INSTITUTIONAL DEVELOPMENT PLAN

FOR

NATIONAL EDUCATION POLICY, 2020

GOVERNMENT AIZAWL COLLEGE

AIZAWL, MIZORAM

GOVERNMENT AIZAWL COLLEGE
INSTITUTIONAL DEVELOPMENT PLAN

1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity

- Name of the institution/College: Government Aizawl College.
- Type of Institution: Government-Funded Institution
- Year of Establishment   1975
- Website   www. gac.ac.in
- Year of Provincialization   1st January, 1986
- Recognition by regulatory body   University Grants Commission (On 17th March, 1987)
- Details of Affiliation   Mizoram University, Aizawl, (On 2nd July, 2001)
- Years of Accreditation & Grade   2004-B+ Grade, 2011-B Grade, 2016- B+Grade, 2022-B+ Grade

Name of Head of Institution and Nodal Officers for Implementation of NEP 2020

Head and Nodal Officers	Name	Phone/Mobile Number	Email I.D
Head of the Institution	Lalbiakzuala	9436153909	zualalalbiak90@gmail.com
Nodal Officers for various Committees for Implementation of NEP 2020			
1	Prof. C. Vanlalhruaia, Chairman, NEP Implementation Committee	9436190969	vanlal1964@gmail.com
2	Dr. K. Vanrammawia, Secretary, NEP Implementaion Committee	9612106842	Vkhiangte5@gmail.com

1.2 Academic Information (UG/PG etc. Programme offered in Academic Year, 2021-22)

Sl No	Name/ Title of Programme	Duration (Years)	Years of Starting	Annual Intake Capacity	Total Student Strength
1	PG- Master of Arts (Education)	2 years	2021	20	18
2	UG- Bachelor of Arts	3 Years	1975	2358	1724
3	UG- Bachelor of Commerce	3 Years	1975	285	242

Subject Offered & Subject/Department-Wise Enrolment

Sl. No	Name of Subject	No. of Students (Core)	No of Students (General) Excluding Students opted the subject as core	Total Students
1	Economics	97	142	239
2	English	59	100	153
3	Hindi	7	30	37
4	Sociology	87	153	240
5	Education	100	190	290
6	Mizo	65	180	240
7	History	74	138	212
8	Political Science	124	189	313
9	Commerce	104	138	242
10	PG (Education)	18		18
	Total	**735**	**1260**	**1995**

1.3 Subject/Department-Wise Faculty Status (As on 1st May, 2023)

Sl. No	Name of Subject	No of Sanctioned Regular Post	No of Posts filled/ Faculty in Position			
			Regular	Contract	Part-time/ Casual	Total
1	English	9	6			6
2	Mizo	7	6		1	7
3	Education	8	8			8
4	History	7	5			5
5	Economics	8	4			4
6	Pol Science	7	5		1	6
7	Sociology	3	3	1		4
8	Hindi	3	3		3	6
9	Commerce	3	3	4	1	8
	Total	**55**	**43**	**5**	**6**	**54**

1.4 Non-Teaching Staff Position (As on 1st May, 2023)

Sl. No	Name of Post	No Sanctioned	Filled	Vacant
1	Librarian	1	1	NIL
2	Assistant	1	NIL	1
3	UDC	2	NIL	2
4	LDC	4	2	2
5	Lab Bearer	1	1	NIL
6	Driver	1	1	NIL
7	Conductor	1	1	NIL
8	IV Grade	5	5	NIL
	Total	16	11	5

1.5   Library & Building Status
(Classroom/ Academic Room/SeminarHall/Laboratory/Library, Internet Resource Centre, Sports facilities etc)

