INSTITUTIONAL DEVELOPMENT PLAN

GOLAGHAT COMMERCE COLLEGE

Jyoti Nagar, Golaghat, Assam 785621

https://golaghatcommercecollege.org

PREFACE

The Golaghat Commerce College of Assam is one of the premiers in implementing the National Education Policy (NEP) 2020 in a phased manner. The Comprehensive Roadmap for Implementation of NEP by the Task Force involved series of discussions with all the departments of the institution and in receipt of suggestions from the affiliating University. We are grateful to each member of the Task Force for her/his exceptional contribution. Based on the Comprehensive Roadmap devised by the Task Force, I discussed the NEP-2020 plan with the Coordinator, IQAC to prepare "Strategic Action Plan and Goals for Implementation" with short-term and long-term goals to achieve the targets in a phased manner. We are of the strong view that the projected goals shall pave the way for excellence in academic, research and innovative initiatives of the College. For the desired outcomes, the progress of the phased implementation will be assessed periodically, and if need arises, targets may also be reviewed and revised. I am indebted to the esteemed members who worked for planning and execution of NEP-2020 at our College. Last but not the least; it is pertinent to mention that the suggestive Action Plans and Goals for the selected aspects are primarily based on the NEP-2020 and Comprehensive Roadmap devised by the College for implementation of the Policy. In case of any unintended deviation or ambiguity, the original document of NEP and the Roadmap approved by the Higher Authorities shall prevail.

Dr. Utpal Sharma
Principal and Chairperson, Task Force
Golaghat Commerce College

MESSAGE FROM THE PRINCIPAL

In the Indian Higher Education System, the initiation of National Education Policy (NEP 2020) is one of the notable milestones. At Golaghat Commerce College, there is a collaborative effort in order to understand, plan and execute the Policy for realising its benefits keeping in mind the larger interest of our stakeholders. Presently, the active stakeholders of the college are in the process of implementing the Policy in a phased manner. To reach up to this level, the NEP-Task Force of the college has worked persistently and prepared the comprehensive roadmap to implement the Policy. We are highly indebted to the members of the statutory bodies, all the esteemed members of the NEP-Task Force as well as the faculty, staff and students for their support and guidance.

Having adopted the Comprehensive Roadmap for the Implementation of NEP-2020, it was realized that we should further work on the strategies enlisted in the Comprehensive Roadmap for better lucidity of all the major aspects. We hope to execute NEP 2020 in our institution in a phased manner. For this the best effort will be given to adhere to our goals and plan of action as far as possible.

Having this Plan of action in hand, we are self assured that the college will try every possible way in order to materialise this Policy and come up as one of the institutes to implement NEP 2020 in its best way.

Principal
Golaghat Commerce College
Golaghat, Assam, India

Dr. Utpal Sharma
Principal,
Golaghat Commerce College

NEP TASK FORCE

Dr. Utpal Sarma , Principal and Chairperson	
Dr. Pranjal Pratim Dutta , Coordinator , IQAC	
Dr. Nabami Gogoi, Coordinator	
Mr. Arindam Bora, Member	
Mrs. Nandini Baruah, Member	
Dr. Biman Arandhara, Member	
Dr. Chinzakhum Vaiphei, Member	

ABOUT THE COLLEGE

The Golaghat Commerce College, a premier institution of Higher Education in the district of Golaghat, Assam came into existence in 1972. It was in fact the brainchild of its founder Principal, Late Punaram Neog. He along with some other visionary social workers belonging to different spheres of the society felt the emerging pressure of acute unemployment in the state. They had the foresight to realize that unless some entrepreneurs are produced, the problem of unemployment and resulting decay of rural economy might give birth to subversive ideas in the minds of the youth, which in turn can lead to social disintegration. Thus, basically with a view to boosting the rural economy of the district by producing a group of entrepreneurs and employable graduates for a few government as well as private jobs available at that time, the college was initially established only with the donations of the public and was rightly christened as Golaghat Commerce College to send the message that it was a people's college- the college of the people of Golaghat.

