



OFFICE OF THE PRINCIPAL
GAUHATI COMMERCE COLLEGE

Fax : 0361-2410064

গুৱাহাটী কমাৰ্চ কলেজ

(Affiliated to Gauhati University, Assam, India)

R.G. Barooah Road, Guwahati-781021, Ph. (0361) 2413095 (O), 94353-56060 (M)
http:// www.gauhaticommercecollege.in e-mail : gccgolden@gmail.com

Dr. Homeswar Kalita, M.Com., Ph.D.

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Ref. No. :

Date :

INSTITUTIONAL DEVELOPMENT PLAN

GAUHATI COMMERCE COLLEGE

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Principal,
Gauhati Commerce College

1. VISION, MISSION & MOTTO OF THE COLLEGE

- The vision of the College is to become one of India's leading centre of excellence imparting business education of the highest standard.
- The mission of the College is to serve the people of the North-East by striving for the spread of business education and academic excellence. The college seeks to present itself as a major centre of learning for the advancement, preservation, dissemination and use of knowledge in this developing region of the country. It encourages enrolment of students from different cross-sections of the society by providing them with the best of infrastructure and learning resources, so as to make the teaching-learning process a pleasurable and profitable experience. Through these efforts the college tries to mould in its students into a rounded personality of professional competence, self confidence and positive attitude that would help in the development and growth of Assam in particular, and the North-East region and the country in general.
- The motto of the college is dissemination of information and knowledge as a centre of excellence in higher education by imparting quality education and pursuing research studies.

2. ANALYSIS OF PRESENT SCENARIO: GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND CHALLENGES:

- *Goals and Objectives of the college:*

- (i) To spread commerce education in this region, i.e., the North East of India.
- (ii) To achieve academic excellence.
- (iii) To strive for better results.



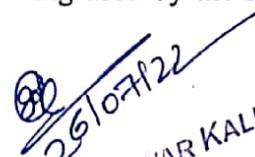
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Principal,
Gauhati Commerce College

- (iv) To offer the best infrastructure facilities to students, teachers and employees.
- (v) To offer specialized courses in commerce.
- (vi) To plan full employment for its Alumni through service and entrepreneurship.
- (vii) To mould students into ideal citizens with commendable human values.

• **Strengths of the College:**

- (i) Encouraging teaching learning environment with highly qualified faculty members.
The College has a sanctioned strength of 46 faculty positions out of which 38 are filled up at this moment. Out of these 26 are with Ph.D. degrees (68%). In addition to the Government sanctioned positions, the College has appointed 19 full-time faculty (for self financing courses viz., M.COM, MBA, BBA & PGDCA) out of its internally generated resources. Moreover, 12 Guest Faculty are engaged by the College as per the requirement of the UG departments.
- (ii) Adequate infrastructure developed by the College authority over the years. A new multi-storeyed building is coming up and already some of the Departments are running from the new premises.
- (iii) The College Library has been provided with all modern settings. There are 34,254 books, 32 Journals, 3 e-journals, and 50000 e-books (via NDL) in the library. It has a section with a few PCs for the use of the faculty. The library is run on SOUL 2.0 software.
- (iv) The College is well connected with the Internet and all the Departments are using the facility. 18 multimedia-enabled classrooms presently are being used by the faculty for delivering lectures.




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DR. HOMESWAR KALITA
Principal,
Gauhati Commerce College

- (v) The College is maintaining an attractive website listing out various academic programmes, the Departments, Contacts details of the Faculty etc.
- (vi) The college is conducting 4 popular self-financing courses, namely MBA, BBA, M.Com, and PGDCA. All these programmes have been generating a good pool of financial resources, which, in turn, is giving enough leverage to the College authority in developing the desired teaching resources.
- (vii) The College has a Green Belt within the Campus.
- (viii) A Big Auditorium, a Seminar Hall, a Video-Conference Hall.
- (ix) Adequate Sports facilities with a playground for Football, Cricket, Volleyball, Badminton, Table Tennis etc. and other minor game equipments.
- (x) Well equipped Gymnasium Hall.
- (xi) The College Computer Lab maintained by the IT department is well equipped and there are 50 standalone desktops in the centre. In addition, the College has made another cluster of 30 computers for the use of the students, which is situated in the Department of MBA.
- (xii) Well-maintained Teachers' Common Room and separate spacious Departments.
- (xiii) Small pantries are seen attached to the Departments for the use of faculty members.
- (xiv) All the washrooms are kept hygienically clean with running water facilities.
- (xv) Spacious Girls' Common Room with recreational facilities.
- (xvi) Spacious Boys' Common Room with recreational facilities.
- (xvii) Permanent Canteen for students, teachers and employees.
- (xviii) The College is kept neat and tidy and maintained exceptionally well.
- (xix) All departments have a pass percentage of more than 90. Many of the students are in the top category in the University examinations.



