SONAPUR COLLEGE

Sonapur, Kamrup (M), Assam

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E-mail : principalsonapurcollege@gmail.com

Criterion-6
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Leadership
and
Management

PERSPECTIVE PLAN

SONAPUR COLLEGE, SONAPUR
KAMRUP (METRO)
ASSAM - 782402

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VISION 2030

TOWARDS AUTONOMY

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INTRODUCTION

1. ABOUT THE COLLEGE

Sonapur College was established on 2nd August 1991 with a mission to impart higher education among the students of the locality mostly from Tribal communities in particular and to create an environment for intellectual, ethical, moral, physical upliftment for preserving the tradition and cultural heritage to assert their rights and duties for showcasing their culture at different levels and to be a good citizen. This institute is recognized by the UGC under section 2(f) and 12(B) of UGC Acts. Located in a tribal inhibited area, the College has been maintaining high academic standards and good institutional social responsibilities. It is permanently affiliated to the Gauhati University, Assam. The College has been accredited by the NAAC with B Grade (CGPA - 2.58) in 25th June, 2015 in its 2nd Cycle of assessment. The college is now imparting major courses in 13 disciplines leading to B.A and B.Com., B. Vocation and Post-Graduation in Assamese, English and Geography under Gauhati University. Apart from this the UGC has sanctioned three B. Vocational Degree Programmes on Retail Management & IT, Theatre & Stage Craft and Tourism & Travel Management under the DDU KAUSHAL Kendra. A study centre of Krishna Kanta Handiqui State Open University is running in the college. This higher education institute is well equipped with all modern amenities essential for holistic development of its stakeholders. In addition to the books and journals in the central library, the college has been publishing its Annual College News Bulletin, Annual College magazine, Budding Scholars, a Students Research Journal, and Sonasophia, a Faculty Research Journal, Research Monitoring Cell Bulletin regularly. Apart from the NAAC accreditation, the college also takes pride in scoring state highest rank in NIRF Ranking 2018 and has continuously been ranked as one of the Best Arts Colleges of India by India Today - MDRA Best Colleges Survey. Sonapur is ranked at 136 position among Top Best Arts Colleges of India in India Today - MDRA Best Colleges Survey, 2022. The college also plays a pioneering role in conducting community service programmes in the surroundings through its Extension Cells. NSS and NCC are taking part in Nation Building Activities. All efforts are made to nurture the quality of students in academics and co-curricular. The facilities for the students to inculcate their calibre have been given priority. Introduction of state-of-the-art facilities in the teaching-learning programmes have always been a priority for the college.

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2. **GENESIS OF PERSPECTIVE PLAN**: Underlined the need for preparing the *perspective plan* for qualitative improvement in college education with strengthening of the infrastructural facilities, the Perspective Plan Preparation Committee has conceptualized the vision documents in accordance with the NEP 2020 in preparation of the Perspective Plan of the college. It has taken in consideration of the perspective plans perceived from the Academic session 2016 -17.

3. **NATIONAL EDUCATION POLICY ON INSTITUTIONAL DEVELOPMENT PLAN**

"The NEP 2020 notes that "Each institution will make a Strategic Institutional Development Plan on the basis of which institutions will develop initiatives, assess their own progress, and reach the goals set therein, which could then become the basis for further public funding." (NEP, 2020: Part II Section 19 (19.5) (p.50))

4. **NOMENCLATURE AND CONSTITUTION OF COMMITTEE**

The vision document was named as *"Perspective Plan of the college"*. The Dr. Devabrot Khanikor, Principal of the college is the Patron cum Convener and Dr. Bipul Borah, Vice-Principal of the college, Dr. Biman Patowary, Co-ordinator of IQAC, Dr. Sinam Iboton Singh, Mr. Tulsi Majumdar, Dr. Dipjyoti Deka are the members of the committee.

5. **BRAIN STORMING SESSION**

After a several brain storming sessions on the future course of action, the committee arrived in a unanimous decision to frame a vision plan which can be effective and practiced in carrying forward the activities of the institution with latest and improved national and international educational standards. The Perspective Plan will emphasise on the National Education Policy 2020.

6. **ACCESS, QUALITY AND FUTURE READINESS OF THE INSTITUTE**

➢ In regards to access of students to higher education in this HEI, students of all categories are entitled to take admission. The policy of equity is practiced where students irrespective of their class, caste, gender, sexual orientation etc. are provided an equal opportunity to each student. The students from different districts of Assam take admission in the various programs offered by the College. Apart from students of Assam, a significant number of students from other states like Meghalaya, Tripura etc also join the various courses. The College maintains a policy of equality in enrolling the students from different quarters of life. Though Government Reservation Policy is maintained in enrolling students,

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yet, the college maintains certain policies for the access of higher education to its neighbouring rural, tribal, underprivileged communities. Gender equity is promoted in this rural College to make the girl students move forward in accessing higher education. For example, the girl students from its adopted village Dikchak get preference in accessing higher education in the college. It is heartening to note that the number of girl students outnumber that of the boy students.

