




**BAPTIST COLLEGE, KOHIMA
NAGALAND**

**INSTITUTIONAL DEVELOPMENT PLAN
(2025-2027)**

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1. Institutional Basic Information

Sl. No.	Particulars	Details
1.	Name of College	Baptist College
2.	Name of the Affiliated University	Nagaland University
3.	Number of Campus	2 (Two): Kohima Campus and Sechü Campus
4.	Address	Kohima Campus: Mission Compound, Kohima, Nagaland, 797001 Sechü Campus: Rükhouba, Sechü Zubza, Nagaland, 797120
5.	Land	Kohima Campus: 3 acres Sechü Campus: 102 acres
6.	College Website	https://www.baptistcollege.in/
7.	Contact Details	Phone: 8787671742 Email ID: baptistcollege@gmail.com
8.	About the College	Baptist College was launched in faith by the Angami Baptist Church Council (ABCC) on 23 rd August, 1982. It is the result of a thorough discussion and deliberation at the ABCC level and it was finally approved and voted upon in its general meeting of March 13-14, 1981 for setting up a College. Hence the constitution of Baptist College states, “The College is a project of the Angami Baptist Church Council, which shall have the authority to constitute the Governing Body of the college. The management of the affairs and interest of the College shall be vested in the governing body, which shall be responsible to the ABCC”.
9.	College Logo	 <p>1. The <i>Kikha</i> and the green hills represent the rich culture of the land and people from which we derive our identity. Knowledge and education acquired must not alienate a student from his/her culture. Rather it should infuse greater appreciation and stronger relationship with one's</p>

		<p>culture and identity.</p> <ol style="list-style-type: none"> 2. The <i>Open Book</i> represents the Word of God. The scripture says, “The fear of the Lord is the beginning of knowledge” (Proverbs 1:7; 9:10). Apart from the required curricula set by the university, making God first in the lives of the students is what will make the College an institution of distinction. 3. The Latin word <i>In Excelsis</i> means “in the highest degree”. This is the ultimate goal of the College. 4. The <i>Cap</i> represents academic achievement of both the College and the students. <i>In Excelsis</i> is measured, not necessarily in high marks alone, but the content of the whole academic exercises that result in a wholesome education that makes both the College and the students outstanding.
10.	Vision	To impart quality education in Christian setting and practice of it’s precepts.
11.	Mission	<ol style="list-style-type: none"> 1. To foster the progress of education and to bring about a more abundant life through quality education. 2. To provide necessary vocational education and training with a view to impart practical skills to students for self-employment and meaningful life. 3. To provide sound and mature leadership by educating men and women to develop positive attitudes and to give guidance for correct living in moral, social, economic, political and spiritual life. 4. To lead men and women to consecrate their lives to the service of humanity with the love of God and the spirit of sacrifice. 5. To preserve, promote, learn and respect the rich cultural heritage of peoples far and near. 6. To develop the college into a prestigious centre for learning by providing higher education of learning it may deem fit, proper and relevant to the people.
12.	Governing Body	<ol style="list-style-type: none"> 1. Mr Vipralhou Kesiezie (Chairman) 2. Dr. Kevizakie Rio 3. Mr. Ningukhoto Zetsuvi 4. Dr. Nise Iralu 5. Mrs. Shyien Vihienuo 6. Er. Neingumeu Kire 7. Rev. Dr. Mechiehol Savi 8. Rev. Dr. Sanyu Iralu 9. Rev. Dr. Rachulie Vihienuo (Ex-Officio Member) 10. Dr. Kekuchol Pusa (Member Secretary) <p style="text-align: center;">(Tenure: 2026-2028)</p>

