INSTITUTIONAL DEVELOPMENT PLAN (IDP)
2024-29

DHING COLLEGE
Dhing : Nagaon: Assam:782123

www.dhingcollege.edu.in

AISHE C-17356

Introduction:

This institutional Development Plan (IDP) , Dhing College is framed on the basis of UGC Guidelines for HEIs of India which is considered as "a guiding light for institutions striving to evolve and excel with in this dynamic educational framework." In framing this policy document, the vision and mission of NEP 2020, Sustainable Development Goals (SDGs) National Credit Framework (NCRF), RUSA and Academic Bank of Credits are considered and considered at heart. The New Education Policy (NEP) 2020 envisions providing quality education with good, thoughtful, well-rounded and creative individuals. To achieve this, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service and 21" century capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages as well as professionals, technical and vocational subjects. Keeping this in view the UGC has provided certain guidelines for the HEIs to develop their own Institutional Development Plan (IDP) to achieve the aims set in the NEP 2020.

Dhing College was founded in 1965. It is one of the oldest affiliated colleges of the Gauhati University for Arts, Science and Commerce. In the year 1965, a group of socially responsible and committed individuals with the generous help of the people of larger Dhing area worked hard and with a purpose to make Dhing College a historic happening. Their vision of empowering the people of North-West part of Nagaon district through providing the students with accessibility to higher education has already transformed the educationally, economically and socially backward people into developed individuals. The perseverance and sweat of the common men and the right initiatives of their socially committed leaders have given Dhing its distinct place in the field of higher education. The IDP developed by Dhing College has been designed with an integrated approach keeping in view the institution's context, life cycle stage, location, character and aspirations. It is a comprehensive blueprint designed to propel the college towards sustainable growth and academic excellence. The 8 Enablers as given in the guidelines of UGC, viz., **Governance Enablers, Financial Enablers, Academic Enablers, Research, Intellectual Property and Supportive Enablers, Human Resource Management Enablers, Enablers for Networking and Collaborations, Physical Enablers, Digital Enablers** have been covered and articulated in a logical flow to the best extent possible.

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Governance Enablers: In the context of HEls governance refers to the systematic approach by which educational institutions are directed, controlled, and held accountable. It encompasses the methods and frameworks utilized for decision-making, risk monitoring, and performance enhancement.

Financial Enablers: These are the heart of the financial system and a pre-requisite for its operation. Financial Enablers comprise of the technical systems that deal with payments and financial instruments. A robust financial Enablers system would help the institutions receive payments safely and efficiently along with creating routes for sustained reses options.

Academic Enablers: Academic Enablers are a set of reference points which give institutions a shared starting point for setting, describing and assuring the quality and standards of their higher education courses & offerings. A desirable set of academic Enablers ensures a healthy and progressive learning environment resulting in energy and interest which ultimately promotes better learning performance.

Research, Intellectual Property and Supportive Enablers: These include basic research, ideas, general-purpose technologies and languages which serve as the foundation for a wide range of downstream productive activities. These enablers facilitate information production, innovation, education, and various socially valuable activities. Intellectual enablers are the "building blocks" of cumulative, dynamic systems.

Human Resource Management Enablers: These enablers focus on maintaining a careful balance between regulatory and various HR practices. It also aims to optimize human resource capabilities through strategic recruitment, continuous professional development, performance appraisal systems, and employee engagement initiatives.

Enablers for Networking and Collaborations: Networking plays a pivotal role in growth and development of Higher Educational Institutions. Recognizing the significance of networking, HEIs aim to establish robust high speed WIFI connections with various stakeholders to enhance their impact and relevance.

Physical Enablers: Physical Enablers consists of the basic physical structures needed for an economy to function such as transportation networks, electricity grids, sewage systems and waste disposal facilities. Creating an attractive and functional physical infrastructure is as important as creating an infrastructure compliant to statutes, regulations, codes and all relevant regulatory frameworks.

Digital Enablers: Information and Communication Technology (ICT) and its enablers have become an important part of existence and learning experiences in all aspects of life. ICT has fundamentally changed the systems and processes of nearly all forms of institutes within their learning activities and governance. The presence of ICT in the education and research domains/sectors has made a substantial impact in the last few years.

A committee is constituted to frame an Institutional Development Plan (IDP), Dhing College wef. 2024 approved by the Governing Body (vide resolution No. 05), on 31.08.2024

Institutional Development Plan (IDP) Committee
(2024-2029)

Sl. No.	Name	Designation	Signature
1.	**Dr Biman Hazarika**	Chairman	
2.	**Dr Snigdha Mahanta**	Co-Ordinator	
3.	**Dr. Pankaj Saikia**	Member	
4.	**Dr Nandan Kr Borthakur**	Member	
5.	**Muslehul Islam**	Member	
6.	**Gobin Chandra Bharali**	Member	
7.	**Kangkana Sarma**	Member	
8.	**Dr Manikuz Zaman Choudhury**	Member	
9.	**Pallab Jyoti Mahanta**	Technical Member, Asst. Engineer, PWD	

Sd.