➢ The college maintains a vibrant culture of inclusion where the college makes utmost effort to include the Socio-economically Deprived Groups (SEDGs) into its fold. As the College is situated in a rural, tribal area, the college includes people from different SEDGs in all its different stakes, in parent-teacher groups, in various advisory committees etc. By being members and important stakeholder, the various issues pertaining to their livelihood and other problems are discussed which becomes a driving force for the college to take the responsibility and design policies for the upliftment of these communities. As such the college has adopted a few villages and has rendered service to these communities through its various Community Development Programs. Teachers, students (including NCC cadets and NSS volunteers) and other members of the college organise various community development programmes, health camps, cleanliness drives for the wellbeing of the people of these groups. Apart from these, the college organises education programmes in its feeder schools, teacher training programs for the overall development of the educational environment. One very striking feature of the college is that it offers financial support, free books and counselling to students and as a result, many of the students have excelled in their personal and professional lives.

➢ The College has also provided UG programmes through Open Distance Learning (ODL) through Krishna Kanta Handiqui State Open University to cater to the needy ones. This ODL mode of learning has benefitted a huge number of students who want to enrol in different programs for their own professional development. Further, the college makes use of various digital platforms to enhance the teaching learning programs. Use of ICT has been a regular feature in the classroom programs. The teachers use various online platforms like Google classroom, Google Meet, Zoom etc for effective delivery of their teaching.

➢ The College has taken steps to use Indian Languages in its teaching-learning process. So far, Assamese and Hindi have been taught as compulsory subjects in the college apart from English. To gauge the efficiency of the students in these languages, the college organises literary competition, debates on the language issues and other activities where students can participate and get benefitted. Scholars on Indian languages are invited to deliberate on issues pertaining to Indian languages.

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7. QUALITY CONCERN

➢ The college offers equitable access to resources and learning opportunities.

➢ To assess students learning, formative assessment is conducted.

➢ Providing opportunities to develop creative and critical thinking.

➢ Students are made to recognise and respect the differences in terms of diversity, local contexts, community services etc.

➢ Students are given exposure to ethical and human values like, empathy, respect for others, cleanliness, democratic spirit, scientific temper, equality, justice etc.

➢ Peer teaching of the students to prepare them for future and to inculcate in them values towards social responsibilities.

➢ Community drives by students through NCC, NSS and other stakeholders which introduce them to a world of service to humanity.

➢ For the development of the creative potentialities, the college publishes *Sonapur College Magazine* every year and also the departmental *Wall magazines* twice a year.

➢ The college has a mechanism of student support like, free studentship, financial assistance, free book service etc. The teachers too support students individually both financially and materially.

➢ The college has highly motivated and capable faculties and a majority of them are PhD holders.

➢ The faculty members are associated with various National and International academic bodies of Humanities and Social Sciences.

➢ Research has been a strong feature of the college. The college publishes a Teacher's Research Journal *Sonasophia* and a student's research journal *Budding Scholars*. The Research Monitoring Cell is actively functional that monitors and documents the research activities of the college.

➢ The college has taken part in various national level ranking frameworks. In **2018 NIRF** Ranking, Sonapur College featured in the rank band of 100-150. Then from 2019 onwards, the college has been mentioned in the category of participating colleges. In the **India Today Ranking** of 2018-2022, the college has been ranked amidst the best Arts colleges of India.

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All these aspects have prepared the college to incorporate NEP into its fold and have led to future readiness:

➢ As the college is an affiliated one, it has provided flexibility in its various programs. The College has already introduced B Voc programme for skill enhancement as a regular stream apart from Arts and Commerce. The college has offered flexibility in its limited course structure. It has offered vocational subjects like Tourism, Retail Management and Theatre and has integrated them to the general UG programmes. Thus, a phase of integration of professional and vocational education has already taken place.

➢ The college has introduced measures for the holistic development of the students. The students are not only trained in their respective course syllabus, but they are also exposed to various life skills like, cooperation, ethical values, communicative skills, soft skills, scientific temperament, spirit of services to the society and peer teaching in the feeder schools, etc.

➢ As mentioned earlier, the college is deeply involved to student support both financial and individual. The college organises various workshops, career counselling programmes, Soft skill development programmes and other programmes for student empowerment and growth.

➢ The college has made significant effort to transform regular classroom education through integration of technology. The College has provided digital library facility to students and teachers all alike. The College has smart classrooms for integrating ICT to classroom teaching. The teachers encourage students to make use of online resources through N List INFLIBNET and other such platforms. Making use of many such online platforms have eased the daily classroom transactions to a great extent.

➢ The college has signed many MoUs with various colleges and organisations, both government and public. The students regularly go for internship and apprenticeship to those organisations, gain proper training and skills, which have helped students get employment in various organisations. Campus recruitment takes place for the employment of the students.

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8. **STRETAGIC TRANSFORMATION OF THE INSTITUTION FOR 2030**

Strategic plan of action 2030:

Short-Term

- To prepare a Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic education and shall have a University-level discussions on curricular reforms in tune with the vision of NEP-2020

- To initiate the revision of curriculum to facilitate flexible choices by inviting feedback of the students.

- To impart essential understanding of rich Indian heritage integrated Value and Skill based courses in the curriculum of each programme. For accomplishment and integration, special courses on Yoga, Life Skills, Value Education, Bhagwad Geeta and Indian Tradition of Knowledge will be introduced.

- To introduce/ Open General Elective courses of multidisciplinary nature.

- To introduce Environmental Studies as a basic course for all the students

- To introduce community-based courses and projects in vocational education programmes.

