

Darjeeling Government College
Darjeeling
West Bengal

Accredited with Grade B by NAAC (First Cycle)

PERSPECTIVE PLAN
2018-2023

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Current Status of the College

General Profile

- (i) **Name and address of the college** : **Darjeeling Government College**
Lebong Cart Road, Darjeeling
PIN:734101, West Bengal
- (ii) **Year of Establishment** : 1948
- (iii) **Website** : www.darjeelinggovernmentcollege.com
- (iv) **Institutional Status** : Government College
- (v) **Award and Recognition** : Accredited with 'B' Grade by NAAC in 2018

(v) **No of Academic Programmes offered**

- UG :
 - BA Hons and B.A. Programme
 - BSc Hons and B.A. Programme
 - B.Com Hons and B.Com Programme
- PG :
 - MA (English), M.A. (Nepali)
 - MSc (Botany), M.A. Zoology

About the College

Darjeeling Government College as it stands today since 5th August, 1948, has traversed a long way in serving the community. Darjeeling is very fortunate to have a Government college of this stature and potentiality in this district town.

The college is situated at the foothills of the eastern sub-Himalayan region at an altitude of 2134 metres. It stands on the Lebong Cart Road near the Padmaja Naidu Himalayan Zoological Park and the Himalayan Mountaineering Institute. The full-time Government College teachers are appointed by the Government under the West Bengal Education Service (W.B.E.S.) & West Bengal Senior Education Service (W.B.S.E.S.) on the basis of the recommendation of the Public Service Commission, West Bengal, following the eligibility criteria framed by the University Grants Commission (UGC). The college is a full-fledged Government college and is totally under the administrative control of the Higher Education Department (headed by the Principal Secretary, Government of West Bengal) that frames all the policies

and modalities regarding the functioning of the college for the Principal to execute. The District Magistrate acts as the President of the Governing Body.

The college boasts of running the Indira Gandhi National Open University study centre since 1986; only one year after the University was established by the Central Government. Initially starting with 34 students, it now claims strength of around 2500 pupils and offers courses such as B.A.; B.Com.; M.A. (English, Hindi, History, Economics, Political Science, Public Administration, Rural Development, Sociology, Tourism Management and Commerce); certificate courses in Teaching of Primary School Mathematics; Diploma in Tourism Studies, English Teaching; selected Doctoral programme and so on.

One of the most important achievements of the college is the building up of a Central Library with a rich collection of more than 1,00,000 books and good number of journals including rare volumes of Tibetan, Nepali and Sanskrit works. The students are allowed to borrow books for studying at home and are encouraged to use the reading room during the college hours. Honours and Post Graduate students enjoy additional facility of using the extremely rich seminar libraries of their respective departments. The library keeps on adding to its existing resources by utilizing the annual grants provided by the Government and the UGC. The library also provides internet, e-journals and INFLIBNET facilities to the students. The library has been automated using KOHA software.

In order to boost information intensive curriculum, most of the departments and offices are provided internet connections with WIFI facility so that all students and teachers can avail unwired internet connection. The college is trying to introduce new subjects at the undergraduate level. The primary interest of Darjeeling Government College has always been to give maximum facility to its students. The Institute offers a well-equipped cheap store and a cheap canteen. Three girls' hostels including a post graduate girls' hostel take care of the accommodation of out-station students. Apart from keeping strict vigilance on the academic performances of the students through regular internal tests, the college also emphasizes on their holistic development through encouragement of games and sports. The College has a state of art fitness Centre with latest fitness equipments to cater to the physical fitness of the students as well as the teachers.

