



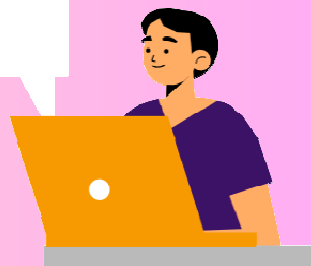
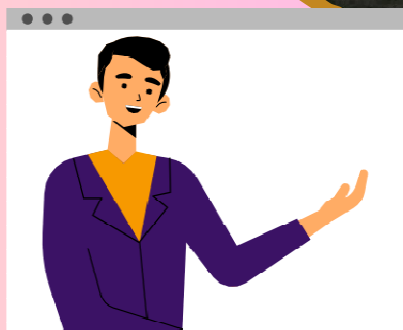
INSTITUTIONAL DEVELOPMENT PLAN

BANKURA CHRISTIAN COLLEGE

(Affiliated to Bankura University)

Accredited: Grade 'A'

(4th Cycle) by NAAC in June, 2025



2025-35

EXECUTIVE SUMMARY

INTRODUCTION

Bankura Christian College is now a brand name in academia. This Government-sponsored Minority College has established itself as a centre of education par excellence, imparting quality education for more than 122 years and contributing significantly to the nation by nurturing young talents.

Under the stewardship of Rev. John Mitchell, the Founder Principal, and with the initiatives of the Wesleyan Methodists, the college started its journey on the 29th of June in 1903 as the only institution for higher education in this economically backward region.

In 1907 the college was granted approval by Calcutta University to teach Intermediate Arts (I. A.) and Bachelor of Arts (B. A.). In 1911-12 Intermediate Science (I.Sc.) was introduced. In 1921-22 Honours curricula in Physics, Chemistry, and Mathematics were introduced. In 1961 it was affiliated to the University of Burdwan. Presently the college is affiliated to Bankura University (Since 2017). The College has been recognized under Section 2(f) and eligible for receiving financial assistance (UGC grant) under Section 12 (B) of UGC Act.

In 2011 the institution was recognised as a Centre with Potential for Excellence (CPE) and CPE II in 2017. The National Assessment and Accreditation Council (NAAC) conferred 'Grade A' to the college in three consecutive cycles of accreditation, 2013, 2019, and 2025. The college is also enjoying the privilege of being under RUSA.

With affiliation from Bankura University and Netaji Subhas Open University, the college is running different Postgraduate and Undergraduate courses.

The college is under the Management of Durgapur Diocese and follows the norms as stipulated by the UGC, the State Government, and the universities concerned. The institution can truly boast of its huge infrastructure, work culture, its commitment to quality education, and its close contact with the community.

Vision:

- *To become the dream destination for independent thinking, expression and to improve the quality of life.*

Bankura Christian College envisions a future where its students, empowered by quality education will contribute towards nation-building on the basis of knowledge, innovation and holistic social commitment which enable them to exercise independent thinking and freedom of expression. respect human rights, protect the environment and uphold the noblest cultural values.

- *To integrate economic, material, scientific and cultural resources with human values, ideologies and principles.*

The college integrates different cross-cutting issues in its teaching-learning mechanism that create provisions for exploring scientific thoughts, economic and material resources, and thereby instil in its students cultural and human values, political and nationalist ideologies and principles.

- ***To eradicate insularity and regional bias – both educational and social.***

The institution despite its Minority set up never indulged in any kind of racial, religious, or regional bias. It has always taught the students to be above all kinds of narrow-mindedness and prejudices -- social, cultural, linguistic, or educational.

- ***To help in the all-round development of the society.***

Bankura Christian College keeps in mind holistic development of the students. It not only aims at developing their domain of knowledge but also promotes research and generates their interest in contemporary global issues through vibrant curricular, co-curricular and extra-curricular activities. The college promotes studies on socio-economic, political and cultural heritage at the local and global platforms.

- ***To march toward autonomy.***

This college has already adopted concrete policies towards full academic autonomy. All the wings of the college are gearing up for autonomy.

Mission:

- ***To strive for academic excellence.***

The institution attempts at all-round academic excellence in its curriculum planning and delivery, high level of teaching and learning, and full dedication and commitment to enriching the students with the best resources available.

- ***To develop infrastructural facilities to accommodate diverse academic programmes.***

The college nurtures the minds of students by offering adequate opportunities and infrastructure so that they develop into empowered individuals capable of being just, humane and visionary citizens. The diverse programmes under CBCS and NEP cater to the needs of the students from academic, professional, and ethical standpoints.