- To develop infrastructure for the introduction of Science stream.

- To introduce coaching program for NEET/ CUET with the existing civil service coaching program.

- To initiate the process to introduce formative, comprehensive and continuous evaluation.

- To integrate Co-curricular activities with regular curricular in all disciplines and programmes for holistic development of the students.

- To introduce additional departments to run multidisciplinary programmes specially in Humanities.

- To initiate special community-based vocational programmes with the support of local artists, entrepreneurs, etc.

- To get Govt. concurrence for self-financed course like the stream of Commerce, Hindi department, IT department etc.

- To improve Library facilities with special importance in maximization of e - resources with lab facility.

- To get Ph.D. guide ship for the faculties of PG departments.

- To expand the scope of the existing concept of earn while you learn.

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- To create awareness amongst all the teachers, staff and students about the importance of the action plan taken on NEP-2020, seminars and workshops will be organized by the institution.

Long-Term

- To upgrade this institution from affiliating College to Autonomous Degree Granting College.
- To increase intake capacity in the existing departments having adequate infrastructure.
- To introduce more skill-based courses to increase employability potential in UG and professional programmes.
- To introduce integrated Undergraduate Programmes in Vocational and Professional courses.
- To introduce the departments of study like Music, Indology, Sociology, Dance, Fine arts, Translation and Interpretation, Comparative Literature and applied science.
- To introduce Masters in all subjects of Humanities.
- To initiate tie-ups with more national/international colleges and universities for collaborative academic and research programmes then existing.
- To establish Research Promotion Cell to promote the culture of quality multidisciplinary research in the institution along with existing Research Monitoring Cell.
- To provide wide range of community-based courses with additional credits.
- To introduce Teachers' Education in the institution along with infrastructure development.
- Implementation of the remaining targets envisioned in NEP-2020
- To introduce integrated UG, PG and research programmes in all disciplines.
- To promote the culture of interdisciplinary research by allowing the students to register for Ph.D. programmes in the subjects other than their core subjects.
- To identify the universities and institutions of higher learning in the country for credit transfer.
- To establishing the Centre for Multidisciplinary Education and Research.
- To set up more start-up incubation centres.
- To establish partnership with the Government agencies/ Non Govt. Organisations/ Institutions for better future.

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9. MISSION OF THE COLLEGE TO IDENTIFY THE GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND COMMITMENTS

The Mission of the college to impart higher education among the students of the locality and to create an environment of overall growth and development in various aspects as for intellectual, ethical, and physical upliftment of the people, particularly the people belonging to tribal communities by preserving their heritages and exposing the students to modern technologies to make them aware of their rights and duties for the betterment of the society.

The vision of the institution is to strengthen the communities with the spirit of Higher Education by upholding the ethos of intellectually and value orientation for sustainable society.

Goals:

- To impart education for the attainment of a Degree in the streamsof Arts, Science and Commerce.
- To encourage the students to participate in extra-curricular activities like games and sports, cultural programmes, etc.
- To encourage the students for spiritual development and to train them in civil responsibility, healthy living condition etc.
- To serve the rural people through extension education by the application of scientific knowledge and Techniques in solving Rural Problems.
- To create an environment for the development of human virtues like spirit of co-operation, discipline, love and feeling of brotherhood among the students.
- To undertake programmes for preservation and development of the tribal language and culture that constitutes a major component of population of the locality.
- To spread the feeling of Nationalism amongst the new generation.

Institutional Strengths:

- Meeting the educational aspirations of the learners from diverse geographies, socio-cultural settings and economic strata.
- Providing technology-enabled education through ICT enabled quality enhanced learning.
- Offering various programmes through three different streams and integrating vocational education with humanities and social science education.

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- A green campus with modern infrastructure

- Providing wide media and digital network and interactive learning environment.

- Having a Repository of digital learning resources.

- Active engagement in social and educational upliftment of rural communities by way of adopting villages.

- Adopts measures for heritage conservation and preservation. It has a museum also to showcase the traditional artefacts.

- Organise various programmes to develop a sense of patriotism among the students.

- Organise various community development programmes to develop social responsibility among the learners.

- Participatory management with up to date MIS.

Institutional Opportunities:

- Being located in a lush green hilly terrain with a huge land area of 93 acre, the college has the scope for further growth in view of the recent trends of higher education.

- With the opening of the PG classes and the visibility of the college in various fields, there has been a rapid growth of demand for higher education.

- There is a scope for introduction of more diverse courses and skill-based courses as per the need and demand of the society.

- To put emphasis on more quality improvement through collaborations and accreditations for further growth of the students.

- To make sustainable access to higher education, the college can make convergence of the traditional mode of teaching with ODL. The college can introduce more courses through ODL through IGNOU, IDOL and other Open Universities.

- To improve the research ambiance of the college and this could be done through exposure to research experiences of reputed researchers.

Priorities and Commitments

- Teaching, Research and Extension are topmost priorities of the college. The college is committed to develop in all these branches.

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- Student support and progression is another priority of the college. A holistic growth of the students is what the college is committed to achieve.

- A multidisciplinary approach to education is a priority of the college. As such, the college is committed to introduce various courses to make the institution a multidisciplinary one.

- Vocationalisation of traditional education is of utmost importance. Thus the college has started B Voc Programmes and has integrated it to the other academic programs.