Cultural programmes are annually held and co-curricular activities such as quiz, inter-college debates etc. are encouraged. The final year students are guided to make their future career plans through regular career counseling sessions. The college tries to produce good citizens by providing National Cadet Corps (N.C.C.) training to its students. The college has one Company Senior Division NCC (boys) under 5 Bengal Boys Battalion NCC, Darjeeling, and two Platoon Senior Wing (girls) under 4 Bengal Girls Battalion NCC, Siliguri. The college N.C.C. Girls cadets have received prestigious awards like the Governor's medal, the Higher Education Minister's medal etc. The Girl Cadets of this college have represented the India Youth Exchange Programme in foreign countries like U.K., Vietnam and Bangladesh. Some of the college cadets

have also participated in the Republic Day parade in New Delhi and organized different courses of mountaineering, rock climbing, trekking and army attachment programmes etc. The college is also proud of having a vibrant National Service Scheme (N.S.S.) unit established in 2004. It has participated in social programmes organized by the Government and non-governmental organizations and also looks after the upkeep of the college.

The Teachers' Council is an academic body comprising of all the teachers of the college bounded by its constitution. The Teachers' Council gives advice to the Principal on different academic issues in relation to the college and different sub-committees regulate various activities of the college. The Council is headed by an elected General Secretary whose term in office is one year. Principal is the ex-officio President of this Council. The College has an active Inter Complaints Committee to address any complaint regarding Sexual Harassment in the College as per UGC Regulations.

Besides Darjeeling Government College Alumni Association has been formed and is registered under the West Bengal Societies Act.

Darjeeling Government College has already earned fame in its 75 years of excellence for encouraging academic intercourse through organizing national and international seminars and workshops on specific disciplines and interdisciplinary subjects.

From its day of inception to its journey till date, the college encountered many hurdles; but it has never stopped moving forward. Research projects sponsored by UGC, DST-GoI, WB DST-BT, and other funding agencies are being carried out at the Doctoral levels. The college aims to become an affiliate of many other similar projects and has a vision to upgrade this institution to its zenith.

Vision of the College

1. to be a centre of excellence in thrust areas of the teaching and research
2. to equip our students to meet the nations demand
3. to expand academic co-operation by offering new specialisation
4. upgrading existing programmes to a wider spectrum of students and researchers
5. to attain distinction in providing cutting edge teaching-learning experience, intellectual freedom in order to become first choice of students and researchers
6. to support and sustain the vision of founder members who paved the path of progress for socially and backward section of the society and also for women by liberating their shackled existence and by illuminating their future with the help of higher education
7. to encourage student enrolment from among weaker sections, even beyond the reservation limit
8. to establish a strong partnership between different universities and industry houses
9. to explore suitably the resource persons for generating future resources.

Mission of the College

1. To advance knowledge for the benefit of the society, industry and environment
2. To train the next generation of graduates able to excel in either research or industrial or professional disciplines
3. We will behave the highest level of honesty, integrity and professionalism
4. Committed to the high quality teaching and research
5. To encourage innovative approach for both teaching and research
6. Committed to the overall development our staff and students
7. Taking short-term valuable decisions consistent with our long-term objectives
8. Committed to a safe and sustainable work environment

SWOT Analysis of the College

The IQAC of the college carried out a SWOT analysis in the year 2018 while preparing the Self Study Report (SSR) of the college. The areas of strength, weaknesses, opportunities and challenges are identified as follows:

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

- Being a Government College, it earns the faith of the larger populace regarding academic quality,
- Creating a positive and transparent environment.
- The cost of education is very low.
- PG courses are running in the departments of Nepali, English, Botany and Zoology.
- Research has improved substantially since the introduction of postgraduate courses.
- All teaching and non-teaching employees of the institution and their family members, are assured of their health insurance aspects through the Cashless West Bengal Health Scheme 2008.
- The college also contains a well-stocked seminar library in different departments, many of which arerare books and computer with internet facility.
- The student-teacher relationship is extremely cordial.
- Carrying on the pioneering role of female education in hill area, more than 50% of the student strength for successive years is constituted by girl students of this college. The College has been instrumental in promoting gender equality in the region.
- Workshops, conferences, departmental organized internships, seminars, symposia and colloquia are held at regular intervals throughout the year
- The Innovation and Incubation Cell of the College organizes several workshops to inspire the students to tap their innovations for economic and psychological empowerment.