13.	Principal	Dr. Kekuchol Pusa Mobile No.- 8837489514		
14.	Vice-Principal	Narola Chuba (Kohima Campus) Mobile No.- 9436831318 Dr. Kewepfuzu Lohe (Sechü Campus) Mobile No.- 9436071737		
15.	IQAC Coordinator	Dr. Sentinaro Mobile No.- 9436005024		
16.	NEP Coordinator	Dr. Tsenbeni Mobile No.- 9612630794		
17.	NAAC Accreditation Status	Accredited		
	UGC Recognition	Recognition of College under Section 2 (f) & 12 (B) of the UGC Act, 1956		
18.	Financial Status	Self Finance		
19.	Number of Programs Offered	Under Graduate Program (Arts and Commerce)		
20.	Number of Students	Academic Year	Total	
		2025-2026	1299	
		2024-2025	1373	
		2023-2024	1483	
		2022-2023	1490	
21.	Number of Teaching Faculty	Kohima Campus: 29 Sechü Campus: 12 Total: 41		
22.	Number of Non-Teaching Staff	Kohima Campus: 14 Sechü Campus: 13 Total: 27		
23.	Number of Research Papers and Publications	9		
24.	Number of MOUs	15		
25.	Hostel	Sechü Campus: Boys Hostel: 1 Girls Hostel: 1		
26.	Utilities	Library, Common Rooms for Students and Staff, Wifi, Medical Room, Canteen, Recreational Room, Staff Pantry, Drinking Water Facility, CCTV, Lecture Hall, Guest House		
27.	Sport Facilities	Indoor Stadium, Football Ground, Basketball Court, Table Tennis, Badminton Court, Volley Ball Court		
28.	Institutional SWOC Analysis	Institutional Strength <ul style="list-style-type: none"> The Institution has two streams: Arts Stream consisting of 4 departments (English, History, 		

		<p>Political Science and Sociology) and Commerce Stream.</p> <ul style="list-style-type: none"> • Offers affordable and quality education, and provides Student Welfare Fund (SWF) which renders financial assistance to students from financially underprivileged families. • Classrooms are ICT enabled and the Campus is equipped with WiFi connectivity. • The Library is fully computerized and has a collection of textbooks, reference books, research journals, newspapers, and magazines. • Offers Computer Course and Coaching for competitive exams at subsidized rate, and organize activities for soft skill and vocational skill development. • Conference at the State and National level, faculty development programs, workshops and seminars are conducted for leadership, academic, and skill enhancement. • It is one of the first colleges in Nagaland to have a Culture Study Centre. It aims to provide students with resources, activities, and opportunities to examine and understand different cultures and traditions. The Centre also hosts Cultural Day once in every two years. <p>Institutional Weakness</p> <ul style="list-style-type: none"> • Alumni participation not up to the mark. • Limited infrastructural facilities and space in Kohima Campus. • IT facility not effectively integrated. <p>Institutional Opportunity</p> <ul style="list-style-type: none"> • Scope for infrastructural development in Sechü Campus. • Potential to introduce more UG and PG programmes. • Promote holistic student development by collaborating with Institutions and Corporations. <p>Institutional Challenges</p> <ul style="list-style-type: none"> • Space constraints for infrastructural growth in Kohima Campus. • Insufficient number of classrooms in Kohima Campus. • Faculty members to be more research oriented.
29.	Goals and Objectives	<ul style="list-style-type: none"> • Strengthen and monitor the function of the administrative processes to ensure the smooth performance of both campuses. • Encourage financial support for participation in academic/research work and publications. • Improve physical and digital infrastructural facilities.

		<ul style="list-style-type: none">• Institute holistic education and skill development programs.• Foster partnerships with local industries, government and institutions.• Promote community service and outreach.• Establish a strong alumni network and increase Alumni participation.• Develop annual Plan of Action to enhance institutional growth.
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2. Institutional Development Plan

2.1 Governance Enablers

- Affiliated to Nagaland University, hence adheres to the guidelines established and update policies in alignment with NEP 2020.
- To strengthen the Governing Body, IQAC, HODs, Committees, and Students Council which function with well-defined power, purpose and responsibilities.
- Improve Grievance Redressal Mechanism for faculty members and students.
- Regular review of the Plan of Action for timely and effective execution.
- Collect and analyse feedback from employers, students, and alumni and implement performance based appraisal system for faculty for quality enhancement.

2.2 Financial Enablers:

- Formulate policies to support various academic initiatives, research endeavours, commensurate development of physical infrastructure to adequately support the academic activities of the institution through sources like UGC grants, Government funding etc.
- To form Alumni Committee to strengthen alumni network and motivate to assist infrastructural development like construction of classrooms and others.
- To promote faculty and student research through funding agencies like ICSSR and UGC etc.
- Preparation of annual budget aligned with institutional goals.
- Transparent financial planning to support teaching, research and infrastructure.
- Partnership with universities, industries and NGOs for sponsored activities, joint programmes and skill development initiatives.