- The college is committed to begin the Science stream to cater to the demands of people. Hence, within a very short span of time, the college will start the science stream.

- The College has already begun Post Graduate programme in three subjects. Thus, the college envisions to begin PG Programmes in most of the subjects.

- To achieve its freedom to design its own course is one of the priorities and hence the college is committed to move towards graded autonomy status.

- To introduce the multidisciplinary programmes and courses embedded with skills in all degree programmes. This will enhance environment sensitivity, human values, professional ethics, and employability quotient of the youth.

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10. **STRENGTHS AND CAPACITY (HUMAN AND FINANCIAL) IN REGARD TO ORGANISATIONAL GAP AND PROCESS TO MITIGATE THESE GAPS**

The mission is to impart higher education among the students of the locality mostly from Tribal communities in particular and to create an environment for intellectual, ethical, moral, physical upliftment for preserving the tradition and cultural heritage to assert their rights and duties for showcasing their culture at different levels and to be a good citizen. This institute is recognized by the UGC under section 2(f) and 12(B) of UGC Acts. It is permanently affiliated to the Gauhati University, Assam. The College has been accredited by the NAAC with B Grade (CGPA - 2.58) in 25th June, 2015 in its 2nd Cycle of assessment.

Strength /Capacity	Present scenario	Future plan	Proposal to mitigate the gap between present and future goal
1. Being the hub of higher education in a tribal area and meeting the educational aspirations of the learners from diverse geographies, socio-cultural settings and economic strata we offer various programmes through three different streams and integrating vocational education with humanities and social science	The college is now imparting major courses in 13 disciplines leading to B.A., B.Com. and B. Vocation, Post-Graduation in Assamese, English and Geography under Gauhati University. The UGC has sanctioned three B. Vocational Degree Programmes on Retail Management & IT, Theatre & Stage Craft and Tourism & Travel Management under the DDU KAUSHAL Kendra.	To open PG course in all 13 departments of Arts stream as we have sufficient qualified faculties in all the departments also we have enough area for further infrastructural developments. To provincialise the commerce stream. Also to provincialise the vocational stream.	To approaching the state level authority to take up necessary steps to give financial support to run these programmes and for according govt. provincialization. For planning and implementation, an active academic body will be formed including the local stakeholders along with renowned educationists.
2. Providing holistic education and getting fair accreditations.	Apart from the NAAC accreditation, the college also takes pride in scoring state highest rank in NIRF Ranking 2018 and	To expand its scope to the highest level and getting a position	Technology-enabled education through ICT which is the priority of present environment and to provide one

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	has continuously been ranked as one of the Best Arts Colleges of India by India Today - MDRA Best Colleges Survey. Sonapur College is ranked at 136 position among Top Best Arts Colleges of India in India Today - MDRA Best Colleges Survey, 2022. NSS and NCC units are very much active and are taking part in Nation Building Activities. Inclusive education with research and learner centric approach.	in Top ten colleges of India. The college will introduce more courses through through IGNOU, IDOL and other Open Universities. To enhance collaborative research & publications and patenting. Exposure of students through exchange programmes with reputed International and national institutes.	independent IT Cell will be opened to look after and to take necessary steps to increase the reach to the international bodies in respect of self-assessment. Number of smart classroom with latest ICT facilities. By offering various programmes through three different streams and integrating vocational education with humanities and social science education.
3. Introduction of Science stream to meet the necessity of the local students	The college is committed to begin the Science stream to cater to the demands of people. Hence, within a very short span of time, the college will start the science stream.	To expand its scope in future and to establish world standard collaboration with reputed international bodies for good research.	Funds problem will be there but by mobilizing the in house immovable properties funds can be generated as the institution has 93 of land. To approach the concerned authority for allocation of financial grants.
4. To become Autonomous Degree Granting College	To design its own course as per the demand of NEP the college is committed to move towards graded autonomy status gradually by 2030	Also to gear up for achieving the status of Research College with Autonomy. To gradually moving each department in to	A gap between the affiliating University and the institution may be arise in granting status so to communicate with the concerned University and state govt. A task

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		Post-graduate department To achieve NAAC Accreditation with CGPA not lesser than 3.50 To improve and sophistication of MIS To develop state of art infrastructure.	force should form to monitor matter. To work in alignment with the NAAC guidelines for getting the status of autonomous college. Mobilization of fund for development in respect of infrastructures, IT, Research and Innovation, Books and Journals.
5. To preserve and development of the tribal language of the locality.	Manuram Karkun Karbi Language Study Centre is working to provide curriculum based education in Karbi Language. Lack of qualified teachers and instructors.	To open a language lab to accommodate the innovative facilities for tribal Language Study. To develop a separate department with trained qualified faculties for tribal Studies.	A problem may arise in appointing the language teacher of the concerned language for which person from locality who is competent to teach and can communicate with other language may be appointed.

11. INSTITUTIONAL GOALS: SHORT TERMS AND LONG TERMS

Short-Term Goals

- To prepare a Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic education and shall have a University-level discussions on curricular reforms in tune with the vision of NEP-2020.

- Initiate the revision of curriculum to facilitate flexible choices by inviting feedback of the students.