Sl. No	Name of building/ room	Nos	Capacity or Size	Remarks
1	Classroom/Academic Room	24	2760	150@ 12 Rooms 80@ 12 Rooms
2	Seminar/Conference Hall	2	380	1Hall(Sikulpuikawn Campus @80 1 Hall (Mualpui Campus) @300
3	Library Room	1	50	
4	Internet Resource Centre	1	20	15 Computers
5	Teacher Faculty Room	2	70	20@ Sikulpuikawn 50@ Mualpui Campus
6	Fitness Center	1	10	@ Mualpui Campus
7	Basket Ball Court	1		No Viewer Gallery
8	Hostel	2	36	24 @ Girls Hostel 12 @ Boys Hostel
9	Health Center	1	1	@ Mualpui Campus
10	Canteen/Cafeteria	2	140	90@ Mualpui Campus 50 @ Sikulpuikawn Campus
11	SU Office	1	15	@ Mualpui Campus
12	Students Common Room	4	100	50 @ Mualpui Campus 50@ Sikulpuikawn Campus
13	Language Laboratory	1	20	20 Computer @ Mualpui Campus
14	Waiting Shed	2	50	@ Mualpui Campus
15	Parking for Staff and Students (Two Wheeler & LMV)	2	500	50 @ Sikulpuikawn Campus 450 @ Mualpui Campus
16	Bus	5	125	1-Owned 4- Hired
17	Clubs' Room	17	340	20 Students /Room @ Sikulpuikawn Campus
18	RUSA Room	1		@ Mualpui Campus
19	Examination Room	1		@ Mualpui Campus
20	IQAC Room	1		@ Mualpui Campus
21	Faculty Reading Room	2	20	Mualpui Campus & Sikulpuikawn Campus

1.6 Baseline Data (As on 30th September, 2021)

SI. No	Parameters	2021-2022		
		Total	Male	Female
1	Number of Students in all programs in the year	1995	1018	977
2	Number of SC Students in all programs and all years of study	9	3	6
3	Number of ST students in all programs and all years of study	1943	991	952
4	Number of OBC students in all programs and all years of study	4	1	3
5	Number of General Students in all programs and all years of study in the year	39	18	21
6	Number of fully functional computers available for students	35		
7	Total number of textbooks and reference books available in the library for UG and PG	16381Nos		
8	Students- Teacher ratio	37:1		
9	% of high-quality undergraduates/Post graduates (>75% marks) passed out	22.14%		
10	Number of research publications in Indian refereed Journals (Last 5 years)	55 Nos		
11	Number of research publications in International refereed Journals (Last 5 years)			
12	Number of Patents obtained	NIL		
13	Number of Patents filed	NIL		
14	Number of Sponsored research projects completed (Last 5 years)	3 Nos		
15	Pass Percentage of final semester/ year students	All students	84.4 %	
		SC	NA	
		ST	NA	
		OBC	NA	
16	IRG from students' fees and other charges (Rs in Lakhs)	30.24 Lakhs		
17	IRG from externally funded R&D projects, consultancies (Rs in Lakhs	4.75 Lakhs		
18	Total IRG (Rs. In Lakhs)	34.99 Lakhs		
19	Total annual recurring expenditure of the institution (Rs in Lakhs)	521. 28 Lakhs		

2. INSTITUTIONAL DEVELOPMENT PROSAL

2.1 Executive Summary of the Institutional Development Plan

The Institutional Development Plan (IDP) for the NEP 2020 prepared by Govt. Aizawl College highlights the trajectory the Institution is poised to take in the coming years in order to comply as fully as possible the elements which the NEP 2020 envisages.

A critical and holistic understanding of the self occupies first and foremost need in order to forge ahead meaningfully. As such, SWOC analysis of the Institution is first presented. The existing strength of the college lies in the presence of sizeable number of students whose well-qualified teaching community teaches in a well-located institution with vibrant co-curricular activities and with technological support. The weaknesses include high teacher-student ratio, limited streams, poor infrastructure, and lack of exposure opportunities. The challenges include impending superannuation of many faculty members, producing quality students, generation of funds, and creating eco-friendly campus. In terms of identifying opportunities, several advantages such as internet accessibility, campus location with easy access, and impressive resumes of many teachers form the corpus.

The vision and mission statements of the college are also incorporated, and how these ideals shall be realized are in the short run, medium run, and long term durations by setting institutional targets. Additionally, the goals and objectives of the institution in view of the vision of NEP 2020 are also listed such as how to increase gross enrolment ratio, being a multi-disciplinary institution, restructuring UG and PG degree, promotion of research, rationalizing institutional architecture, financial support to students, opening distance learning modes, promoting faculty development, leveraging technology, and endorsing Indian languages.

