

KARIMGANJ COLLEGE, KARIMGANJ

INSTITUTIONAL DEVELOPMENT PLAN

ACADEMIC YEAR : 2021-22 TO 2031-32



Current Status of the College

General profile

1. Name and Address of the college : Karimganj College
Station Road,
Dist – Karimganj, Pin: 788710, Assam
Mail id: karimganjcollege@gmail.com
Website: www.karimganjcollege.ac.in
2. Year of Establishment : 1946
3. Institutional Status : Provincialized
4. Award, Recognition, Accreditation : Accredited with B grade by NAAC(2010)
5. Number of Programme offered –
UG : B.A., B.Com., B.Sc., BCA, B.Sc.(Biotech)
6. No. of sanctioned post(teaching) : 73

About the College

Karimganj College is a premier co-educational institute of higher education in the district of Karimganj in the Southern part of Assam, sharing inter-state border with Tripura, Mizoram and international border with Bangladesh. Since its inception in 1946, the college has been imparting Higher education in Arts Commerce and Science to the youth of this economically and educationally backward region of Assam.

Though the college is located in the bank of river Kushiyara, in the midst of Karimganj, most of the students of the college hail from the Karimganj town and the surrounding semi urban and rural areas. It has been playing a path finding role and takes pride in producing a number of quality personalities who occupy privileged positions worldwide in the different fields and earned good name for the college. This scarce human resource and men of repute in the form of alumni of this college contributed significantly in nation building and could keep the sign of their significant and sincere involvement in the matter of progress of the state of Assam.

At present the college is imparting education to more than 3625 students in Arts, Commerce and Science with Honours course in almost all subjects. The college offers Non-CBCS and CBCS courses in all UG programs as per the syllabus of Assam University, Silchar for being one of the affiliated colleges of the University, The area of the main campus of the college is 7.880 acres(23 bigha 16 Kattas 14 chattak) acres. In addition the main campus the college has firing spot containing 1.47 acre (4 bighas 4 kattas 11chattaks) land as shooting and firing range for the NCC cadets of the college. This plot of land of the college is situated 15 kilometres away from the main campus. The college provides an amiable and congenial atmosphere for teaching and learning. Empowering the youth through

dispersion of education and thereby uplift the diverse societies, and groups and communities, the college has been able to mark an everlasting impression in the society and this been one of the most important objectives of the founding fathers of the college among others. Thus the college has been serving relentlessly for the cause of social justice and national development.

Introduction to IDP

The IQAC Team of the college has initiated the task of formulating an Institutional Development Plan for a period of ten years commencing from Academic Year 2020-2021 to Academic Year 2029-2030 for ensuring balanced growth of this higher education institution. To generate Quality Sensors and to work out signposts for the upcoming days, the quality pointers of different norms determined by the National Accreditation and Assessment Council have been considered as the basis.

Guiding Principles of IDP, Karimganj College

The following primary objectives for preparing the Institutional Development Plan have been considered:

I. Vision Statement of the College

The vision of Karimganj College is to provide quality higher education with an attempt to inspire, prepare, and empower students of its catchment area to succeed in a changing world.

II. Core value of NAAC- the observer of quality benchmarking in higher education

The Core values of NAAC are:

- Contributing to National Development
- Fostering Global Competencies among Students
- Inculcating a Value System among Students
- Promoting the Use of Technology
- Quest for Excellence

III. Quality Policy of the college

Karimganj College is dedicated to an ethos for striving excellence following a method of unremitting quality enhancement in all its efforts and endeavors, namely, teaching-learning, research, student support and extension activities and services. The college is devoted to highlight and deliver various avenues and areas of education, art and knowledge.

The strategy for ensuring eminence is also disseminated and comprehended by all stakeholders and is revised as per the necessity for unending aptness with a view to see that it serves the purposes of self-evaluation.

IV. Strategies of National Education Policy-2020

The objective of the education is to motivate grow proper citizen having moral and gifted with balanced thinking and act, having responsiveness and sympathy, bravery and resilience, scientific temper and imaginative thoughts, with all-encompassing moral moorings and ideals. The objective is also to create an eco-system that can shape involved,

industrious, and contributing inhabitants for building a just, all-encompassing, and multicultural society as envisioned in our Constitution.

Aims and Objectives of the Institutional Development Plan successful

The fundamental aim of the Institutional Development Plan is to ensure that students are emerging as responsible citizens of the country and contributing significantly for the overall development of the country. For achieving this for the students this development and improvement of quality infrastructure of educational institutions is undoubtedly a prerequisite. Relying on a well thought out Institutional Development Plan, the college will be inspired to take initiatives, evaluate the advancement and progress and can accomplish the goal framed and set therein, which can then become the foundation of funding from the Govt, both Central and State and the various funding agencies of the Govt.

In view of the contribution of the college as a higher education institution imparting education of high quality and standard in Arts, science, Commerce, and professional courses, the following comprehensive goals of IDP have been recognized:

- To generate ideal academic environment for students in-built with genuineness, discipline and commitment.
- To ensure a continued excellence that is deep-rooted with sensible and steady plan.
- To create skilled work force through effective use of evolving high-tech tools.
- To develop three H,s head, heart and hand-increasing knowledge refining feeling and imparting practical sense and skill with a mission to turn up new men and women for the new times to come.