(Dinesh Chandra Nath)
President
Governing Body

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Institutional Development Plan
Framework of Dhing College
Major Components

GOVERNANCE ENABLERS

Governance refers to the systematic approach by which educational institutions are directed, controlled and held responsible. It encompasses the methods and frameworks utilized for decision-making, risk monitoring and performance enhancement.

Vision

"To promote knowledge through quality education with a view to developing the human resource of the region for contributing to the process of nation-building".

Mission

1. To augment the first-generation learners for contributing to the future knowledge economy.
2. To empower the socially, economically and educationally marginalized sections of the society.
3. To uplift the rural masses through effective education.
4. To Foster innovation and rural entrepreneurship.
5. To create Gender equity and women empowerment through value-based education.
6. To preserve local culture and heritage.

Roadmap

This policy document is a development strategy for the holistic development of Dhing College in next five years. It is framed according to the NAAC, UGC, RUSA, DBT and guidelines of other concerned authorities for institutional development plan.

Academic Council

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The Academic Council will be integrated with inclusion of external members from reputed institutions and entrepreneurs. A vibrant and strong Academic Council plays a pivotal role in academic governance.

Financial Autonomy

Dhing College is planning to attain self-sustainability by adopting financial strategies and its implementation.

Self-sustainability

The College is aiming at attaining its self-sustainability by generating new financial avenues. It is intended for creation of Financial Advisory Board comprising prominent academicians and financial experts.

Creation of Chair for Research

The College is planning to create a Chair of research which will take initiatives for motivating teachers and students for undertaking projects in different fields as part of resource generations.

Campus Resource Utilization

The campus is to be utilized for optimal benefits of stakeholders.

Students' Feedback System

Student feedback is very necessary for the overall development of an institution. A continuous monitoring of all the activities needs to be done. Students' feedback regarding classes, teaching, course completion, infrastructure of college, environment etc shall be done at least once in 3 months. A 360-degree feedback system must be developed for the same.

External Advisory Board

An external advisory board shall be formed along with proper student representation for all-round development of the institution. The board will meet at least once per semester and may constitute the following members:

- Representatives from the local district administration
- President of the Governing Body
- Professors (for each stream) from the affiliating university, i.e., Gauhati University
- Any other professors from nearby Universities and Government colleges like Nagaon College (University), G.N.D.G. Commerce College, Nagaon, Moirabari College, ADP College etc.
- Prominent businessmen from Dhing, Nagaon or nearby districts.

- Two members from Students' Union Body (DCSU)

- 3 to 4 Parents of students as members of the board.

Software

A Centralized accounting software will be used by the institution for maintaining accounts uniformly. Bio-metrics software for attendance of Teachers, Employees and students.

FINANCIAL ENABLERS

The main sources of funds of Dhing College are- tuition fees from the students, Government grants and subsidies, philanthropic contributions, alumni contributions, overheads earned on the sponsored research and development projects, other income like CSR along with sale proceeds of products produced by Dhing College.

Apart from these traditional sources, there are other sources of funding through which the college can improve its financial infrastructure.

➢ By planting fruits samplings in large number, the college can generate funds in coming days.
➢ Renting of playground, auditorium and indoor stadium to different private organizations will generate funds
➢ Since the college produces Vermicompost so it can be sold in the market to generate funds.
➢ Future plan for a "Bonsai" Gardening, Vermi composing Plant and Marketing
➢ By adopting proper strategy of planning with Govt. agency such as district fishery department, the college can collaborate for the improvement and management its own pond for resource generation.
➢ Selling of electricity to the district power department by producing electricity through solar grid.

ACADEMIC ENABLERS

➢ Skill enhancement courses (central Government and Skill India) will be introduced as (Add on course) to focus thinking, problem solving, creative thinking, design, new media literacy etc.

➢ Develop a centre that will continuously upgrade the curriculum and can incorporate 21" century skills in the credit system.

➢ A Centre for Faculty Development (CFD) will be crested so that continuous improvement of faculties can be done.

- Conduct faculty development programs (FDP) to focus on areas related to NEP such as National Credit Framework (NCF), Academic Bank of Credit (ABC), Implementation and operationalization of Indian Knowledge System (IKS) and future skills etc.

- To upgrade the centre for Indian Knowledge System with modern equipment's to imbibe the students with Indian Indigenous knowledge.

- Faculties will be provided with appropriate tools for research and imparting new age education such as video graphic, Al, Robotics, Metaverse etc.