The document also incorporates proposed governance structures and processes in that the roles played by the Principal, faculty members, and student leaders are clarified. While dwelling on the aspect of academic programmes, the plan for inception of more Bachelor 's Degrees in certain subjects such as Mathematics, Statistics, Geography, Physical education, Psychology, Rural Development, Mass Communication, Social Work, Management, and Rural Development are also listed. Realizing that human resource management if done correctly could significantly increase efficiency, the institution shall strive to extract potential from the teaching and non-teaching faculty by involving them in various committees, and empowering the teachers as mentors to students. Meanwhile, the students shall also be involved in cells, and extension bodies to give their inputs and contributions. Moreover, alumni community and parents shall also be reminded of their stake-holder responsibility by involving them in the various capacities they can be found to be of use.

When it comes to student support system, comprehensive lists that are already in place are mentioned alongside of some novelty that could enhance learning such as introduction of the Writing Centre. A responsible financial plan that prioritizes proper usage of fund, generation through external sources, sourcing for academic and research funding, and timely auditing to ensure transparency forms another aspect of the IDP. Finally, the process of implementing, monitoring, and evaluation to be followed for the success of NEP 2020 is delineated through its components of planning, approval, implementation, monitoring, and evaluation, all of which shall be done by designated authorities.

2.2 SWOC Analysis Matrix for developing IDP of the Institution

Strength

1. The college caters to a large number of students from various parts of the state and elsewhere, making it a multicultural learning hub.
2. The college is blessed with a team of adequately-qualified faculty members/human resources in the various disciplines it offers.
3. The location of the institution offers an ideal learning environment with much scope for the expansion of infrastructural assets.
4. There is existence of several vibrant clubs and extension bodies for students to realise and unlock their potential and talents.
5. The college leaves a rich legacy of good reputation due to excellence in studies, production of knowledgeable graduates who went on to become successful in various fields, and the presence of scholarly staff members whose influence and leadership among the teaching community is highly respected.
6. Reliance on modern technology in the form of ERT, official college mobile phone application for every student, and College Management System portal helps in a timely and transparent monitoring and mentoring of students' participation in the education process. Besides, each classroom is decked out with ICT-enabled facility for seamless imparting of knowledge.

Weakness

1. There is high teacher-student ratio due to non-filling up of vacant posts. Additionally, the non-teaching faculty is also short-staffed to handle the daily needs while the number of students keeps growing.
2. The availability of only two streams—Arts, with limited departments, and Commerce-results in offering fewer options for prospective students.
3. Poor infrastructure in or absence of a resourceful library, hostels with higher intake capacity for boys and girls, and sports facility forms a major part of the weakness of the institution.
4. Lack of exposure and placement opportunities in the city and the state owing to absence of industrial activity stands in the way for our B.Com students and graduates.

Challenges:

1. Superannuation of teachers is happening at a rapid rate, leaving the bulk of the work to the remaining faculty members whose size is shrinking.
2. The acutely-felt need of introducing new streams in the institution is a challenge since there are other factors beyond the control of the institution for this to come to a reality.
3. With the limited means and wherewithal it has at its disposal, the institution endeavours producing employable students and moulding reliable human beings fit to work and lead in society as well as job market.
4. Inadequate funding from the government cripples the progress and development of the institution and the implementation of ideas and plans.
5. The college is striving earnestly to create an eco-friendly campus, free of plastic and other pollutants detrimental to our environment.

Opportunities:

1. Free internet wi-fi access is provided to all the students of the institution to enhance their learning experience and access information from a pool of online sources.
2. The location of the college in the Mualpui campus is strategically ideal for the generation of a massive amount of solar energy all year round, capable of giving the institution its energy requirement, and making it truly eco-friendly.
3. The vast swathe of the Mualpui campus has enough land area for afforestation and planting of trees to make it a green campus living in perfect harmony with nature.
4. The college location, Mualpui, is an outskirt of South-Eastern Aizawl with no other college in the immediate vicinity. Positioning the institution here brings development to this region and the local communities, as it brings large number of students from across Aizawl city due to its easy accessibility through the good road network.
5. As part of educational reform measure, the affiliating university, Mizoram University, granted Ph.D supervisorship since 2020 to teachers of colleges under certain conditions. Fortunately, the college has a number of teaching faculty who can avail of this new offer in order to promote the research culture.

