

# **INSTITUTIONAL DEVELOPMENT PLAN**

## **MANGALDAI COMMERCE COLLEGE**

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## 1. VISION, MISSION OF THE COLLEGE



### VISSION

To be an institute of academic excellence with total commitment to quality education in Commerce, management and related fields.

### MISSION

- Empowering students with all the knowledge and guidance that they need to fit in the global business world.
- Learning by Doing.
- Providing for holistic and value-based development of students which ultimately enhances their employability.
- To carve a niche for ourselves in the specialized field of commerce and management.
- Grooming youth to become a truly global personality well equipped to deal with the modern world and its challenges.

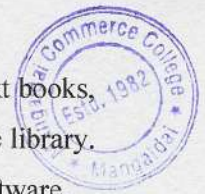
## 2. ANALYSIS OF PRESENT SCENARIO: GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND CHALLENGES:

### ▪ **GOALS AND OBJECTIVES OF THE COLLEGE:**

- a) To spread commerce education in the region, i.e., the North East of India.
- b) To achieve academic excellence.
- c) To strive for better results.
- d) To offer the best infrastructure facilities to students, teachers and employees.
- e) To offer specialized course in commerce.
- f) To plan full employment for its Alumni through service and entrepreneurship.
- g) To mould students into ideal citizens with commendable human values.

### ▪ **STRENGTHS OF THE COLLEGE:**

- a) Encouraging teaching learning environment with qualified faculty members. The College has a sectioned strength of 15 Positions. Out of these 05 are with Ph.D. degrees. In addition to the Government sectioned positions, the College has appointed 07 full-time faculty out of its internally generated resources.
- b) Adequate infrastructure developed by the college authority over the years. A new multi-storeyed building is coming up and already Library is running from the new premises.



- c) The College Library has been provided with all modern settings. There are 9420 text books, 935 reference books, 06 Journals (offline), 04 periodicals and 02 newspapers in the library. It has a section with few PCs for the use of faculty. The library is run on KOHA software.
- d) The college is well connected with the Internet and all the departments are using the facility, three ICT enabled classrooms presently are being used by the faculty for delivering lectures.
- e) The College is maintaining an attractive website listing out various academic programmes, the Departments, Contracts details of the faculty etc.
- f) The College has a Green Belt within the Campus.
- g) A Seminar Hall and Video-Conference Hall in college campus.
- h) The College Computer Lab maintained by the IT department is well equipped and there are 40 standalone desktops in the centre.
- i) Well-maintained Teachers' Common Room.
- j) All the washrooms are kept hygienically clean with running water facilities.
- k) Spacious Girls' Common Room
- l) Spacious Boys' Common Room
- m) Permanent Canteen for students, teachers and employees.
- n) The College is kept neat and tidy and maintained exceptionally well.
- o) The College have a good pass percentage which is higher than the average colleges under the Gauhati University.
- p) Many programmes (viz., soft skills, personality development, etc) towards holistic development of the students have regularly been organised by the college.
- q) Is functioning very efficiently with dedicated and hard-working Professor in changes. NSS volunteers and PO have been awarded with state Level awards in the past few years.
- r) The admission process is IT enabled.
- s) The college accounts are being regularly audited by qualified external firms. The accounts are also audited by the Accountant General of Assam regularly.
- t) Majority of the faculty members are trained in the use ICT, specifically in the use of the internet in teaching learning.
- u) Active engagement of the alumni of the College.

▪ ***OPPORTUNITIES OF THE COLLEGE***

- a) The College should gear up to embrace the spirits and provisions of the National Education Policy, 2020 in right earnest. Therefore, there is an urgent need for a Perspective Plan which should deal mainly with the issues of integrating **multi-disciplinary programmes with the present academic setup.**



- b) There is a golden opportunity for the college in choosing the right disciplines so that the student's skill and holistic development components are integrated into the system.
- c) The perspective plan may emphasise carefully chosen socially, globally, and commercially relevant disciplines and programmes.
- d) Mangaldai Commerce College is the right candidate for getting converted into an autonomous institution as per the provisions of the NEP, 2020. However, this will be possible only when the multidisciplinary nature of its programmes and disciplines are well established and acknowledged.

▪ **PRIORITIES OF THE COLLEGE:**

- a) To convert the college from single stream into a multi-disciplinary institute.
- b) To convert the college into a Centre of Excellence with Holistic approach.

▪ **CHALLENGES OF THE COLLEGE:**

- a) A huge number of resources in the form of found, manpower and infrastructure will be required to convert the college from single stream into a multi-disciplinary institute.
- b) Restructuring of Library Building, Boys' Hostel, Auditorium and construction of Girls' Hostel are huge challenge to overcome.
- c) Water logging and flood has been a huge problem for the college, especially during the summer months. The efforts to tackle this problem take away a considerable number of resources, and attention from the College authority.

