



## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**



**SWAHID PEOLI PHUKAN COLLEGE, NAMTI**

**PO: NAMTIDOLE, PIN-785684**

**SIVASAGAR, ASSAM**

**SUBMITTED TO THE  
DIRECTOR OF HIGHER EDUCATION, ASSAM**

### **INSTITUTIONAL BASIC INFORMATION:**

Name of the College:	Swahid Peoli Phukan College, Namti
Address:	P.O.- Namtidole, Dist.- Sivasagar, Assam- 785684
Type:	Co-education
Stream:	Arts and Science
Date of Establishment:	14 - 07- 1970
Name of the Present Principal:	Dr Dhruvajyoti Nath
Contact no:	7896736019
College Email:	<a href="mailto:sppcollegenamti@gmail.com">sppcollegenamti@gmail.com</a>
Website:	<a href="http://www.sppcollege.in">www.sppcollege.in</a>
Affiliated to :	Dibrugarh University
UGC Recognition:	2(f) and 12 (B) of UGC Act 1956
Area of Campus:	55.5 Bigha
Accreditation Status:	B Grade by NAAC in 2004 in Cycle 1 and re-accredited with Grade in 2015 in cycle 2 (CGPA 2.5)
RUSA Grant :	First category college of Assam to receive RUSA grants 1.0

**MEMBERS OF THE INSTITUTIONAL DEVELOPMENT PLAN (IDP) PREPARATION  
COMMITTEE:**

1. Dr Dhrubajyoti Nath,  
Principal & Chairman, NEP Task Force
2. Dr Tanuja Bora, Member, NEP Task Force  
Associate Prof & HOD English
3. Mr. Ramen Baruah, IQAC Coordinator  
& Assistant Prof, Department of English
4. Dr Biman Ch. Borah, Coordinator, NEP Task Force  
Assistant Prof, Department of Education
5. Dr Jagmohan Boro, Member, NEP Task Force  
Assistant Prof, Department of Political Science

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## **MESSAGE OF THE PRINCIPAL**

The National Education Policy-2020 is a landmark document and a revolutionary step of the Government of India to bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanism and integrated management of education system. It envisions greater access, equity, excellence, inclusion and affordability to help India emerge as the knowledge super power.

The Institutional Development Plan (IDP) of Swahid Peoli Phukan College, Namti is the first step forward to chart out the modalities for phased implementation of the NEP 2020 at various levels, and broadly earmarks the short-term and long-term goals which may be assessed and reviewed periodically.

We feel that the Institutional Development Plan as the Comprehensive Roadmap for Implementation prepared by the Task Force shall facilitate the college fraternity in putting the vital components of the Policy in place in a time bound manner. The IDP primarily focuses on all the important aspects of NEP-2020 under eight major heads, with the provision of incorporating the left out components of NEP in future in a phased-manner.

We are hopeful that reforms envisaged through the Policy shall see the light of the day with the active engagement and cohesive efforts of all the stakeholders.

Dr Dhrubajyoti Nath,

Principal & Chairperson NEP Taskforce

## **Step 1:**

### **Analysis of Present Scenario in terms of Access, Quality and Future Readiness:**

#### **ACCESS:**

- Policy of Education for all by enrolling above 90 percent of students from socio-economically weaker section of the society and strictly adhering to the government reservation policy in the admission procedure.
- Sound student support mechanism with the provisions of close Students Mentoring, Career Counseling and Placement, different Cells for Grievance Redressal, Prohibition of Ragging, Communal Harmony, Internal Complaint, Sexual Harassment and Student Welfare Scheme such as Financial assistance for needy students and Free Student Health Insurance.
- Add- on courses for skill acquisition and enhancement of employment opportunities
- Faculty empowerment policy such as Lecture programme, Workshop, Research Cell, grants for Participation in Seminar and Workshop
- Extension service through community outreach programme, village adoption and school adoption
- Excursion, Study Tour and Field Trip for students
- NCC (army and navy) and National Service Scheme (NSS)
- Women Cell in compliance with the U.G.C. guidelines for Gender Sensitization
- ICT Access through digital classroom and online platform such as Institutional/ individual YouTube channel, Facebook page, Twitter, Whatsapp and Google classroom.
- A well-equipped Central Library open for all with more than 27000 books, journals, periodicals, newspapers and bulletin
- Infrastructural access (Common Room, Girls Hostel, Canteen, Cycle and Bicycle Stand)
- Well equipped Computer Laboratory
- Access to Sports facilities (Playground, Gymnasium Hall, Table tennis, Badminton Court)
- Registered Alumni Association for involving the outgoing students