- Social involvement instinctively drives faculty and students of the College to respond to social issues in the society.
- College ensures an inclusive workplace by fostering a community spirit at work

Institutional Weakness

- Student enrolment is not up to the mark, all the seats in all the Departments are not filled up.
- The geographical location of the College makes collaboration with other reputed Institutions difficult as it becomes very expensive to host the collaborative programmes.
- Research output at the Institution level is not up to the mark quantitatively, primarily due to lack of regular financial grant from Govt. and other National agencies.
- Infrastructure, particularly, toilets, girls' and boys' common room, etc. need massive improvement, but due to paucity of funds, the upkeep of facilities is not always possible.
- Space constraint, due to location of college in hilly zone, is one of the weaknesses of the College.
- Shortage of non-teaching staff members, shortage of modern tools & infrastructures to conduct advanced research and linguistic weakness among some students.
- Transfer of teachers at times create a shortage of manpower and sometimes disrupts the momentum.
- Vacancies for Librarian posts and non-teaching staff need to be filled up. Due to shortage of Library staff, it has not yet been possible to operate the library beyond normal College hours. Maintenance of library is also difficult for shortage of staff.
- As the college is affiliated under North Bengal University at the UG level, its contribution in curriculum designing and modification remains limited.
- Darjeeling has shortage of adequate clean water supply and the College is a victim of this situation which is beyond the control of the College.

Institutional Opportunity

- Further expansion of postgraduate courses in Chemistry, Geography, Political Science will benefit the hill region as considerable demand exists for harnessing the opportunity for postgraduate studies in these Departments.
- The College library gives the opportunity to the students and staff of the college to access various textbooks, reference books, story books and books for preparing of various competitive examinations. The Library subscribes regularly to Inflightnet which makes thousands of journals and books available to faculty and students online. The library requires immediate automation of its services with latest softwares and hardwares. Besides the central library all Departments have well stocked seminar libraries for the benefit of students.
- The success of the students in all-India level entrance examinations such as UGC-NET, GATE, IFS, Combined Defense service etc. has increased the expectation of pupils from the institution.
- Internet facilities exist in different departments which will create a better connectivity among the stakeholders and will increase the academic output of the College to a great extent.
- A Photocopy Centre is available in the college campus, where the students can get the facilities of photocopy at a low rate.

- It has provision for adult and continuing education through IGNOU.
- It has employment assistance through career counseling programme.
- The college has been conducting various professional examinations on holidays.
- Active NCC and NCC units of the College undertake several extension programmes to improve the moral and ethical standards of the College.
- The College has very advanced multi-gym facilities to take care of the physical and psychological needs of the students.

Institutional Challenges

- The College has limited resources for imparting formal education to a larger student base. The demand pattern during admissions reflects a worrying trend. For example, during the current session demand-ratio for each seat of English and Geography Honours stands high. The college needs a holistic plan to accommodate more students.
- Upgradation of status and more autonomy will require structural and statutory changes. The development of a perspective plan for a longer period with short term sub-plans is dependent on the State Government policy as the College is entirely guided by the State Government rules and regulations, pertaining to recruitment of staff, income and expenditure. All employees are subject to the West Bengal Service Rules and West Bengal Financial Rules. The State Government, however, welcomes proposals for development.
- Academic planning for UG level is entirely dependent on North Bengal University, though the University welcomes suggestions.
- The academic performance of the students is good, yet there remains further scope for improvement.
- Given the annual increase in intake capacity, the challenge is to retain and enhance the quality performance. Smooth integration of all these graduates in the job-market remains a challenge.
- Without the removal of obsolescence of technology from time to time, the restructuring of syllabus and the improvements or upgradation of laboratory facilities, the present advantages will be difficult to be sustained