**3. IDENTIFICATION OF THE STRENGTHS AND CAPACITY (HUMAN & FINANCIAL) IN REGARD TO ORGANISATIONAL GAPS: THE ROADMAP TO MITIGATE THESE GAPS:**

- a) The College has very high demand for enrolment in all the available courses offered.
- b) The number of sanctioned posts is very meagre in comparison to high enrolment.
- c) Student Teacher Ratio is very high.
- d) GOA has been approached to sanction some more posts in the various departments.
- e) Financial Support from the Government is required for development of adequate infrastructure.

**4. IDENTIFICATION OF THE INSTITUTIONAL GOALS AND CHALLENGES: LONG TERM & SHORT TERM**

*The college intends to establish itself as a Centre of Excellence, for imparting Business Education by establishing a link with the South East Asian Countries to expedite the aims and objectives initiated by the Govt of India under the Act East Policy,*



- a) Although the college had a goal the spread commerce education in this region, i.e. the North East of India, at present times the goal needs to be broadened so as to impart multi-disciplinary and skill-based education to the new generation in long term.
- b) To achieve academic and professional excellence, the college needs to impart soft skill development, skill-based trainings to the students to enhance employability in short term.
- c) **To introduce in short term:**
- ✓ B. Voc in Commerce related Vocational Courses
  - ✓ B. Sc in Eco, Stats, Maths
  - ✓ B. Sc in IT
  - ✓ BA in English, Economics, Psychology and Sociology
  - ✓ BCA
  - ✓ Master's Programme in Tourism & Travel Management
  - ✓ Coaching for jobs in Bank, SSC, etc
  - ✓ Training in Indology and Human Values viz. Satya, Dharma, Shanti, Prema and Aims as envisaged in NEP 2020
  - ✓ Certificate Courses in Yoga, Zumba, Aerobics, etc.
  - ✓ Certificate Courses in Performing Arts
  - ✓ Certificate Courses in Foreign Language
- d) **To introduce in long term:**
- ✓ Integrated B. Com-B. Ed course
  - ✓ Integrated M. Com
  - ✓ Integrated MBA
  - ✓ B. P. ED
  - ✓ Diploma in Hotel Management and Hospitality Management

*To fulfil this long term and short-term goals, the college would require huge number of resources in the form of manpower, infrastructure and fund.*

##### **5. DEVELOPING STRATEGIES TO PROMOTE LEADERSHIP:**

To emerge as leading institute in pursuance with NEP 2020, the college has already taken following Steps:

- a) Following have been incorporated in the class time table. It is planned to involve the students in at least any one of the:
- ✓ Yoga and wellness sessions
  - ✓ Sports period
  - ✓ Music/Dance/Drama period
  - ✓ Debating/Quiz/Public Speaking/GD sessions



- ✓ Creative Art/Painting/Creative Writing Sessions
  - ✓ NSS
- b) A number of MOUs have been signed with various sports organisation/associations.
- c) For creating Environmental Awareness, the college is planning to set up a Green Club wherein students can be made aware of burning issues like climate change, preservation of rare species, Save Water, Etc and sustainable development with the support from various organisations like Aranyak, Early Birds, SEWA etc.
- d) The college has already adopted one village named Gadhiapara under Chapai Mauza, Mangaldai, Darrang.
- e) The College has initiated the process under Unnat Bhart Abhijan of Ministry of Education, GOI. To develop linkage with 5 numbers of villages to get involved in the planning process and expedite the developmental efforts of those villages.
- f) The College has plans for Student Exchange programmes.
- g) The college has already initiated the process of mentoring the students as laid down NEP, 2020. In coming years, the college has a vision to provide vibrant mentorship to learners so as to mould term into ideal citizen with commendable human values and at the same time provide them with career counselling.
- h) The college has initiated Counselling Sessions for the students for stress management, psychological wellbeing, etc.
- i) The College has plans for introducing Induction programmes for new students as well as new recruits.
- j) The college has proposals for conducting FDPS at regular intervals.
- k) The college has plans for instating Awards for Brilliance in Entrepreneurship/Social Cause/Environmental Cause.

**6. ACTION PLAN FOR PHASE-WISE IMPLEMENTATION OF THE PERSPECTIVE WITH SPECIFIC TIMELINES:**

- ✓ All short-term goals are expected to be achieved in the next 3 years.
- ✓ All short-term goals are expected to be achieved in the next 10 years.

*Prin*

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Principal  
Mangaldai Commerce College  
Mangaldai