2.3 Academic Enablers:

- Effective curriculum planning in alignment with university guidelines.
- Academic calendar, lesson plan and continuous evaluation system to ensure smooth implementation.
- To organise and encourage faculty to attend FDPs, seminars, workshops and conferences.
- Encourage faculty to pursue PhD and research activities.
- Promote internship programmes in collaboration with local firms, industries, government departments and NGOs.
- To ensure availability of updated books, journals and E-resources in the library.
- To provide student academic support by providing mentoring sessions, remedial classes and financial incentives in alignment with the college policies.
- Provide academic collaboration through guest lectures, seminars and workshops with other institutions.

2.4 Research and Intellectual Property Enablers:

- To strengthen the activities of research and development cell for guiding and monitoring research activities.
- To organise more seminars and workshops on research methodology, academic writing and publication.
- Encourage faculty to publish in peer reviewed journals, edited volumes and conference proceedings.

- To enhance research collaborations with universities, research institutes and organisations for joint networking and knowledge sharing.
- To organise programmes that inform faculty and students about copyright issues, patents and intellectual property rights.
- To provide financial incentives for faculty publishing in reputed journals.
- To encourage research and documentation of indigenous knowledge, oral traditions and community practise of Nagaland through the Culture Study Centre.

2.5 Human Resource and Supportive-Facilitative Enablers:

- Transparent and merit based recruitment in alignment with UGC norms.
- Organise orientation, refresher course and other faculty development programmes.
- Encourage to participate in workshops, seminars and conferences.
- Support for interdisciplinary learning.
- To promote a positive and encouraging work and learning environment, healthy competition, and track progress through rewards for students and staff.
- Incentives for publications and other academic initiatives.
- Facilitation of collaborations and academic networking.
- Training programmes for non-teaching staffs like IT skills, office management etc.
- Exposure trips for educational and experiential learning.
- Counselling, mentorship and well-being initiatives.
- Encourage use of smart classrooms and online teaching tools.
- Opportunities for faculty to take up leadership roles in the form of HoD, Coordinator and Convener.
- Promotion of inclusive, gender sensitive and ethical work culture.
- Mechanisms for grievance redressal (ICC: Anti –ragging and Anti-sexual Harassment Redressal Cell, Staff Grievance Redressal and Welfare Cell and Student Grievance Redressal and Welfare Cell)

2.6 Networking and Collaboration:

- Initiate faculty and student exchange programmes with partner institutions.
- Partnership with industries for internship and training.
- Collaboration with local bodies and community organisations for community and extension activities through NSS, Swacch Bharat Abhiyan and Eco-Green Club etc.
- Establish MOUs and collaboration with universities, research institutes, global organisations, Government and NGOs.
- Participation in international conferences and exchange indicatives.
- Digital and knowledge networks by collaborating through online platforms and digital seminars/talks and webinars.
- Access to e-resources, data bases and digital libraries.
- Curriculum upgradation with hands-on learning whereby practical skills will be integrated with theoretical learning.
- Institutional partnership for capacity building by organising joint FDPs, workshops and training programs.

2.7 Physical Enablers:

- Enhance Wi-Fi connectivity in the Campus (Kohima and Sechi)
- Upgrade cafeterias, hostel, medical, common rooms (boys and girls) and sports facilities.
- Refurnish staff quarters and guesthouse.
- Construct additional classrooms.
- Develop smart rooms with IT integrated systems.
- Implement Green Campus initiatives (install solar lights, rainwater harvesting units, waste management bins).
- Renovate and equip office spaces with high-speed internet, computers and printers to promote efficiency.
- Strengthen and develop existing libraries, conference rooms and computer centre.
- Develop Culture Study Centre and acquire basic tools to encourage and amplify hands on learning and active engagement.
- Maintain the existing security gate, CCTV and parking space for students, faculty and visitors.

2.8 Digital Enablers:

- Provision of WiFi facilities for faculty and students for teaching-learning process.
- ICT enabled classrooms with frequent upgradation.
- Integration of multi-media and digital teaching aids.
- Adoption of Learning Management Systems (LMS) like Google Classroom.
- Installation of CCTV in strategic areas.
- Introduction of knowledge repository like DSpace etc.
- Provision of online grievance portal for both faculty and students.
- To conduct awareness programs on cyber security and ethics.



Dr. Kekuchol Pusa

Principal

Baptist College, Kohima



Dr. Sentinaro

IQAC Coordinator

Baptist College, Kohima