2.3 **Vision and Mission Statement**

2.3.1 Vision of the Institution

To open the doors of opportunity to learners from diverse socio-economic spectrum by

- Enlightening them with cutting-edge knowledge,
- Equipping them with discipline and labour, and
- Entrusting to them the passion for the service of man and environment.

2.3.2 Mission
- To enhance and enrich curriculum
- To deploy advanced learning tools, and updated teaching-learning methodologies
- To encourage critical thinking and participatory learning
- To sharpen knowledge repository through faculty development programmes
- To inculcate human values by encouraging participation in various clubs and extension activities
- To promote multicultural unity and understanding
- To cherish the values of honesty, accountability, and the dignity of labour
- To instil the spirit of service and altruism through classroom and co-curricular activities
- To create opportunities for community service and recognize service for others as a basic human attribute
- To build up environmentally-conscient individuals mindful of earth's natural resources

2.4 Goals and Objectives of the Institution in view of the vision of NEP.

To become an autonomous degree-granting college by prioritizing the following goals and objectives in view of NEP 2020 vision.

A. *Increase in Gross enrollment*
1. Increase enrollment of students to 3000 by 2030 by opening Streams and Departments
2. Pursue Infrastructure development works by building more classrooms and sports facilities.

B. *Multi Disciplinary Education*

Opening of a new stream , i.e, Science stream and more Departments such as Mathematics, Statistics, Geography, Physical Education, Management, Psychology, Rural Development, Mass Communication, and Social Work

C. *Restructuring of UG and PG degree*

Offering of more PG courses by equipping departments with qualified faculty members, classrooms, and ancillary facilities.

D. *Research promotion*
1. Promotion of research culture among faculties by encouraging applying research projects, Ph.D supervisorship and collaboration with other institutions
2. Promotion of research culture among students by implementing project-based learning

E. *Rationalized institutional architecture*

Improvement of Academic performance and Co-curricular activities through delivery of quality teaching and training respectively

F: *Financial Support*
1. Boosting up scholarship schemes for poor, meritorious, and sports-quota students.
2. Giving opportunities for students to earn and learn simultaneously by offering work in the institution and arranging with third party entities.

G: *Open and Distance Learning.*

Introduction of hybrid learning mode and MOOC courses for various disciplines.

H: *Faculty Development*
1. Encouraging the teaching community to actively participate in more Faculty Development Programmes, and also to organize such events within the institution
2. Setting up better work place, departmental rooms, amenities, and recreational facilities for faculty members in order to deliver quality professionalism in an optimum environment.

I: *Technology*
1. Leveraging technology such as smart boards for all classrooms
2. Improvement of ERP (CMS) with more digital study materials and contents
3. Construction of classroom studio for recording contents and imparting teaching

J: *Indian Language Promotion*

Introduction of spoken Hindi and Mizo language courses for students from other streams and to outside participants from various professions.