- Number of non-teaching staff will be increased to support the organization.

- Conduct of workshops for non-teaching staff to increase their efficiency

- Currently the college is offering PG courses through KKHSOU. In the coming days, the college is planning to introduce PG courses in some of its departments.

Research, Intellectual Property and Supportive Enablers

The intellectual property (IP) describes creation of mind that can be legally owned and protected. It is one of the integral parts of subject matter, methods adopted, and tools used in the various research works in the given institution. Intellectual infrastructure such as basic research, ideas, general purpose, technologies, and language benefits society primarily by facilitating a wide range of downstream productive activities, such as information production, innovation, and service development as well as education, community building and interaction, democratic participation, socialisation and many other socially valuable activities. By establishing ownership, exclusivity, and market advantage, intellectual property fuels, the quality research, monetization process and facilitating the creation of start-up or spin off companies. In this regard, the institution can take a vital rule of initiatives for the research and intellectual property upliftment in the following way-

1. To develop a pool of research expert comprising five faculty members of Arts , Science and commerce.

2. At least five faculties of the institution to engage in Major or Minor research proposals from national funding agencies annually and paten ship activity.

3. The institution will provide necessary support and environment to the faculty members for research activities.

4. The institution will provide the scope to admit more research scholars within its capacity of support and should exercise its resources to appoint more research professors, who may eventually retire from active employment.

5. The institution ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty and in this connection five faculties' members as mentioned earlier would take the prior responsibility to develop the research programme.

6. The institution would be concerned in the impacts of increasing intake of students in research-based curriculum for the enrichment of the research works.

7. The institution should have its own press and publication policy so that it can help the scholars to publish their outcomes. The institution may plan for offering citation services to their academic members, stake holders and the public as a convenience to the researchers to that will aid to improving the calibre of their articles to be published in the National and International Journals.

In addition to the above cited, in aspects of intellectual property of infrastructure, Dhing College can project its capacities as following-

  ➢ Literacy, article, musical and dramatic works.
  ➢ Field work and laboratory notebooks to be operated by each researcher.
  ➢ Patentable and non-patentable invention.
  ➢ Registered and non-registered design, plant verities and topographies.
  ➢ Other data-based computer and development of software and related materials.

HUMAN RESOURCE MANAGEMENT ENABLERS

1. Recruitment: Regular assessments should be done to identify any shortage of teaching or non-teaching staff. Attempt should be made to fill in the vacant positions sooner. Compliance should be ensured in areas of faculties meeting the requisite educational qualifications, research experience and other criteria set by the UGC.

2. Orientation: Orientation programmes should be conducted for the faculty members introducing them about the institution's culture, academic programmes and policies.

3. Training and development: Regular training programmes should be organized at least on a period of 6 months for the faculties and office staff to enhance their skills and knowledge.

4. Performance appraisal: A fair and transparent performance appraisal system should be developed for the faculties and office staff with clear performance indicators. Scores of the appraisal should be communicated to all the employees. A rewards system should be developed to recognize good performance of the employees.

5. Policy development: An HR policy should be developed for the institution stating the rules and regulations for career development, promotion, taking leaves (casual leave, earned leave, medical leave Child Care Leave etc), duties to be carried out by each employee etc.

6. Flexibility: Implementation of HR policies should be more flexible. The departments should be given more autonomy in adapting to policies to suit their specific needs.

7. Employee Relations: There should be a mechanism for handling concerns and conflicts of the employees. A grievance handling system should he designed for the faculties with processes prescribed by regulatory bodies and labour laws.

NETWORKING AND COLLABORATION

Network enablers play a crucial role in enhancing the overall educational experience, fostering collaboration, and preparing students for their careers beyond academia. They help in building a strong community within the institute and provide valuable connections that can benefit students throughout their professional lives.

Here are several aspects that can act as network enablers in such institutions:

1. Alumni Networks: Establishing and maintaining robust alumni networks where former students can connect with current students and faculty. This can include alumni databases, alumni events, mentoring programs, and online platforms for networking

2. Industry Partnerships and Collaboration: Building partnerships with industries and corporate entities to provide students with opportunities for internships, projects, and placements. Industry tie-ups often include networking events, guest lectures, and workshops conducted by industry professionals

3. Career Services: Offering career services such as job placement assistance, resume building workshops, and networking seminars to help students connect with potential employers and build professional relationships

4. Research Collaboration Platforms: Facilitating platforms for collaborative research projects among faculty, students, and external research organizations. This can include joint conferences, seminars, and funding opportunities for interdisciplinary research.

