

Institutional Development Plan (IDP)

**MANGALDAI COLLEGE
(2022-2031)**

Prepared By-

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DECLARATION

The Institutional Development Plan (2021-2031) of Mangaldai College, Mangaldai is prepared as per the 'UGC Guidelines for Institutional Development Plan for Higher Education Institutions (HEIs)', released in 2022. The IDP has been formulated after extensive discussions with the stakeholders of the college and the views and suggestions are incorporated. The IDP is formulated with the vision to make the College a Centre of Academic Excellence within the time period of the IDP. So, the objectives of the IDP are framed in line with the vision and accordingly, missions are prepared with targeted goals to achieve within stipulated time frame. The institution has its prioritised goals to achieve excellence in quality education. Through multidisciplinary approach and value-based education, the College strives to create a knowledge based vibrant environment for holistic development. The college accommodates maximum students from socio-economically disadvantaged groups to enlighten with modern education thereby inculcating critical thinking and scientific temperament. The national GER in higher education being low, the IDP focuses on infrastructure development to enhance enrolment which will finally contribute to achieve the target of 50% GER in HE by 2035. Sports, Yoga and Meditation are other important subjects for human wellbeing and stress has been given to promote sports and Yoga by building infrastructure to the maximum extent possible. With the introduction of Four Year UG Programmes, optimal level of flexibility to the learners will be provided through multidisciplinary provisions in Arts, Science, Commerce and B.Voc. with lateral entry and exit provision. Departments will be strengthened with modern equipment to open up new avenues for research degree. Provision of Lifelong learning opportunities to learners will be made available through ODL like KKHSOU, IGNOU, NPTEL-SWAYAM, etc. A degree-granting autonomous college with multidisciplinary provision with special emphasis on holistic and skill development for employability of learners is the ultimate aim of the institute, thereby making it an institution of people's choice.



(Dr Kamala Kanta Borah)
Principal
Mangaldai College

1. BASIC INFORMATION ABOUT THE INSTITUTE

1.1 ABOUT THE COLLEGE:

Mangaldai College, affiliated to Gauhati University, is a multidisciplinary pioneer Higher Educational Institute of Darrang District offering Degree Programmes in both Science and Arts along with skill based B.Voc and BCA Programs. Situated on the North bank of mighty Brahmaputra in central Assam, Mangaldai College was established in the year 1951 by some leading visionary citizens of the district to spread higher education in this backward region of the state. Over the years, with the enthusiastic efforts of the administration of the college, teachers, students and the public, the college has grown into a leading higher education institute of the district with more than 3000 students, enrolled annually. At present, the college has twenty departments offering twenty two under graduate degree programmes, including three self sustaining UG programmes, and one post graduate programme, MA in Assamese. Apart from these, the College has also been offering a number of certificate courses for academic enrichment of students. The alumni of the college have earned their names in various fields across the country and also have global presence.

Spread over a 33.33 acres, the college has a green environment with more than 50 per cent area of the college under green cover. The college has a decent infrastructure and is trying to provide the best possible academic, sporting and cultural facilities to students for their all round development. With the vision of academic excellence and integrity of character, the college has been providing access to higher education to economically and socially disadvantaged sections of the society for the development of an inclusive society. The governance of the college is decentralized and the college promotes participation of all stakeholders to create and facilitate an environment for knowledge, research, skill and humanitarianism which will motivate the young minds to build a caring and sharing society.

Mangaldai College has been accredited by NAAC on 26th September, 2018 for the 2nd Cycle and the college have been persistently working towards its quality improvement. The college organises regularly various important events and observes important days, holds awareness programmes and extends services to the community in sanitation, environment, sustainability, literacy, etc. The NSS, NCC (Boys & Girls), Youth Red Cross, and other cells

and units of the college are involved in various extension activities with visible impact in the society. The faculties of the college are engaged in research activities and have publications to their credit in reputed international journals indexed in global database.

1.2 VISION & MISSION

VISION

Promotion of higher education, social uplift and development of scientific temperament among the masses in the socially and educationally backward areas where the college is situated.

MISSION

Component – 1: Inclusive Expansion of Higher Education:

- i) To encourage the enrolment of students from socially and economically deprived sections of the society as the College is situated in the district declared as Educationally Backward District (EBD) and Minority Concentrated District (MCD) by UGC and MHRD, Govt. of India.
- ii) To develop the physical and infrastructure facilities to accommodate the growing number of learners.
- iii) To introduce new programmes including vocational and skill-based courses and equip the faculty members with modern teaching–learning aids to meet the challenges of modern times.

Component – 2: Development of Scientific Temperament:

- i) To encourage research activities among the students and teachers by setting up a research centre.
- ii) To encourage students’ participation in developing scientific temperament in the College and nearby Schools by forming “Mangaldai College Student Science Forum” along with the existing branch of Assam Science Society.
- iii) To modernize the Science laboratories with latest equipment to meet the requirement of the changing syllabus.

- iv) To organize lecture and awareness programme on present issues with scientific explanation in the campus and nearby villages/schools.
- v) To develop the College campus a full-fledged Botanical Garden rich in Rare, Endangered and Threatened (RET), and local fruits plants of Assam.
- vi) To organize Science Model Competition time to time in National and International important days.

