

**GURUCHARAN COLLEGE, SILCHAR  
CACHAR, ASSAM  
( 'A' Grade Re-accredited by NAAC)**



**INSTITUTIONAL DEVELOPMENT PLAN  
(IDP)  
2022-2037**



OFFICE OF THE  
PRINCIPAL

# GURUCHARAN COLLEGE, SILCHAR

ESTD. 1935

Re-accredited with 'A' Grade by NAAC  
Silchar-788004, Assam  
College with Potential for Excellence

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Ref. No. G.C. 5394

Date 02.08.2022

From :

Dr. Bibhas Deb  
Principal,  
G.C.College, Silchar-788004

To,

The Director of Higher Education, Assam  
Kahilipara, Guwahati-19

Email – directorofhigherassam 123 @ gmail. com

Sub- Submission of Institutional Development Plan (IDP).

Ref: Your mail dated 06/07/2022.


Sir,

With reference to the above, I have the honour to to submit herewith Institutional Development Plan (IDP) in connection with implementation of NEP-2020 in Assam for your kind perusal and necessary action please.

With regards,

Encl: As stated above.

Yours faithfully,

  
Principal  
G.C. College, Silchar  
Principal – cum – Chairman  
Of the Task Force,  
G.C.College, Silchar-4

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## **A BRIEF INTRODUCTION**

Gurucharan College, Silchar is a premier institution of higher education in Assam with 87 years of legacy. The college strives to upgrade itself in order to be at par with the latest developments in higher education in terms of academics, research, administration and infrastructure. It has been a tradition to consider valuable inputs from all the stakeholders, as far as possible, in the overall development process of the college. The college has envisioned short-term and long-term goals aimed at overall institutional development. The college feels that teaching-learning is a lifelong process and to cope with the changing scenario that is developing at the technological and economic front, the NEP2020 would be a step forward towards this end. It will not only open avenues for horizontal entry to study subjects across the traditional streams of science, humanities and business studies, but also help in skill development. The college is very confident that it will be able to implement the NEP2020 in the very near future and thereby acquaint the students to the vast choices in education that the NEP2020 has to offer.

## COLLEGE PROFILE

Name of the institution	Gurucharan College
Year of establishment	1935
Address	College Road, Silchar, Assam, 788004
Total Area	7.6 acre
Total constructed area	985sq.m.
Website	<a href="http://www.gurucharancollege.ac.in">www.gurucharancollege.ac.in</a>
Affiliation	Assam University
Type	Co-educational
Streams	Science, Arts and Commerce
Whether Provincialized, Govt. or Private	Provincialized
Details of UGC recognition	Date
Under section	
i. 2(f)	01.09.1971
ii. 12(b)	01.09.1971
Principal	Dr Bibhash Deb
Vice Principal (officiating)	Dr Mihir Ranjan Nath
NAAC	1 <sup>st</sup> cycle: 2005 , Grade B <sup>+</sup> 2 <sup>nd</sup> cycle: 2016, Grade A

## **1. VISION:**

- To be recognized as a centre of excellence in various fields of Science, Humanities and Business studies.
- Integrate knowledge and skills to enhance the employability of our graduates.
- Kindle the desire of both students and staff for self improvement.
- To introduce post graduate courses and to upgrade into an autonomous college.

## **2. MISSION:**

- Enrich learning and inspire students to become responsible citizens.
- To encourage and popularise voluntary work to serve the society.
- To provide quality education through smart classes.
- To instil in our students the values of social integration, national integration and universal brotherhood.

## **3. VALUES:**

- Service to the society.
- Mutual respect for each other.
- Integrity.
- Learning.
- Excellence.
- Transparency.

#### **4. Strategic Objectives:**

**4.1** Maintaining its standard as one of the highly reputed colleges in North East India- focusing on Teaching, Learning and Research.

**4.2** Sustain and enhance excellence in scholarship, research, and social impact.

**4.3** Expand diversity by enrolling students from different parts of the country.

**4.4** To create a sustainable and standard infrastructure that will create an effective learning environment.

#### **5. Strategic Goals:**

**5.1** The college aims to achieve a good ranking in the 3<sup>rd</sup> cycle of the NAAC assessment. It also aspires to be in excellence in various rankings done by government and other media and groups like the NIRF.