5. Entrepreneurship and Innovation Hubs: Establishing centres or hubs that support entrepreneurship and innovation, providing resources, mentorship, and networking opportunities for students interested in startups and business ventures

6. Student Clubs and Organizations: Encouraging the formation of student clubs and organizations based on academic interests, hobbies, or professional aspirations. These clubs often organize networking events, guest lectures, and workshops relevant to their field of interest

7. Digital Platforms and Portals: Developing and maintaining online platforms or portals where students, faculty, and alumni can connect virtually, share resources, and collaborate on projects. These platforms may include discussion forums, job boards, and alumni directories.

COMMUNITY ENGAGEMENT

Establish partnerships with local community organizations, schools, Tribal and scheduled caste villages, Government agencies for joint initiatives that benefit the broader community.

PHYSICAL INFRASTRUCTURE

➢ Construction of more and bigger classrooms, ICT-Based Classrooms, Laboratory etc.
➢ Construction of Administrative Block of the college with modern technological facilities.
➢ Construction of College Gate and the boundary wall in a dignified way.
➢ Renovation of the Seminar Hall with acoustic sound system and fully air conditioned.
➢ Full utilization of Solar power (Off grid and Ingrid) and propose to introduce Prime Govt. sponsored Solar Power schemes within 2026.
➢ Since the college is preparing itself for autonomy, hence, the Controller of Examinations and Deans of Studies will be appointed with separate offices by 2026.
➢ Centre for vocational and skill-based courses under NEP 2020.
➢ College is in the process of producing Vermicompost and in the comings days this will be produced in larger quantities and accordingly enhancing facilities will be provided.
➢ Formation of health unit comprising counsellor and a team of teachers.
➢ Appointment of efficient night and day gate keeper/chowkidar, provision of better lighting facilities in the campus.
➢ Making College Campus fully under CCTV surveillance.
➢ Formation of drama club, sports club, literary club, Tourism club for the students.
➢ Up-gradation of the existing departments to P.G. level
➢ The Orchad will be upgraded by more plantations & intensive farming for earning more revenue in unutilised land.
➢ One Orchid flower garden will be constructed for resource generation and cultivation of ornamental fishes.
➢ Development in academic areas like more classrooms to be constructed along with inserting more smart classrooms & computer labs etc.
➢ Development in non-academic areas like installation of CCTV cameras in each block, proper parking space for students, teaching and non-teaching staff, constructing ramps for differently able students and Toilets in each block etc.
➢ Proper monitoring mechanisms to be created to track the progress made in infrastructure development.

DIGITAL ENABLERS

The Digital Infrastructure of a Higher Education institution plays a crucial role in supporting the transition from traditional paper-based processes to a more efficient and streamline digital workflow. In this regards, Dhing College can ensure easy access, secure data, enhance mobility of students/teachers, credit transfer, and support Academic Bank of Credits in its own campus. Data to be uploaded through E Samarth portal. To enhance Digital Learning, the college is planning to provide:

➢ Digital Lab facility.

➢ High Speed internet connectivity and Wi-Fi service to access information in the campus as well as in classes.

➢ Invest in modern computers, servers, networking equipment, and licensed software to support teaching, learning, and administrative functions.

➢ Strengthen data protection and cyber security measures to safeguard sensitive information, student records, and intellectual property.

➢ To upgrade and transform the college library to a fully Digital Library. Provide access to digital resources such as e-books, journals, and multimedia content through library databases and online repositories.

➢ The College will enrich the E-content Bank so that students can access online study materials, tutorial classes and lectures from renowned personalities.

➢ The publication activity of the institute is to be strengthened and for making cost-effective, digital publications is encouraged.

➢ The college is planning to set up a studio so that online classes could be taken, produced and recorded effectively.

➢ I)The video conference facility of the college will be increased for better teaching-learning processes.

➢ Conduct regular training sessions for faculty, staff, and students on cyber security best practices and awareness of phishing scams and other online threats.

- Explore cloud computing solutions for storage, collaboration tools, and software as a service application to enhance scalability and flexibility.

- Upgrade or integrate ERP systems for admissions, registration, online teaching-learning processes, academic records and financial aid to streamline administrative processes.

- Implement integrated systems for budgeting, procurement, and financial reporting to improve transparency and efficiency.

- Promote digital workflows and document management systems to reduce paperwork and enhance efficiency in administrative tasks.

- Enhance IT support services with dedicated helpdesk support, on-site technicians, and a knowledge base for quick issue resolution.

- Ensure availability of technical support during critical periods, such as registration periods and examination weeks, to minimize disruptions.

- Establish robust mechanisms for gathering feedback from stakeholders (faculty, students, and staff) on ICT services and systems to identify areas for improvement.

- Offering online certificate courses in new and market-oriented fields.

End of the report

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Principal 31.08.2024
Principal
Dhing College
Dhing, Nagaon(Assam)

Sd.

(Dinesh Chandra Nath)
President
Governing Body

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