1.3 COLLEGE PROFILE

1.3.1. Name and Address of the College:

Name:	Mangaldai College
Address:	Village: Upahupara
City:	Mangaldai
PIN:	784125
District:	Darrang
State:	Assam
Website:	http://mangaldaicollege.org

1.3.2 Head of the Institution:

Name:	Dr. Kamala Kanta Borah
Designation:	Principal
Telephone:	03713222624
Mobile:	9435137000
Email:	principalmangaldaicollege@gmail.com

1.3.3. Institutional Status:

Year of Establishment:	1951
Affiliation:	Affiliated College
Name of Affiliating University:	Gauhati University
Type of Institution:	Co-education
Financial Status:	Provincialised

1.3.4. Accreditation Details:

(A) NAAC Accreditation	Grade	CGPA	Year of Accreditation	Validity Period
• 1 st Cycle	C++	---	2004	2004-2009
• 2 nd Cycle	C	1.96	2018	2018-2023
(B) ISO 9001:2015 Quality Certification			2022	2022-2025
(C) NIRF Ranking	Participated		2023	

1.3.5. Campus Location and Area:

Location	Rural
Campus Area	33 Acres
Built Up Area	3.62 Acres

1.4. BASELINE DATA AS ON 2022:

Sl. No	Parameter	Values
1	Total strength of students in all programs and all years of study in the year 2021-2022	2961
2	Total girls students in all programs and all years of study in the year 2021-2022	1618
3	Total number of text books and reference books available for UG and PG	68522
4	Student – teacher ratio	39.48
5	% of UG Students placed in the year 2021-2022	21%
6	% of UG Students enrolled in higher education in the year 2021-2022	38%
7	% of High Quality undergraduates (>75% Marks) Passed out in the year 2021-2022	56%
8	Number of research publications published in the National/International refereed journals in the year 2021-2022	36

	(UGC-CARE List Journals)	
9	Number of Book Chapters with ISBN published in the year 2021-2022	40
10	Annual receipt in the year 2021-22 (Rupees in Lakhs)	148.56
11	Total annual expenditure on infrastructure augmentation and maintenance in the year 2021-22 (Rupees in Lakhs)	114
12	Number of Seminar/Conference Halls	3
13	Total Number of classrooms	84
14	Total floor area	25749 sq. m.
15	Auditorium	1
16	Sports facilities:	Basketball court, Playground, Gymnasium, Yoga and Wellness Centre, Indoor stadium, Swimming pool (under construction)
17	Girls Hostel	2
18	Laboratories	24
19	Bank (A Branch of Bank of Baroda)	1
20	ATM Facility	2
21	Water Treatment Plant	1
22	Weather Station	1
23	Roof Top Solar Plant (Grid Connected)	1

1.5 ACADEMIC INFORMATION:

Total Departments= 20, Total Programmes=22

Sl No.	Title of the Programme	Course Level (UG/PG/Diploma)	Subjects offered	Course type
1	BA Honors Course	UG	BA Honours Programme in 10 Subjects [Assamese, Arabic, Sanskrit, Education, English, Economics, History, Political Science, Philosophy, Geography]	CBCS
2	BA Regular Course	UG	BA Regular Programme in 12 Subjects [Assamese, Arabic, Bengali, Bodo, Sanskrit, Education, English, Economics, History, Political Science, Philosophy, Geography]	CBCS
3	BSc Honors Course	UG	Honours Programme in 8 Subjects [Botany, Chemistry, Economics, Geography, Mathematics, Physics, Statistics, Zoology]	CBCS
4	BSc Regular Course	UG	Regular Programme in 9 Subjects [Botany, Computer Science, Chemistry, Economics, Geography, Mathematics, Physics, Statistics, Zoology]	
5	B.Voc	UG	Medical Lab & Molecular Diagnostic Technology; Food Processing Technology	Semester
6	BCA	UG		Semester
7	MA (Assamese)	PG		Semester

1.6 FACULTY STRENGTH: CURRENT STATUS

Sl. No	Department	Regular/ Contractual type	Faculty Positions	Total Vacancies	Total Faculty Strength
1	Assamese	R	6	NIL	8
		C	2	NIL	
2	Arabic	R	2	NIL	3
		C	1	NIL	
3	Bengali	R	1	NIL	1
		C	0	NIL	
4	Boro	R	1	NIL	2
		C	1	NIL	
5	Botany	R	7	NIL	7
		C	0	NIL	
6	Chemistry	R	6	NIL	6
		C	0	NIL	
7	Economics	R	4	NIL	5
		C	1	NIL	
8	Education	R	3	NIL	5
		C	2	NIL	
9	English	R	4	NIL	6
		C	2	NIL	
10	Geography	R	6	NIL	6
		C	0	NIL	
11	History	R	3	NIL	4
		C	1	NIL	
12	Mathematics	R	4	NIL	5
		C	1	NIL	
13	Philosophy	R	3	1	4
		C	0	NIL	
14	Physics	R	5	1	5
		C	0	NIL	
15	Political Science	R	3	NIL	5
		C	2	NIL	
16	Sanskrit	R	2	NIL	3
		C	1	NIL	
17	Statistics	R	2	NIL	3
		C	1	NIL	
18	Zoology	R	7	NIL	7
		C	0	NIL	
19	B. Voc	R	2	NIL	4
		C	2	NIL	
20	CSIT	R	3	NIL	4
		C	1	NIL	
	Total		87		93