- ***To inculcate humane values and responsibilities in students.***

The experiential and participative learning, group activities, different extension programmes, cultural and sports events organised by the institution inculcate human values and responsibilities in students. The programmes create conscientious groups of future leaders oriented towards the welfare of local communities through sustained engagement in several outreach programmes, and foster a culturally sensitive inclusive environment by upholding core values of unity, diversity, and integrity.

- ***To promote sustainable use of resources in students.***

The Green Committee promotes green practices for a healthy and sustainable environment by using alternative sources of energy, keeping the environment pollution free and promoting practices that reduce energy consumption and keeps the future of the students safe and secure. Thereby the institution teaches the student community not to aim at immediate gains, rather to think of safeguarding the future of mankind and Nature.

- ***To promote healthy practices.***

The institution has developed best practices that aim at an all-round development of the students and the society as a whole. As a premier institution, as the hub college of the district, and having a glorious heritage of more than 122 years, the college is not contented merely with its own development, but involves the schools and the colleges of the district, mentors the other institutions for their all-round development and undertakes different welfare schemes for the region as a whole. Thereby the college nurtures the future citizens of the nation.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength:

- Glorious academic and cultural heritage along with a satisfactory progress in the present time
- Excellent academic ambience
- A sprawling campus spread over 40 (approx.) acres
- 360 degree development of the students
- As the Hub College and the Lead College of the district mentoring the schools and the colleges of the district
- Full preparedness for NEP
- Vibrant MoUs (26) with different institutions of repute
- 33 Certificate Courses for all-round development of the students
- Full automation
- Full ERP-based communication and teaching-learning LMS in teaching-learning
- Vibrant Green practices
- Remarkable development in respect of teaching-learning with the help of ICT and other gadgets
- Experiential learning, participative learning
- Promoting discipline, punctuality and sincerity
- Strict adherence to attendance of students resulting in high percentage of attendance in classes and brilliant performances in university exams
- Continuous Internal Evaluation and regular feedback from all the stakeholders to ensure academic excellence
- Seminars, debates, power point presentations by students and other co-curricular activities motivate the students towards regular attendance in classes and enhance their performance
- Rank holders in the University exams almost in all subjects
- High percentage of students progressing to further academic degrees
- A considerable number of students qualify JAM/JEST/GATE/NET/SET every year
- Well-equipped with learning resources
- Modernized laboratories for students and researchers
- Remarkable progress in research publications
- The work force and the work culture are mention-worthy Regular publication of two peer reviewed, UGC-approved journals (now removed) with ISSN – *Wesleyan Journal of Research* and *Appropriations*
- Highly accomplished alumni spread almost all over the globe

- Five playgrounds attract the students in games and sports Health home facility ensures low-cost treatment
- Language laboratory and spoken English courses enhance proficiency in English language Institutional

Weakness:

- Yet to make satisfactory progress in introducing new courses (post-graduation) and fully professional courses
- Collaboration with industries has not adequately developed.
- Sufficient funds from external sources are still not available.
- Research centre has not yet developed.
- The auditorium is yet to be properly equipped.
- The Alumni Association needs to make a satisfactory progress Student exchange programmes are not yet satisfactory.
- The placement sector needs more attention.
- Career-guidance and guidance for competitive examinations need more concentrated attention.
- No concrete policy taken yet toward Summer/ Winter Internship under NEP.
- The process of recruitment of teachers and non-teaching staff needs serious attention.

Institutional Opportunity:

- Obtaining autonomy can open up new avenues in introducing courses.
- Creation of Infrastructure for accommodating new courses
- Introduction of purely professional courses
- Production of study materials for the students
- Introduction of a full-fledged Research Centre can cater to the research interests of the students.
- As the Hub College of the district there are further opportunities of mentoring and spearheading all academic and extension activities of the district.
- The playgrounds might be more pragmatically and judiciously used.

