

Strategic Plan and Deployment Document (2016-2020)



FAZL ALI COLLEGE
Mokokchung: Nagaland

INTRODUCTION

Fazl Ali College, founded amidst troubled times on 8th September 1959, stands out as a beacon of intellectual enlightenment for students from all over the State. The College is located about 5 kms away from Mokokchung Town which is the Headquarter of Mokokchung District of Nagaland. With a campus area of about 85 acres and an altitude of 1340 mts, the College is set amidst sylvan surroundings and offers a wide panoramic view of the surrounding countryside. The climate of the place is also very pleasant with temperatures ranging from about 6° C in winter at its coldest to 30° C in summer.

The College was set up in 1959 with the vision and foresight of a few educated men and women who felt the need for a liberal education to enlighten the masses. Nagaland, as a state, did not exist then but the region was under the State of Assam as the Naga Hills District and the insurgency movement then taking place led many young people to boycott schools. However, Fazl Ali College survived these turmoils and with a donation of ₹1 (rupees one) from every household in Mokokchung District and the help of the then Governor, Sir Syed Fazl Ali, the College came into being. When the State of Nagaland was formed in 1963, the Government took over the College as a fully funded Government Institution with retrospective effect from 1st March 1962 and the College has not looked back since then. Thus Fazl Ali College as a full-fledged Government Arts college was set in motion and gradually gained momentum. With the lapse of time, the need arose for the addition of a Science section to the College. In 1983, this became a reality with the addition of the Science stream. Today, the College has 16 departments, 82 teachers and 949 students



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PRINCIPAL

PREFACE

Strategic planning is the key towards progress and development of an academic institution. Long term plans centre around the Vision and Mission of the institution and also ensures smooth implementation and successful completion of projects/Action Plans.

The IQAC of the College formulates the Strategic Plan for the institution and monitors the smooth transactions from year to year, phase to phase. The College Advisory Committee approves the Plans formulated by the IQAC.

The strategic plan is formulated as per the seven criteria mandated by NAAC for quality Assessment and also as a response to the NAAC Peer Team suggestions and recommendation during the 2nd cycle of Accreditation. The IQAC formulate short term perspective plans of one year as well as long term strategic plans. The deployment document records the Annual Action Plans as well as the Five Year Strategic Plan of the Institution.

VISION:

To develop the College into a hub of multidisciplinary studies and a Centre for indigenous research of National and International Relevance

MOTTO:

The motto of the College is “*Academia Nulli Secundus*” (Second to None in Academics)

MISSION:

- *To mould students to face the challenges of contemporary society and to possess definite target goals so that they can act as catalyst for socio-economic change.*
- *To produce students who are ethically sound, creative and second to none in academics.*
- *To strive towards academic autonomy in order to maintain high academic standards in keeping with the Nation’s Education policies*
- *To expose students to ICT enabled Teaching-Learning processes while maintaining relevant traditional methodologies*
- *To focus on original and need based research with primary attention on indigenous resources*
- *To focus on Nation building by strengthening Community Extension Services and collaborations*
- *To build and strengthen transparency and decentralization in academic and administrative roles*

The SWOC analysis of the Institution as well as SWOC of all the departments in the College are taken into account in order to come up with a sound and relevant strategic plan

Strengths, Weaknesses, Opportunities and Challenges (SWOC)

STRENGTH:

- Sufficient land area (84.67 acres) for development and ample scope for expansion.
- Proximity to an urban centre Mokokchung town and Nagaland University. The College is strategically located near the District Administrative Headquarters (5 kms) as well as the affiliated Nagaland University main Campus (30 kms).
- Well qualified and dedicated teachers
- Teachers are encouraged to take up courses to upgrade their knowledge and teaching skills.
- Resourceful teachers for extension services.
- Teachers are encouraged to write research papers, books and to take up research works.
- UGC recognized and NAAC Accredited Institution.
- Offering Diploma course in Computer Application and Vocational Courses in Mushroom cultivation.
- The College has high enrollment every year. Transparency in the admission process with reservation policy for students from other boards and PWDs.
- With both Arts and Science streams in one institution, the college has more flexibility in offering varied subject combinations.
- Rich cultural diversity of students from different tribes and states

WEAKNESSES:

- Some Departments are understaffed.
- Contract faculty salary package is very less compared to regular teachers.
- Minimum funding from Government for infrastructure development.
- High number of contract faculty.
- Insufficient classrooms and hostels to accommodate the demand of the students.
- Lack of local industries supporting resource mobilization and employment generation.