**5.2** To create a strong academic culture by maintaining prescribed student faculty ratio, excellent learning resources and high quality faculty resources.

**5.3** To develop and nurture student diversity by attracting students from different ethnic groups of the region and also from different parts of the country.

**5.4** The institution aims to develop itself as a centre of excellence in teaching, research, knowledge creation and dissemination, publish a minimum of two publications in national / international / peer reviewed journals by members of each department. The institution aims to focus on creation of patents and intellectual properties in multi-disciplinary fields.

**5.5** The institution aims to maintain the status as one of the premier colleges in Northeast India. It aspires to be a unique institution among the top colleges in the region by concentrating on key parameters like teaching and learning, research, student outcomes, support and progression, outreach programs and its impact, values and perceptions. The realization depends on the achievement of goals envisaged above.

## **6. STRATEGIC ACTION:**

The institution aims at strengthening the administrative process and governance mechanisms by:

**6.1** Appointing active and eminent academicians and guardians' representatives as members of the Governing Body.

**6.2** Proper succession planning and career advancement schemes to maintain smooth transitions.

**6.3** Creating administrative policies ensuring transparency at all levels.



**6.4** Strengthening the HODs for proper functioning of the departments and ensuring that key roles are handled by experienced people.

**6.5** Enriching students' experience through utilizing student centric innovations and developing living environment.

**6.6** Developing a holistic perspective in students through interaction with diverse set of cohorts like students of different streams, staff and faculty members and developing key competencies like leadership, teamwork, community skill and social sensitivity. This will be developed in students by encouraging them to participate in various co-curricular activities and inter-collegiate competitions.

## **7. NEED ASSESSMENT:**

Based on the strategic objectives and goals, the present strengths and necessary add-ons are described as follows:

### **7.1 Academic administration:**

Students are taught according to detailed lesson plans and all head of departments monitor the completion of course through monthly supervision.

Daily attendance register is maintained both for students and staff.

#### **Needs to develop:**

- Online attendance for students.

## **7.2 Infrastructural development and maintenance:**

### **Needs to develop infrastructure for:**

- Administrative block.
- Proper waste management system.
- A new air-conditioned auditorium with a capacity of 1500.
- Solar power plant.
- Rain water harvesting.
- Classrooms.
- Examination block.
- Parking lot for four wheelers and two wheelers.
- Staff quarters.
- Conducting skill based learning.
- Research activities.
- Smart class rooms.
- Wash rooms for students.
- Overhead water tank to cater to the whole campus.
- Strengthening the institution by enhancing the existing capacity.
- Establishing centralised computer facility.

- Strengthening library resource and improve reading room facility.
- Inclusion of ICT in teaching learning process.
- Providing internet access to all students.
- Strengthening and improving automation of administration and examination process.

For monitoring the academic and non academic infrastructure areas, college staff both academic and non-academic is put in charge of the various heads.

### **7.3 Effective Institutional Governance**

- The institution has a duly constituted governing body as per government norms which meet as and when required.
- The institution maintains its financial accounting through annual audits.
- All record keeping and data management are done both manually and computerised mode.

#### **Needs to develop:**

- Complete online data recording and management.

#### **7.4. Stakeholders involvement:**

- At present the college has a policy of involving teachers in management of academic, administrative and financial affairs.
- Students are also entrusted in the management of various social, sports and cultural activities.
- A functional career counselling cell is there to cater to the career needs of the students.
- Students also participate in NSS and NCC activities.

#### **Needs to develop/encourage:**

- Mechanism for the involvement of alumnae in various academic, administrative and financial affairs is to developed.
- Involvement of more students in NSS ad NCC activities.
- Visits by students, in general, to different slums, mental health centres, old age homes, adoption centres etc. in order to generate in them the concept of social responsibility.

#### **7.4 Manpower management:**

The institution has

- Skilled manpower both teaching and non-teaching though their number is not adequate.
- A grievance redressal mechanism both for students and staff members.