ROAD MAP FOR IMPLEMENTATION OF NEP-2020

Step1: Analysis of the present scenario in terms of 'Access', 'Quality' and 'Future Readiness

<u>Access</u>	
Equity including Gender Parity	<ul style="list-style-type: none"> ● The college nurtures equal opportunity for all. ● The college promotes Gender Equity through various co-curricular activities. ● The college organizes programs on gender equity. ● College conducts Gender Audit to assess gender patterns of the institution and address gender disparities, if any ● To ensure Gender Equity and create a gender-sensitive environment in the campus.

Inclusion of Socio- economic Deprived Groups (SEDGs)	<ul style="list-style-type: none"> ● Karimganj College, Karimganj is a provincialized college, affiliated to Assam University, adheres to the reservation policy of the Govt of Assam, with respect to the admission of students to various programs offered in the college. ● College sticks to the Fee waiver Policy of the Govt of Assam. ● Financial assistance for the students from economically weaker section from the college fund. ● Provision of regular mentoring of the students ● Face-to-face Counselling of the students
Measures for increasing access including online and Open and Distance Learning (ODL) education	<ul style="list-style-type: none"> ● Own Learning Management System for online learning ● Use of online platform for teaching-learning process ● Centres Indira Gandhi National Open University and of K K Handique State Open University ● Library for students/faculties
Increasing access through Indian languages	<ul style="list-style-type: none"> ● Teaching-learning process is done through English language as English is the medium of instructions with Bengali as one of the subjects as per the guidelines of Assam University, Silchar, the affiliating University. ● Offers courses on the following languages as subjects– 1) Bengali 2) Arabic 3) Sanskrit and 4) English

Quality	
Multidisciplinary and holistic education	<ul style="list-style-type: none"> ● Karimganj College, Karimganj offers BA, B.Com, B.Sc, BCA, B.Sc(Biotech) programs under Assam University. ● Offers various Add on Courses in addition to regular programs offered by affiliating university ● Offers various courses under Non-CBCS & CBCS of Assam University
Flexibility of courses and student mobility-multiple entry and exit	<ul style="list-style-type: none"> ● The UG course is running as per new CBCS under Assam University, however, the multiple entry and exit system is yet to be implemented by the affiliating university ● Offering various value added and skill-based Add-on Courses
Indian Knowledge System	<ul style="list-style-type: none"> ● Karimganj College offers UG programme with Honours in classical language (Sanskrit). ● Students can enroll themselves in various Add on Courses of Indian Knowledge System, for e.g, Value Education, Human rights etc.
Research, Innovation and Ranking	<ul style="list-style-type: none"> ● Teachers regularly publish papers in reputed journals. There are recognized Research Guides in the college under various departments of Assam University
Capacity building of faculty	<p>Providing drinking water facilities, toilets, teaching aids, libraries, laboratories, and an overall pleasant college campus.</p> <ul style="list-style-type: none"> ● ICT equipped classroom ● College organizes periodic faculty development programs as per the requirement. ● Encourages faculty members to participate in FDP, Workshop, Seminar sanctioning duty leave, sponsoring registration fee.

Future Readiness

Enhancing employability through internship/apprenticeship	<ul style="list-style-type: none"> • The College has Career Counselling and Placement Cell under which various career counselling programme and coaching for competitive examinations are organized. • Offers few skill-based Add-on courses
Transforming education through integration of technology	<ul style="list-style-type: none"> • The central library of the college facilitates the access of DELNET, World e-book, to the readers. • Use of various online platforms for teaching-learning process
Accreditation for quality education	<ul style="list-style-type: none"> • Steps to be taken for NAAC (3rd cycle) in time
Internationalization	<ul style="list-style-type: none"> • College has a plan to develop link with international Higher Education Institutions utilizing its alumni's connections who are well placed on different countries of the world.
Governance	<ul style="list-style-type: none"> • The governance is taken care of by Governing Body constituted by Department of Higher Education, Assam with Principal as the member-Secretary • Implementation of e-governance in various areas of operation, namely, administration, finance, students' admission and examination.

Step 2: Envision transformation of the institution for next 15 years in lines with NEP-2020 and draw a strategic plan of action

Institutional Development Plan is the base depending on which the college will formulate the plans for proper initiatives, measure the development and realize the goals set therein keeping in view the vision to transform the institution into an autonomous college and this way will be empowered to strive for brilliance, Karimganj college envisions the following initiatives,

1. Offering new programmes like, integrated B.Ed. and more BVOC, PG in all the subjects.
2. Convert the college into a self-governing degree granting autonomous institute of higher education.
3. Introduce contemporary subjects in UG level, like, Artificial Intelligence, Cloud Computing, Data Analysis, Cyber security, etc. to enable the students to develop important skills in students.
4. To arrange for providing more financial assistance and scholarships to economically disadvantaged students
5. A transparent process of faculty recruitment following the guidelines of the UGC and the Govt. of Assam.
6. Retention of faculty members and motivating them towards advancing the students, institution, and profession
7. Maintenance of ideal PTR so that faculty can interact with students, conduct research and can involve in other activities of college as well as extension
8. Accountable, decentralized and transparent internal governance.
9. Responsive Grievance Redressal system
10. Implementation of nondiscrimination and anti-harassment rules
11. Continual Professional Development (CPD) for faculty and staff, and leadership training for Principal and others
12. Inspiring and empowering the faculty to conduct innovative teaching and pedagogy, research and service which will motivate them to do outstanding creative work.
13. Excellent performance of the faculty in teaching, research and other services will be incentivized through appropriate rewards, recognitions, and movement into institutional leadership. Meanwhile, faculty not delivering on basic norms will be held accountable.
14. Solidification of the student support system.
15. Develop and use supportive technology tools for better participation and learning outcomes.
16. Stress on enhancing the employability potential of the students
17. Develop bridge courses for students of underprivileged educational backgrounds
18. Provision for regular counselling and mentoring programs for community, emotive and academic support for students.
19. Encouragement for boosting research work amongst faculty and students
20. Expansion of basic infrastructure facilities, such as, safe drinking water, hygienic working toilets, sports facilities, and enjoyable classroom spaces and campuses.