OPPORTUNITIES:

- Prospect of further infrastructure development and introduction of entrepreneurial skill development courses possible because of sufficient land area.
- Well qualified teachers to offer Post Graduate courses.
- Opportunity to expand range of Vocational and Diploma Courses.
- Scope for showcasing ethnic fashion and establish ethnic fashion designing programmes.
- The only college in Nagaland which offers the Ao language (indigenous to the district) as an alternative MIL paper which has potential to become an honours subject and expand towards translation and publication of works into the Ao language, hence contributing to the community.
- Opportunity to do research on the rich flora and fauna of the region
- Opportunity to do Research on the rich and unexplored oral traditions of the indigenous people as well as indigenous resources

Challenges:

- Losing contract faculty due to lack of job security and poor salary.
- Lack of autonomy to design curriculum and innovate.
- Majority of students from rural areas, mostly first generation or second-generation learners,
- Low motivation among office staff to switch to IT enabled office system due to lack of confidence in themselves.

ANNUAL ACTION PLANS (2016-2020)

Action Plan for July 2015 – June 2016

- To organise a national seminar
- To organise career guidance programmes
- To organise one day orientation programme on management for support staff
- To enhance drinking water facilities
- To enhance the infrastructure of Nathan Boys' Hostel

- To organise orientation programme for parents of 1st semester students
- Installation of fans in select rooms and halls

ACTION PLAN FOR 2016 - 2017:

Students

- a. Psychometric Analysis to be conducted for students
- b. Career Guidance programmes to be organised in collaboration with Youth Net.
- c. All the students should be IT literate with basic computer application skills during their three year degree studies.
- d. To organise seminar on Clean Elections.

Teachers

- a. Inter-departmental seminars
- b. Publication of FAC Journal
- c. To organize a State level workshop

Non-Teaching Staff

- a. To organize periodic training on office maintenance, code of conduct, record keeping, etc.

Infrastructure

- a. Enhance AV facilities in more classrooms.
- b. Audio facilities in both Arts and Science large classrooms.
- c. To install Solar street lamps within the Campus.

ACTION PLAN FOR 2017-18:

Infrastructure:

- a. Renovation of Auditorium Ramps and Restroom for differently-abled.
- b. Rain water harvesting upgradation.
- c. Beautification of Campus.
- d. Expansion of CCTV coverage.

Student Support and Programme

- a. Awareness Seminar on HIV/AIDS to be organised by Red Ribbon Cell Career Guidance Seminar.
- b. All Nagaland College Students' Union Conference to be hosted by the College.

- c. To organise a cultural presentation by students.

Teachers' Progression

- a. Shifting, Expansion and Renovation of Departmental Offices and enhancement of facilities.
- b. To organise a workshop for teachers.

Non-teaching staff development

- a. Shifting, Expansion and Renovation Non-teaching staff offices.
- b. Enhancement of furniture in the offices of non-teaching staff.

ICT

To procure more computers and other IT equipments.

Library

- a. To procure more books
- b. To procure more books racks.

ACTION PLAN FOR 2018-19:

Infrastructure:

- a. Renovation of Auditorium (Phase wise)
- b. Rain water harvesting up-gradation (Phase wise)
- c. Beautification of Campus (Phase wise)
- d. Expansion of CCTV coverage (Phase wise).
- e. More ICT enabled classrooms
- f. To have Honours Roll
- g. To establish a Reception Desk
- h. To have a specific Notice Board for Class Routines

Student Support and Programme

- a. Awareness Seminar on HIV/AIDS to be organised by Red Ribbon Cell Career Guidance Seminar. To organise a cultural Programme by students.
- b. To have more invited Lectures/ Talks
- c. To bring out a Literary Newsletter for Students
- d. Organise Environment Awareness Programmes.

