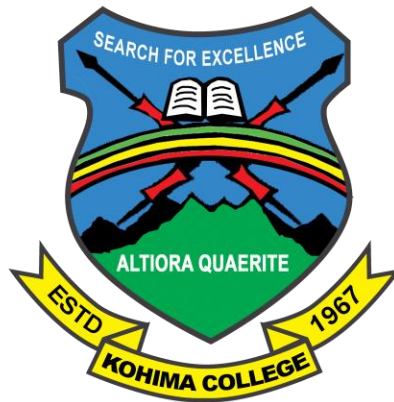




**KOHIMA COLLEGE, KOHIMA
NAGALAND**
Affiliated to Nagaland University
Recognized under UGC Section 2(f) and 12(B)
NAAC accredited (B++)

**INSTITUTIONAL DEVELOPMENT PLAN
(2025-2030)**

Introduction

An Institutional Development Plan (IDP) is a strategic roadmap that guides the long-term growth and progress of an educational institution. It defines the institution's vision and mission and outlines specific actions to achieve goals in areas such as academic excellence, efficient educational leadership and governance, infrastructure, faculty development, and financial management. The IDP serves to promote institutional quality, fulfill accreditation and ranking requirements, and ensure alignment with national educational frameworks, including the National Education Policy (NEP) 2020.

Kohima College, Kohima: A Profile

Kohima College, located in the scenic hillock of Kruoliezou, Kohima, was established on the 9 August 1967. This educational institute holds the distinction of being the first private college offering higher education in the branch of Humanities for the first time in Kohima. The College owes its existence to the founding members; Dr. Neilhouzhü Kire, Dr. Satuo Sekhose, Mr. Vibeilie Solo and Mr. Vilalhoulie Belho, four far sighted individuals from Kohima Village, who shared a common concern which was the need for an Academic Institution in the capital. Since its inception, the college has been doing a yeoman's service especially for the economically weaker section of the society because of its negligible fee structure with good facilities. The Government of Nagaland took over Kohima College on 1st February 2006.

Currently, there are 10 Under-Graduate departments in Liberal Arts, Social Sciences & Commerce areas of study and Two Post-Graduate Programmes in History and Political Science. A number of vocational courses have also been introduced to give the students opportunity to explore career pathways and equip them with employability skills while still in college. Extension activities are encouraged to promote social responsibility through grass root within and outside the classroom for a holistic development. The College is affiliated under Nagaland University and has gone through the 3rd cycle of assessment by NAAC with grading of B++ and is recognised under section 2(f) & 12(B) under UGC Act 1956. Currently, the college offers B.A and B.Com programmes along with masters' programme in Political Science and History. With 75 plus teaching faculty and 40 plus non-teaching staff, the college has an enrolment of more than 1900 students. The institute's Code of ethics/conduct guides all stakeholders of the College on its

principles of integrity, accountability, inclusiveness, commitment and sustainability and all works within the institutional policies and practices to fulfil the Vision and Mission statement of the College.

Motto

Search for Excellence

Vision

The College pledges not only to strive for Excellence, but also to prepare and nurture integrated personalities men and women whose intellectual, mental, moral and physical facilities have been harmoniously developed-to become ideal persons and citizens who understand the meaning of life and what it demands from them.

Mission

- To kindle and nurture the intellectual aspect of the students to make them intellectual, independent, resourceful and capable individuals.
- To instill in the minds of the learners the value of academic excellence and pursuit of knowledge and learning.
- To train them to become not only informed leaders but also to shape into agents of social change prepared for concerted social action.
- To inculcate in them strong moral values and disciplined habits resulting into individuals with impeccable character and towering and enduring personalities.
- To mentor them into developing healthy attitudes of life, humanity and the universe through a proper understanding of the self and the world.
- To encourage self-learning and self-evaluation and harness them for optimal productivity.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

- A co-educational institution having Arts and Commerce streams.
- Strategic location of the college makes it accessible yet provides a serene environment.
- Accessible and Affordable Education especially to students passing out from Government Schools and Economically Weaker Sections.

- Being one of the oldest Colleges in Nagaland, it has a reputation of having many qualified and seasoned professors.
- The college serves as a cultural hub where preservation and celebration of diverse cultures are integrated in the curriculum and extra-curricular activities.
- Well planned and balanced curriculum and extra-curricular programs help in holistic development of the students.
- Identification of weak students in the teaching-learning process and remedial measures are taken up through extra-classes, mentoring and counselling.
- Regular and continuous feedbacks from the students, parents and alumni help the college to identify the gap areas and improve on any shortcomings.
- The college library is well-equipped with an extensive collection of books and periodicals, subscribes to ONOS and N-List resources, and has been fully computerized to enhance accessibility and management.
- Transparent and efficient administrative functions.
- Appointment of teachers, service rules and salary are as per UGC guidelines.
- Maintenance of attendance record for students, faculty and staff helps in smooth functioning of the college instilling a sense of responsibility and accountability .
- Great number of eminent alumni who has been supporting the college materially, financially and morally thus boosting up the morale of the college at all times.
- Imparting of skill based and vocational education through certificate courses such as floriculture, soft skills, course computer concepts and entrepreneurship development course.
- Effective and diverse committees and cells playing important roles in addressing diverse issues of the college.

