

INSTITUTIONAL DEVELOPMENT PLAN

2024-25 TO 2033-34



DULIAJAN COLLEGE, DIBRUGARH, ASSAM

duliajancollege@yahoo.com

DULIAJAN COLLEGE AT A GLANCE:

- Name: Duliajan College
- Address: Joya Nagar, Duliajan, Dibrugarh, Assam
- Mail.ID: duliajancollege@yahoo.com
- Website: <https://www.duliajancollege.in>
- Year of establishment: 1969
- Institutional status: Government aided
- Program offered: Undergraduate as per CBCS and NEP2020
- B. Sc. (Botany, Chemistry, Computer Science, Mathematics, Physics, Zoology)
- B. Com. (Accounting & Finance, Marketing Management and Banking & Insurance)
- B. A. (Assamese, Bengali, English, Economics, Education, Geography, Hindi, History, Psychology, Sociology and Mathematics)

About Duliajan College:

Duliajan College is located at a beautiful site with its glory and radiance in the heart of the oil township of Duliajan amidst oil and gas fields, sprawling greenery of the surrounding tea gardens and cultivation lands. This premier institution of higher education was started on the 1st August 1969 to cater the needs of quality education in the locality. Since its inception, the college has been blossoming to be the foremost institution of higher education in the easternmost region of the country.

The College is permanently affiliated to Dibrugarh University and approved under sections 2 (f) and 12 (B) of the UGC Act, 1956, in the years 1986. The college boasts of a vibrant environment through participative and decentralized involvement of students, teachers, alumni, guardians, retired teachers and local community in various perspectives and activities. It has already been assessed and accredited by NAAC thrice during 2005, 2010 and 2023 obtaining scores of 76, 2.81 and 2.59 respectively, and being placed in the

B+, B and B+ grade in the 1st, 2nd and 3rd cycle respectively.

Vision:

The college has a vision of imparting value based quality education to the learners. Being situated in a rural locality, about 80% of the students hail from rural areas with very weak financial and academic background as well as poor academic base. So, the college undertakes all possible measures to uplift academic as well as extra academic performance of such students.

The college also has the vision to be a regional leader in imparting value-based quality education and empower individuals to become self reliant, caring and responsible global citizens with a lifelong zest for learning and self employment.

Mission:

- To promote a college community, society and nation where spiritual, moral and genuine human values are lived and witnessed to.
- To contribute to the transformation of society through openness to reality and living the challenges of being socially conscious and socially responsible.
- To promote gender equality and empower women to have equal rights, conditions and opportunities, and the power to shape their own lives and contribute to the development of society.
- To promote inter-cultural and inter-religious harmony and communion through promoting genuine dialogue in an atmosphere of respect and openness.
- To facilitate leadership among the students enabling them to be genuinely compassionate, pro- actively enthusiastic, spiritually and socially responsible towards the society and the nation.
- To promote extra-curricular and co-curricular activities simultaneously with curricular activities for all round development of the students.
- To develop a transparent and responsive administration in order to develop a hassle free and friendly environment in the college.

AIMS AND OBJECTIVES OF THE INSTITUTIONAL DEVELOPMENT PLAN

The primary objective of an Institutional Development Plan (IDP) is to improve the overall quality and effectiveness of the institution by enhancing facilities, improving research and community outreach, and fostering a supportive learning environment. The Internal Quality

Assurance Cell (IQAC) of the college has undertaken the mission of designing the Institutional Development Plan for a period of ten years commencing from 2024-2025 to 2033-2034 for development of the college.

Institutional Strength:

- Duliajan College is the oldest HEI in Duliajan with an experience of five and a half decade of imparting quality learning in the field of higher education.
- 18 departments are offering a number of UG, Add-on, Diploma, Certificate and Higher Secondary programmes.
- Two open and distance learning (ODL) study centers in the college is catering the need of higher education of the employed people as well as poor aspirants of the locality.
- The students excel beyond classrooms, participating in co-curricular and extra-curricular activities by joining various societies and developing organizational skills and spirit of teamwork.
- Environmentally sustainable practices of waste management through in-house composting.
- Gender-sensitive education is at the heart of Duliajan College. The Internal Complaints Committee, Women Cell of Duliajan College, Women cell of Duliajan College Teachers' Unit, Equal Opportunity Cell, Well Being Oasis Club provide support to all students and create a safe and enabling space for women empowerment.
- The college fosters and encourages research and innovation among the students and faculties through several programs, including publication of Students' research journal, the college's interdisciplinary peer-reviewed research journals, and constituting a dedicated Research Development Cell (RDC).
- Academic collaboration with a number of institutions for student and faculty exchange programmes.
- Well-equipped Gymnasium, Indoor Stadium, Play Ground and Auditorium catering to the needs of both institutional as well as neighbourhood community.
- One botanical garden, one fruits garden and one virgin micro-forest are a catering the need of germplasm conservation of economically important as well as medicinal plants and herbs.
- Almost zero incidences of ragging, gender-based violence and other forms of student unrest or protests.
- Active NSS and NCC units involving the students in different in-house and outdoor community services.