Institutional Challenge:

- Encouraging students to move forward for higher studies in this tough time when the trend is more towards technical education and less towards general courses
- Finding out greater opportunities for placement (both on campus and off-campus)
- Motivating students for career-oriented courses
- To keep pace with changing social needs and academic challenges and catering to the needs of the students of this changing time
- Mobilizing funds for over-all improvement of the college Making the campus free from political interference

Development Plans:

Academic:

Introduction of New Courses:

Short Term (next 2 years):

- Introduction of professional courses like Data Science, BCA, BBA
- Restoration of BP Ed Course
- Introduction of Diploma course in Physiotherapy
- Promotion of students' research/ research projects for the students (both Arts and Science students)
- Introduction/ Promotion (through Indian Knowledge Systems Division, Govt of India) of IKS-related courses like
 - Ancient Indian Mathematics
 - Bharatiya Natyashastra
 - Yoga Psychology
 - Indian Knowledge System in Architecture and Town Planning
 - Indian Ethics
 - Ayurveda Food Science And Nutrition
 - Course on Wellness, Health and Conservation of Natural Resources used in Indian Medicine
 - Ayurveda & Cognitive Science
 - Manuscriptology
 - Indian Aesthetic Thought
 - Indian Cultural Studies
 - Indian Intellectual Heritage
 - Indian Perspectives on Health and Lifestyle Management

Mid-Term (next 5 years):

- Introduction of professional courses like Journalism and Mass Communication, Tourism Management, Hotel Management
- Introduction of PG in Zoology and Geography

Long-Term (next 10 years):

- Introduction of PG in Chemistry, Physics and Mathematics
- Introduction of B Sc in Radiology, Pharmacy, Nursing, Physiotherapy and Rehabilitation, Hospital Management
- Introduction of professional courses in AI, Robotics, and Machine Learning

Research:

Short Term (next 2 years):

- Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for government and Non-government agency grants, etc.
- Motivating the teachers for undertaking different research projects under DST, CSIR, ICSSR, and other funding agencies
- Motivating the teachers for presenting papers in national and international seminars, conferences, symposia, etc.
- Motivating the teachers for publication of research articles in Scopus-indexed & Web of Science indexed journals
- Training on research ethics for faculty & Ph. D. students
- Developing an institutional research information system for sharing the status of research—projects (website/blog /portal)

Mid-Term (next 5 years):

- Establishment of a fully functional Research Centre for students and PhD scholars
- Registration for PhD directly in college under the supervisors of the college
- Collaboration with reputed national and international organizations/ institutions for research projects
- Industry-oriented research involving advanced students
- Research-internship for the students in collaboration with reputed industries and institutions of repute
- Developing incubation & Start-up Centre
- Arranging Student exchange programmes to get wide exposure across universities, both nationally and internationally

Long-Term (next 10 years):

- Developing the research centre as one of the best in the region
- Establishment of advanced science laboratories for different research activities
- Generating funds for running research centres
- Publication of high quality research journals by all the leading departments

Teaching, Learning and Evaluation:**Short Term (next 2 years):**

- Ensuring overall academic excellence of students including enrolment, teaching-learning, evaluation, and timely completion of graduation and postgraduation courses
- Developing outcome-based syllabi
- Industry-oriented internship programmes
- Improve the placement opportunities for students after graduation
- To promote self- employment /entrepreneurial skills among aspiring students
- Industrial visits to manufacturing units

- Organizing sufficient number of programmes for experiential learning, participative learning, and remedial learning
- Providing students opportunities of internships with local industries, businesses, artists, crafts persons
- Ensure basic medical facilities for all students in the institution
- Create or upgrade an efficient mechanism for grievance handling
- Create systems and processes that are required to ensure students' physical health and emotional wellness
- Encourage students to register for various online courses of their choice under SWAYAM and Udemy, Edx and Coursera
- Transparent and reliable evaluation system to be introduced in every field

Mid-Term (next 5 years):

- Research-oriented teaching-learning
- Imparting professional and technical education
- Grooming students for placement
- Arranging career fair, campus recruitment for the students
- Engagement of technically sound faculty for imparting professional and technical education
- Well-equipped laboratories and latest technology for effective curriculum delivery
- Procurement of adequate number of e-resources for all the students
- Arranging student seminars and conferences for exchange of ideas
- Motivating students for research projects
- Procurement of latest software and gadgets for automated examination and evaluation system

Long-Term (next 10 years):

- Promoting research culture among students
- Developing sophisticated laboratories and learning centres for all the students
- State of the art infrastructure to make the learning experience an enjoyable experience
- A highly modernized library for meeting up the academic demands of the students
- Developing a permanent placement wing for direct recruitment of students in the industry
- Publication of students in research journals
- Procurement of interactive boards for all the departments for effective teaching-learning programme.