- To impart essential understanding of rich Indian heritage integrated Value and Skill based courses in the curriculum of each programme will be initiated. For these special courses on Yoga, Life Skills, Value Education, Bhagwad Geeta and Indian Tradition of Knowledge will be introduced.

- To introduce/ Open General Elective courses of multidisciplinary nature.

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- To introduce Environmental Studies as a basic course for all the students.

- To introduce community-based courses and projects in vocational education programmes.

- To develop infrastructure for the introduction of Science stream.

- To introduce coaching program for NEET/ CUET with the existing civil service coaching program.

- To initiate the process to introduce formative, comprehensive and continuous evaluation.

- To integrate Co-curricular and extra-curricular with curricular in all disciplines and programmes for holistic development of the students.

- To introduce additional departments to run multidisciplinary programmes specially in Humanities.

- To initiate special community-based vocational programmes with the support of local artists, entrepreneurs, etc.

- To get Govt. concurrence for self-financed course like the stream of Commerce, Hindi department, IT department etc.

- To improve Library facility special importance will be given to maximize e- resources with lab facility.

- To get Ph.D. guide ship for the faculties of PG departments.

- To expand the scope of the existing concept of earn while you learn.

- To create awareness amongst all the teachers, staff and students about the importance of the action plan taken on NEP-2020, seminars and workshops will be organized by the institution.

Long-term Goals:

- To upgrade this institution from affiliating College to Autonomous Degree Granting College.

- To increase intake capacity in the existing departments having adequate infrastructure.

- To introduce more skill-based courses to increase employability potential in UG and professional programmes.

- To Introduce integrated Undergraduate in Vocational and professional courses.

- To introduce the departments of study like Music, Indology, Sociology, Dance, Fine arts, Translation and Interpretation, Comparative Literature and applied science.

- To introduce Masters in all subjects of Humanities.

- To initiate tie-ups with more national/international universities for collaborative academic and research programmes then existing.

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- To establish Research Promotion Cell to promote the culture of quality multidisciplinary research in the institution along with existing Research Monitoring Cell.

- To provide wide range of community based courses with additional credits.

- To introduce teachers' Education in the institution along with infrastructure development.

- Implementation of the remaining targets envisioned in NEP-2020.

- To introduce integrated UG, PG and research programmes in all disciplines.

- To promote the culture of interdisciplinary research by allowing the students to register for Ph.D. programmes in the subjects other than their core subjects.

- To identify the universities and institutions of higher learning in the country for credit transfer.

- To establishing the Centre for Multidisciplinary Education and Research.

- To set up more start-up incubation centres.

- To establish partnership with the Government agencies/ Non Govt. Organisations/ Institutions for better future.

12. INSTITUTIONAL CHALLENGES: SHORT TERM AND LONG TERM

Short Term Challenges:

- The process of getting Govt. Permission, concurrence and other infrastructures in opening Science stream is a prime challenge.

- The affiliated status of the college will pose as a challenge to introduce curricular reforms as the affiliating university has the autonomy to do so. The same will be the case with the introduction of flexibility of courses and credits.

- Till the college attains Autonomous Degree Granting college status, it will face problems in starting new subjects, courses, context specific programmes etc.

- Both human resources and material resources will be required while the college adopts multidisciplinary approach.

- Continuous educational and professional development of faculty and staff, especially in technology-enabled education and training, to meet diverse learner needs

- The biggest challenge for a rural college like Sonapur College is the financial crunch in introducing new programs, courses etc.

- Need to extend the reach into the remote and rural areas for educational and vocational development and to cater to the needs of the rural and socio economically disadvantaged groups.

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Long Term Challenges:

- Transiting from an affiliated college to an autonomous degree granting college will pause as a challenge.

- State of the Art infrastructure for introducing new Departments.

- To begin with Teachers Education, the college will need new faculty strength and infrastructure.

- To develop better strategies for offering skill-based and practical-based education to a large learner community.

- Regarding the functioning of the Vocational education, there is a social hierarchy which puts Vocational education as inferior to mainstream education that affects the choices students make.

- The need of teams of experts in the upcoming trends and technologies in education sector.

- Proper FDPs will be required to introduce them with the new perspectives and newer trends of education aligning to the NEP 2020.

13. **WORKABLE HYPOTHESIS TO MITIGATE AND OVERCOME THE CHALLENGES IN A PHASED MANNER**

- ❖ To approach the Government with the projects and policies for making them reality.
- ❖ To uphold good academic performances.
- ❖ To inculcate learner centric and effective teaching learning process.
- ❖ To mobilize horizontal and vertical mobility in the new programmes for the up gradation of the students.
- ❖ To promote high quality research among students and teachers.
- ❖ To encourage teachers to join in various FDPs.
- ❖ To promote the development of holistic and multidisciplinary programmes and courses embedded with skills in all degree programmes to enhance environment sensitivity, human values, professional ethics, and employability quotient of the youth.
- ❖ To monitor and maintain strict schedules in the development, delivery and revision of programmes.
- ❖ Providing a high quality teaching-learning environment to independent learners capable of using online technologies with the required skills and competencies of a knowledge society.

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❖ Redesigning of learner support services at all levels and strengthening online support services to learners.

❖ To integrate vocational education in all the educational courses in a phased manner.

14. <u>STRATEGIES TO PROMOTE LEADERSHIP</u>

The academic leaders play a significant role in conceiving, designing, implementing and evaluating educational innovations to achieve the vision of the institution and departments.