Vision

- Be recognized as a global inter disciplinary centre of excellence in Sustainable development, with path breaking research in economy, society and ecology.
- Integrate knowledge and skills to generate employable graduates.
- To develop a quest in students and staff members to continuously work for the betterment of life on earth.

Mission

- Enrich Learning, Enhance Competencies and Transform Lives.

Core Values

- Freedom of Thought and Expression
- Empowerment of the marginalized
- Perspective and Diversity
- Honesty and Integrity
- Collaboration and Public Engagement
- Support to Learners
- Implementing Sustainable Practices

SWOC MATRIX FOR GOLAGHAT COMMERCE COLLEGE

Strengths:

- Started in 1972, Golaghat Commerce College is one of the premiere Commerce education institutions in the state of Assam and the goodwill acquired by the college over the years is a permanent strength.
- The institution has a very vibrant and academically oriented faculty.
- The college has PG courses in both Commerce stream and Arts stream.
- The college has Language Lab, Geography lab, Education Lab, Soil Testing Lab and video conferencing facility. It has Museum, fully automated Library, Rain Water Harvesting, Solar Energy, Multi Gym, Bio Gas, Day Care Centre, Mental Health and Wellness Centre and various facilities for Divyangjan.
- Well ventilated ICT enabled classrooms, seminar halls, conference hall, auditorium and library.

- Well maintained Botanical Garden with vegetables, medicinal, ornamental plants, provides aesthetic satisfaction.
- Cooperative and devoted nonteaching staff.
- The college has institutional subscription to plagiarism software White Smoke.
- The college has registered Alumni Association.
- The alumni of the college serve in various capacities as entrepreneurs, advocates, academics, journalists, civil servants, writers, activists, political leaders and social workers.
- The college is registered under Unnat Bharat Abhiyan (UBA) programme of MHRD.
- The college constantly engages in community linkage programmes.

Weaknesses:

- Deterring socio-economic condition of the students comes on the way of their learning process.
- Limited academic flexibility since the institution is implementing university curriculum.

Opportunities:

- College seeks to strengthen the quality of community outreach activities planned in collaborations with industries.
- Technology mediated teaching and learning offers opportunities for evolving flexible curriculum.
- To improve Add on courses and other post-graduation courses to make students confident and knowledgeable for getting placed.
- The college has collaborated with North Eastern Tea Association (NETA) and Assam Start-up - The Nest, an initiative of the Government of Assam to promote entrepreneurship and the growth of start-up culture in the state.
- The college publishes an ICSSR Sponsored Peer reviewed journal Research Promoter where students are encouraged to publish research articles on entrepreneurship and allied areas.
- Vocational Courses can be offered to enhance students' employability.

Challenges:

- Delay in sanctioning of vacant posts by the government is a hurdle.
- Often the students coming from vernacular background lack proper communication skills.
- Students are yet to have many choices of subjects as expected from the CBCS curriculum leads to getting admitted in the institution having more choices.

- Unemployment has become a threat to the traditional learning without having practical exposure in the curriculum. Students passing from the institution through general Arts and Commerce modes get limited employment opportunity.
- The full potential of Alumni is yet to be tapped so far as more developmental work is concerned.
- The college needs to introduce more skill-oriented programmes to cater to the social needs.
- Implementation of New Education Policy 2020.

Goals:

1. Golaghat Commerce College aims to be in the top 100 colleges as per the NIRF Ranking by 2026. The college aspires to be in the top 100 colleges in the country in various rankings done by government and other media and organizations.
2. Creating a strong academic culture with high student-faculty ratio (1:15), excellent learning resources, skill and attribute-based curriculum and high-quality faculty resources.
3. Develop and nurture student diversity by attracting students from various parts of the country. And thereby develop an environment of global mix of learners. Golaghat Commerce College endeavors to strengthen faculty diversity by inviting guest faculties through faculty development programs.