21. Increasing hostel facilities as per need.
22. Providing medical facilities for all students
23. Signing of MoUs with institutions of national and international repute for undertaking joint and collaborative work in research and teaching and to facilitate faculty/student exchanges.
24. Initiatives for outreach programs on higher education openings, studentships and scholarships, skills and free enterprise among SEDGs
25. Holding programs/add on course/activities to sensitize faculty, staff and students on matters relating to gender-equity and identity.
26. Developing a device for regular communication with all the stakeholders to make them aware of new information containing updated data in teaching-learning, research and community service; gathering of feedback on numerous aspects of the college, its methodical and systematic scrutiny and corrective measures taken on that.
27. Boosting alumni engagement in various arenas of events and activities of the college
28. Encouraging greater engagement with the local community
29. Combining the principle of sustainability in all sphere of strategies along with events and activities.
30. Budget provision to make the campus of the college disabled-friendly.
31. Budget allocation for developing eco-friendly campus preserving the perpetual natural landscape and biodiversity putting emphasis on use of renewable sources of energy and attaching importance to flexibility (to mitigate natural disasters and accidents), sustainability, utilities and facilities and security
32. Allocation of budget for ERP management
33. Initiatives for obtaining various grants of Central and State Govt and constant search for funding from new sources.
34. Setting up of a National and International Students Office.
35. Serious efforts for regular accreditation of the college by the proper body with the objective of achieving the uppermost level of accreditation in the coming years.

Step 3: Define the mission statement of the institution to identify the goals, strengths, opportunities, priorities and commitments

Mission statement of the college:

Karimganj College strives to achieve its vision by

- To promote the cause of education in its highest and widest sense.
- To foster feeling of brotherhood and fellowship among different sections of students and to inculcate values of liberal humanism, the values of individual liberty, equality, rationality, secularism and democracy.
- To provide quality education.

COLLEGE MISSION

- To develop three H's – Head, Heart and Hand-increasing knowledge, refining feeling and imparting practical sense and skill with a mission to turn up new men and women for the new times to come.
- To make arrangements for giving education in all branches of studies, to establish the departments of Arts, Science, Commerce, Technology, Vocational training and courses of studies which open up career opportunities and to raise the status of the institution.
- To do all such things which are ancillary or incidental to the attainment of all or any of the above objectives which may be conducive to welfare of the students and the interest of the society.

- Pledging itself to intellectual exercises based on effective teaching, interface programs and exchanges in order to lift the diverse communities from sluggishness to progress,
- Promoting evolving disciplines and the creation of innovative knowledge and creative look in response to a fast-moving world,
- Indoctrinating deep ancient knowledge of varied philosophies at home and overseas
- Making effective use of the evolving scientific and technological tools to produce skilled workforce and to bridge the slit between societal needs and higher education.
- Producing a pleasant atmosphere to generate and spread knowledge of human experience, thought and imagination to advance social well-being in all possible ways,
- Dynamically cultivating energies planned to developing pupils into independent-minded, accountable global citizens.

Step 4: Identify the strengths and capacity (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps

Present Strength and Capacity

- Friendly rapport amongst all the stakeholders
- Functioning in the plural and multicultural atmosphere
- Motivated by the mission declaration of imparting knowledge to all
- Admission of students cutting across all communities and expanses who are socially and economically downgraded including the provision of admission of the transgender students
- Student-centric teaching-learning process
- Availability of professional courses like Biotechnology, Computer Science, BCA.
- Internal complain committee, Anti-ragging committee, anti-sexual harassment committee are in place
- Funding from Govt. of Assam and Central Govt. (under Govt UGC, PM USHA, DBT, Star College, MoE)

Approaching university, Govt of Assam, AICTE and Other Agencies to introduce new programs (Integrated BED, PG)

Attempt for converting the college into an Autonomous College placing the proposal before the UGC

- Framing syllabus to introduce few present day and contemporary areas/ subjects by faculty members or by persons having expertise on the said areas.
- Efforts for engaging NGOs and charitable organizations / groups for sponsoring the socio-economically disadvantaged groups.
- Total Implementation of e-governance for ensuring transparency.
- Initiatives for holding consistent professional development programs for faculty and staff
- Effort to facilitates participation in online and Face-to-face training programs organized by UGC/IGNOU on leadership training
- Sincere attempts for industry-academia meet for making the college a placement hub for its students.
- Proper planning for rewarding faculty for achieving excellence in teaching, research and other services
- Regular budget provision for constructing more classrooms, laboratories, ICT assessors, drinking water facilities, toilets, gymnasium, sports facilities, hostels, well equipped health center, and other support services including disabled-friendly facilities
- Allocation of budget for ERP management
- Submission of proposals for grants to Central and State Govt for augmentation of all infrastructure.
- Initiatives for organizing FDP and provide students service facilities.
- In addition, new sources of funding need to be identified