1. To promote intellectual curiosity that enables leaders to absorb new information, master new disciplines, and better understand and respond to the needs and challenges of a diverse group of stakeholders.

2. To promote collaborative leadership the gap among various internal and external stakeholders must be bridged.

3. To promote leadership training and mentoring programs.

4. To inculcate qualities of an effective communicators who must be comfortable engaging with a wide range of audiences both on and off-campus and in both public and in private settings.

5. To encourage and motivate for strategic planning.

6. To encourage acceptance and achieving change environment.

7. To understand and accommodate the diversity of the educational scenario. The diversity allows institutions of higher education to better reflect the communities they serve and to prepare students for careers that increasingly require a global and multicultural perspective.

15. <u>MECHANISM TO ENSURE 'TRANSPARENCY' IN GOVERNANCE</u>

• Restructuring of different constituents of the college for optimal resource mobilization and utilization.

• Developing policies in the emerging areas and making implementation of policies more action-oriented.

• Expanding e-governance for better administration.

• Decentralizing and delegating the powers to various Heads of the departments and other efficient members of the teaching and non-teaching staff for participatory decision making, better resource and time management.

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- Students' participation in various decision making bodies will make governance more transparent.
- Ensuring effective record keeping and documentation for good governance.
- Ensuring transparency in all operations through self-disclosure.
- Defining workload norms for all categories of staff: academic and non-academic.

16. **ACTION PLAN FOR PHASE WISE IMPLEMENTATION OF THE PERSPECTIVE IDP**

A Regulatory Compliance Body will be constituted which will ensure that all the strategic points discussed under action plan are executed as per the schedules targets and time frame manner with conformation to the rules and policy of the state and central government. This body will serve as nodal agency for successful execution of the activities envisaged under NEP-2020 for quality education. This body will ensure the approval of action plan from the Governing Body (GB).

Sl. No	Heads	Initiative / plans	Timeline
1	Curricular, Academic programmes forexcellence	Academic committee will initiate the plan for proper execution of NEP and become degree granting college keeping the following pointsin mind. • Apply for and start new industry need and job oriented UG and Certificate programmes. • Facilitate the B.Vocation programmes. • Follow the UGC regulations/notifications for various courses including add on courses. • Thrust to be given in ICT enabled teaching-learning methods,	To initiate the revision of academic programmes and achieve the excellence 0-5 years will be required.

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		training, e- content development, evaluation method, etc. • Upgrade PG and UG departments to research departments. • Collaborate with institutes of International repute. • Engage faculties in active research. Development and application of quality benchmarks/ parameters for various academic activities.	
2	Skill Development	• B.Voc. Programmes as a Vocational Stream has already been established by the institution approved by the UGC which is also an initiative under NEP 2020. • The implementation of Choice Based Credit System (CBCS) in under graduate level has introduced a Skill Enhancement Course (SEC) in three years degree courses. Some of these SEC modules are derived from the existing B.Voc Courses and hence Vocational Programmes are now integrated with conventional B.A, B.Com. and B.Sc. courses under the affiliating	The institution will require a time frame of 0 – 5 years for implementation of the plan for Skill Development.

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		Gauhati University. • This is as par the recommendation of the NEP 2020 that 'vocational courses will also be available to students enrolled in all other Bachelor's degree programmes, including the 4-year multidisciplinary Bachelor's Programmes' (NEP-2020, p.44). The Institution has also started the Skill Hub initiative recognized by UGC and MHRD.	
3	Faculty Research	• To motivate the faculty for quality research and publications by providing computers and adequate ICT support to facilitate the teachers in academic and research activities including collaborations. • To identify excellent faculty with high academic and service credentials. The faculty identified as an 'excellent' may be given special opportunities for professional development and leadership management. • Incorporate the research plan of faculty in to the financial plan of the	To promote research at the institutional level and to implement all the facilities 5-10 years will be required.

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		college.	
		• Sanctioning the seed money from the college to faculty to carry out Minor Research Projects as assessed by the Research Monitoring Cell.	
		• Mobilization of external funding through research proposals in the form of Minor and Major Research Projects.	
		• New and encouraging linkages and MoUs globally with institutes with Academic and Research Excellence.	
		• Conduct of workshops and conferences.	
		• Publication of good research papers.	
		• Strengthening and ITC support to the Research Monitoring Cell of the college.	
4	Extension/ Outreach	• Greater impetus to extension activities to produce morale, socially responsible citizens.	These activities will be continued.
		• Strengthening the NSS Unit.	
		• Strengthening the NCC Units.	
		• Strengthening of Institutional Social Responsibility.	
		• Extension Activities Cell will be encouraged to work for the society in all the fields including academic activities in the	

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		feeder schools. • Awareness programmes in every sphere.	
5	Student support	• To expand the opportunities for internships with local industry. • Also to award extra credits for Community Service in the long run to promote social responsibility among the students.	0-5 years 5-10 years may be needed
		• Strengthening the Career Counseling and Placement Cell with ICT and Library facilities. • Standard Reading Room facilities, Digital Library facilities, etc. • Academic, infrastructural assistance to Divyangan students and Transgender. • Awareness on Cyber Securities and Social Crimes. • Support for Student Progression. • Upgrade Standard of Sports, Cultural activities, Creative participation. • Timely improvement and expansion of student's facilities. • Free studentship to economically backward and meritorious students. • Provide financial support through "Earn	Programmes will be continued