Industry-Academic Partnership:

Short Term (next 2 years):

- To engage industry experts as experts to guide students on the latest job requirements and skills needed to enhance employability
- MoUs with local industry for student internships, training, and placement
- Planning industrial visits to local industry to give practical exposure to the students while learning.

- Students to conduct surveys or Case studies on local industries and share survey findings with the industry
- Periodical workshops, special lectures, group discussions to be arranged with the support of local industries
- Planning local job fairs, summer internships, workshops, certificate courses, field trips

Mid-Term (next 5 years):

- Designing Industry-oriented curricula
- Students Internship/project in industry to be a regular part of the syllabus and curriculum
- Collaborative projects with industry
- Sharing research findings, data with the industry for partnership projects
- Organizing Workshops on start-ups for self-employment and developing entrepreneurship skills
- Coaching classes for various competitive exams
- Career and Counselling Centre/Cell to have its own building
- Procurement of learning materials for the needy students

Long-Term (next 10 years):

- Regular campus placement to be organized by the industry
- Ensuring regular visits by the industrial units
- Organizing career talks and career fair by the industry
- Grooming students for placement
- Filling up the vacant teaching and non-teaching posts immediately
- Creating new teaching and non-teaching posts before autonomy
- Introduction of a fully functional Research Centre and conducting research activities more regularly with the financial assistance of Govt and non-Govt agencies
- Promoting CSIR and DST research projects
- Publication of Study Modules
- Publication of research articles in Scopus-indexed & Web of Science indexed journals

Infrastructural Development:

Short Term (next 2 years):

- Three existing buildings to have extension for administrative activities and for accommodating new courses
- One bungalow to be used as Controller's Section
- Renovation of different buildings for different courses
- Extension work of the Girls' Hostels
- Repair work of the Boys' Hostels
- Renovation of the Main Building
- Full automation of the library
- Purchase/ subscription (more than 100) of journals/e-journals (Rs 10,00,000 to be allotted immediately for that)
- Purchase of books for NEP curriculum (Rs 30,00,000 to be allotted immediately for that)
- Maximum high speed WiFi connectivity for the students in the campus

- Purchase of 100 computers for the labs

Mid-Term (next 5 years):

- One Administrative Building to be constructed with funds from MP LAD, MLA LAD, State Govt, UGC funds, or other funding agencies
- One big auditorium to be constructed for hosting different academic activities like seminars, conferences, symposia, etc.
- A large Reading Hall to be constructed for the students
- Complete renovation of the existing hostels
- A Research Centre to be developed for all kinds of research activities
- Further modernization of the library
- Purchase/ subscription (more than 300) of journals/e-journals (Rs 20,00,000 to be allotted for that)
- Purchase of books for NEP curriculum (Rs 50,00,000 to be allotted for that)
- Latest equipment/ instruments, software, gadgets to be procured for effective curriculum delivery
- A new canteen with all amenities to be constructed
- The entire campus to be brought under the coverage of solar power
- Purchase of 300 computers for the labs

Long-Term (next 10 years):

- A large academic building for conducting new courses
- Establishment of Research laboratories for PG courses and PhD work
- Industry centre to be established to conduct industry-oriented research activities
- An Open stage to be constructed for hosting different programmes
- A separate building to be constructed as the Incubation/ Start-up Centre
- Playgrounds to be developed fully for hosting different games and sports events

Strategic Plan of the institution:

The Strategic Plan of the institution is divided under three heads:

Academic, Administrative, and Infrastructure. It is a set of priorities for the institution and its academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

A. Academic:

- Promotion of the Faculty: Inspiring Faculty to align towards state of the art teaching delivery
- Development of Question Banks
- Providing Model Answers
- Innovation centre
- Internships for students in industry
- Introduction of PG courses and increasing number of research centres
- Introduction of professional and technical courses

B. Administrative:

- Decentralization of administrative and financial powers
- Fully digitized financial, academic and administrative activities
- Governing body, Academic Council and Boards of Studies to be constituted with highly accomplished academicians as external members
- A well-planned evaluation system to be developed
- No compromise on the quality of teaching-learning, evaluation, and research activities
- Time-bound grievance redressal

C. Infrastructure:

- Availability of best E-learning resources
- Web-enabled Modern Classrooms with audio visual facility and interactive boards
- Counselling & Placement centre
- Renewable energy resources all over the campus
- Renovation of the existing buildings
- Extension and expansion of the existing buildings
- Construction of new Administrative Building, Academic Building, and Auditorium
- Centre for industry-academic partnerships