Suggestions of Last NAAC Peer Team-2018

1. Conduct GB Meeting and Alumni meeting
2. Removal of Solid and E-junks
3. Renovation of Website:
 - Inclusion of Academic Calendar
 - Inclusion of Vission, Mission in website
 - Inclusion of best practices such as rain water harvesting
 - Inclusion of student support cell section and notifications on scholarships, freship schemes, few study material and e-resources links, syllabus
4. Android application for College

5. Preparation of ramp at any entrance and wheel chair for the students with special needs
6. Two separate common rooms for boys and girls
7. Library Renovation:
 - Proper cleaning and arrangement of books, students can participate in arrangement of books
 - Separate section for newspapers and journals
 - Separate sections for rare books/manuscripts for display
 - Colouring of walls
 - Internet service
 - Set up a Xerox machine for benefit of students
 - Digital cataloguing, preferably by hiring any M.Lib temporarily
 - Inflibnet registration for library
8. Introduction of Internal Complaints Committee (ICC) as per Bisakha Guideline, maintain register, organize sensitization programme and counseling
9. Introduction of RTI committee with a nodal officer and Principal of affiliating authority as per Higher Education Department guidelines
10. Set up a Student Support Cell who will notify regarding the scholarships and other career aspects on regular basis
11. Online registration in Fssai and attach the certificate in canteen
12. Preparation of permanent banners:
 - A banner with vision and mission of college at the entry of the college
 - Some anti-ragging and student support related banners with contact details
13. Introduction of some aqua guards in major departments and in each floor and canteens
14. Set up a site for rainwater harvesting with utilization as water supply

An Introduction to Perspective Plan 2018-19 to 2022-23

The role of Internal Quality Assurance Cell (IQAC) of an institution is crucial in maintaining momentum of quality consciousness in the institution. NAAC and UGC assigned the responsibility on IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the IQAC of the college has undertaken the task of designing a Perspective Plan for a period of five years commencing from Academic Year 2018-19 to Academic Year 2022-23 for a balanced growth of the college. The Quality Indicators of different criteria determined by NAAC have been taken as the basis for preparing the Perspective Plan. All stakeholders, including the students and their parents have been consulted in drawing the

perspective plan. The expectations of the students, faculty and other stakeholders have been accommodated in the Perspective Plan in accordance with the vision and mission of the college. SWOT analysis of the College has been the relied upon to make the Perspective plan for coming five years.

For effective deployment and monitoring the college plans to digitalize various activities, which are generally undertaken by the college. This will enable the college to take stock of the accomplishments and to relook into the action plans. We hope this will facilitate the college to realign the road map to reach the expectations of stakeholders.

Guiding Principles of Perspective Plan 2018-19 to 2022-23

1. Vision and Mission of the College
2. NAAC guidelines
3. Discussion with stakeholders regarding their expectations from the College
4. SWOT analysis of the College
5. Suggestions of the NAAC peer team 2018

Aims and Objectives of the Perspective Plan

Considering the background of our college as an institution imparting quality education in science, arts, commerce and vocational field, the IQAC of the college has identified the broad aim of perspective plan as follows:

- To create a supporting academic infrastructure and environment for overall development of the students
- To digitalize the activities of the college for effective dissemination of information and efficient record keeping
- To expand the academic and research facilities in the College
- To expand the activities of the College to serve the community beyond the campus

Perspective Plan 2018-19 to 2022-23

I. Curricular Aspects

As a premium Government College affiliated to North Bengal University the College will aim to ensure the following:

1. Active participation of faculty members in curriculum designing and development process of affiliating University by becoming BOS members.
2. The College will ensure timely preparation of Academic Calendar every year and upload it on

the College Website.

3. The students will be explained in details the Programme Outcome and Course Outcome of the courses they are pursuing at the commencement of every semester at UG and PG level across all departments.
4. Offering additional add-on courses (Enrichment course) to enrich the students in various domains.
5. Organize national and international level seminars in all Departments to expose the students to global trends and development taking place in their respective disciplines.
6. Introducing a mechanism to obtain feedback on curriculum, its scientific as well as systematic analysis/interpretation and communicating the feedback to appropriate authority for necessary follow-up action suitable modification of curriculum.
7. The College will attempt to open more subjects at the UG and PG level for the benefit of students of the region.