ACTION PLAN TO REALIZE STRATEGIC GOALS

Goal 1: Golaghat Commerce College aims to be in the top 100 Colleges as per the MHRD Ranking by 2026.The college aspires to be in the top 100 colleges in the country in various rankings done bygovernment and other media and organizations.

According to NEP 2020, Colleges are envisaged to have a large scale of operations focusedon research and learning. In the Institution focus will initially be given on its teaching and learning competency and gradually attention will be shifted to a research focused college. The achievement of other goals envisaged in this IDP will determine the execution of Goal 1.

The action plan focuses on creating a governance and administrative structure than can facilitate the realization of IDP goals.

- ➢ **Strengthen the administrative process and governance mechanisms benchmarking with top colleges of the country through**
    - Active governing body consisting of eminent academicians and industrialists.
    - Proper succession planning and career advancement schemes that enable smoothtransitions in the top management positions.
    - Creation of administrative policies and ensuring the transparency and ownership ofthese policies at all departments of the college.

- ➢ **Strengthening the HODs through delegation and proper authority and allocation**
    - Ensure that key roles are handled by people with experience and competency through transparent and efficient CAS and recruitment wherever deemed necessary.

    - Golaghat Commerce College already has tie-ups with more than 20 Firms, Organizations, Institutions etc. across the country. The Institution will strengthen the Industry-Academia, Entrepreneurship Development, Student Welfare relations with more manpower and resources to foster new tie-ups with reputed agencies.

- ➢ **Strengthening the student diversity and thereby creating an atmosphere of excellent learning through**

    - Proper metrics that will be developed for evaluation of the relationship in terms of faculty exchanges and student exchanges.

    - Encouraging the departments to identify areas where global linkages can be utilized.
    - Ensuring that proper feedback would be given on the performance of the learners on their learningoutcomes.
    - Golaghat Commerce College wants all departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.

Goal 2: Creating a strong academic culture with high student-faculty ratio (1:15),

excellent learning resources, skill and attribute-based curriculum and high- quality faculty resources

➢ NEP has put focus on skill development among the student community. Golaghat Commerce College would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. The Institution believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions.

➢ The institution will increase faculty engagement with students aimed at augmenting the students' life-transforming experience and favouring the development of their abilities, skills, and competencies through the effective mentoring program. The College will invest in training its faculty members to become excellent mentors for our students thereby enriching the student's life at Golaghat Commerce College.

➢ Golaghat Commerce College commits to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimedat improving the learning process of students.

➢ Fine-tuning of the number of faculty in terms of the number, quality and competency of the learners. We will ensure that all departments under Golaghat Commerce College would have an adequate number of faculty resources to pursue teaching and research.

➢ MOOC is a game- changer in the delivery of education. Golaghat Commerce College has introduced MOOCs programs for internal and public consumption.

➢ Create an effective Information Technology (IT) platform and infrastructure that support the college.

Goal 3: Develop and nurture student diversity by attracting students from various parts of the country. The Institution also endeavors to strengthen faculty diversity by inviting guest faculty members from across the country

The dream of Golaghat Commerce College Management is to make Golaghat Commerce College an international hub for higher learning. We realize that it takes a lot of effort and investment to realize this dream. The Institution wants to sustain the momentum and build on the solid foundation that is created.

➢ Golaghat Commerce College will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes canteen facility which supports the diverse culinary needs of the members, facilitation of accommodation of faculty members who relocate to Golaghat Commerce College from other parts of the country.

➢ The institution will ensure that all departments will give appropriate attention and focus on increasing the diversity through effective monitoring. The departments will includediversity as an important pillar in their strategic plan.

➢ Necessary infrastructure would be developed to support the internationalization of the various programs.

