



North East Institute of Social Sciences and Research

Evaluation on Institution

Venue: Peace Channel Conference Hall, Dimapur

Date: 24th March 2018

Vision statement

NEISSRIAN transformed and transcended, excellence in knowledge and services, upholding human dignity, and creating just and inclusive societies

Or

An institute igniting minds of youth, facilitating transformation and transcendence of full human potentials in life and society

Or

NEISSR is a leading institute igniting minds, transforming conflicts, transcending barriers, embracing diversities, rebuilding inclusive societies, ensuring equity and equality, harmonizing with the nature

Or

retain the same as

(To) provide intellectual, social, physical and spiritual development of the youth by igniting the minds to realize their potential to develop independent thinking and creative outlook towards life and society

Mission statement

Towards the vision, NEISSR, will produce cadres of young ignited minds, social change models or social entrepreneurs and professionals at work by drawing-in students from diverse cultures, political and geographical backgrounds; equip them with life transforming knowledge and skills, discover and develop unique individual potentials and capacities by inculcating nonviolent values and practices of solving problems, and building inclusive societies.

NEISSR will also set up inter-universities /college partnership across regions and nations for academic exchange and exposure; collaborative peace research, lobby and advocacy for sustainable peace and development, and thereby create higher learning opportunities for both faculty and students

NEISSR will network with both Govt and Non Govt organizations including CBOs locally and across the state and regions for collective and collaborative engagements on the issues of peace and conflicts, and gender justice, and thereby create opportunities for professional development for the students

Core values that NEISSR will inculcate and demonstrate

Human rights and dignity of all; equity and equality for justice; plurality without compromising individuality; consensus while valuing urgency; nonviolence in thought and action; trend setting sustainable life style and standards; change while being locally rooted and globally aware; justice with human compassion; tolerance with diversities and differences; freedom of thought and work; integrity with probity.

Strategic Response Options based on SWOT Analysis (Staff & Students level)

1. Academic freedom and networking capacities with national and international institutions will be fully exploited to put in place improved curricular framework and syllabus, methodologies and practices in consonance with the global/national trends and local needs to overcome perceived threats from other (New) Institutions providing the same services
2. Lack of proper staff HR policy and established practices may discourage both faculty and admin staffs in giving quality services to the institute. This may be addressed by reviewing together (management, faculty and staffs) and improving upon the existing Staff Welfare Policy and practices at par with established standards and norms for the advancement of the institute
3. Lack of Infrastructural facilities and independent college campus may increase threats posed by new comer college providing the same services. This may be addressed on priority by tapping all available resources (external expertise, finance, networking capacities, etc.) while improving the quality of specialization subjects
4. Appropriate Gender policy and practices may be put in place that increase comfort levels, dignity of persons and facilitate expression of hidden potentials. This may be given top priority
5. Overladen staffs and unplanned activities may slow down progress and on-spot decisions may disrupt regular academic activities which may also discourage the faculty, administrative staffs and students. This may be addressed by participatory planning of academic calendar, curricular and (anticipated) co or extra-curricular activities for each semester with management, experienced academic staffs and expert consultations

3-year Strategic plans

Infrastructure:

- Rs 1.5 Cr will be mobilized for campus infrastructural development by 2019 and the rests will be mobilized by the next five years, 2024.
- Infrastructure development project will begin from the 2019 while at the same time explore possibilities of using existing infrastructure and facilities to shift the present college to the new campus.

- Preparing to shift the campus in the new site within three years.
- Process of absolute Digitalization of the campus

Policies:

Preparing and introducing of following policies:

1. Financial Policy
2. Human Resource Policy
3. Gender Policy

Academic:

- Academic audit process
- College will start preparing for NAAC accreditation by the end of 3rd years.
- College will introduce new courses such as Master Degree Counseling, Good Governness, Social Entrepreneurship, Journalism and Media and graduation in social work as a bridge course, M.Phil and Ph.D based on the context of the region and also based on specific needs of the people in the region in the next 3 years.
- Introduction of credit system in the academic performances.
- Follow up of different Committees:
 - College Development Council
 - Education Committee
 - Anti-Ragging Committee
 - Women Cell
 - Grievance Handling Cell
 - Disciplinary/Adjudication Committee
- The promotion of human values.
- The preparation of Annual and life plan.
- Experiential learning.
- Student friendly environment.
- PPC (Professional Progressive Circle)
-

Students' perspective:

- Students will have semester wise and annual targets and plans
- College will adopt "Transform and Transcend" approach to education and professional development NSS, NCC, Peace club, career /scholarship counselling, enhancement of existing committees and clubs, women committee, students' development department, etc.
- Development of employability skills
- Students' Development Centre

Staff Perspective

- Staff will have annual targets and plans
- Staff will have number of orientation and training programmes
- They also will have paper presentation and publication of articles.