R=Regular, C=Contractual

1.7 STUDENT PROFILE:

1.7.1 Student Enrolment Information

SI No	Title of the Programme	Course Level (UG/PG/Diploma)	Department Name	Sanctioned Strength	Number of in take										
					2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
1	BA Honors Course	UG	Assamese	60	60										
			Arabic	30	30										
			Economics	35	50										
			Education	40	50										
			English	35	40										
			Geography	40	50										
			History	40	40										
			Philosophy	30	35										
			Political Science	40	50										
2	BA Regular Course	UG	Assamese	200	200										
			Arabic	50	30										
			Bengali	50	--										
			Boro	50	46										
			Economics	100	100										
			Education	250	300										
			English	200	150										
Geography	100	100													

			History	200	150															
			Philosophy	200	150															
			Political Science	250	260															
			Sanskrit	50	30															
3	BSc Honors Course	UG	Botany	40	40															
			Chemistry	40	45															
			Mathematics	40	40															
			Physics	40	40															
			Statistics	20	15															
			Zoology	40	45															
			Botany	100	80															
			Chemistry	100	120															
4	BSc Regular Course	UG	Mathematics	100	70															
			Physics	100	70															
			Statistics	50	40															
			Zoology	100	110															
			Medical Lab and Molecular Diagnostic Technology	50	50															
5	B.Voc	UG	Food Processing Technology	50	40															
			BCA		40	40														
6																				
7	MA (Assamese)	PG		30	30															
8	PGDCA	Diploma		30	25															

1.7.2 Students' Progression in Higher Education:

% of UG students got enrolled in HEIs within the period 2022-2031	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
	268									

1.7.3 Placement Information:

% of UG students placed within the period 2022-2031	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
	147									

1.7.4 Other Activities:

Sl No.	Program details	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
1	Social Outreach Program										
	NSS	100									
	NCC	200									
	Red Cross Society	80									
2	No. of students participated in the cleanliness drive Swachha Bharat Aviyon	250									
3	Number of students participated in the Blood Donation Camps	150									
4	Students of the institution participated in the self-	100									

	defense program offered by the college										
5	Students participated in various events during College Week (2021-22)	1050									

1.8 PRESENT SCENARIO IN TERMS OF ACCESS, QUALITY AND FUTURE READINESS

1.8.1 ACCESS: The prevailing condition of the access to education of the college has been discussed in terms of Equity, Inclusiveness, facility of ODL, and the use of Indian languages.

1.8.1.1. *Equity and Inclusiveness*

	Number of students
Total Enrolment (2020-21)	3045
No. & Percentage of Female Students	1708 (56%)
No. of Students benefitted from Freeship	2685 (88%)
No. & Percentage of OBC Students	985 (32.35%)
No. & Percentage of SC Students	278 (9.13%)
No. & Percentage of ST Students	268 (8.8%)
No. & Percentage of Minority Students	595 (19.54)
Number of Dibyang Student	6
No. of Students receiving Scholarship	276 (OBC Scholarship) 79 (SC Scholarship) 116 (ST Scholarship) 22 (Minority Scholarship) 1(Differently Able Scholarship) 4 (NEC Merit Scholarship) 4 (CCS)

1.8.1.2. *Online and Open and Distance Learning (ODL)*

Center for Open and Distance Learning in the College	1. Study Centre of Krishna Kanta Handique State Open University
	2. Study Centre of IDOL under Gauhati University

1.8.1.3. Use of Indian Language

Courses	Medium of Instruction	Medium of Study Material
BA Honours Programme	English & Assamese	Mostly in English
BA Regular Programme	Mostly in Assamese	Mostly in Assamese
BSc Honours Programme	Mostly in English	Mostly in English
BSc Honours Programme	English & Assamese	English & Assamese

1.8.2. **QUALITY:** The quality of the education provided in the college has been discussed in terms of the following aspects,

Sl. No	Quality Parameters	Inferences
1.	Multidisciplinary and Holistic Education	UG Programmes are offered in Arts, Science and Vocational subjects. Value added courses are introduced for holistic development of students.
2.	Flexibility of Courses	In UG Programmes a wide choice of subjects and courses has been incorporated through CBCS system.
3.	Multiple Entry and Exit	Not introduced
4.	Indian Knowledge	The college has been actively imparting Indian knowledge to students in various ways such as seminars, workshops, popular talks, etc.
5.	Research	<ol style="list-style-type: none"> 1. Faculties of the college have completed a number of research projects, both major and minor. 2. 34 Faculties with PhD 3. Two PhD level Research Lab 4. DBT funded Bio-Tech Hub 5. College has Research Committee to monitor research proposals and research projects 6. MOUs with other institutions for research
6.	Innovation	<ol style="list-style-type: none"> 1. College has established Institutional Innovation Council under MoE 2. One faculty has applied for Patent
7.	Ranking	<ol style="list-style-type: none"> 1. 2nd Cycle Accreditation by NAAC in 2018 2. ISO 9001:2015 Quality Certification in 2022
8.	Capacity Building of Faculties	Faculties of the college have good experience in teachings and research. Most of the faculties have obtained faculty development training in UGC HRDCs and other training institutes. FDP/Workshop/Seminar are regularly organised on research methodology, pedagogy, ICT, etc.