2.5 Setting targets:

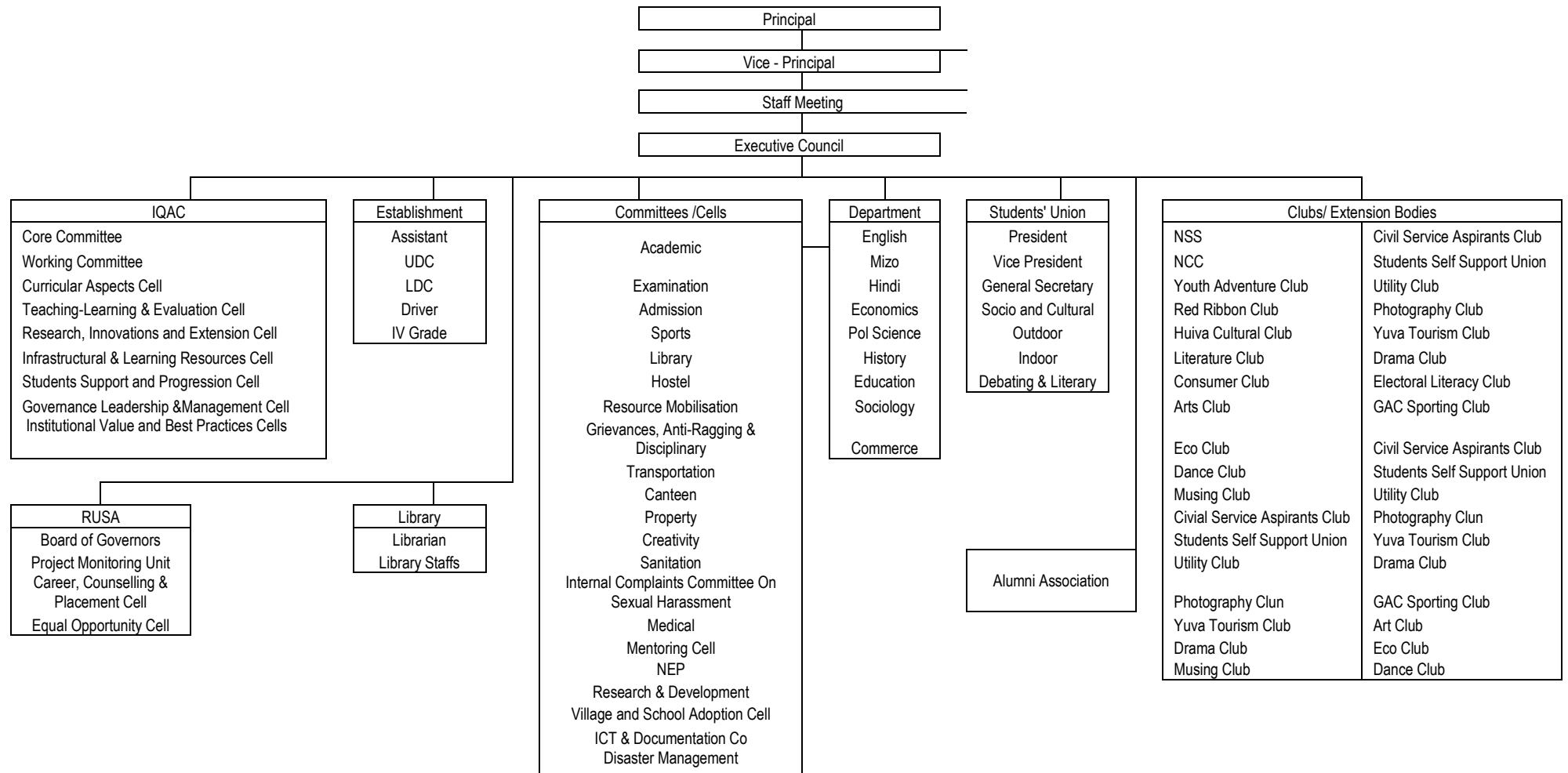Targets to be achieved for realising NEP 2020 are categorised under the following table

Targets	Short Run (Less than 3 Years)	Medium (3 to 8 years)	Long-Term (8-15 Years)
1	• *Initiative to be taken to open Science stream and more departments to the concerned authorities*	• Opening of B.Sc. in physical science stream (Mathematics, Statistics), and BA. in Geography, Physical Education • Take initiative for opening of management Course	• Opening of more departments in B.Sc. and More departments in Arts Subjects viz Psychology, Rural Development, Mass Communication, Social Work, • Running of Management Course
2	• *To provide scholarship / free ship to students (meritorious, sports, poor)*	• To enhance scholarship in terms of recipients	• To enhance and sustain the scholarship scheme
3	• *To start running the boys and girls hostel*	• To take initiative for extension of existing boys and girls hostel to accommodate at least 100 hostellers	• Accommodation of more hostellers
4	• *To take initiative for physical infrastructure development*	• To construct auditorium cum examination hall • To construct more classrooms	• To take initiative for construction of separate library building
5	• *To take initiative to collaborate with private enterprises and other academic institutions*	• Signing of MoU with Departments from other institutions and private enterprises	• To seek collaboration with institutions from across India and abroad