Outreach Programs

- Empowerment program for youth and women
- Enhance the networking with NGOs and form the forums of NGOs.
- Open Library
- Various types of programs for schools and colleges

7-year Strategic plans

Administrative/Infrastructure:

- Completion of new college building and further enhancement of the infrastructure by 7th year.
- Fully equipped library, research, documentation and publication divisions and centres working in the campus linking with other pioneering institutes around the world and in the country
- Strong long-term partnership relations with several villages as learning sites, CBOs, NGOs and Govt agencies in the entire region and in each states of NER
- Campus provide safe space for mediation and dialogue for conflict parties to stay and resolve their issues
- Student friendly campus with cultural hall, language department, canteen, health club etc.
- Digitalized and paper free campus with website and social media.

Academic:

- Introduce evening courses in the allied subject areas such as; social entrepreneurship, political leadership, journalism, counselling NGO management; plastics, disaster, SPSS and Research method
- The institute hosts and organizes periodical workshops, seminars, conclave on important currents issues
- Runs diploma courses for specific sections of society/ need-based/ outreach programs/ seminar
- Impact as introducing Peace Education in the school's curriculum.
- Involvement of youth and women in Peace Building.

Students' perspective:

- Build up cadre of students as professionals in their respective areas of work and professions who are responding the current trends and processes, authentically and appropriately.

Staff perspective

- Build up cadre of faculty members as professionals in their respective areas of work and professions who are responding the current trends and processes, authentically and appropriately.

15-year Strategic plans**Administrative/Infrastructure:**

- Imaging as unique institute for all religious/tribal communities
- Construction of Cultural Centre, Auditorium and Gym.
- Full-fledged campus facilities provides all necessary requirements library, homely stay and food, studies, communication, academic activities for inter-state and international exchange programs going

Academic:

- Professional ethics will be in place for adherence among faculties and students prominently
- Promotion of human value
- Full pledge courses on M.Phil and Ph.d.
- Streamlining of diploma and allied courses: diploma course on NGO Management, Environmental Studies, Youth Development, Peace Building, Disaster Management, Counselling and Research. Allied courses like Social Entrepreneurship, Journalism, Good Governness and Counselling.
- Benchmark institute cum Peace and Conflict studies institute.
- Youth development
- Reference and share expertise in developing and implementing the courses introduced by NEISSR.
- Enhancing network with national and international institutions.
- A new identity for NEISSR as a job creator and sharing expertist to national and international level.

Students' perspective:

- Build up cadre of students as professionals in their respective areas of work and professions who are responding the current trends and processes, authentically and appropriately.

Staff Perspective:

- Build up cadre of faculty members as professionals in their respective areas of work and professions who are responding the current trends and processes, authentically and appropriately.

SWOT Analysis

STRENGTHS

1. Academic freedom: Ability to introduce new courses/ friendly learning environment
2. Pioneering in adopting offering Specializations in Youth & PCTS through interdisciplinary approach
3. Practices in experiential learning /Role modeling/ learning by doing
4. Qualified, experienced, trained & committed faculties to guide future careers of students
5. Faculty promotion: Training/Refresher course, etc.
6. 100% Pass results & 90% Job placement
7. Individual grooming & mentoring support service
8. Platforms (PPC) for individual professional development plans
9. Ability to network at national and international levels for collaborative/supportive activities
10. Ability to organize national and int'l programs (seminars, workshops/conclave/exchange) with its networking strengths
11. Taking lead roles in organizing NGOs networks and Social Work Professionals forums (NPSWA/NNP) at state level
12. Financially self-sustaining institution
13. Teamwork: Collective decision making and shared academic responsibilities
14. Ability to manage crisis situation
15. Multi-stakeholders/level academic performance assessment mechanism in place
16. Committed priests as head of the institute in academic and management services
17. Computer lab, website & database management
18. Realtime responsive grievance redressal in practice

WEAKNESSES

1. Overladen limited academic and admin staff strengths
2. Too many activities, on the spot-decisions often disrupt planned academic activities
3. *Syllabus cumbersome and lack clarity*
4. Inadequate infrastructural; facilities & maintenance; Limited room space for faculty; lack of regular maintenance of ACs in classrooms; sound system & LCD Projector
5. Lack of women grievance cell/ separate washroom
6. *Lack of clarity on staff welfare policy/ PF*
7. Cutting salary for absence is discouraging
8. Inability to mobilize students from other religious communities

OPPORTUNITIES

1. CNU providing academic freedom to the institution
2. International Universities (4) supporting human resources development
3. Cooperative and supportive of institutional and academic improvements at local, regional, national & Int'l levels
4. Collaborative NGOs/ Govt. Depts/CBOs/ FBOs/VOs
5. Int'l donors and Govt. institution interested to extend supports in campus development

THREATS

1. Other institutions (new) in the same academic field coming into the region and state may compete or outpace us