➢ Golaghat Commerce College would encourage its faculty members to develop competencies required to teach in a globally recognized institution.

➢ Golaghat Commerce College will encourage inter-departmental collaboration in Researchand Publication.

➢ Golaghat Commerce College would encourage each department to have their own journal and ensure that it matches international standards.

Goals: Long-term (15 Years)

- Aim to become multidisciplinary institutions by 2037.
- Tie-ups with international universities for collaborative academic and research programmes.
- Establishment of advanced Incubation Centres and technology development centres in frontier areas of research/ innovation with greater industry academic linkages.
- Achieving 50 per cent Gross Enrolment Ratio (GER) in higher education including vocational education.
- To introduce Science Stream and Integrated B. Ed.
- Implementation of the remaining targets relating to Research, Innovation and Ranking as envisioned in NEP-2020.

Action Plan for Time Line (2022-2036)

College's strategic plan has developed in the line of National Education Policy- 2020 and it will cover the 15-year period from 2022 to 2037. In order to sustain the vision of college, following objectives have been formulated:

Funding & Economic Development	• To identify alternative funding streams, improve internal financial management tools and enhance instructional delivery models to increase revenue and reduce costs. • To manage our financial resources to ensure the long-term sustainability of the college. • To contribute in economic development and strengthen community partnerships.
Career and Talent Development	• To assist for creating brand identity and an outreach plan that inspires collaboration among faculty, employers and alumni to empower student career, talent development and life skills. • To cultivate employer relationships across multiple industries/ institutions.
Holistic and Multidisciplinary Education	In tandem with the NEP, our faculty is engaged with the University in the framing of syllabi of newly introduced CBCS system. Moreover, different programs in connection with NEP have been organized in the institution. In future more programmes related to NEP would be organized. The college aims- • To provide high-quality multidisciplinary and cross-disciplinary teaching and research across fields • To upgrade existing system into multidisciplinary university • To promote cultural programming (arts, international, diversity, etc.) that encourages students, faculty and staff to actively engage with and understand different cultural viewpoints. • To assure the holistic education serve among all students
Academic bank of credits	• It is hoped that through the implementation of NEP, students can avail a smooth Academic Bank of Credit

(ABC)	**(ABC) process on the courses offered by the college.** • **The institution is going to create an ABC with the application of adequate software for the transfer of credits gained by the students. Students will also have multiple entry and exit option as per their requirement.**
Enhancing the Quality of Education	• **To accelerate in the areas of teaching excellence and intellectual discovery.** • **To develop academic master plan.** • **To align student recruitment, 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.** • **To examine the courses to determine the best strategy for improving course outcomes, achieving success and providing access to appropriate academic support.** • **To increase the Gross Enrolment Ratio in Higher Education including vocational education from 26.3% (2018) to 50% by 2035.**
Excellence in research	• **To promote and enable ambitious research of exceptional quality.** • **To enhance faculty and student-faculty collaborative research, scholarship and creative activities that are externally validated through peer review and supported by grants.** • **To create public and private partnerships through which faculty and students will engage in research, scholarship and creative activities.** • **To develop specific hand holding mechanisms and competitions for promoting innovation among student communities.**
ICT integrated campus and Smart learning resources	• **To develop venture for Open Distance Learning (ODL) and online programmes.** • **To develop hybrid and blended learning environment for teaching and learning.** • **To incorporate technology- driven teaching methods and approaches to learning.** • **To augment innovation activities and foster the entrepreneurial environment for staff and students.** • **To enrich information technology capability to enhance the quality of research, teaching, learning,**