2.6 Evolving Strategies to meet the target

Targets	Short Run	Medium	Long-Term	
1	Preparation, and submission of concept note and application for permission to the concerned authorities	To open in BSc in Mathematics, Statistics and BA in Geography, Physical Education through self-finance mode	• The concerned authorities will take up the liability of the of the course offered in BSc Mathematics, Statistics, BA in Geography and Physical Education • To prepare and submit the concept note and application for permission to the concerned authorities for Opening of more departments in B.Sc , and more departments in Arts (Psychology, Rural Development, Mass Communication, SocialWork, Management)	
2	To earmarked funds for scholarship/freeship	Seeking of sponsorship from faculty members and alumni		
3	To provide necessary furnitures for running the boys and girls hostel	To prepare Detailed Project Report (DPR) and submit the same to the concerned authorities for extension of Hostels		
4	To prepare Detailed Project Report (DPR) and submit the same to construct auditorium cum examination hall and classrooms			To prepare Detailed Project Report (DPR) and submit the same to construct library building
5	Sigining of MoU with Departments from other institutions and private enterprises from across India and abroad			

2.7 Propose Governance Structures and Process.

The following organogram depicts the proposed governance structures and processes for the achievement of the goals of the college.

```
                              Principal
                              Vice - Principal
                              Staff Meeting
                              Executive Council
```

IQAC
- Core Committee
- Working Committee
- Curricular Aspects Cell
- Teaching-Learning & Evaluation Cell
- Research, Innovations and Extension Cell
- Infrastructural & Learning Resources Cell
- Students Support and Progression Cell
- Governance Leadership &Management Cell
- Institutional Value and Best Practices Cells

RUSA
- Board of Governors
- Project Monitoring Unit
- Career, Counselling & Placement Cell
- Equal Opportunity Cell

Establishment
- Assistant
- UDC
- LDC
- Driver
- IV Grade

Library
- Librarian
- Library Staffs

Committees /Cells
- Academic
- Examination
- Admission
- Sports
- Library
- Hostel
- Resource Mobilisation
- Grievances, Anti-Ragging & Disciplinary
- Transportation
- Canteen
- Property
- Creativity
- Sanitation
- Internal Complaints Committee On Sexual Harassment
- Medical
- Mentoring Cell
- NEP
- Research & Development
- Village and School Adoption Cell
- ICT & Documentation Co
- Disaster Management

Department
- English
- Mizo
- Hindi
- Economics
- Pol Science
- History
- Education
- Sociology
- Commerce

Students' Union
- President
- Vice President
- General Secretary
- Socio and Cultural
- Outdoor
- Indoor
- Debating & Literary

Alumni Association

Clubs/ Extension Bodies

NSS	Civil Service Aspirants Club
NCC	Students Self Support Union
Youth Adventure Club	Utility Club
Red Ribbon Club	Photography Club
Huiva Cultural Club	Yuva Tourism Club
Literature Club	Drama Club
Consumer Club	Electoral Literacy Club
Arts Club	GAC Sporting Club
Eco Club	Civil Service Aspirants Club
Dance Club	Students Self Support Union
Musing Club	Utility Club
Civial Service Aspirants Club	Photography Clun
Students Self Support Union	Yuva Tourism Club
Utility Club	Drama Club
Photography Clun	GAC Sporting Club
Yuva Tourism Club	Art Club
Drama Club	Eco Club
Musing Club	Dance Club

The Principal, being the head of the institution, oversees all the functioning of the college. He is assisted in this governance by the Vice Principal, who chairs important committees. All the teachers as well as non-teaching staff members are part of these committees. There is also involvement of students in the administrative process in the form of Students' Union, Class Representatives (CR), Clubs and Extension Bodies by taking leadership roles.

2.8 Academic Programme

The college offers three-year Bachelor's Degree in the following subjects:
1. English
2. Mizo
3. Hindi
4. History
5. Political Science
6. Education
7. Economics
8. Sociology
9. Commerce

Additionally, the college also offers Master's Degree in Education. i.e, Education (MA) which is for two years.