- With strong emphasis on timely delivery of curriculum, Duliajan College ensures an effective student-centric teaching-learning environment. It focuses on dialogical learning, continuous assessment, mentoring and a regular feedback mechanism.

Institutional Weakness:

- Although the college has classrooms with ICT-enabled facilities, improvement with this facility is needed.
- Lack of large size well equip seminar hall
- Lack of PG courses
- Less focus on add-on as well as skill development courses.

Institutional Opportunity:

- To establish a formal linkage with Oil India Limited, a premiere oil and gas exploration company located at Duliajan as a part of the Industry – Academia linkage in order to avail the financial and HR support to run various vocational courses relevant to the Oil industry and infrastructural facilities to support the academic activities of the students.
- There is immense scope to strengthen waste management initiatives and programs, recycling and compost units, and water recycling.
- To enhance the use of renewable solar energy in the College campus.
- Project-based learning in UG programs provides opportunities for Duliajan College to focus on research, innovation and entrepreneurship. Duliajan College will provide a sustained platform for research publication to faculty and students by launching peer-reviewed Scopus-indexed research journals.
- Duliajan College will strengthen its placement cell by enhancing career counseling programs and placement strategies for increased employability.
- Duliajan College will focus on skill enhancement and add-on certificate courses for capacity building.

Institutional Challenges:

- To meet the deficit of adequate academic staff in a number of departments for smooth running of various programs from limited internal resources of the college.
- The higher education system in the country is undergoing unprecedented transformation and to keep up with the pace, there has to be adequate infrastructural

development. Though the college has laboratories of different departments, there is a need of modernization of these with new infrastructure and sophisticated instruments.

- Necessity of more boys' and girls' hostel
- To arrest migration of students to other parts of the state and country.
- To upgrade infrastructural facilities in different academic departments to PG level with up to date research facilities.
- To become an autonomous institution in the future.
- To generate revenue through proper utilization of existing resources.

IDENTIFY INSTITUTIONAL GOALS:

LONG TERM GOALS:

Student Support and Development:

- Enhance the scholarship system to ensure financial support for deserving students.
- Improving alumni engagement.
- Establish industry-academia partnerships to offer skill development programs, internships that enhance students' employability.
- Implement comprehensive wellness support systems that are required to ensure students' physical health and emotional wellness and recreational activities to promote holistic development of the students.

Research Ecosystem Enhancement:

- Establish a central research centre/laboratory to felicitate the students and faculties for multidisciplinary research.
- Initiatives to obtain research grants from different funding agencies.
- Encourage faculty to take up inter-disciplinary, collaborative and participatory research.
- Provide small scale research grants and infrastructural support to faculty and students for research.

Community Engagement and Outreach:

- Organize activities - medical camp, blood donation camp, promoting village sports, educating rural students with the help of other NGO/institutions.
- To establish linkages with socio-cultural organizations for student oriented skill development programmes.
- Organize workshops, awareness programs to promote civic engagement and environmental sustainability.

Infrastructure:

- **Academic:**
 - a. Offering new programmes like integrated B.Ed and other UG programme as per requirement of NEP in all the subjects.
 - b. Convert into autonomous institute of higher education.
- **Physical:**
 - a. Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same.
 - b. Providing 100% ICT enabled classrooms for teaching-learning.
 - c. Construction of a ICT enabled Conference/Seminar Room with more than hundred seat capacity.
 - d. Construction of an Open Air Theatre.
- **Digital:**
 - a. Develop a fully automated Management Information System.
 - b. Modernization of computer labs and fully automated library.
 - c. To increase the assistive technology and facilities- accessible website, screen reading software, mechanize equipments for Divyangjan

Environmental Sustainability:

- To develop facilities for solid waste management and conservation of rain water.

- The College shall enhance renewable solar energy by installing solar panels.