II. Teaching Learning and evaluation process

The teaching-learning system of the college should ensure dissemination of updated information and encourage the students to become effective researchers and lifelong learners in their respective fields of study. The following initiatives are planned over the period of next five years to improve the quality of teaching-learning process in the College:

1. A well-defined, transparent online admission process based purely on merit and reservation policies laid down by the Government of West Bengal.
2. PO, PSO and Cos are effectively made by all faculties in their respective fields.
3. Hold class tests for students in all semesters in all the courses at the end of every month for effective assessment of the learning of the students in order to give the students correct advice for their improvement in academic performance.
4. Take regular feedback from students and their parents for course correction if necessary in teaching-learning process.
5. Supporting the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.
6. To establish a common computer centre with internet possibilities where students can download academic material from internet free of cost and also access information for their advancement in career
7. Enable the library with automated cataloguing system so that the students can make more effective use of the library.

8. Regular subscription to INFLIBNET to increase the access of the faculty and students to research articles and books online
9. Enable maximum classrooms with ICT facilities like WIFI, overhead projectors and smart boards to increase use of ICT in teaching-learning process.
10. Supporting proper infrastructural facilities for differently abled students (Divyangjan) students
11. Encourage participatory and experiential learning through organization of students' seminars, debates, group discussions and field tours even in departments where such methods of learning are not part of the university curriculum.
12. Encouraging co-curricular and sports activities to help creativity and leadership quality among the students.

III. Research, Innovations and Extension

In order to further enhance the quality of research within the College, the following measures will be initiated:

1. The IQAC will hold review meetings from time to time with all Heads of the Department to encourage the culture of research in the College.
2. The Departments, particularly the Science departments will be encouraged to approach State Level and National level funding agencies with proposals to get funds to promote research for the faculties and students of the respective Departments.
3. Make continuous efforts to obtain research grants from funding agencies such as UGC, DST, DBT, ICSSR, INSA, etc to undertake major/minor project.
4. To upgrade the research facilities in the laboratories of various Science departments of the college.
5. Encourage faculty to take up inter-disciplinary, collaborative and participatory research projects and regularly publish in reputed and recognized journals..
6. To provide academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET, etc. for carrying out research activity in the College.
7. To promote participation of faculty members in FDPs like refresher courses, orientation programmes and short term courses.
8. Establish collaborative linkages with other HEIs through MoUs and other collaborative efforts.
9. To encourage the Departments to engage in exchange programmes of faculty and students from other HEIs.
10. The College will aim to establish an Innovation and Incubation cell to transfer the knowledge regarding research of the teachers for the benefit of economic empowerment of students/local youth as well as the talents of the students for preparing them for exploring innovative means of livelihood.
11. Organise awareness programmes on health, hygiene and sanitation, environment, cleanliness campaign and other social issues at neighbouring villages.

IV. Infrastructure and Learning Resources

To expand the academic and research activities of the college there is immediate need to upgrade the infrastructure of the college. The college will endeavour to take the following steps:

1. To take immediate steps for renovation of the New Science Building to accommodate the pure Science departments and create more space for expansion of the college. The building was severely damaged during the severe 2013 earthquake in the locality.
2. Ensure optimum utilization of available infrastructure and learning resources.
3. To relocate the gymnasium to a larger space for optimum utilization of students, faculty and non-teaching staff.
4. As water is a major problem in the locality, approach the local administration to make water available to the Institution more abundantly
5. Take steps to install adequate facility for rain water harvesting to meet the water shortage in the College
6. Upgrade laboratories with necessary instruments and facilities with funds from the government and other research funding agencies.
7. The College will strive to make more high speed internet available to the students.
8. Necessary repair of the Girls' hostels to accommodate more girl students from distant regions and make education more affordable for the girl children from economically disadvantaged sections
9. Complete automation of Library services and procure more books, journals, e-journals, periodicals, reference books in the central library.
10. Expand IT facilities regularly.
11. To establish a computer centre in the college where needy students can use the devices free of cost for educational purposes.
12. To update the website and make it more secure for faster and effective dissemination of information to the students and society at large.
13. To install Sanitary pad vending machine to ensure safety and hygiene of girl students of the College and spread awareness on menstrual hygiene in the society at large.