All these departments, being affiliated to Mizoram University, follow the syllabus and other systems of MZU in imparting education such as Choice Based Credit System, and academic calendar.

Plans are underway to introduce more disciplines such as Bachelor's Degree in
1. Mathematics
2. Statistics
3. Geography
4. Physical Education
5. Psychology
6. Rural Development
7. Mass Communication
8. Social Work
9. Management
10. Rural Development

2.9 Human Resource Management

For human resource management, one of the strategies is to adopt decentralization with more involvement of all the stake-holders.

i) **Teachers and Establishment staff**: Teachers and staffs are appointed in various committees and cells. These committees are empowered to frame rules and regulations concerning their committees and cells, and also to implement them for realization of their responsibilities. All the teachers are assigned mentees from the total student enrollment, and they carry out the task of looking after them and their needs in a formal as well as informal setting.

ii) **Students:** In order to run smoothly, the college establishes committees, cells, and extension bodies that involve all the teaching staff, non-teaching staff, and students. The students play active roles in these bodies, and carry out their duties accountably.

iii) **Other stake-holders**: The College gives opportunities through alumni association to contribute for the welfare of the institution by being members of certain committees and give their inputs in the form gifts and donation in cash and in kind according to their abilities. The college also provides an ample scope for parents to share their views, opinion, ideas through parents meeting for the development of the college.

2.10 Student Support System

A broad range of students support system are being utilized by the students such as

- Teacher-student mentoring in which no student is left out
- Simplified form of grievances redressal
- Financial support for meritorious, poor, economically-weaker students, and sportspersons;
- MoU with Trinity Hospital, Aizawl, for discounted health care to our students
- Tutorial classes for the needy students;
- Infrastructural facilities such as canteen, basketball court and gym etc
- College-bus service at a discounted ticket,
- Library with free wi-fi access,
- Easy access of National Digital Library Portal
- Easy access of National Library and Information Services (NList)
- Availability of SOUL Client Computer (For Library Book Search).
- Wheelchair ramp for physically-challenged students, and
- Mobile application (ERP) for students to self-monitor their academic progress and information in real time, and
- Clubs and extension bodies for students' personality development

The college is committed to strengthening these available components of the support system and upgrade them wherever necessary, and also to set up more avenues such as Writing Centre.

2.11 Financial Plan

The college prioritizes financial accountability at all levels of financial transaction. It will continue to strive in this regard by adhering to the following plans:

- **Proper usage of fund**: All funds received will be managed transparently and for their intended purposes to ensure maximum utilization within the stipulated time.
- **Generation through external sources** : Funds will be generated from sources such as Corporate Social Responsibility schemes of various entities, preparing Detailed Project Reports (DPR) for application to various agencies, alumni contribution, and philanthropy,
- **Academic and research fund**: Funds will be sought from institutions, research funding agencies, and entrepreneurs to carry out academic endeavors like research projects, seminars workshops and symposiums.
- **Auditing:** Periodic and timely internal and external auditing will continue to be in place to cover all aspects of earning and spending within the institution's management.

2.12. Process of Implementation, Monitoring and Evaluation.

      The following stages will be deployed in order to ensure that the plans and projects of each body officially formed under the institution are effectively carried out and have meaningful results.

- **Planning**: Each committee/cell will draw up their plans and projects, incorporating with them the time-frames on when to complete their tasks.
- **Approva**l: All the plans and projects developed by the committees / cells shall be approved by competent authority
- **Implementation**: The same committee/ cell shall be responsible to implement the items in their plans, and be given authority to enforce them.
- **Monitoring:** The progress of implementation of plans shall be closely monitored by the college authority and same committee/cell that implements it
- **Evaluation:** Evaluation by the committee/cell shall be done at periodic intervals and at the completion of a task. As and when necessary there shall also be internal evaluation within the institution and external evaluation by competent authority such as NAAC, AAA, affiliating university, auditors, of performance within the institution to gauge the success or otherwise of the works so as to endorse, enhance or abolish them in future.