	assessment and to streamline administrative processes. • To establish ultra-smart Library and Laboratories.
Brand identity	• To increase the number of students engaged with research, scholarship and creative activities within and beyond the class-room. • To assist students in becoming more independent, self-confident and effective learners who disseminate knowledge innovate and solve problems creatively.
Ensure administrative efficiency	• To ensure administrative and account office automation. • To develop transparent eco-system of campus.
Alumni Engagement	• To develop alumni network by re-engaging the GCCAA (Golaghat Commerce College Alumni Association) family. • To avail funding for restructuring various academic aspects.
Community Participation & Social Outreach	• To offer competency-based education (CBE) programs to prepare them for employment or advancement in current and future job markets. • To develop partnership with local and state agencies to harness various funds for economic and workforce development. • To establish a Community Outreach centre to improve the health, vitality and economic sustainability for the institution. • To foster literacy and adult education programs; competency-based and online program options; interdisciplinary team- teaching; and degree and certificate options in a variety of disciplines forlocal communities. • Strengthening existing innovation, incubation and start-up programmes.
Funding & Economic Development	• To identify alternative funding streams, improve internal financial management tools and enhance instructional delivery models to increase revenue and reduce costs. • To manage our financial resources to ensure the long-term sustainability of the college. • To contribute in economic development and strengthen community partnerships.

UPCOMING INSTITUTIONAL PRIORITIES

➢ Commitment to Excellence

➢ Accountability and Transparency

➢ Implementation of development plan

➢ Reforms in directions with NEP 2020

ACTIVITIES ON NEP 2020

Title of the Program/ Event	**National Webinar on "Higher Education Revolution: Reflections on National Education Policy, 2020"**
Organizer	**IQAC, Golaghat Commerce College**
Resource Person	**Dr. Shakila Shamsu, Formerly OSD NEP, Secretary to the Draft NEP** **Dr. Rohit Dwivedi, Associate Professor, IIM Shillong** **Mr. Augustine Ngatuba, NE India Regional Lead, Quest Alliance**
Date	20th August, 2020
Time	**11.30 am to 1.00 pm**
No. of Participants	635
Link to Youtube	https://youtu.be/gyzsohLHTuc

A Webinar on "Higher Education Revolution: Reflections on National Education Policy, 2020" was organized by Internal Quality Assurance Cell, Golaghat Commerce College on 20-08-2020. Dr. Shakila Shamsu, Dr. Rohit Dwivedi, Mr. Augustine Ngatuba were the resource persons for the said webinar. Realising the significance of creating awareness and understanding the key concept of the National Education Policy, 2020, the institution resorted to online mode during the pandemic and organized the webinar. A total of 635 participants attended the webinar from the comfort of their home and were enlightened on National Education Policy, 2020.

NATIONAL WEBINAR
on
"Higher Education Revolution: Reflections on National Education Policy, 2020".

The announcement of the aspirational National Education Policy, 2020, has paved the way for a Higher Education revolution in India.

Consequently, there is an immediate need to understand how best the policy has addressed the requirements and demands of the higher education sector and what are the challenges to implement the policy in letter and spirit. The proposed event has been curated with the goal of bringing together experts from the Draft Committee NEP 2020, academia and the industry who would provide critical insights into the policy from different perspectives.

The rapid pace of change around the globe has compelled the government, the academia and the industry to function in sync with each other to address some of the major challenges of the higher education landscape.

Join the National webinar on National Education Policy, 2020 and our esteemed panellists in this endeavour to look closer and evaluate the fine-print of this breakthrough development.

ORGANIZED BY :
Golaghat Commerce College
in association with
Internal Quality Assurance Cell

Register Online :
forms.gle/i5bHWt5EDjP3GL8A6
Date : 20th August, 2020
Time : 11.30 am - 1.00 pm

Inaugurator

Mr. Paresh Saikia
Principal i/c
Golaghat Commerce College

Moderator

Dr. Jiban Jyoti Kakati
Associate Professor, Dept. of English
IQAC, Coordinator

PANELLISTS

Dr. Shakila Shamsu
Formerly OSD (NEP)
Secretary to the Draft NEP
Dept. of Higher Education,
MHRD, New Delhi