Step 5: Identify institutional goals- long term and short term

LONG TERM STRATEGIC PLANS

1. Introductions of programs that are in demand like integrated B.Ed., BBA, Micro Biology etc.
2. Introduction of PG programs in all Subjects.
3. Plans to transform the college into an autonomous higher education institute with the authority to grant degree.
4. Launching of more diploma and certificate courses that are job oriented
5. Launching of diploma and certificate courses on gender linked issues.
6. Opening of additional Add on and certificate Courses on diverse areas, such as, Artificial Intelligence, Calculation of Income Tax and Return Submission of Income Tax, Accountancy and Book Keeping, Web Designing, Value Education, Human Rights, Mushroom Cultivation, Folk and Performing Arts, Knowledge of Self, Vedic Mathematics, etc to encourage multidisciplinary and holistic education.
7. Providing the opportunity for bridge courses to the students from moderate and poor educational background.
8. Arrangements for regular students' Tour program to places of importance to gather knowledge about the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.

9. Introduction of new pedagogy that cares student-centric learning.
10. Provision for easy access to online educational resources for students for imbibing the culture of independent learning.
11. Serious attempt for signing of MoUs with industries for better industry-academia relationship.
12. Making opportunities for internship with local industry, artists, crafts persons etc.
13. Vigorous attempt for research internship with other higher education institutions or research institutions.
14. Stress on quality education and student exchange programs.
15. Providing counselling and mentoring system to all students.
16. Formation of additional Students Clubs to nurture the inventiveness, creativity and skills of the students and initiatives for holding various activities of the said students' clubs.
17. Initiatives for making the basic infrastructure and amenities like clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and campuses available.
18. Systematic upgradation of the infrastructure to meet the demand of the time and its regular maintenance.
19. Sincere attempt to transform all classrooms into total ICT enabled classrooms for teaching-learning.
20. Pragmatic Plans for providing financial assistance and scholarships to the students of socio-economically disadvantaged group.
21. Inspire start-up and entrepreneurship.
22. Stress on framing Gender sensitization action plan and its implementation.
23. Extension of hostel facilities for the desired students.
24. Establishment of Health Center and provision for primary medical services for students and teaching and non-teaching employees.
25. Extension of facilities and opportunities for students for participation in sports and cultural activities.
26. Enhancing alumni engagement.
27. Empowering the faculty to conduct innovative teaching, research and service.
28. Proper planning for introducing a fully automated Management Information System.
29. Initiatives for encouraging a dispersed and decentralized administrative device.
30. Developing a device for steady communication with all the stakeholders for collection of feedback on curriculum, Teaching-Learning Process, infrastructures, etc, and corrective measures for removing lacunas if any taking all the stakeholders into confidence for scientific analysis on the said issues.
31. Readiness for continuous technological upgradation of the campus with centralized Wi-Fi, ICT enabled classrooms, modernization of computer labs and fully automated library.
32. Efforts to make a disabled-friendly college campus and introducing disabled-friendly initiatives like presenting mobile apps and QR codes to facilitate easy movement.

- 33. Nurturing the ethos and culture of research in the institution, formation of research centers and boost 'Citizen research'.
- 34. Encouraging initiatives for being connected and engaged with the local community.
- 35. Introducing a proper, transparent, impartial and objective devices for evaluation of Self Appraisal Documents of faculty members; Peer review Committees to assess contribution to teaching, research and publication and consultancy, contribution in corporate life and extension activity.
- 36. Measures for Campus Safety and detailing of guidelines and its circulation among all stakeholders.
- 37. Emphasis on ecologically sustainable campus perpetuating the natural terrestrial, land scape and biodiversity.
- 38. Promote sustainable development through eco-friendly practices and implementation of the green protocol.
- 39. Attempt for setting up a Global Students Office.
- 40. Introduction of Document management system.
- 41. Sincere efforts of the institution to be assessed and accredited at regular intervals by the proper and appropriate body.

SHORT TERM STRATEGIC PLANS

(i) CURRICULAR ASPECTS

TARGET

- Launching of Add-on courses in large number to equip and enrich students in numerous realms and domains to encourage multidisciplinary and all-inclusive education as well as to enable students to grasp Indian Knowledge system.
- Initiatives for regular students 'visit to places of importance to allow the students to gather knowledge of the history, scientific contribution, traditions, indigenous literature and knowledge system of those places.
- Inspiring students to join in programs like, original and creative writing, drama, recitations etc.in their own language to promote Indian language and indigenous culture.
- Induce flexibility and inclusive learning taking education out of the existing stiff and rigid structure.
- Efforts for expanding placements founding a Centre for career guidance for connecting the Centre with all the departments of the college.

STRATEGY

- Initiate outcome-based education (OBE) wherein students will earn to structure activities to prioritize the end result.
- Design, compile and publish study materials for the restructured and newly introduced Add on courses.
- Give importance to placement activities by conducting job fairs and hosting Recruitment drives.

(ii) TEACHING, LEARNING AND EVALUATION

TARGET

- To position itself as the primary choice of institute for higher education by ensuring high quality output consistently.
- Solidification of own Online Learning Management System (OLMS) for teaching- learning.
- Elevate and uplift the historically weaker students recognizing their unique needs and learning style.
- To inspire the students to be socially dedicated international citizens enlightening their mindfulness about current socio, political and ecological states and situations.
- Steps for making and using ICT in teaching and learning process a habit.
- Launching of as many as student-centric teaching-learning process putting distinct stress on technology.
- Attaching importance on consolidating and strengthening the mentoring system.