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		while You Learn" Scheme under "SonaHarvest". • Support structure for health and hygiene including women's health and sanitation facilities. • Modernization of Student's Secretariat.	
6	Alumni	• Encourage Alumni involvement for student support. • Alumni involvement in overall college development. • Strengthening Alumni Association through communication and get together.	To be continued
7	Administration/ Governance	• Step to ensure participative management by involving all the stakeholders in decision making process. • Modernization and sophistication of MIS for inclusive and transparent administration, finance, library, etc. • Digital Repository in the Library for remote access to e-resources. • Updating the Grievance Redressal Cell, Internal Complaint Committee, RTI facilities, etc. and to form a united	To accommodate all the stakeholders under one umbrella 5-10years will be required.

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		• Responsibility Centre. • Internal Quality Assurance Cell will continue work for quality enhancement and sustaneance. • Academic and Administrative Audit to becontinued. • Green Audit and green initiatives to be continued. • Apply for self-assessment and accreditation through NAAC, NIRF, etc. • Ensure grants from UGC, RUSA and otherfunding organizations. • Comprehensive review of all programmes. • Ensure a conducive work environment. • Broadening faculty and staff welfaremeasures.	
8	Collaboration	• To expand the collaboration and MoU with various private and Public institutions, Govt. and non-Govt. • organizations.	0-5 years
9	E- Learning	• To optimize the use of technology-based education platforms such as SWAYAM and to offer program through SWAYAM/ MOOC. • Encourage students to take up online MOOC courses to widen their	0-5 years

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		scope oflearning. • Resource use from N-List INFLIBNET.	
10	Environment consciousness	• Maintenance of Rain Water Harvesting,Solar Energy System, etc • Modernization and sophistication of Waste Management System. • Continuing the Green Initiatives andGreen Audit. • Continuation of afforestation.	To be continued
11	Infrastructure	To develop infrastructure steps will be taken to acquire fund from govt. and non govt. funding organization. Upgradation and augmentation of IT infrastructures to promote extensive use ofICT in Administrative and Academic affairs and also for overall administration. • Expansion and upgrading of Sports infrastructures. • Expansion and upgrading of Hostels. • Construction of a new Boys' Hostel • Construction of an Auditorium. • Construction of Staff, Principal's Quarter. • Renovation of Heritage Building. • Construction of new Class room buildings. • Extension of PG Departments.	To implement the remaining development of infrastructure as envisioned may need 5 – 10 years.

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		• Extension of Library Building. • Renovation of old buildings. • Construction of Guard Walls in support of the Administrative Building. • Construction of a separate Museum Building. • Procurement and construction of a Sports Field. • Upgrading of physical infrastructures in terms of water resources, power supply and electrical works, CCTV surveillance, firefighting equipment. • Renovation and construction of more washrooms with modern amenities. • Installation of all modern class room facilities. • Construction of a state of art Incubation Center.	
12	Innovation and Best Practices	• Strengthening the Incubation Center of the college to accommodate more and more business ideas with Assam Startup and Kolkota Innovation Park. • Deployment of full flagged Solar Power Electric supply plant. • Continuation and utilization of the support of Unnat Bharat Abhyan (UBA) for rural development through village adoption.	To be continued

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	• Continuation of the Community Based Tourism (CBT) in Dikchak Village. • Continuation of Peer Teaching in thefeeder schools. • Promoting the community services. Continuation of the Green Initiatives.		

17. **YEARWISE ACTIVITIES TO BE IMPLEMENTED DURING POST ASSESSMENT PERIOD OF 5 (FIVE) YEARS:**

Sl No	Items	2016-17	2017-18	2018-19	2019-20	2020-21
1	Infrastructure	Up gradation of the laboratories and up gradation and construction of class rooms				
		Updating of Learning Resources				
		Maintenance of Computer Centres		Maintenance and up gradation of Computer centre		
		Procurement of fund for Construction of College Auditorium				
		Purchase of Books and Journals.	Purchase of Books and Journals.	Purchase of Books and Journals.	Purchase of Books and Journals.	Purchase of Books and Journals.
		Enhancement of library infrastructures.	IT incorporation in the Library	Digital Library Software	Open Access	Maintenance of library infrastructure
		Construction of new building for the Library		Completion of construction of Library Building		

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		Minor Civil Works and Renovations Works			
		Construction of Departmental Building for Geography		Enhancement of facilities in PG Departments	
		Renovation of College Canteen	Renovation of Toilets facilities for faculties. Construction of Toilets for students	New accommodation to the college office	Maintenance of physical infrastructure
		-	Renovation of Academic Building	Augmentation of accommodation in the departments	Renovation and maintenance of the Academic Buildings, Construction of the Academic Block - II
2	IT infrastructure	Video Conferencing facility	Procurement of upgraded version of MIS Software	Addition and customization of the existing MIS	
		Extensive use of ICT in Teaching and Learning	Language Laboratory, Digital Library	Addition and customization of the existing Digital Library and Library Software	
3	Research and development/ support	Sustenance of institutional research activities			
		Enhancement of R & D and institutional consultancy activities			
		Procurement of Grants from different funding agencies for Faculty research Projects and Conducting Seminar and Conferences			
		Initiation of College-Industry Collaboration/ Understandings for better development of Student Support Mechanism and faculty Research			
4	Students Activities/	Continuation of Students Welfare and Development Activities			
		Participation in Community Services and Co-curricular Activities			