### **QUALITY:**

- Infrastructure (enriched with updated facility, ICT enabled, well-equipped, and accessible to all)
- Curriculum (Value-based, skill-based, updated and of global standard)
- Faculty (Energetic, , Experienced, Dedicated, well-trained and Research oriented)
- Student (Holistic development, Progression & Placement)
- Administration (Decentralized, Transparent, Good Governance and Dynamic)
- Social contribution (community Service, School Adoption, Village Survey and Adoption)
- Quality assurance mechanism (Regular Feedback from internal and external stakeholders)

### **FUTURE READINESS:**

- Growing Infrastructure with increasing ICT facility and digital resource.
- Dynamic and Visionary leadership & Administrative Set up
- Updated and Ready-to-be Upgraded Faculty
- Value based education to instill Indian traditional and cultural values
- Innovative pedagogy and Skill based / vocational education for self-employment and realization of the ideals of *Atmanirbhar Bharat*.
- Introduction of multidisciplinary courses
- Student enrolment from diverse background
- Initiative for innovative measures like e – depository and Credit bank
- Exploration of team spirit: Building effective teams, Exploring individual skills and total teamwork

**Step 2:**  
**Strategic Plan of Action of the Institution in lines with NEP 2020:**

**2.1 Administrative Plan:**

**Targets:**

- Effective coordination among all domain
- e-governance,
- Continuation of Transparency
- Decentralization

**Strategies:**

- Devising an overarching plan to oversee functioning of all domains
- Institutional Plan with specific targets for the desired outcomes
- Annual Budget Preparation
- Online Admission, online transaction, digital record keeping for paperless administration
- Democratic decision making through participation of all
- Computer literacy for all
- Introducing Management Information System (MIS)

**2.2 Infrastructural Plan:**

**Targets:**

- State of the art infrastructure
- To cope up with NEP 2020 requirement

**Strategies:**

The priority initiatives under the college Master Plan

- Construction of New Academic Building,
- Construction of New Library Building and Automation & Enrichment
- Construction of Hostel for Boys and increase of seat capacity in Girls Hostel.
- To equip every Class Room with ICT facility, Installation of Digital and Smart classroom
- To augment the present premises into a Green and Eco Friendly Campus, (adoption of trees by every student and teacher, MoU with Forest Deptt. and organization involving with environment))
- Renovation of Toilet and Water Supply Facility



- Development of College Playground and construction of Sports Complex
- Utilization of College Land (45 bighas) at Ghelong Chapori
- Cafeteria with Photostat, printer and other stationeries in all building premises
- Access to all buildings and facilities for Divyang Jan
- Solar energy for alternative power supply
- Rainwater harvesting

### **2.3 Curriculum and Pedagogy :**

#### **Targets:**

- Achievement of distinction in and recognition for innovative pedagogy
- Students' extensive success in National level entrance tests, Public Service Commission examinations etc.
- To produce skilled, employable and responsible professionals Faculty empowerment
- To ensure students' holistic development
- To contribute to the increase of Gross Enrolment Ratio (GER) of Higher education

#### **Strategies:**

- To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.
- Integrating Skill-based/Vocational Courses with General Education. (Graphic Design, Animation, Photo and Video editing, Creative Art and Design, Desktop Publishing, Digital Marketing, Academic and Business Writing, Public Speaking, Soft Skill Development)
- Mapping of students' skills for better employability.
- Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills.
- To foster the spirit of inquisition, and promote independent and critical thinking
- To encourage students to relate the curricula and domain knowledge to contemporary real life situation.

- To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B.Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institution
- Special Cell for Regular Coaching for different level Competitive Examination and Placement.
- Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM;
- Installation and Up gradation of New Laboratories. (GIS Lab, Psychological and Language Labs)

#### **2.4 Multidisciplinary and Holistic Quality Education:**

##### **Target:**

- Holistic Development of the students (intellectual, aesthetic, social, physical, emotional, and moral development in an integrated manner)

##### **Strategies:**

- Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.
- Encouraging the students to participate in Co-curricular activities.
- Introducing community-based vocational/ skill-based courses;
- Enhancement of sports/ recreation facilities;
- Developing creative and critical thinking through club activities.
- Integrating Sports, Yoga and Performing arts.
- Introduction of Centre for Cultural and Gender Studies

#### **2.5. Optimum Learning Environment and Support for Student:**

- A robust mentor-mentee system for constant guidance, counselling and grievance redressal.
- Strict enforcement of all no-discrimination and anti-harassment rules.
- Active participation of students in co-curricular, community based extension activities and other committees/ cells/ clubs relating to students' welfare.
- Wi-fi Campus.
- Online learning and assessment system.