#### **Needs to develop mechanism for:**

- Regular Seminars and workshops for training and counselling of both students and staff members.
- Hands on training for teachers to make them ICT enabled.

#### **7.6 Legal compliances:**

The institution has

- A Disciplinary Committee.
- A women's cell to address women's issues.
- A designated officer to deal with legal issues.
- An anti-ragging Cell.
- An Internal Complaint Cell.

#### **Needs to develop:**

- An equal opportunity cell.

## **7.7 Research and Development:**

The college encourages its faculty members to take up research. A number of faculty members carry out research projects under funding agencies like UGC, DST, DBT, SERB etc.

### **Needs to develop:**

- Research facilities for various departments.
- Subscription of quality international journals.
- Industry-institute collaborative research.

## **7.8 Monitoring and evaluation:**

- The institute has financial audit system.

### **Needs to develop:**

- Energy audit mechanism.
- Green audit mechanism.
- Administrative audit.

### **7.9 Supporting students from disadvantaged back grounds:**

- The institute, at present gives free admission to students from BPL category under the Govt. of Assam Directive.
- There is a Student -aid fund that provides aid to needy students.

#### **Needs to develop:**

- Academic and skill training support for economically backward students.
- Proper hostel accommodation for economically backward non-resident students.

### **8. GOALS:**

In accordance to the needs assessment etc., the following are the long term and short term goals of the institution:

#### **8.1 Short-term goals:**

- Implementing the new course structure once the NEP2020 is adopted by the affiliating university.
- Introducing new subjects like sociology, microbiology, geography, education etc. in order to enhance the choice based system.

- Introducing several skill-based add-on courses for enhancing the job and entrepreneurship prospects of the students.
- Overhauling the student database management system in the college for ensuring proper tracking of students' progress and smooth integration into the Academic bank of Credit (ABC) system under NEP2020.
- Upgrading the existing classrooms to state of the art ICT enabled classrooms and smart classrooms.
- Upgrading the laboratories with the latest equipments and facilities for better teaching and learning.
- Constructing a centralised computer centre with at least 200 computers having superfast internet connectivity.
- Constructing a multi-purpose conference hall with the latest facilities for organising programs in blended mode.
- Renovating the Boys' and Girls' common rooms with proper toilet facilities and recreational arrangements.
- Building multi-storeyed boys' and girls' hostels with a capacity of giving boarding facilities to at least 200 students.
- Renovating the existing badminton court.



- Installation of vending machine for sanitary napkins and incinerators in Girls' common room.
- Introducing Day Care services for working parents.

## **8.2 Long term goals:**

- Introducing post graduate courses in various subjects.
- Strengthening the faculty by increasing the number of sanctioned posts, if allowed by the government.
- Enhancing the research facilities.
- Upgrading the college to a autonomous college.
- Constructing a guest house in the college campus for accommodating visiting experts, resource persons and other special guests.
- Constructing staff quarters in the campus.
- Renovating the existing playground to a multi-sport facility.
- Constructing an indoor stadium with provision for several sports.
- Constructing a permanent health centre in the campus with basic healthcare facilities.
- Sponsoring medical insurance of all the staff by tie ups with well-known hospitals.

### **8.3 Goals relating to differently abled students:**

- Necessary training should be given to the faculty members to teach differently abled students.
- Infrastructure development for differently abled students.
- Proper allocation needs to be made in the time table for the differently abled students.
- Proper training should be given to instil
  - i) Behaviour management and develop social skills.
  - ii) Instructional management.
- Develop areas for the interaction between differently abled students and ordinary students.
- Encourage them to participate in sports and cultural activities.
- Provide provision for counselling for parents.
- To bring out the inherent talent in them.

### **8.4 Goals relating to library:**

- Installation of RFID technology.
- Digitalization of manuscripts available in the Manuscript Resource Centre.

- Collaboration with the NIT, Silchar and other college libraries of Barak valley.
- Increase and enrich the digital resources in the library.
- Increase the capacity of the reading room.