Institutional Weakness

- Inadequate infrastructural facilities to house the growing number of students, departments and programmes.
- Sharing of college building with TM School in the same campus has somehow hindered the future progress of the college.
- Admission of students from an average to below average academic performance
- High teacher-student ratio.
- Less enthusiasm for research activities among faculty.
- Limited availability of time for research activities during the peak academic session.

Institutional Opportunity

- Allotment of the new College site brings a paramount scope for infrastructural expansion.
- The college has potential to introduce new UG streams and academic disciplines/programmes
- Scope for introducing post graduate and research programmes in all departments
- More vocational courses in Skill Development and Entrepreneurship in line with the National Skills Development Corporation.
- Through Skill Development Courses and Entrepreneurship Development Courses, the college can create more job opportunities
- Potential to produce noted Sports persons with better facilities.
- Potential to become a centre for excellence especially in Naga traditional knowledge systems.

Institutional Challenges

- Academic activities of the college dominate classroom teaching and research gets a relatively lower priority.
- Limited space for infrastructural expansion in the present campus
- Inadequate number of college buses
- To produce progressively better academic results.
- To introduce more vocational employability courses.
- To achieve greater research outputs and make the college a robust research centre.

Institutional Developmental Plan

Goal 1: Effective Institutional Governance

- Enhance the functioning of Governing Body, IQAC, Core Committee and Kohima College Students' Council with clear roles and responsibilities.
- Build leadership capacity among faculty, staff and students through orientation, workshops and training programmes.
- Establish regular reporting and feedback systems for administrative, academic, and financial activities.

- Introduce e-governance platforms for efficient record-keeping, communication, and grievance redressal.
- Involve faculty, staff, students, and alumni in policy formulation, institutional planning and implementation.
- Ensure functional and effective committees for academic, cultural, and co-curricular activities. Currently, the college has 44 committees and cells.
- Update policies in line with NEP 2020, Nagaland University, NAAC, UGC, and state government guidelines.
- Strengthen statutory compliance and adopt best practices of the college.
- Institute an annual governance audit to assess effectiveness of systems.

Goal 2: Resource Generation

- Mobilize funds from diverse sources such as government schemes, UGC grants, PM-USHA and CSR initiatives of various government and private organizations.
- Encourage alumni contributions and endowments for scholarships, infrastructure, and research.
- Promote faculty and student research projects eligible for funding from institutional research fund namely **Kohima College Faculty Research Grants**, grants from Department of Higher Education and other governmental departments, and other funding agencies such as Indian Council of Social Science Research, etc., and other national and international research funding agencies and organizations.
- Facilitate patenting, commercialization, and licensing of innovative research outputs.
- To develop and conduct more skill development courses, workshops, and consultancy services.
- Encourage resource generation activities through students' internship projects and experiential projects whereby students can earn while learning.
- Establish incubators and collaboration with governmental departments, local industries and NGOs for mutually beneficial projects.
- Optimize use of existing resources through budgeting, audits, and financial planning.

- Introduce digital financial management systems for transparency and accountability

Goal 3: Academic Excellence

- Introduce Post–Graduate Programmes and Research Programmes in all departments.
- Introduce new academic departments preferably UG programme in Psychology, Social Work, Mass Communication and Journalism, and multi-disciplinary programmes such as Development Studies, Media Studies, etc.
- Develop new curricula and enrich the existing curricula in line with NEP 2020
- Promote innovative teaching and learning process by adopting ICT-enabled teaching and blended learning.
- Encourage experiential, field-based, and community-engaged learning
- Organize continuous faculty development and professional development programmes, capacity building programmes, refresher courses, and workshops.
- Encourage faculty exchange programmes and faculty participation in academic conferences and seminars.
- Strengthen student academic support by way of mentoring, tutorial, and remedial classes.
- Provide inclusive psychological support and emotional care through mental health networks and programmes.
- Provide academic counseling, career counseling and peer-learning activities to enhance academic achievements.
- Promote internship programmes in collaboration with local firms, industries, government departments and NGOs.
- Ensure availability of relevant and updated course materials in the library.

Goal 4: Research, Intellectual Property, and Support

- Strengthen and expand the activities of Research and Development Cell
- Revise and update the existing Research Policy in line with NEP 2020, Intellectual Property Rights and research ethics.