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DR. HOMESWAR KALITA
Principal,
Gauhati Commerce College

- (xx) Departments have laid down their programme-wise Programme Outcome-Course Outcome Matrix on the College website, as per NAAC requirement.
- (xxi) Many programmes (viz. soft skills, personality development, etc) towards holistic development of the students have regularly been organised by the College.
- (xxii) NCC, NSS, and the Scouts & Guides units are functioning very efficiently with dedicated and hard working Professors in charge. The volunteers have been nominated to the Republic Day Celebrations in New Delhi consistently, showing the high level of training and resultant skills of the cadets. The highest state level award (Bir Chilarai Award) for the NCC cadets was also bestowed upon one girl cadet of the College in the year 2021. Over the years a large number of Rovers were awarded with Governor's Award. In 2016, 5 Rovers were awarded with Rashtrapati Rover Award. NSS volunteers and PO have been awarded with State level and University Level awards in the past few years.
- (xxiii) The admission process is IT enabled,
- (xxiv) The college accounts are being regularly audited by qualified external firms. The accounts are also audited by the Accountant General of Assam regularly.
- (xxv) Majority of the faculty members are trained in the use of ICT, specifically in the use of the internet in teaching learning.
- (xxvi) Active engagement of the alumni of the College. The Alumni associations have donated about Rs. 25 lakh in the last year (2020-21) alone.



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DR. HOMESWAR KALITA
Principal,
Gauhati Commerce College

- ***Opportunities Of The College***

- (i) The College should gear up to embrace the spirits and provisions of the National Education Policy, 2020 in right earnest. Therefore, there is an urgent need for a Perspective Plan which should deal mainly with the issues of integrating **multi-disciplinary programmes with the present academic setup.**
- (ii) There is a golden opportunity for the college in choosing the right disciplines so that the students' skill and holistic development components are integrated into the system.
- (iii) The perspective plan may emphasise carefully chosen socially, globally, and commercially relevant disciplines and programmes.
- (iv) Gauhati Commerce College is the right candidate for getting converted into an autonomous institution as per the provisions of the NEP, 2020. However, this will be possible only when the multidisciplinary nature of its programmes and disciplines are well established and acknowledged.

- ***Priorities Of the College:***

- (i) To convert the college from single stream into a multi disciplinary institute.
- (ii) To convert the college into a Centre of Excellence with Holistic approach.

- ***Challenges Of the College:***

- (i) A huge amount of resources in the form of fund, manpower and infrastructure will be required to convert the college from single stream into a multi disciplinary institute.
- (ii) Restructuring of Library Building, Boys' Hostel, Auditorium and construction of Girls' Hostel are huge challenges to overcome.



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Principal,
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- (iii) Water logging has been a huge problem for the College, especially during the summer months. The efforts to tackle this problem take away a considerable amount of resources, and attention from the College authority.

3. IDENTIFICATION OF THE STRENGTHS AND CAPACITY(HUMAN & FINANCIAL)IN REGARD TO ORGANISATIONAL GAPS: THE ROADMAP TO MITIGATE THESE GAPS:

- (i) The College has very high demand for enrolment in all the available courses offered.
- (ii) The number of sanctioned posts is very meagre in comparison to the high enrolment.
- (iii) Student Teacher Ratio is very high.
- (iv) GOA has been approached to sanction some more posts in the various departments.
- (v) The Self Financing Courses could be provincialised with government intervention, for greater interest of the society.
- (vi) Financial Support from the Government is required for development of adequate infrastructure.

