:

Nehru College is situated at Pailapool, a purely rural location about 25 Kilometres away from Silchar town. It is easily accessible to the rural areas surrounding the College. About 35% of population of constitute SC, ST, OBC, MOBC and the rest 65% belong to backward and downtrodden community people. It provides an ideal location to fulfill the College’s mission of empowering students from rural areas and surroundings.

The institutional strength of the College can be enumerated as follows:

- Wide variety of Students from multi-ethnic domain
- Eco-friendly environment.
- Centralized library with study room facilities for both students and teachers.
- Fully functional gymnasium.
- One Smart classroom with projector.
- Ragging-free, safe and secure gender-friendly campus;
- CCTV Coverage in all class-rooms and vital points in the campus.
- Excellent student support facilities through active NCC (both boys and girls wing) and NSS units in the campus.
- Conduct of different quality audits.
- Adequate and safe drinking water provision.
- Decentralized management mechanism with all stakeholders’ involvement and participation.
- Active and continuous involvement of the students in various activities of the College to create socially responsible citizens.

- Partial online admission process.
- Qualified, experienced and dedicated teaching faculty.
- Library with modern software tools.
- Faculty contributing in development and implementation of curriculum of an Affiliating University.
- Student-centric functioning with mentoring, counseling through teachers and effective academic monitoring.
- Safe and Secure environment for girl students.
- Healthy enrolment of students.
- Motivated Principal and staff to promote social responsibility among students.
- A supportive system encouraging participation of the faculty in seminars, research activities and publications.
- Student counseling and student grievance cell to address the needs of students.

Weaknesses of the Institution:

- Hostel Accommodation for boys not available
- Office Automation not yet completed.
- ICT enabled class rooms not sufficient.
- Exposure of students to real world situations during graduation needs to be done more.
- Since most of the students are from socially-economically backward background, they are also academically very weak which consequents hampers the pass percentage of the College.
- Constraint in curricula design: A very few number of faculty members are engaged in curricular designing under Assam University, Silchar.
- The college lacks behind in research infrastructure.
- The institution has less internal resource mobilization.
- Moderate Placement ratio.

Opportunities of the Institution:

- Sufficient scope for providing quality higher education to socio- economically backward and disadvantaged rural students.
- Increasing enrolment from marginalized sections including SC, ST, OBC and minority groups.
- Tie-up (MOU) opportunities with various government institutions, organizations and NGOs.
- Possibility to undertake innovative and research activities in rural areas and harness local talents.

Threats/Challenges of the Institution:

- Creation of modern infrastructure.
- Ever-growing competitiveness in various examinations and demanding eligibility criteria for recruitment in various services.

Strategic Plan for Institutional Development based on SWOT Analysis: -

- To introduce new courses to make education accessible to women students from Tea garden areas and less privileged sections of the society.
- To enhance the quality of course currently offered by the College by making them more relevant, skill-focused and responsive to the demands of the employment industry.
- To improve the current infrastructure.
- To make teaching-learning process more effective by introducing more smart classes, ICT-integrated teaching, etc.
- To improve social responsibility and awareness amongst the students by encouraging for more collaborations with agencies working on social concern.

Results of SWOT Analysis: Key Activities Proposed in the Institutional Development Plan Linked with the Results of SWOT Analysis: -

Sl. NO.	Key Activities	Whether Linked to SWOT Analysis	Requirements
1	Introducing Science and Commerce Streams along with introducing various vocational courses and strengthening existing Course with more subjects.	Yes	Infrastructural facilities- Class rooms, Extension of Library facilities.
2	Improving employability	Yes	Infrastructure-Smart classes, Computer training and faculty development.
3	Improving infrastructure	Yes	Extension of Staff rooms, toilets, indoor stadium, well- furnished auditorium, water tanks.
4.	Enhancing quality of teaching and learning Programme	Yes	Smart classes, computers, Projectors and ICT integration, increase
5	Improving social responsibility, civic awareness among students and student support activities.	Yes	Regular interactions and programmes with social organizations, managing and setting up collaborative proposals with NGOs conducting special camps and Students support activities
6.	Faculty development and enrichment	Yes	Faculty development programmes
7	E-governance	Yes	Office automation, up gradation of website and software support
8	Research support	Yes	Conducting research activities
9	Enhancing sports activities amongst the students	Yes	Encouraging the students to participate in State/ National/ International level competition