1.8.3. FUTURE READINESS:

The future readiness of the college for deep, long term, effective sustainability has been discussed in terms of the following aspects,

Future readiness parameters	Effective approaches
Employability through Internship/Apprenticeship	Students of B.Voc programme in ML&MDT and FPT are undergoing internship in industrial/commercial/other establishments, MoU with Universities and other HEIs.
Transforming Education Integration of Technology	<ol style="list-style-type: none"> 1. Use of ICT in teaching 2. College has 10 Smart Classroom fitted with projector/LCD interactive panel along with internet connection. 3. Two internet browsing centre for students 4. Library is automated and has WiFi facility 5. E-resource access 6. Departments have internet connection
Internationalization	<ol style="list-style-type: none"> 1. Research collaboration with international academic and other institutions. 2. MOU is signed with a UK based organization for a research project, MoU with UNESCO and other GOs and NGOs of National and International repute.
Governance	<ol style="list-style-type: none"> 1. Governance of the college is decentralized and participatory management is ensured. Responsibility of management of the college is shared with faculties, non-teaching staff and students. 2. College is adopting e-governance for better governance and transparency 3. College has partial MIS 4. Various Committees and Cells are given responsibilities to look after different aspects of the college. 5. Feedback from stakeholders.

2. IDP- INSTITUTIONAL DEVELOPMENT PLAN:

2.1 EXECUTIVE SUMMARY:

The Institutional Development Plan of the college has been prepared based on the four pillars viz. leadership development, workplace culture, infrastructure development and human resource development. In pursue of the Vision of the Institute, the IDP will focus on the holistic development of the all the strata of the stakeholders with sustainable practices. The institute is keen to observe the learners as well as the educators enjoy the sufficient infrastructure and facilities such as well equipped library, state of the art laboratories, ICT enabled classroom, playground, auditorium, meeting halls, Computer centres, college canteen, separate hostels for girls and boys, indoor and outdoor stadium, differently enabled friendly campus, drinking water facilities, separate boys and girls common room with proper hygiene and sanitation facilities, botanical and herbal gardens, language laboratories, providing E-resources. Humble effort has been done to imbibe sense of social service and patriotism by NSS and NCC. Yoga and Wellness centre has been established through with Indianism and spirituality may be included among learners and college fraternity. Initiatives have been taken to promote innovative, creative and outcome based learning practices among the teachers to empower the students at large. The alumni association of the institution have been instrumental in launching various programmes in the campus. Apart from these the institute has taken plenty of initiatives to organize outreach programs, seminars, trainings, workshops, extension services like village and school adoptions etc to contribute not only to the in house students and teachers but also to the society and environment as a whole. The institution has plan to improve their examination results and employability through continuous Unit Tests, Remedial classes, Coaching classes for various Competitive exams, Certificate Courses, Skill courses etc. The IDP also include periodical training programs on computer skills, ICT, soft skills, online e resources, contemporary UGC/NAAC/NEP/NIRF agendas etc., for the faculty, administrative staff and students to make them more techno-savvy so that they can be more adaptable with the cutting-edge technology in the competitive world. Various assorted functional committees, cells and units are there to execute the assigned tasks to successfully implement the IDP.