4. IDENTIFICATION OF THE INSTITUTIONAL GOALS AND CHALLENGES: LONG TERM & SHORT TERM

The college intends to establish itself as a Centre of Excellence, for imparting Business Education by establishing a link with the South East Asian Countries to expedite the aims and objectives initiated by the Govt. Of India under the Act East Policy,

- (i) Although the college had a goal to spread commerce education in this region, i.e., the North East of India, at present times the goal needs to be broadened so as to impart multi disciplinary and skill based education to the new generation. in long term.



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DR. HOMESWAR KALITA
Principal,
Gauhati Commerce College

- (ii) To achieve academic and professional excellence, the college needs to impart soft skill development , Personality development, skill based trainings to the students to enhance employability in short term.
- (iii) To introduce in short term:
- ✓ B.Voc in Commerce related Vocational Courses
 - ✓ B.Sc in Eco, Stats, Maths
 - ✓ B.Sc in IT
 - ✓ BA in English, Economics, Psychology and Sociology
 - ✓ BCA
 - ✓ Masters Programme in Tourism & Travel Management
 - ✓ Coaching for jobs in Banks, SSC,etc
 - ✓ Training in Indology and Human Values viz. Satya, Dharma, Shanti, Prema and Ahimsa as envisaged in NEP 2020.
 - ✓ Certificate Courses in Yoga, Zumba, Aerobics, etc.
 - ✓ Certificate Course in Performing Arts
 - ✓ Certificate Course in Foreign Language
- (iv) To introduce in long term:
- ✓ Integrated B.Com- B.Ed course
 - ✓ Integrated M.Com
 - ✓ Integrated MBA
 - ✓ BSW
 - ✓ MSW
 - ✓ B.P.Ed
 - ✓ Diploma in Hotel Management and Hospitality Management



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DR. HOMESWAR KALITA
Principal,
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To fulfil these long term and short term goals, the college would require huge amount of resources in the form of manpower, infrastructure and fund.

5. DEVELOPING STRATEGIES TO PROMOTE LEADERSHIP:

To emerge as a leading institute in pursuance with NEP 2020, the college has already taken the following Steps:

- (i) Following have been incorporated in the class time table. It is planned to involve the students in at least any one of them :
 - ✓ Yoga and wellness sessions
 - ✓ Sports period
 - ✓ Music/ Dance/ Drama period
 - ✓ Debating/ Quiz/ Public Speaking/ GD sessions
 - ✓ Creative Art/ Painting/ Creative Writing Sessions
 - ✓ NSS/NCC/Scouts & Guides Activity Period
- (ii) For the cycling enthusiasts, the college has opened a Cycling Club.
- (iii) A number of MOUs have been signed with various sports organisation/ associations.
- (iv) For creating Environmental Awareness the college is planning to set up an Environment Club wherein students can be made aware of burning issues like climate change, preservation of rare species, Save Water, etc and sustainable development with the support from various organisations like Aranyak, Early Birds, SEWA etc.
- (v) The college has already adopted one village named Kharguli Gaon in the Chapaidung area of Guwahati City.



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- (vi) The college has initiated the process under Unnat Bharat Abhijan of Ministry of Education, GOI. to develop linkage with 5 number of villages to get involved in the planning process and expedite the developmental efforts of those villages.
- (vii) The College has plans for Student Exchange programmes.
- (viii) The college has already initiated the process of mentoring the students as laid down in NEP, 2020. In coming years, the college has a vision to provide vibrant mentorship to the learners so as to mould them into ideal citizens with commendable human values and at the same time provide them with career counselling.
- (ix) The College has initiated Counselling Sessions for the students for stress management, psychological well being, etc.
- (x) The college has plans for introducing Induction programmes for new students as well as new recruits.
- (xi) The college has proposals for conducting FDPs at regular intervals.
- (xii) The college has plans for instituting Awards for Brilliance in Entrepreneurship/ Social Cause/ Environmental Cause.

6. ACTION PLAN FOR PHASE-WISE IMPLEMENTATION OF THE PERSPECTIVE IDP WITH SPECIFIC TIMELINES:

As mentioned in point no. 4 above,

- ✓ All short term goals are expected to be achieved in the next 3 years.
- ✓ All long term goals are expected to be achieved in the next 10 years.



DR. HOMESWAR KALITA
Principal,
Gauhati Commerce College