V. Student Support and Progression

To facilitate the overall development and progression of the students, the college provides necessary assistance to the students for meaningful experiences of learning, progression to higher education and gainful employment. The following measures are to be taken,

1. Strengthen mentoring for students through career counseling and soft skill development programmes
2. Conduct variety of Add-on Courses for upskilling the students to prepare them for twenty first century professions
3. To sign MoUs with other HEIs and Industry to expose the students to latest developments in their respective subjects.
4. To hold counseling facilities for students for not only academic but also their psychological

needs to ensure around development of the students.

5. Introduce a student support cell to spread awareness amongst the students regarding various Scholarships and stipends from Government of West Bengal, Government of India and other Private bodies.
6. Organize seminars, workshops and other cultural events to sensitise the students on gender and trafficking issues.
7. Continue with the crusade against ragging and keep the campus and hostels absolutely ragging free.
8. Create a more inclusive environment in the college by way of maintaining facilities for differently abled (Dibyangon) students
9. Strengthen the Alumni Association and explore further the ways and means to connect the current students with the alumni of the College for expanding the horizon of the students.
10. Encourage the students to participate in extra-curricular and sporting activities for their all-round development.

VI. Governance, Leadership and Management

The focus of the vision and mission of the institution is to ensure access, excellence, and affordable higher education to students of the region, especially from socially and economically disadvantaged sections. To achieve the aim the following initiatives are proposed:

1. To ensure financial transparency through internal and external audit of income and expenditure regularly.
2. Conduct Green Audit and Energy Audit regularly to ensure commitment to environment and ecology of the region.
3. The IQAC will conduct regular Academic and Administrative audit to review transparency, governance and delivery system of the Institution
4. Active role of the Gender Sensitisation Committee, ICC and Anti-ragging Cell will be ensured for a safe and harassment free environment in the campus. The Committees will also be encouraged to take outreach programmes to spread awareness on reproductive health, gender issues and trafficking issues to the society at large.
5. Decentralisation of the governance of the college will be ensured by entrusting the committees of the Teachers' Council to be responsible and committed to their respective tasks.
6. Ensure timely compliance to all Government Orders issued by the Government of West Bengal from time to time.
7. The College will try to digitize more and more of its services

8. Ensure the delivery of service benefits to the staff of the College in timely manner.
9. Maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst stakeholders.

VII. Institutional Values and Best Practices

Darjeeling Government College has been performing its role of not only preparing the students for academic excellence but also is a beacon of light for the social upliftment of the region. To perform its role in a more efficient manner, the College must take up the following programmes in coming years:

1. The College should have a Innovation and Incubation cell for promotion of a culture of research, innovation and identification of skills and talents for the students as well as larger society.
2. Take up well-planned programmes to transfer the knowledge acquired through research of the faculties for economic empowerment, environmental sustainability and preservation of the local culture and resources through outreach programmes
3. Take up well-planned programmes to ensure gender equity, address the menace of human trafficking in the region and spreading awareness on women's health issues.
4. The students of the College do not lack talent but there is sever lack of facilities to identify and develop their skills. The College must take up sustainable programmes to identify and hone the skills and talents of the students for their all-round development.
5. The College is the only Higher Education Institution in the Sate with Tibetan Department. The College must develop a sustainable programme to make the Institution a Centre for Tibetan Language and Culture. Best Practices



Coordinator
IQAC
Darjeeling Government College
Darjeeling



Officer-in-Charge
Darjeeling Govt. College