2.2 ROAD MAP FOR IDP IMPLEMENTATION:

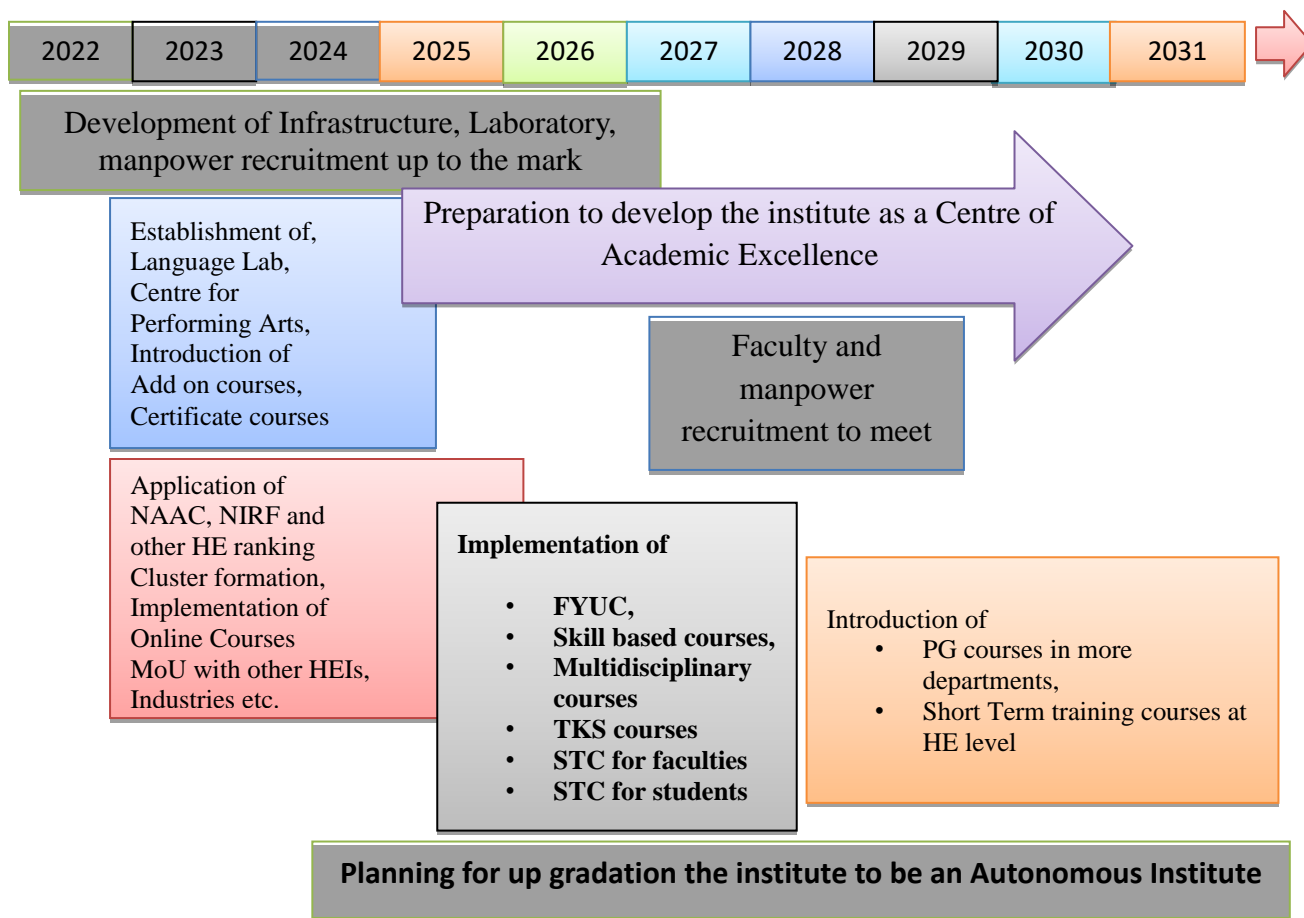


Fig: Road map of IDP in Mangaldai College

2.3 SPECIFIC OBJECTIVES AND EXPECTED OUTCOMES:

Specific Objectives:

The IDP is formulated to achieve the following seven major objectives-

1. Quality Higher Education

- i. Enhance the teaching-learning experience of students and making it more and more student centric.
- ii. Improvement of the academic results of students.
- iii. To start new Certificate courses, Skill courses and to enhance the existing courses by introducing Add on courses as a possible arenas to increase employability.

- iv. Strengthen the career counselling and placement cell by conducting necessary coaching programs, guidance and counselling workshops and training programs.
- v. To promote lifelong learning opportunities, ODL centres, like KKHSOU and IGNOU will be made more vibrant to meet SDG-4.

2. To develop state of the art academic environment-

- i. Strengthen the Institution by enhancing the existing capacity.
- ii. To develop dynamic, demand driven, quality conscious environment in the college campus to increase employability.
- iii. To strengthen automation of administration and examination process.
- iv. To develop institution's personalised Learning Management System (LMS).
- v. Provide free internet access to all students inside the institute campus.
- vi. Enable private public partnership by inviting and collaborating with NGOs and other agencies

3. Infrastructure-

A master plan of the campus of Mangaldai College, spread over 33 acres, has been prepared for next decade by taking into consideration current infrastructural deficiencies and future growth. All major stake holders have contributed in the process of planning green, clean and smart campus. The "Infrastructure and Resource Management Cell" is steering and executing the plan in consultation with architects and professionals in the field. These plans are implemented with the focus on the needs of the students. Priority is given to create excellent academic ambience, high-tech community based educational infrastructure, state-of-the-art facilities for curricular, co- curricular and extra-curricular activities. Attention has been given to provide adequate space and appropriate place for all facilities and amenities. The salient features and landmark activities are,

- i. **Academic Infrastructure:** Central library, Science gallery, Building for centre of excellence(s), Incubation centre, and Lecture theatre with video recording facility, Centralized Computer facility and Language lab, well equipped conference hall with video conferencing facilities etc.

- ii. **Basic Amenities:** Separate hostels for boys and girls, State of the art auditorium, Student's Activity Centre (SAC) are planned to ensure equity and all round development.
- iii. **Extension of existing building:** College guest house, PG Education and Research Centre, PG hostel, Academic/Examination Centre are planned.
- iv. **Smart Campus Features:** A single integrated application that automates all processes on the campus for better efficiency and lower costs is planned to be implement. Every department is planned to have smart boards, internet facilities etc.
- v. **Research and Development:** Improvement of the overall infrastructure facilities in the institute campus specially emphasising the research facilities.
- vi. **Eco-friendly and energy efficient campus:** Rain water harvesting, Recycling of resources, Solar roof tops for major buildings, Waste to energy, Biogas plants, Sewage treatment facilities (STF), etc.

4. **Research, Innovation and Extension-**

The IDP of Mangaldai College emphasises on fostering an institutional culture which recognises and supports the development of the widest possible range of high-quality research and innovation activities to which staff and students contribute. It should be made clear in an emphatic manner that sponsored research activity is an important as well as an integral part of the academic activity of the institute. Every faculty member is expected to engage in research and seek financial support from funding agencies. A fair amount of internal revenue may generate through project grants as well. A considerable number of extension activities, and outreach programs are planned to organize to transfer the knowledge to the society. Major initiatives planned under this module are,

- i. Organize and attend seminars, workshops, conferences and encourage research projects and publications from the faculties.
- ii. Starting up an Incubation centre fully equipped with facilities.
- iii. Introduce new excellence awards for staff, celebrating success in bringing together teaching, research, creativity and innovation.
- iv. Organize extension activities, outreach programs, formation of Science Club, empowering Eco Club, NSS units etc.