- Establish discipline-specific research clusters and inter-disciplinary research clusters
- Maintain annual research audit and publication database.
- Organize more workshops and seminars on research methodology, IPR, and academic publishing.
- Provide financial incentives for faculty publishing in other reputed journals.
- Encourage research and documentation of indigenous knowledge, oral traditions, and community practices of Nagaland.
- Facilitate patent filing in collaboration with Nagaland University or IPR Cell of Government of Nagaland.
- Continue annual Kohima College Faculty Grants for Research Projects scheme for minor research projects
- Prioritize interdisciplinary and community-impactful research projects proposals.
- Encourage UG research through “student mini-projects” under faculty mentorship.
- Facilitate external grant applications (ICSSR, ICHR, UGC, NEC, State Government)

Goal 5: Human Resource Management

Faculty Empowerment and Professional Development

- Organize more workshops and training programmes in the Institution with a focus on enhancing digital proficiency, leadership skill and mentoring
- Apart from the mandatory orientation and refresher courses, teachers should be encouraged to attend various Faculty Development Programmes and short-term courses
- Expand faculty exchange programmes which are currently restricted to the state or region to national and international universities
- Increase the current grants and funding programmes initiated by the Principal’s Office and IQAC to promote more interdisciplinary and multi-disciplinary research projects

- Organize international seminars and conferences in the institution to provide opportunities for the faculty to present papers and to promote national and international collaboration
- Ensure library automation and up-gradation to facilitate faculty research projects.

For Students

Career Development Services: Streamline career counselling to meet the different needs of individual students and organize college placements services in keeping with the local context and demand.

Skill Enhancement: Organize skill enhancement courses aimed at creating awareness and recognition about one's own strength and weaknesses.

Equip students with computer skills: Build a computer laboratory and start computer classes.

Scholarships, Free ships and other financial aids: Explore more scholarship avenues for meritorious students, increase free ships for economically disadvantaged students, and other financial aids to facilitate student participation at regional, national and international levels.

Mentoring and counseling Programmes: Mentoring and counseling programmes can be further streamlined to ensure effectiveness.

Measures to safeguard the students' welfare: The measures in place for students' welfare should be revised from time to time to meet the changing needs of students.

For Staff

Professional Development: Organize more professional development programmes for the administrative staff and the fourth-grade staff.

Welfare Initiatives: Institute and implement various schemes for the welfare of the non-teaching staff.

Reward and Recognition: Innovative appraisal systems to recognize well-performing staff and organize award ceremony.

Targeted training: Organize trainings to improve target areas such as soft skills, documentation and computer proficiency.

Wellness Programme: Offer comprehensive wellness programme to support staff's physical and mental health.

Goal 6: Network and Collaborations

Establish **MoUs and Collaboration** with reputed universities, research institutes, and professional bodies.

Initiate **faculty and student exchange programs** with partner institutions.

Collaborate on curriculum development, joint conferences, and workshops.

Collaborate with local industries, enterprises, and start-ups for internships and training.

Engage with government agencies and NGOs for skill-based and entrepreneurship programs and courses.

Establishing and maintaining robust alumni network where former students can connect with each other .

Explore collaboration with colleges and universities for online guest lectures, joint research, and exchange opportunities.

Encourage faculty to apply for international fellowships and conferences.

Collaborate with local communities and civil society organizations for extension and outreach programs.

Build linkages with schools and colleges for mentoring, career counseling, and capacity building.

Goal 7: Physical Infrastructure

- Renovation and maintenance of existing buildings
- Video conference hall
- Separate Computer lab building with 60 – 70 computers
- Renovation and maintenance of existing water resources
- Expand the provision of safe and clean drinking water
- Rain water harvesting
- Solar electrification of the college campus
- Construction of additional UG building
- Construction of additional PG building
- Construction of additional Boys and Girls hostels
- Construction of additional Boys and Girls toilets
- Construction of Seminar and Conference rooms
- Establishment of a Skill Centre and Innovation Hub
- Setting up of a Centre for Naga Indigenous Knowledge Systems
- Construction of security gates
- Separate Administrative block and academic building

Digital Infrastructure

- Expand digital resources along with digitalization of tangible knowledge resources.
- Provision of High speed wi-fi accessibility
- Procure Plagiarism software facility
- Dissemination of cyber security awareness information through workshops
- Investment in Emerging Technologies
- Expand Smart Classrooms
- Expanding IT Infrastructure

- CCTV in all strategic points
- Research Infrastructure and Knowledge Repository
- Experimentation and innovation
- Examination Branch shall digitize old records and adopt a fully automated system for grading, scheduling, timely result declaration, and transparent revaluation,
- Research Innovation and Assessment Centre for Sustainable Development that can act as a think tank for the government



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