- Medical Support Facilities.
- Health Insurance for all the students.
- Industry linkage for employment generation
- Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students.
- Focus on sensitivity towards diverse gender, social, cultural and religious identities;
- Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.

### **2.6.Motivated, Energized and Capable Faculty & Faculty Empowerment:**

- Faculty Induction Programme for newly recruited faculty.
- Institutional effort to ensure incremental progress of the faculty.
- Promoting the faculty for research projects and collaborative research.
- Institutionalisation of research promotion policy.
- Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.
- Faculty Development workshops/ seminars.
- Developing the library as the centre of attraction for the learning community
- Mechanism to incentivize the outstanding teachers through appropriate rewards, recognitions, and by assigning important administrative responsibilities.

### **2.7 Research Plan:**

#### **Targets:**

- To enhance research engagements to contribute to the creation of new knowledge.
- To increase number of research programmes by identifying potential and relevant areas of research.
- To increase number and quality of Research contribution.
- To integrate research into pedagogic exercises.
- To disseminate the research outcomes and to find ways for its application.

#### **Strategies:**

- To galvanize the functioning of Research and Development Council by organizing motivational and orientation programmes on research at regular intervals

- Action groups/ task forces to oversee various concerns/ domains of research
- Publication of Research works in reputed, recognised and High impact Factor journals
- To undertake research programmes from leading National and Global funding agencies
- To motivate and help Students for undertaking Research Project
- Seed Grants for Faculty to undertake Research Project
- To Convene National/International Seminar/Workshop

### **2.8 Social Responsibility Plan:**

- CSR by establishing a Research Centre
- Village adoption and School adoption
- Community projects and outreach Programme (Tree Plantation, Cleanliness drives, blood donation, Survey on Literacy, Health, Socio-economic Status and Drinking water)
- Financial assistance to economically backward students.
- Support during Natural Disaster

### **Step 3:**

#### **Mission of the Institution to identify goals, Strengths, Opportunities, Priorities and commitments:**

##### **Mission to identify goals:**

Through three-phased manner vis-a-vis close monitoring of the changing scenario, changing of the existing goals as per requirement and then setting new goals so as to meet the rising demands. The college engages different bodies ranging from the Governing Body to the Students' Union for realizing the mission of identifying its goal.

##### **Mission to identify Strengths, Opportunities:**

Regular rigorous and objective SWOC analysis of the College in general and other constituent Units/Bodies.

##### **Mission to identify Priorities:**

Requirements of the students are exclusively taken care of while it is a matter of identifying the priorities of the institution. The rising demands and the feedback from the stakeholders are the key to the execution of the mission for identifying priorities.

##### **Mission to identify commitments:**

Emphasis is exclusively laid on the matters of social as well as local and national relevance for identifying the institutional commitments. The institution tries to realize its commitments through holistic development of the students.

### Step 4:

#### Identify the Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps.

<b>Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps</b>	<b>Process to mitigate the organizational gaps</b>
❖ Facilitation of an ambience of work culture conducive to the qualified, dedicated, energetic and experienced faculty members of the college in a systematic way for achieving better outcomes.	❖ Team work will be formed at micro level with different areas of interest to develop work culture. ❖ Rewards will be granted to the dedicated faculty and other members of the college for their outstanding works to motivate them.
❖ Undertaking more community engagement programmes to facilitate collaborative venture with neighboring society of rural background.	❖ Villages lagging behind in education, health and sanitation, gender sensitization, culture, sports, environment etc. will be identified and adopted. ❖ Outreach programmes covering those areas will be undertaken in adopted villages.
❖ Augmenting proactive leadership role involving schools and other educational institutions of the greater Namti area to enhance quality education since the college is the only HEI within 10 km radius.	❖ Schools of Namti area with special needs will be identified and adopted. ❖ Adopted schools will be mentored.
❖ Proper utilization of 45 Bigas of land belonging to the college to generate own source of income.	❖ Horticultural firming will be done in some parts of land. ❖ Agar plantation scheme in some parts of land will be done.
❖ Proper utilization of sport facilities of the college such as well-equipped multipurpose gym, badminton court, table tennis, Arm-wrestling bench etc. to produce more sport personalities of national and international repute.	❖ Talent hunt programmes in different areas of sports will be conducted in the college. ❖ Relation with sports authority of different levels will be maintained to impart better training to the talented students. ❖ Competition of different sports at district level will be organized in the college to motivate talented students.
❖ Collective and joint venture with Agar cultivation and industry of the region to facilitate entrepreneurship.	❖ Skill development and entrepreneurship programmes will be organized in the college in collaboration with Agar cultivators and traders.
❖ Undertaking more linkage and collaborative study programmes with nearby HEIs to enable productive learning.	❖ MoUs will be signed with nearby HEIs situated in Sivasagar district. ❖ Students and faculty exchange programmes will be conducted with nearby HEIs.