- e. Reports of students lacking interest in class activity to be communicated to their parents by the mentors.
- f. Each department to solve previous semester's questions/important questions and submit to the library.
- g. Debates and speech contest to be conducted thrice per year.
- h. An Alumni Tracking System to be established

Teachers' Progression

- a. Renovation of Departmental Offices and enhancement of facilities.
- b. To organise a workshops, seminars, conferences for teachers.
- c. IT enabled teaching aids
- d. Talks on various academic topics to be given in schools around Mokokchung.

Non-teaching staff development

- a. Shifting, Expansion and Renovation Non-teaching staff offices.
- b. Enhancement of furniture in the offices of non-teaching staff.

ICT

- a. To procure more computers and other IT equipments.
- b. Install CCTV to capture Biometric records

Library

- a. To procure more books
- b. To procure more books racks.
- c. Carpeting of entire library and running water connection to be installed.
- d. To procure four laptops for library so that students can have access to e-journals and e-books.

ANNUAL ACTION PLAN FOR 2019-2020

Infrastructure:

- a. Sirens to be installed
- b. Renovate outdoor benches, clock tower and other outdoor benches
- c. Hostels renovations
- d. Repair approach roads leading to hostels
- e. To set up a Museum cum Exhibition Centre
- f. To set up a Day Care Centre
- g. Facelift to College Infrastructure
- h. Purchase new desks and benches for classrooms in phase wise manner

- i. Enhance sports facilities
- j. Phase wise beautification of Campus
- k. Set up a Campus Map of the College

Student Support and Programme

- a. Awareness Seminar on HIV/AIDS to be organised by Red Ribbon Cell
- b. Career Guidance and Consultancy Programmes to be organised.
- c. To organise Cultural Programmes
- d. To have more invited Lectures/ Talks
- e. Organise Environment Awareness Programmes.
- f. Organise Gender Sensitization Programmes
- g. Set up Incubation Centre
- h. Certificate Course on Computer Application to be offered by Computer Science
- i. To initiate Alumni Engagement in various programmes
- j. Organise Disaster management Programmes
- k. To continue with September Melange in a larger scale

Teachers' Progression

- a. To organise workshop on IPR
- b. To organise National Seminar on Gender Equality
- c. To initiate an Extension Services programme
- d. Training to teachers on file keeping
- e. Organise a Workshop on NAAC related Issues and Challenges
- f. To continue with inter-departmental seminars

Non-teaching staff development

- a. Non- teaching staff to be trained on Computer Application
- b. Training to clerical staff on file keeping

ICT

- a. To provide laptops to all departments in phase wise manner
- b. Install LCD Projectors in all classrooms in phase wise manner
- c. Procure Smart Boards

Library

- a. To procure more books
- b. To procure more books racks.
- c. Expansion of Library

FIVE YEAR STRATEGIC PLAN (2016-2020)

The five-year strategic plan is guided by the Vision and Mission of the College and envisages phase-wise long-term completion of projects.

1. To prepare for 3rd cycle of NAAC Assessment and Accreditation
2. To procure Fazl Ali College Alumni Association registration
3. Vocationalisation of Higher Education: To introduce vocational/diploma courses
4. To focus on Community Extension Services during semester breaks
5. Computerization of College
6. Renovation of College and Hostels
7. Draw up a Master Plan of the College
8. Organize National Seminars
9. Focus on Gender Sensitization Programmes
10. Solar Power Project
11. To obtain High Speed Internet Leased Line
12. Set up Museum
13. Set up Day Care Centre
14. Overhauling of old benches and desks
15. All classrooms to be equipped with IT enables teaching aids