STRATEGY

- Motivate students and teachers to pursue and chase online courses with total commitment considering this as the need of the hour.
- Obligatory 'Investigative and Diagnostic test' for the beginners to assess the learning level and draw a judgment at the end of the course to map and record their advancement.
- Remedial classes/bridge courses for the slow learners.
- Organize collaborative learning, like group project and venture, Group discussion, etc to improve teamwork among students.
- Constant cultivation and sort of research on innovative teaching, pedagogy, classroom delivery techniques, etc.
- Methodical assemblage and scrutiny of feedback from all stakeholders and prompt actions for initiating corrective measures.
- Development of smart classrooms with state-of-the-art facility.
- Complete digitalization of central library.
- Signing of MoUs with Academic Institution for Student Exchange and Other Programs.
- Organizing students 'visit to places of importance to gather knowledge on the history, scientific contributions, traditions, indigenous literature and knowledge.

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(iv) RESEARCH, INNOVATION AND EXTENSION

TARGET

- Promotion of research culture in the institution.
- Academic connections in the form of MoUs with premier Institutions and efforts to be involved in collaborative research projects.
- Motivate faculty members to make sincere attempt for major/minor research project.
- Intercontinental exposure to faculty through collaborative and combined research project with faculty from overseas universities

- Steps for enforcing guidelines for plagiarism and piracy prevention and deterrence introducing a plagiarism regulator software
- Motivate faculty to apply for registration for Patent
- Encourage Start-up and create an innovation ecosystem.
- Steps to support Government and local bodies in civic and community projects.
- Stress on adoption of villages mandatorily.
- Research on local issues to be encouraged.

STRATEGY

- Promote inter-disciplinary research within the college.
- Encourage the students to publish their project work in collaboration with their teacher-guide.
- Efforts to be made for awareness programs on numerous Government schemes for public.
- To organize programs /competitions for students to enable them to explore their thoughts and transform those into the prototype, model and archetype.
- Continuance of events under organic links with the bordering schools.
- Initiatives for Inviting experts from industry for motivating students and provide applied and practical knowledge.
- Encourage students to work on actual projects for industries.
- Initiate extension and proactive research and hands-on training programs that would smoothen and facilitate local developments keeping in line with evolving global changes.

(v) INFRASTRUCTURE AND LEARNING RESOURCES

TARGET

- Steady upgradation of the infrastructure within the campus as per the demand of the time.
- Enhance use of technology in teaching-learning and administration.
- Stress on revamping prevailing academic and other common amenities.

STRATEGY

- Modernization and technological advancement of the campus with unified WIFI, ICT aided classrooms, upgrading of computer laboratories and steps for wholly computerized and automated library.
- Provision for of amenities such as guest house, playground, health club, medical Centre, convention centre, faculty hostel and campus radio centre.
- Putting in and installing solar panels, left-over and waste water treatment plants, Chemical waste treatment plant and rainwater reaping and harvesting.
- Stress on upgrading college cafeteria and canteen services.
- Serious planning for improvement and fine-tuning of botanical garden, green house and nursery.
- Steps for raising funds to be able to procure latest and sophisticated scientific equipment that can be accessed by all departments.
- Steps for extending hostel facilities, both for boys' girl students.

(V) STUDENTSUPPORTANDPROGRESSION

TARGET

- Promote quality education and initiate student exchange programs.
- Explore the options for more scholarships for students.
- Inspire the students to be engaged in research studies and stimulate them to enhance and optimize publication and design- based projects.
- Tremendous effort on placement activities to make the cell worthy, focused and result oriented for the students.
- Completely purposeful counseling cell to cater to the requirements and needs of students.
- Actions on studying and analyzing student progression twice in an academic session.
- Efforts to improve the employability skill of the students making them competitive.
- Central library to be made completely computerized and automated.
- Efforts to make start-up and entrepreneurship a reality for the students.

STRATEGY

- Explore and discover means for extending scholarship to appropriate and eligible students and including the students from economically disadvantaged category.
- NGOs and philanthropic persons/groups to be pursued and convinced to extend monetary assistance to the students from socially and economically underprivileged category (SEDCs).
- Initiatives for holding job fairs in association with professional establishments.
- Emphasis on unusual and special counselling and mentoring for slow learners and the students who are found to be relatively lagging behind.
- Revitalize students' clubs to foster the imagination and creativity of the students.
- Organizing capacity enhancement programs.
- Proper steps for holding numerous programs with a view to plant the seeds of leadership among the students putting emphasis on girl students.
- Introduction of finishing schools for the outgoing students to enhance their employability.
- Formation of Start-up incubation centre for backing free enterprise and entrepreneurship.

(VI) GOVERNANCE, LEADERSHIP AND MANAGEMENT

TARGET

- Develop a completely computerized and automated Management Information System.
- Promote and endorse decentralized and dispersed administrative device with accountability.
- Proper plan to incorporate and integrate the Indian knowledge system within the syllabus.
- Ensure transparency in Financial Audit.
- Conduct various quality audits.
- Steps for extending facilities to the faculty members to formulate and prepare e-content under MOOC.