### **9. INSTITUTIONAL PEDAGOGICAL APPROACH PERTAINING TO NEP2020**

The New Education Policy was released under the Government of India's Ministry of Human Resource Department (MHRD) on 30 July 2020. With the motto of Educate Encourage Enlighten, this is the first education policy to be released in the last 34 years in India. The aim of the policy is to prepare the children of India with 21st century skills. The policy is founded on the three pillars of Research, Innovation, and Quality, with the objective of developing India into a knowledge superpower.

For effective adoption and implementation of NEP2020, Gurucharan College, Silchar has prepared an IDP according to which the Pedagogical approach of the college will lay emphasis on achieving the broad objectives of NEP2020. The goal would be to create a strong academic culture through the following strategies and action:

**9.1 Strategy:** Through pedagogical innovation enriching the students experience by immersive learning, student centric pedagogy and living environment.

**Action:** In Gurucharan College, a teacher having specialization in a particular subject/area will be encouraged to integrate different subjects and acquire a comprehensive outlook to inspire students to think beyond his/her subject.

A teaching philosophy based on holistic approach of Immersive Learning Pedagogy will be formulated along with strengthening innovative efforts for the teaching model and using more of interactive methodologies, tools and technologies aimed at improving the learning process of students.

In G.C. College, emphasis will be laid on imparting skill development among the students. Key competencies like Leadership Quality, Teamwork, Communication Skill, Social Sensitivity etc. will be developed in students by giving them opportunities to participate in various extra-curricular events and intercollegiate competition.

**9.2 Strategy:** Harness technology to develop teaching and learning.

**Action:** GC College teaching staff will be encouraged to use new digital technologies for imparting online teaching and proper training facilities will be

provided to those teachers who are not accustomed to online mode of teaching.

**9.3 Strategy:** To promote and enable ambitious research of exceptional quality.

**Action:** Ambitious discovery led research undertaken to the highest standard of rigor and integrity has the potential to create the greatest impact. G.C. College will provide its researchers the freedom to investigate problems of significance - whether their work is curiosity driven or challenge led. College will strive relentlessly to lead research agenda across the sciences, social sciences and humanities and to convene multidisciplinary teams to address the most significant problems facing the world today.

**9.4 Strategy:** To build a stronger and more constructive relationship with local and regional communities.

**Action:** G.C. College believes that, it is vitally important that the teaching institute benefit local citizens. The College will aim to provide gateways for public engagement with the research and teaching in the institution via exhibitions, public education, and outreach programs. G.C. College is committed to working in partnership with other organisations to increase cultural, societal and economic impact at both local and regional levels. The

college aims to reach out to non-traditional learners by offering flexible and blended (digital and traditional) learning.

**9.5 Strategy:** Proper execution of Governance, Leadership and Management target.

**Action:**

- i) A fully automated Management Information System to be developed.
- ii) Faculty development programs for teachers and Refresher courses for teaching and non-teaching faculty to be held.
- iii) Quality maintenance policy in staff recruitment to be followed. Thus facilitating various quality initiatives, leading to achieving more quality standard. Enhancing involvement of Alumni.
- iv) Ensuring transparency in Financial Audit.

**9.6 Strategy:** To engage with the public and policymakers to encourage the widest possible use of institution's research and expertise.

**Action:** Working in partnership with government, business, cultural organisations and others, college will look to inform the public about research findings, focusing attention on the issues of greatest social importance and seeking to embed high-quality and innovative public engagement as an integral part of the institution's research, culture and practice.

## **10. Funds and Resources:**

The college gets its funds under the following sources:

- i) Government: Salary of both permanent teachers and non teaching staff.
- ii) Students' admission fee.
- iii) RUSA grants.
- iv) Various research grants.

The college has already undertaken various development projects using funds under RUSA. Consequent on receiving further funds from various agencies, the college aims at carrying out its aims and objectives to strengthen its position as a premier institution that caters to the needs of the society and fulfils its dreams and aspirations.

  
Principal  
G.C. College, Silchar

Chairman,

Task Force (construction of IDP)

Dr. Bibhas Deb

Principal,

G.C. College

Silchar -4

Assam





Convenor,

Task force (construction of IDP)

Dr. Gopa Singha

Associate Professor, Dept. of Statistics

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