- v. To make Research and Development Cell (R & D Cell), which is in a rudimentary stage, more vibrant for research and innovation.

5. Equity Initiative-

We respect and celebrate diversity and equal opportunity through an inclusive culture at the institute. Mangaldai College admits students from socially and economically underprivileged strata of the society as per Government reservation policy, addresses gender equality, and treats all students equally without any bias of cast, creed, religion and ethnicity. Following initiatives are undertaken for equity,

- i. Provision for concession in academic fees as per Govt. norms is made, in addition some genuine cases of economically weaker students are partially supported from institute fund.
- ii. Extension of hostel capacity is planned to accommodate all such students
- iii. Remedial classes are arranged for academically weaker students Employability enhancement by imparting soft-skills, subject specific training and industrial exposure.
- iv. Industrial internship as an essential part of curricula
- v. 100% assistance in placement
- vi. Enhancing technical capabilities and aptitude through special coaching
- vii. Accessibility to underprivileged sections
- viii. Gender equity promotion programmes

6. Faculty Recruitment-

The College has prioritised to fill the vacancies in teaching positions following the comprehensive DHE HRD policies at UG levels and ensure capacity building of the employees at all levels. Recruitment of faculties are being done as per the rules and regulations of the government.

7. Faculty Empowerment-

Various initiatives are being undertaken to implement Outcome Based Education (OBE) in the Mangaldai College. In addition to knowledge up-gradation by way of FDP, STC etc., various other practices are followed for faculty improvement and, thereby, achieving enhancement of teaching learning process. Faculty of the institute engage

themselves in various activities to steadily improve teaching and learning over time. Following is a gist of some of the self-development activities, To strengthen library, e-Recourse and Reading room facility.

i. *Feedback on Teaching:*

- i. Analyze student assessment data to identify trends in student performance and problems to be remedied by changing teaching strategies, course content, and learning activities, etc.
- ii. Continuous student mentoring.

ii. *Development of Instructional Skills and Materials:*

- i. Compare, share, discuss course materials and teaching learning materials with other educators viz. from nearby HEIs.
- ii. Improve assessment and evaluation strategies.
- iii. Implement innovative teaching learning practices

iii. *Improve Course/Program Design and Alignment:*

- i. Emphasis on proper alignment of PO, CO and PSOs.
- ii. Development of Course Improvement Plans

iv. *Teacher as a Learner:*

- i. Inclusion of ICT in teaching and learning process to Create state of the art teaching learning environment.
- ii. Organize FDP, Workshops, and trainings, participation in FIP Seminar Conferences, Book writing and publication etc.

Expected Outcomes:

1. Greater access and equity in education, employment and opportunities for growth
2. Provide quality education through better infrastructure, effective teaching learning process by better equipped faculty
3. Increase employability and soft skill.
4. Generate social responsibility, civic awareness and self- reliance among students
5. e- governance promoting accuracy and efficiency

2.4 SWOC ANALYSIS STRATEGY:

2.4.1 Methodology:

To analyse the Strength, Weakness, Opportunities and Challenges for the institute, feedbacks and suggestions will be collected from all the stakeholders of the institute over a period of time after regular discussion, consultation and monitoring. The results will be subsequently analysed to identify the institute's SWOC, gaps and key challenges. The strategy has been given below,

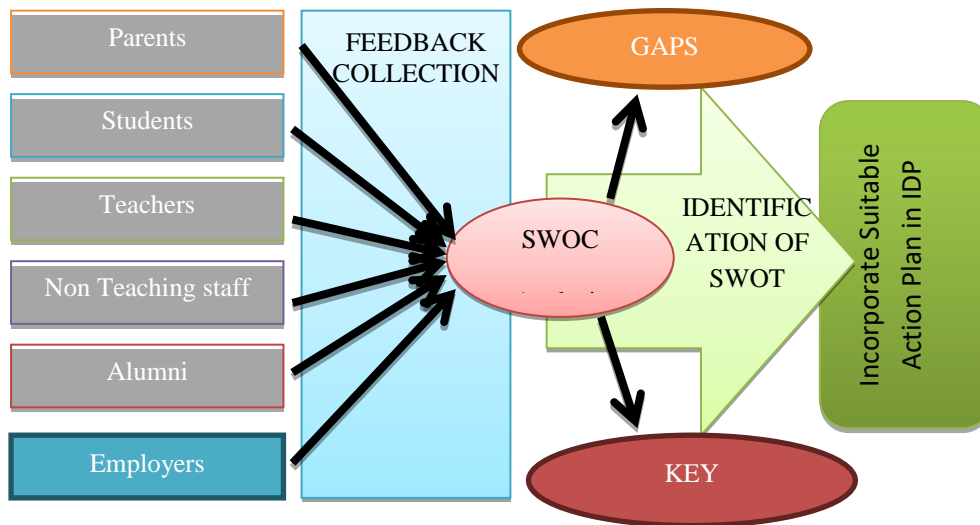


FIG: SWOC ANALYSIS STRATEGY

The present methodology includes the following,

- ✓ Academic and Administrative Data accumulation.
- ✓ Student, teachers, parents, alumni and other stakeholder's opinions in the form of feedback
- ✓ Parents-Teachers Meeting feedback
- ✓ Identification of significant gaps in any form
- ✓ Identification of major key challenges
- ✓ Preparation and implementation of the proper suitable action plans to reduce the gaps and overcome the key challenges.