- Emphasis on regular assessment and accreditation of the institution by the proper and appropriate organization.
- Initiatives to pursue for obtaining various grants from the Central and State Govt.
- Extending support to the faculty/staff for capacity building and development.
- Non-stop and continuous efforts for Professional Development (CPD) for faculty and staff.
- Arrangement for organizing leadership training for faculties and staff

STRATEGY

- Encourage participation of faculty members in FDPs like refreshers, orientation programs and short-term courses.
- Evolve policies to facilitates participation of faculties in online and Face-to-face training programs organized by UGC/IGNOU on leadership training.
- Proper steps for establishment of Bhagavan Sri Chaitanyaadeb, Mahapurush Srimanta Sankar Deva, the Vivekananda and Kabi Guru Rabindranath Tagore Study Center to integrate the Indian knowledge system.
- Steps for conducting academic and administrative audit, green audit, library audit, energy audit and ensure implementation of the recommendations.
- Constitute effective Grievance Redressal Cell, Anti-ragging Cell, Anti Sexual Harassment Committee with the participation of staff and students.
- Initiatives for Preparation of Detailed Project Report and submission of the same to respective agency for funding.

(V) INNOVATIONS AND BEST PRACTICES

TARGET

- Emphasis on sustainable development and stress on eco-friendly practices.
- Initiatives for suitable waste management and aquatic and water management arrangement.
- Genuine initiatives for execution of the green protocol.
- Consciousness and compassion about environmental issues.
- Earnest effort for making gender equity and parity a reality.
- Formulation of Gender sensitization action plan.
- Efforts to become an agent and instrument for brining and uplifting socio-economic condition of the populace covering wide-ranging area of the college is situated.
- Efforts for generating a lasting global impact on civilization and society through education, empowerment, thorough study and research, invention and innovation and charitable and philanthropic activities.
- Implementation of e-governance in all expanses of operation.

STRATEGY

- Realistic efforts for energy production, preservation and its management installing solar panels, increased use of LED bulbs, and initiatives for sensor-based energy conservation system.

- Steps for lessening the use of paper in office administration.
- Systematic planning for protection and conservation of innumerable varieties and species of trees that are there in the ecosystem.
- Conservation of natural water resources in the campus
- Effort for putting in place the rain water harvesting system
- Consolidation and protection and strengthening of the Environment & Climate cell, Eco club of the college.
- Observance of environmentally important memorial days involving students, faculty, staff and community.
- Genuine steps for green and environment audit, energy audit, fire audit and execution of the suggestion's recommendations be made a habit.
- Consistent and regular gender responsiveness and sensitization programs.
- Steps for commencing Gender Audit.

Step 6: Identify institutional level challenges–Long term and short term

- High student teacher ratio.
- Dearth of non-teaching support staff
- Narrow opportunities for mobilizing resources beyond government grants.
- Teaching learning gets affected due to requisition of college campus by the Election Commission
- Infrastructure and resource constraints for implementing NEP in its totality.
- Raising funds for developing new infrastructure, upgrading, and maintaining existing facilities.
- Improving pass percentage of students in university examination.
- Improving performance of students in sports and games.

1. Drop out of girl students from college due to early marriage.
2. Low per capita income of the parents leads to dropout of students from SEDGs.
3. Dearth of professional and skilled personal in the domain of Indian knowledge system in the college make it difficult to run the programs on Indian Knowledge System meaningfully.
4. Motionless and stagnant mindset of some faculty members creates hindrance to attend/participate in various capacity building programs.
5. Dearth of industry and entrepreneur in and around Sribhumi district is a disadvantage factor for enhancing employability.
6. Reluctance of faculties in some cases to the use of IT facilities in teaching-learning diminishes the potential competence of the said teachers.
7. Want of sincere efforts for upkeeping the quality to attract the international learners.
8. Insufficient funding for execution of e-governance in its totality.

Step 7: Develop a workable hypothesis to mitigate and overcome the challenges in a phased manner

Challenges:

- a) Low per capita income of the parents results in drop out of students from amongst Socially and Economically Disadvantaged Groups (SEDGs).
- b) Lack of motivation of the faculty members to write text books in local language which is very important for increasing the access through Indian language.
- c) Challenges of infrastructure and manpower to run multidisciplinary courses.
- d) Lack of trained personal within the college to introduce programme on Indian knowledge system.
- e) Lack of orientation about research (academic and community based) and innovation for majority of the faculty members.
- f) Stagnant mindset of some faculty members creates hindrance to attend/participate in various capacity building programme.
- g) The paucity of industry and entrepreneur in and around Karimganj district is a disadvantage factor for enhancing employability.
- h) Lack of awareness about the use of IT facilities in teaching-learning reduces the potential capability of the teachers.
- i) Maintenance of quality to attract the international learners.
- j) Inadequate funding for implementation of full flagged e- governance.

Hypothesis to mitigate the issue:

- a) Efforts for popularizing Free Admission Scheme of the Govt. of Assam and efforts for facilitating different scholarships of both the Govt of India and Govt of Assam.
- b) Initiatives for approaching NGOs and philanthropic both individuals and groups to help outspread financial assistance to the students from economically disadvantaged groups (EDGs).
- c) Motivate the faculty conducting trainings and workshops inviting Resource Persons having expertise in their respective domains.
- d) Making serious attempts for grants from the Govts both center and the Assam Govt.
- e) Exploring the possibility of obtaining fund from the alternative sources.
- f) Appointment of faculty for specific tenure as per the necessity.
- g) Conducting programs related to CPD.
- h) Extension of leave to enable the faculties to attend the same.
- i) Initiatives for incentivizing in the form of reward and felicitation after successful application of knowledge and experience gained in the teaching-learning, research and other innovative teaching learning approaches.
- j) Sincere efforts to arrange for required exposure to students in industrial hubs outside the state and industrial centers within the state.
- k) Necessary steps for conducting awareness programs and workshops.
- l) Arrangements for teaching preparing and framing curriculum of local folk and culture, tradition, medicinal plants and local biodiversity through online mode.