❖ Proper utilization of well-equipped computer lab will augment computer knowledge among the students.	❖ Diploma courses in computer education such as PGDCA, C and C++ etc. will be conducted. ❖ To execute this, MoU will be signed with NIELIT, Guwahati.
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### **Step 5:**

#### **Identify institutional goals- Long term and Short term.**

##### **Long Term Goals:**

- To develop the College into a Centre of excellence, which shall provide desired scope and opportunity for the young learners in an inclusive way to pursue their dreams of acquiring in depth knowledge and essential skill of global standard.
- To convert human resources into a cognitively empowered, holistically developed and committed manpower offering significant contribution towards nation and world at large.
- To continue to serve with dedication in the field of higher education to meet the changing needs of society and develop responsible individuals.
- To continue to pursue ethical conduct and a high order of integrity in all spheres of institutional functions.
- To continually assess the institutional risk and provide a safe and secured environment to the stakeholders.
- To develop and maintain significant networks between Institution, alumni and industry.
- To upgrade the college to a multidisciplinary centre of learning.
- Knowledge creation and innovation
- To increase access, equity, and inclusion

##### **Short Term Goals:**

Under Short Term Goal, the college keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. These can be shortlisted as-

- Readiness to implement NEP 2020.
- Curriculum upgradation as per requirement so as to make the students ready to fulfill global demand.

- Initiative for changing the institutional status as a traditional degree college in to a centre of Excellence, enriched by diversity and multiplicity of course and programme.
- Drive for increasing enrolment to contribute to GER increase.
- Initiative for insisting research culture among the students

### **Step 6:**

#### **Institutional level Challenges: Long Term and Short Term:**

#### **Challenges**

- Implementation of NEP-2020 and its ramification is a major challenge
- To create more faculty position
- To overcome the hurdle arising out of Minimum Academic Autonomy
- To increase the number of students
- To meet the requirement of Lab facilities including GIS and Language Lab.
- To convert the unused land area into a productive asset.
- To negotiate the problems arising from delayed appointment
- To attain adequate diversity and flexibility in the curriculum and evaluation
- To make internet facility exclusively available

### **Step 7:**

#### **Workable Hypothesis to mitigate and overcome the challenges in a phased manner:**

- To work for gaining maximum academic autonomy
- Infrastructure upgradation with financial assistance from Govt. of Assam, RUSA etc.
- Reimagining and adopting pedagogical changes
- Orientation towards multidisciplinary education for increasing enrolment
- To urge the Competent authority for sanctioning more Teaching Positions



- Raising the qualitative parameter for teachers
- Changing the mindset
- To explore new source of Funding
- To create new avenue of imparting education through ODL, Online learning etc.

### **Step 8:**

#### **Strategies to Develop Leadership:**

##### **Target:**

To produce world class leaders capable of leading the society, the nation and humanity at large in diverse spheres

##### **Strategies:**

- Developing and inculcating leadership skills with proper orientation and formal coaching programmes
- Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence
- Encouraging the employees to create their own vision
- Creating an ambience and culture of team work and team spirit
  - Appreciating, recognizing and rewarding good leadership.
  - Identifying the skills and abilities of students and employees
- Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner

-Confidence building : Newly appointed/ inexperienced faculty/ students will be assigned tasks, giving clear guidelines/instructions and making them work under close supervision

-Capacity building Giving tasks with clear instruction giving autonomy to carry out

-Building Self Reliance ; Assigning tasks with no instruction for execution.