Mr. Augustine Ngatuba
North-East India Regional Lead
Quest Alliance

Dr. Rohit Dwivedi
Associate Professor,
IIM, Shillong

E-CERTIFICATES WILL BE PROVIDED TO THE PARTICIPANTS

NO REGISTRATION FEE REQUIRED

Organising Committee

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Mr. Anupal Goswami
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E-mail ID

gccwebinar2020@gmail.com

Streaming Platform

zoom

NATIONAL WEBINAR

ORGANISED BY
DEPT. OF MATHEMATICS & STATISTICS
IN ASSOCIATION WITH IQAC,
GOLAGHAT COMMERCE COLLEGE

ON

"Re-emergence of Liberal Education: A Focal Point in the NEP-2020"

21st AUGUST 2021   **4.30 pm onwards**

INAUGURATOR

RESOURCE PERSON

DR. UTPAL SARMA

PRINCIPAL
GOLAGHAT COMMERCE COLLEGE

PROF. ALAK K BURAGOHAIN

CHAIRPERSON (Academic)
THE ASSAM ROYAL GLOBAL UNIVERSITY, GUWAHATI
& FORMER VICE CHANCELLOR,
DIBRUGARH UNIVERSITY

COORDINATORS:

Dr. Karabi Devi, HOD
Dr. Laba Handique
Dept. of Mathematics & Statistics
Golaghat Commerce College

Dr. Pranjal Pratim Dutta
Coordinator, IQAC
Golaghat Commerce College

LINK TO REGISTER:

https://forms.gle/vJAJNYaMJxFvJgxA7

NO REGISTRATION FEE REQUIRED
E- Certificates will be given to partcipants

Contact us:
94353-25152, 60032-73473

Office of the Inspector of Colleges
DIBRUGARH UNIVERSITY
Dibrugarh: Pin – 786004: Assam.

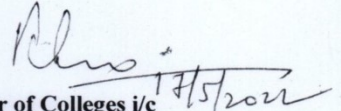No. DU/IC/2022/Meeting(Principal)/1339   Date: 17/05/2022

NOTIFICATION

A meeting of the Principals of Affiliated/ Permitted General Degree Colleges is convened at Rangghar Auditorium of the Dibrugarh University on 2nd of June, 2022 at 11:30 AM., which will be chaired by the Hon'ble Vice-Chancellor, D.U. All the Principals are hereby requested to attend the meeting.

AGENDA

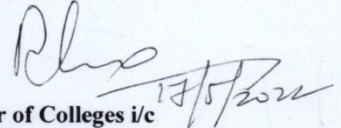1. Implementation of NEP, 2020 in the colleges.

The Principals may kindly submit suggestions briefly in writing, relating to relevant issues if any.

Issued with due approval.

Inspector of Colleges i/c 17/5/2022
Dibrugarh University

Inspector of Colleges i/c
Dibrugarh University
Dibrugarh, Assam - 786004

Copy to:

1. The Hon'ble Vice-Chancellor (i/c), D.U. with a request to kindly Chair the meeting.
2. The Registrar, D.U. with a request to kindly attend the meeting.
3. Prof. Kalyan Bhuyan, Director, IQAC with a request to kindly attend the meeting.
4. The Controller of Examinations, D.U. with a request to kindly attend the meeting.
5. The Jt. Registrar (Academic), D.U. with a request to kindly attend the meeting.
6. The Joint Controller of Examinations (C), D.U. with a request to kindly attend the meeting.
7. The Dy. Controller of Examinations [A/B(i/c)], D.U. with a request to kindly attend the meeting.
8. The University Engineer, D.U. for information with a request to take necessary action, please.
9. The Estate Officer, D.U. for information with a request to take necessary action, please.
10. The Programmer, D.U. with a request to kindly upload it in the University website.

Inspector of Colleges i/c 17/5/2022
Dibrugarh University

Inspector of Colleges i/c
Dibrugarh University
Dibrugarh, Assam - 786004