Specific Objectives and Expected Results Linked to SWOP Analysis:

Sl. No.	Specific Objectives	Expected Outcome
1	Opening New Courses	Greater access and equity in education, employment and opportunities for growth
2	Enhance the relevance and quality of existing course by introducing add on courses.	Greater employability and provision for students to go for higher studies and research
3	Strengthen the placement cell and improve networking by conducting classes for competitive exams and collaborating with other industries	More number of students to be employed
4	Address infrastructure requirements- Library building and digitalization of library, ICT-enabled class rooms, toilets, staff rooms, auditorium, projectors, computers	Quality education through better infrastructure and effective teaching methodology.
5	Organize and attend seminars, conferences, and encourage research projects and publications, design /develop online Courses for various UGC recognized platform like Swayam, UGC, CEC, NPTEL, etc.	Better equipped faculty
6	Office automation, management of admissions and examinations, website up-gradation	E-governance promoting accuracy, efficiency and self-sufficiency.
10.	Introduce Self-Financing job-oriented Courses to generate Fund and create more job opportunities for the Students .	Generation of fund.
11.	To encourage extra-curricular activities through various Cultural Clubs.	Holistic development
12.	To increase Community focused activities.	Better community engagement.
13.	Give all effort to make a strong Alumni association.	Better accountability
13.	Take proper feedback from all Stakeholders.	To improve the overall health of the college.

Specific Objectives and Expected Results of the Proposal:

- To strengthen the institution by enhancing the existing Student-Teacher ratio.
- To develop dynamic demand- driven, quality- conscious environment in the College campus to increase employability.
- To establish advanced computer facility in the College.
- To develop more smart class rooms.
- To improve the pass percentage of the students.
- To strengthen automation of admission and examination process.
- To reach the goal of Autonomous Status of the College.

Relevance and Coherence of Institutional Development with NEP:

- Need for quality achievement, providing infrastructural support and modernizing administration as the primary concerns.
- The objective of the proposal should cater to the requirements of the NEP so that the inputs of the institution can benefit the greater rural area and region.
- It should confirm to the Government objective of higher education to improve GER and align with the State and National Development Plan.
- Achieving social justice and social equity through education.
- Empowering students to become responsible citizens.
- Empowering women and marginalized through higher education

Participation of Faculty in IDP Preparation:

Action plans are made for the proper coordination with faculties of various departments. A proper integrated and coordination mechanism with different committees will be made. The steps involved in arriving at the proposal are as under:

- A brainstorming session organized by IQAC to conduct the SWOT analysis.
- Students feedback constitutes a crucial component in the SWOT analysis.
- Having identified the key areas, objectives for the IDP are arrived at in discussion with faculty.
- Administrative staff support sought at specific junctures during the preparation of the plan.

Institutional Project Implementation Arrangements:

Based on the analysis and discussion with the core committees and other members, institutional level bodies were formed and the project responsibilities were assigned to each body. The detailed functions of each body are as below:

- Take policy decisions.
- Supervise and guide various committees.
- Ensure proper utilization of project fund and timely submission of UCs.
- Monitor progress with transparency.
- Achievement of targets and monitoring audits.

Sustenance of the Project Activities:

Certainly the NEP will be a boon for the growth our College during the next one years. Certainly it is evident from the proposal that College will flourish and enlighten the faculty and also uplift the students both in terms of their knowledge and also their skill and hence provide better scope for employment. Further, we assure for the better plans prospect of the College. We also try to bring Autonomous Status to the College.

Evaluation of Institutional Development Plan: -

- Clarity of institutional basic information including baseline data.
- Clarity in the identification of general development objectives, their expected results and its coherence with SWOT analysis.
- Key activities have been identified clearly and adequately for each specific objective.
- Appropriateness for the procedure adopted for the conduct of SWOT.
- Coherence of proposal with NEP and State's Development Plan.
- Clarity in the identification of SWOT.

Principal
Nehru College ,Pailapool