Major stakeholders:

- Students
- Parents
- Teachers
- Non Teaching staff
- Alumni
- Employers

2.4.2 SWOC Analysis Results

STRENGTHS:

Mangaldai is a semi urban township, in Darrang District having good communication facilities with the nearby villages and rural areas. Majority of the population constitute SC, ST and OBC categories. Hence, provides an ideal location to fulfil the college's mission of empowering students from rural areas. The strengths include:

S1. High enrolment of Students

S2. Motivated Principal and Committed teaching and nonteaching Staff

S3. Big campus with sufficient open area and green ambience with ample scope for extension of infrastructure facilities

S4. Central Library with considerably large number of reserved books for SC and ST students

S5. NSS, NCC, Red Cross and teacher's active participation promote social responsibility among the students.

S6. Moderate PTR upkeep the academic environment in the departments.

S8. Institutional initiatives to organize and participate in FDP, SDP, seminars, workshops, research activities and publications by both faculties and students.

S9. Mental health and psychological counselling sessions for students and faculties.

S10. Grievance Redressal Cell to address the needs of the students.

S11. Proactive IQAC upkeep quality of the Institute.

S12. Good road connectivity and proximity to the state capital

WEAKNESSES:

W1. Non ideal PTR

W2. Inadequate financial assistance for library books and automation,

- W3. Insufficient fund mobilization from funding agencies like DBT, DST, ICSSR etc.
- W4. Inadequate sports facilities
- W5. Lack of modern Boys Hostel and Guest House
- W6. Up gradation of existing laboratories in some departments are yet to be accomplished.
- W7. Incomplete modern and spacious Central Library Project.

OPPORTUNITIES:

- O1. More scope to provide quality higher education to rural and underprivileged ie. EDG students
- O2. Ample scope for innovation and research in rural and traditional practices in the locality.
- O3. Tie-up opportunities with various Governmental organisations and NGO s
- O4. Scope for development of more vocational courses based on local products and practices
- O5. Adequate scope to establish Academia- Industry linkage through MoUs with industries, GOs and NGOs.
- O6. Initiative for extension activities like adoption of nearby villages, schools etc.
- O7. Provision for more extension activities including village adoption, enhancement of women literacy and awareness on health and hygiene.

CHALLENGES:

- C1. Ever growing competitiveness among the students in various entry level examinations in PG courses and demanding eligibility criteria for recruitment in various services.
- C2. Shortage of permanent faculty and sanctioned posts in Humanities Departments.
- C3. Lack of College Transport facility.
- C4. Lack of boarding facility for all the degree students.
- C5. Poor interest among the parents and alumni to participate in college developmental activities.
- C6. Employability at the desired level.
- C7. Open up PG Courses in all departments.
- C8. To meet the acute shortage of permanent faculty in certain arts departments.
- C9. To provide public transport facilities to the learners.
- C10. To provide accommodation to the students of other districts

C11. Lack of Internationalization

C12. To involve alumni and parents in the developmental activities of the Institute.

C13. Lack of autonomy.

2.5 ACTION PLAN

2.5.1 Action Plan Objectives (2022-2031)

Sl No	Specific objective	Action plan
1	Quality Education Higher	<ul style="list-style-type: none"> ✓ To accelerate in the areas of teaching excellence and intellectual discovery. ✓ To develop academic master plan. ✓ To align student enrollment, academic outreach and retention activities to enhance access, inclusiveness and student success. ✓ To increase the Gross Enrolment Ratio in higher education including vocational education by adding more infrastructure. ✓ To provide enhanced resources for student academic and emotional support ✓ Application of NAAC, NIRF and other HE ranking preparation and application, Cluster formation ✓ Introduction of PG courses in the maximum departments, Short Term training courses at HE level ✓ Preparation to develop the institute as a Centre of academic excellence ✓ Implementation of ✓ FYUGP, ✓ Skill based courses, ✓ Multidisciplinary courses, VAC etc. ✓ TKS courses ✓ STC for faculties ✓ STC for students ✓ Add on courses, Certificate courses and Training Programmes
2	To develop state of the art academic environment	<ul style="list-style-type: none"> ✓ To assure the holistic academic environment to serve all the students. ✓ To promote cultural programming (arts, international, diversity, etc.) that encourages students, faculty and staff to actively engage with and understand different cultural viewpoints. ✓ To develop institution's personalized Learning Management System (LMS) and strengthen automation of administration and examination process. ✓ Enable private public partnership
3.	Infrastructure	<ul style="list-style-type: none"> ✓ Establishment of state of the art academic infrastructure ✓ Establishment of basic amenities and holistic activity centres ✓ Extension and development of existing college buildings ✓ Establishment of IT enabled Smart campus ✓ Establishment and up gradation of necessary infrastructure for research and development ✓ Establishment of a sustainable, eco-friendly and energy efficient campus, Yoga and Wellness Centre.
4	Research, Innovation and Extension	<ul style="list-style-type: none"> ✓ Initiatives to promote and basic research of considerable quality. ✓ To create public and private partnerships through which faculty and students will engage in research, scholarship and creative activities. ✓ To provide special incentives and support to distinguished faculties for exceptional research contribution.