SHORT TERM GOALS:

1. Curricular Planning and Implementation:

- To introduce new career-oriented short term courses
- To encourage students to undertake projects & field study.
- To provide financial assistance for field studies.
- Regular obtaining of feedback from all stakeholders, analyzes, and initiates actions.
- To conduct academic audit on a periodical basis

2. Teaching- Learning and Evaluation:

- To continue the special measures such as remedial classes, peer learning classes and mentoring program for the students.
- To organize counseling programs for students to appear in the PG entrance examinations- CUET, JAM etc.
- Increase the number of ICT enabled classrooms.
- Strengthening the peer mentorship program.
- Held parent-teacher meeting in all departments regularly.
- Development of formal feedback mechanism from the parents
- Strengthening the pedagogical approaches – group learning and teaching, peer teaching, game based learning and technology based learning.
- Invite parents on celebrations of special events
- Felicitation of parents of the rank holder/ meritorious students
- Introducing Language Proficiency Courses.
- Introducing teaching and writing examination in Bharatiya Bhasas
- To encourage the teachers to attend FDP/RC/OC/STC

3. Research, Innovation and Extension:

- Initiatives to obtain research grants from different funding agencies.

- Encourage faculty to take up inter-disciplinary, collaborative and participatory research.
- To provide small scale research grants to faculty members for action based research.
- College shall continue promoting collaborative research associations with universities, industries and institutes.
- Promote research publication of faculties in indexed research journals
- Establish a central research centre/laboratory to felicitate the students and faculties for multidisciplinary research.
- Organize activities - medical camp, blood donation camp, promoting village sports, educating rural students with the help of other NGO/institutions.
- To establish linkages with socio-cultural organizations for student oriented skill development programmes.
- To felicitate the author of research article with highest impact factor.
- Encourage the students' research endeavor and publish research articles in the students' research journal.

4. **Infrastructure & Learning Resources:**

- To increase the number of ICT enabled classrooms.
- To increase the number of computers.
- To increase the total number of classrooms.
- To increase the facility of Divyangjan friendly washrooms
- Construction of a ICT enabled Conference/Seminar Room with more than hundred capacity.
- Construction of an Open Air Theatre.
- Development of Teachers' Common Room
- To increase the assistive technology and facilities- accessible website, screen reading software, mechanize equipments for Divyangjan
- Up gradation of e-centre of the college
- Augmentation of old classrooms with all the modern facilities.
- To initiate a language lab
- Fully digitization of central library
- Renovation of the college auditorium.

5. **Student Support and Progression**

- To increase the financial assistance under Students' Aid Fund provided to

students with poor financial background.

- Strengthen the Career Counseling and Placement cell.
- Reader club for Competitive Exam Students.
- Organize mock interviews and offer soft skill training courses to the needy students.
- Strengthen the competitive examination cell.
- Organize campus events focused on placements
- Special infrastructural facilities for specially challenged (Divyangjan) students.
- Strengthen the alumnae network to provide mentorship, and career guidance to current students.
- Establish industry-academia partnerships to offer skill development programs, workshops, and internships that enhance students' employability
- Collaborate with local communities, NGOs, and government agencies to address the social issues through research-driven interventions.
- Organize workshop on Life skill, Personality development, Aptitude development, Communication development etc.
- Organizing pooled campus interview/job fair/placement drive.
- Set up a counseling centre for students.
- Increase the students' number in the sports organize by other institutions in the district, state and international level.

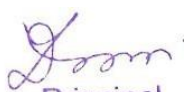
6. Governance, Leadership and Management:

- To undertake all possible measures to uplift academic as well as extra academic performance of the students.
- To prepare Infrastructure augmentation plans as per the guideline of UGC, PM-USHA and DHE, Govt. of Assam followed by their implementation through Building & Development Committee in consultation with I.Q.A.C.
- To continue and improve the Annual Performance Appraisal System for all teachers of the college.
- Arrangement of FDP, Seminars and Workshops.
- To motivate the faculty members to attend more faculty development/ teacher training programs for up-grading and up-dating the knowledge base.
- To conduct internal and external (local) financial audit regularly.

7. Institutional Values and Best practices:

- To ensure safety and security of the staff and the students.

- To promote eco-friendly campus and maintain greenery in the college.
- To take initiatives to ensure clean and hygienic campus.
- To develop facilities for solid waste management and conservation of rain water.
- To conduct green energy audit.
- To take steps for augmenting the facilities for Divyangjan students.
- To make the campus completely plastic garbage free.
- to build confidence among students, various events and class programs will be organize
- To inculcate the values, various commemorative days and international days will be observed
- Maintain ragging and disturbance free campus
- To encourage all the departments to publish departmental newsletters/ magazines etc.
- Creation of research culture among students
- Regular submission of AQAR
- Regular submission of NIRF report
- Try to fulfillment of all the recommendations put forwarded by NAAC peer team
- Organize workshops, seminars, and awareness campaigns to promote civic engagement
- The College shall enhance renewable energy options in near future.
- Felicitate the best Arts, Commerce and Science graduates


Principal
Duliajan College