-Total Empowerment/ Autonomy : Giving autonomy to make own decisions for setting agenda, devise plan and strategy and execute them.

## **Step 9:**

### **Mechanism to Ensure Transparency in Governance:**

#### **Target:**

Transparency is widely recognized as core principles of Good Governance.

It implies openness, communication and accountability.

#### **Strategies:**

- ❖ Development of E-Office (E-Governance) Model:
  - Digitization and accessibility of all records.
  - Digital financial management system (Public Finance Management System-PFMS).
  - E-filing and tracking system.
  - Biometric attendance system.
  - Online admission system.
  - Digital monitoring system.
  - Digital transaction of information.
- ❖ Decentralized and Democratic, Decision and Policy Making System:
  - Discussion and inputs system from all stakeholders before taking decision.
  - Representational system from all stakeholders at apex decision making body.
- ❖ Robust Audit System:
  - Financial audit
  - Social audit
  - Green audit
  - Energy audit at regular interval
  - Gender audit
  - Academic and Administrative Audit (AAA).
- ❖ Open Assessment System of Students' Performance:

- Distribution of evaluated answer scripts to the concerned students.
- Notification of their performance in class tests, group discussion, seminars and attendance.
- ❖ Publication of annual report of the college.
- ❖ Parent-Teachers and Alumni meet at regular interval and open discussion on academic and administrative matters.
- ❖ Implementation of Right to Information Cell.

### Step 10:

#### Phase wise Action Plan of the Institution:

Target	Strategies	Time Frame
<b>Effective Governance in Administration</b>	<ul style="list-style-type: none"> <li>➤ Institutional Plan with specific targets for the desired outcomes</li> <li>➤ Annual Budget Preparation</li> <li>➤ Online Admission, online transaction, digital record keeping for paperless administration</li> <li>➤ Democratic decision making through participation of all</li> <li>➤ Computer literacy for all</li> <li>➤ Introducing Management Information System (MIS)</li> </ul>	<ul style="list-style-type: none"> <li>-Within two years</li> <li>-Within two year</li> <li>-Within two year</li> <li>-Within one year</li> </ul>
<b>Infrastructural Plan</b>	<ul style="list-style-type: none"> <li>➤ Construction of New Academic Building,</li> <li>➤ Construction of New Library Building and Automation &amp; Enrichment</li> <li>➤ Construction of Hostel for Boys and increase of seat capacity in Girls Hostel.</li> <li>➤ To equip every Class Room with ICT facility, Installation of Digital and Smart classroom</li> </ul>	<ul style="list-style-type: none"> <li>-Within five year</li> <li>-Within two year</li> <li>-Within two year</li> </ul>

	<ul style="list-style-type: none"> <li>➤ To augment the present premises into a Green and Eco Friendly Campus, (adoption of trees by every student and teacher, MoU with Forest Deptt. and organization involving with environment)</li> <li>➤ Renovation of Toilet and Water Supply Facility</li> <li>➤ Development of College Playground and construction of Sports Complex</li> <li>➤ Utilization of College Land (45 bighas) at Ghelong Chapori</li> <li>➤ Cafeteria with Photostat, printer and other stationeries in all building premises</li> <li>➤ Access to all buildings and facilities for Divyang Jan</li> <li>➤ Solar energy for alternative power supply</li> <li>➤ Rainwater harvesting</li> </ul>	<p>Already started</p> <p>-Within two Years</p> <p>-Within Five Years</p> <p>Within five year</p> <p>Within five year</p>
<p><b>Curriculum and Pedagogy</b></p>	<ul style="list-style-type: none"> <li>➤ To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.</li> <li>➤ Integrating Skill-based/Vocational Courses with General Education. (Graphic Design, Animation, Photo and Video editing, Creative Art and Design, Desktop Publishing, Digital Marketing, Academic and Business Writing, Public Speaking, Soft Skill Development)</li> <li>➤ Mapping of students' skills for better employability.</li> <li>➤ Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills.</li> </ul>	<p>Within three Years</p> <p>Within Five years</p> <p>- Within two years</p> <p>-Within two years</p>