		<ul style="list-style-type: none"> ✓ Organize and attend seminars, workshops, conferences and encourage research projects and publications from the faculties ✓ Organize extension activities, outreach programs, formation of Science Club, empowering Eco Club, NSS units etc.
5	Equity Initiative	<ul style="list-style-type: none"> ✓ Provision for concession in academic fees as per Govt. norms ✓ Extension of hostel capacity is planned to accommodate all such students ✓ Remedial classes, Industrial internship, placement assistance, coaching, initiative for gender equity etc.
6	Faculty Recruitment	<ul style="list-style-type: none"> ✓ The institute has planned to fulfil the vacancies in teaching positions following the comprehensive DHE HRD policies at UG levels
7	Faculty Empowerment	<ul style="list-style-type: none"> ✓ Continuous feedback collection from the students on teaching practices and student mentoring ✓ Development of innovative, creative, effective, outcome based teaching methodology development by the faculties. ✓ Continuous improvement and evaluation of PSO and CO ✓ Emphasis of engaging teachers as a continuous learner

2.5.2 Action Plan Timeline (2022-2031)

Yearly Timeline of Action Plan (2022-2031)										
Activity/Year	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
1. Quality Higher Education										
To develop academic master plan.										
To accelerate in the areas of teaching excellence and intellectual discovery.										
To align student enrollment, academic outreach and retention activities to enhance access, inclusiveness and student success.										
To increase the Gross Enrolment Ratio in higher education including vocational education										
To provide enhanced resources for student academic and emotional support										
Application of NAAC, NIRF and other HE ranking preparation and application, Cluster formation										
Introduction of PG courses in the maximum departments, Short Term training courses at HE level										
Preparation to develop the institute as a Centre of academic excellence										
Implementation of -FYUG, Skill based courses, Multidisciplinary courses, TKS courses, STC for faculties, STC for students, Add on courses, Certificate courses										
2. To Develop State-of-the-Art Academic Environment										
To assure the holistic academic environment to serve all the students.										
To promote cultural programming (arts, international, diversity, etc.) that encourages students, faculty and staff to actively engage with and understand different cultural viewpoints.										
To develop institution's personalized Learning Management System (LMS) and strengthen automation of administration and examination process.										
Enable private public partnership										
3. Infrastructure										
Establishment of state of the art academic infrastructure										
Establishment of basic amenities and holistic activity centers										
Extension and development of existing college buildings										

Establishment of IT enabled Smart campus											
Establishment and up gradation of necessary infrastructure for research and development											
Establishment of a sustainable, eco-friendly and energy efficient campus											
4. Research, Innovation, Extension											
Initiatives to promote and basic research of considerable quality.											
To create public and private partnerships through which faculty and students will engage in research, scholarship and creative activities.											
To provide special incentives and support to distinguished faculties for exceptional research contribution.											
Organize and attend seminars, workshops, conferences and encourage research projects and publications from the faculties											
Organize extension activities, outreach programs, formation of Science Club, empowering Eco Club, NSS units etc.											
5. Equity Initiative											
Provision for concession in academic fees as per student EDG											
Extension of hostel capacity is planned to accommodate all such students											
Remedial classes, Industrial internship, placement assistance, coaching, initiative for gender equity etc.											
6. Faculty Recruitment											
The institute has planned to fulfil the vacancies in teaching positions following the comprehensive DHE HRD policies at UG levels											
7. Faculty Empowerment											
Continuous feedback collection from the students on teaching practices and student mentoring											
Development of innovative, creative, effective, outcome based teaching methodology development by the faculties.											
Continuous improvement and evaluation of PSO and CO											
Emphasis of engaging teachers as a continuous learner											

2.6 THE SHORT-TERM GOALS

- ✓ Initiation of process to start new Post graduate Programme in various departments
- ✓ To fill up vacant faculty positions
- ✓ To communicate with the Affiliating University to expedite the process of introducing PG
- ✓ To develop the college playground in collaboration with Assam Cricket Association under BCCI.
- ✓ Landscaping of college campus for vibrant aesthetic ambience.
- ✓ Conduct Green Audit, Environmental Audit, Energy Audit, Water Audit at regular interval.
- ✓ Conduct both external Academic and Administrative Audit.
- ✓ To enhance the knowledge competence of faculty by participating in various training programs, FDPs, STTPs to disseminate the same to students through courses.
- ✓ At least one publication by each faculty in reputed Journal/Conference/Proceedings.
- ✓ Training on advanced skills based on industrial environment to be arranged for the faculty, staff and students of the department
- ✓ To upgrade laboratories and teaching-learning infrastructure
- ✓ Development of smart classroom with smart board, video lecture recording and learning material development facility.
- ✓ Enrichment of Library Resources, E-resources, Online Learning Centre
- ✓ To refurbish existing amenities with adequate space and appropriate place
- ✓ To establish campus wide network with intranet
- ✓ Wi-Fi facility in Campus
- ✓ To enhance employability of graduates
- ✓ Extension activities in local communities by adoption of village, schools and organizing community oriented programmes.

2.7 INSTITUTIONAL BUDGET ASSESSMENT AND IMPLEMENTATION
(Excluding Salary Component)

Financial Year	Receipt (Rs. In Lakhs)	Expenditure (Rs. In Lakhs)
2021-22	148.56	140.21