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	support/ Extension	Continuation of publication of the Students Research Journal (Budding Scholars)	
		Strengthening and Participation in National and National Integration Processes by the NCC Cadets.	
		Strengthening and Participation in Community Services by the NSS Volunteers.	
		Extensive Career counselling Programmes with external agencies, Placement drives with reputed organizations	
		Personality Development, Adolescence, Mental Health Programmes for students. Cyber Security Programmes	
		Peer Teaching in the feeder Schools	
	Alumni	Strengthening and registering of the Alumni Association	Library enrichment through Alumni engagement and other supports
	Career Guidance	■	Comprehensive Coaching for Civil Services with corporate Finance (Pragyan)
5	Faculty Development/ Support	Support for Faculty and Staff Development	
		Participation in Community services in various forms	

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		Provision for Faculty Research and Publications	Collaborative research provisions, Institutional Research Projects for teachers		
		Provision for modernization of ICT			
6	Institutional Reforms	Enhancement of academic activities with modern approaches			
		Enhancement and sustenance of Institutional Management Capacity			
		Innovation in Academic Transactions of English Literature in association with external agencies	Collaboration through MoUs for academic, Skills, Placement and other supports	Maintaining the collaborative works and also increasing collaboration with HEIs and Corporate Organizations for faculty and student exchanges, placement, academic and technical supports, skill and other facilities.	
7	Academic Support/ Vocational Education	Sustenance of existing courses/ programmes	Post-Graduation programmes in Assamese, English and Geography under GU	Post-Graduation in Assamese, Geography	Post-Graduation in English	Quality maintenance of the Post Graduate Departments
		Continuation of the UGC funded B.Voc programmes and enhancement of the infrastructures for the courses	Initiation for extension of B.Vocation Programmes	Continuation of B.Voc Programmes under DDU KAUSHAL Kendra		

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		Proposals for procurement of fund for organization of National Seminars, Conferences and workshops				
		Procurement of fund for Faculty Research Projects				
		Publication of annual College News Bulletin				
		Publication of Research Monitoring Cell Bulletin annually				
		Publication of Faculty Research Journal 'Sona Sophia'		CARE Listing of Sona Sophia	Publication of Faculty Research Journal 'Sona Sophia'	
		Publication of Faculty Research Paper Collections				
8	Quality Assurance/ Accreditation	-	-	Participation in NIRF Ranking	Participation in NIRF Ranking, India Today Best College Ranking	Participation in NIRF Ranking, India Today Best College Ranking, Any other Ranking at National Level
9	Others/ Skill Development	Construction of Boundary wall, Ramp, Rails, Special Toilets, etc.				

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No	Category					
		DDU KAUSHAL Kendra		More funding for DDU KAUSHAL Kendra	Continuation of DDU KAUSHAL Kendra	
				Introduction of certificate Courses on Skill Development		
		-		-	Introduction and continuation of Skill Enhancement Courses in regular CBCS programmes under the affiliating University	
10	Community/ UBA	Lively hood security to residents of Dikchak village		Strategic Community Services to develop tourism villages under Community Based Tourism		Livelihood initiatives in the adopted villages under UBA
11	Green Initiatives	Maintaining the green initiatives		Conduction of Green Audit and maintaining the green initiatives		
				Initiatives for Solar Lights and Solar Power	Maintenance of Solar Power	
12	Innovation	-	-	Workshop for starting Incubation Centre for Start-up	Establishment of the Incubation Centre with incubates	Continuing the Incubation and to explore more business ideas.

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13	Earn when Learn	-	-	-	Establishment of SonaHarvest	Maintaining SonaHarvest, a special sale outlet for the students handmade artefacts, agro-products, etc.
14	Analysis	SWOT	SWOT	SWOT	SWOT	SWOT
15	Institutional Initiatives for implementation of NEP 2020	-	-	Power Workshops on introduction of New Education Policy	Discussions, Workshops, Conferences on implementation of NEP 2020	Mutual work on implementation of NEP 2020 for acquiring the Graded Autonomy by 2030

The following assignments will be completed on the basis of demand and availability of fund:
1. Computer Lab, Language lab, Smart Class Rooms, Educational Innovation Equipment, Teaching Aids.
2. Renovation of Old Building, New Academic Block – I for Arts Stream and Academic Block – II for Commerce stream.
3. Procurement of furniture.
4. Monuram Karkun Tribal Language Teaching and Research Centre.
5. Renovation of the Museum.

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6. Qualification up gradation, pedagogical training and organizing/ participation of faculties in workshops, seminars, organizing workshops, seminars and conferences.
7. Staff quarters
8. Sports Field Procurement and Development
9. Major in Finance, BCA, Computer Application, Tourism and Travel Management

Student support activities:
1. Boys Hostel, Girls Hostel
2. Boys common Room
3. Rest Shed for the students in the college campus
4. Campus beautification
5. Enhancement of facilities for Sports and Culture

(Dr. Devabrot Khanikor)
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