Step 8: Develop strategies to promote leadership

Proper and effective governance and leadership can create a culture of innovation and distinction in higher education institutions. It is expected that the Leaders of an HEI will demonstrate proper respect to Constitutional values and the dream of the institution, along with qualities like, confidence in teamwork, skill to work with varied people, solid societal obligation, pluralism with a positive outlook.

Taking these in to account, sincere efforts will be made to promote leadership skill among the faculty members,

- Identification of outstanding faculty members with high academic and service credentials as well as proven leadership and administrative skills
- Brilliance in teaching, research and services will be incentivized through appropriate rewards and recognitions and will be motivated to be an institutional leader
- Engaging faculty at all levels with strategic direction and decision-making capacity which will help to encourage them to pursue leadership roles
- conducting leadership training for all faculty, principally for women
- Arrangements for offering guidance to the faculty members by the academic administrators of the college presently available.

Step 9: Develop mechanism to ensure ‘transparency’ in governance

The efforts that will be required to ensure ‘transparency’ in governance are the following:

- Formation of Governing body of the college with vastly competent, educated and accountable individuals
- Execution of e-governance in numerous zones of operation, like, management and administration, student admission and support, examination and finance
- Efforts for uploading updated information of the college to the college website
- Disclosure under section 4(1)(b) of the RTI ACT, 2005
- Lively Grievance redressal system
- Efforts for conducting regular Financial Audit by CA and Govt. Auditor
- Decision for admission of students strictly on the basis of merit following the guidelines of Govt of Assam in that regard.

Step 10: Action plan for phase-wise implementation of the perspective IDP with specific timelines

Proposed plans:

1. Offering new programs like integrated BED, BVOC and PG in most of the subjects.
2. Efforts to convert into an autonomous institution of higher education that can extend degree.
3. Introduce courses (diploma/ certificate) on themes associated with gender.
4. Initiatives for launching more Add-On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Bee Keeping, Mushroom Cultivation, Folk and Performing Arts, Knowledge of Self, Vedic Mathematics, etc to encourage multidisciplinary and holistic education.
5. Launching of bridge courses for students of disadvantaged educationally backgrounds.

6. Regularly organizing students' visit to places of importance to enable them to gather knowledge of the history, scientific contributions, traditions, indigenous literature and knowledge as a part of comprehensive and holistic education.
7. Initiatives for introducing new pedagogy that supports student-centric learning.
8. Fashioning online educational resources that students can use for independent learning.
9. Signing of MoUs with industries for improved industry- academia relationship.
10. Steps for opportunities for internship with local industry, artists, crafts persons etc., and research internship with other higher education institutions or research institutions.
11. Necessary arrangements for quality-based education and student exchange programs.
12. Arrangements for extending counseling and mentoring system for all students.
13. Founding as many as Students Clubs to rearing the imagination, creativity and skills of the students and conduct numerous activities in those clubs.
14. Making provision for basic infrastructure and facilities adequately, such as safe drinking water, hygienic working toilets, etc
15. Steps for ensuring availability of blackboards, office, libraries, labs, and pleasant classroom spaces and campuses.
16. Steps for continuous upgradation of the infrastructure within the campus commensurate to the everchanging needs and regular maintenance of the same.
17. Providing 100% ICT enabled classrooms for teaching-learning.
18. Steps for extending financial assistance and scholarships to the students from economically disadvantaged group.
19. Motivate and create the culture of start-up and entrepreneurship.
20. Initiatives for framing Gender sensitization action plan and its execution.
21. Steps for ensuring hostel facilities for the student coming from distant places.
22. Steps for providing medical facilities for students establishing health centre for them.
23. Steps for providing opportunities to the students for their participation in extra-curricular activities such as sports and cultural activities.
24. Efforts to develop systems and methods to ensure students' physical health and emotive wellbeing.
25. Attach importance to alumni engagement.
26. Active plans for empowering the teachers to develop innovative teaching, research.
27. Extending support to the teaching and non-teaching employees for capacity building and for promoting leadership.
28. Initiatives for developing an entirely computerized and automated Management Information System.
29. Steps for execution of decentralization in administrative device ensuring involvement, flexibility and accountability.
30. Proper plan for developing a device for continuous and consistent communication with all the stakeholders, obtaining feedback on curriculum, Teaching-Learning Process, infrastructure, its logical study and action taken on that for its accomplishment.
31. Genuine plans for technological upgradation of the campus with unified WIFI, ICT enabled classrooms, transformation and modernization of computer labs and wholly computerized and automated library
32. Guaranteeing the existence of a disabled-friendly college campus and introduction of disabled-friendly initiatives like introducing mobile apps and QR codes to facilitate easy movement.
33. Nurturing research culture in the institution and boost 'Citizen research'.
34. Nurturing greater engagement with the local community.
35. Sincere efforts for establishing "Central Instrumentation Laboratory" to boost inter-departmental research by faculties and students.
36. Developing clear and objective devices for assessment of Self Appraisal Documents of faculty members; introduction of regular practice of facilitation for Peer review Committees to review contribution to teaching, research and publication, projects (research and consultancy), contribution in corporate life and extension activity.