	<ul style="list-style-type: none"> <li>➤ To foster the spirit of inquisition, and promote independent and critical thinking</li> <li>➤ To encourage students to relate the curricula and domain knowledge to contemporary real life situation.</li> <li>➤ To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B.Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institution</li> <li>➤ Special Cell for Regular Coaching for different level Competitive Examination and Placement.</li> <li>➤ Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM;</li> <li>➤ Installation and Up gradation of New Laboratories. (GIS Lab, Psychological and Language Labs)</li> </ul>	<p>Within two years</p> <p>Within two year</p> <p>Within three years</p> <p>Within two year</p> <p>Within two year</p>
<p><b>Multidisciplinary and Holistic Quality Education</b></p>	<ul style="list-style-type: none"> <li>➤ Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.</li> <li>➤ Encouraging the students to participate in Co-curricular activities.</li> <li>➤ Introducing community-based vocational/ skill-based courses;</li> <li>➤ Enhancement of sports/ recreation facilities;</li> <li>➤ Developing creative and critical thinking through club activities.</li> <li>➤ Integrating Sports, Yoga and Performing arts.</li> <li>➤ Introduction of Centre for Cultural and Gender Studies</li> </ul>	<p>Within two year</p> <p>Already started</p> <p>Within three years</p> <p>Within two year</p> <p>Within two year</p>

<p><b>Optimum Learning Environment and Support for Student</b></p>	<ul style="list-style-type: none"> <li>➤ A robust mentor-mentee system for constant guidance, counselling and grievance redressal;</li> <li>➤ Strict enforcement of all no-discrimination and anti-harassment rules;</li> <li>➤ Active participation of students in co-curricular, community based extension activities, and other committees/ cells/ clubs relating to students' welfare;</li> <li>➤ Wi- fi Campus</li> <li>➤ Online learning and assessment with offline</li> <li>➤ Medical Support Facilities.</li> <li>➤ Health Insurance for all the students</li> <li>➤ Industry linkage for employment generation</li> <li>➤ Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students.</li> <li>➤ Focus on sensitivity towards diverse gender, social, cultural and religious identities;</li> <li>➤ Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.</li> </ul>	<p>Already started</p> <p>Already started</p> <p>Already started</p> <p>Within three years</p> <p>Already Started (BA 1<sup>st</sup> Sem Students)</p> <p>Within Five Years</p> <p>Within two years</p>
<p><b>Motivated, Energized and Capable Faculty</b></p>	<ul style="list-style-type: none"> <li>➤ Faculty Induction Programme for newly recruited faculty.</li> <li>➤ Institutional effort to ensure incremental progress of the faculty.</li> <li>➤ Promoting the faculty for research projects and collaborative research.</li> <li>➤ Institutionalisation of research promotion policy.</li> <li>➤ Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.</li> <li>➤ Faculty Development workshops/ seminars.</li> </ul>	<p>To be implemented by 2025-26 in a phased manner, starting from 2022- 23</p> <p>Within two year</p> <p>Within one</p>

	<ul style="list-style-type: none"> <li>➤ Developing the library as the centre of attraction for the learning community</li> <li>➤ Mechanism to incentivize the outstanding teachers through appropriate rewards, recognitions, and by assigning important administrative responsibilities.</li> </ul>	<p>year</p> <p>Within five years</p>
<b>Research Plan</b>	<ul style="list-style-type: none"> <li>➤ To galvanize the functioning of Research and Development Council by organizing motivational and orientation programmes on research at regular intervals.</li> <li>➤ Action groups/ task forces to oversee various concerns/ domains of research.</li> <li>➤ Publication of Research works in reputed, recognised and High impact Factor journals</li> <li>➤ To undertake research programmes from leading National and Global funding agencies</li> <li>➤ To motivate and help Students for undertaking Research Project.</li> <li>➤ Seed Grants for Faculty to undertake Research Project.</li> </ul>	<p>Within three Years</p> <p>Within two years</p> <p>Within one year</p> <p>Already started</p> <p>Within two years</p>
<b>Developing Leadership</b>	<ul style="list-style-type: none"> <li>➤ Developing and inculcating leadership skills with proper orientation and formal coaching programmes</li> <li>➤ Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence</li> <li>➤ Encouraging the employees to create their own vision</li> <li>➤ Creating an ambience and culture of team work and team spirit <ul style="list-style-type: none"> <li>• Appreciating, recognizing and</li> </ul> </li> </ul>	<p>Within three Years</p> <p>Within three Years</p> <p>Within three Years</p> <p>Within two Years</p>

	<p>rewarding good leadership.</p> <ul style="list-style-type: none"><li>• Identifying the skills and abilities of students and employees</li></ul> <p>➤ Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner.</p>	
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