37. Homework for preparing thorough Campus Safety strategies and conveying of said strategies to all stakeholders.
38. Stress on developing ecologically and environmentally sustainable campus and seps for perpetuating the natural landscape and biodiversity.
39. Endorse sustainable development strategy through eco- friendly practices and execution of the green protocol.
40. Plan for setting up a National and International Students Office.
41. Initiatives for launching document management structure and system.
42. Steps for developing the practice of undertaking continuous accreditation of the institution by the appropriate body.

Action plans:

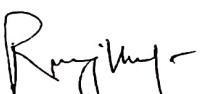
1. Initiatives for obtaining permission to proper bodies for launching any program
2. Initiatives for taking up the issue of recruitment of faculties for the program with the Govt.
3. Wholehearted involvement of all concerned to be able to be graded 'A' by NAAC.
4. Initiatives for taking up the issue with the UGC for having autonomy granted for the college.
5. Procurement of study materials.
6. Expansion and extension of laboratory infrastructure as per the necessity of the respective subject.
7. Efforts for Identification of students having talent in curricular and co-curricular activities.
8. Encouraging the efforts for preparation of Teaching plan and Lesson plans of the courses by the teacher
9. Initiatives for incorporating the travel and visit schedule in the academic calendar.
10. Steeps for conducting faculty development program.
11. Conduct intramural interface and interaction sitting to deliberate and share the idea and knowledge of the faculties.
12. Strengthening own Learning Management System.
13. Continuation of subscription of n-list.
14. Explore the possibility of having linkages of the college/institution with industries in local, regional and national level.
15. Continuous initiatives for conducting seminar/workshop inviting Resource Persons from industry.
16. Explore the possibilities of educating the local artists and crafts artisans on having finance from the organized financial markets and marketing of their products.
17. Signing of MoU with other HIE/Research Institutes for venturing on fundamental research.
18. Taking initiatives for arranging students' tour.
19. Steeps to be taken for establishing linkages with HEIs of repute for student exchange.
20. Inclusion of Mentoring system as an integral part of Academic Policy of the college.
21. Initiatives for conducting FDP on mentoring.
22. Signing of MoUs with psychotherapist for mental health of the students to organize face to face counseling session.
23. Establish Student Club and assign student as leader of each club to enable them to develop leadership quality in them.
24. Preparation and submission of proper plan and estimate along with DPR to the concerned authority along with application for having fund granted from the central and state govt and other agencies.
25. Budget allocation for proper maintenance of the infrastructure.
26. Proper planning for student support.
27. Efforts for organizing orientation programs for faculty on use of numerous tools of ICT in teaching-learning.
28. Identification of students from economically disadvantaged group.
29. Necessary steps for financial support and donation from philanthropic persons, groups, NGOs and the Govts.
30. Initiatives for strengthening Institutional Innovation Council.
31. Explore the possibilities of local start-up avenues and for funding of such local stat ups.
32. Efforts for strengthening the Health Centre of the college

33. Developing relations and linkages with the Civil hospitals for providing registered medical practitioners for the health centers of the college at least once a week.
34. Strengthening the sports and cultural committee for making the said committees active.
35. Procurement of calisthenics and construction of track field, flood light/light tower and gallery with shed.
36. Making attempts for having funds granted by the appropriate authority
37. Making new equipment available in gymnasium.
38. Sincere efforts for developing separate gymnasium for girl students.
39. Plans for organizing regular alumni meet (both centrally and department wise).
40. Involvement of alumni in various activities of the college.
41. Initiatives for Collecting feedback from the alumni and execution in the overall development of the college.
42. Decision to grant necessary leaves to enable the faculties to attend workshops, STCs, RCs.
43. Initiatives for conducting training of faculties including FDP and allocating budgeted fund for that.
44. MoUs with reputed institutions of national importance for organizing capacity building programs
45. Motivate faculty members to attend induction programs, orientation and refresher courses and short-term course and other training programs.
46. Efforts for incentivizing faculty members for their excellence in teaching, research and services by way of presenting them appropriate rewards and recognitions and this way motivate to be an institutional leader
47. Fetching faculty at all levels with strategic direction and decision-making to boost them to pursue leadership roles.
48. Proper plans for conducting leadership training programs for all faculty, women in particular.
49. Assign committees to explore the areas of operation
50. Constituting different committees with faculty and staff to allocate certain administrative tasks and responsibilities
51. Decision to accord every committee the freedom to formulate their plan and adopt execution strategies.
52. As and when required for the execution of activities of different sub committees, the convenors/ chairmen/ coordinators of the committees to hold meetings.
53. It is necessary to form WhatsApp/Telegram groups of parents, alumni, faculties, students and local bodies to fetch them in a single accessible platform and to be able to be in touch with them.
54. Evolution of the system of online feedback collection.
55. Analysis and interpretation of feedback data and their execution including uploading of the said data in the website of the college
56. Steps for wide coverage of WIFI area including hostels.
57. Continuous upgradation and inclusion of ICT devices in the classrooms.
58. Budgetary allotment for purchasing updated PCs for computer labs.
59. Inspiring the faculty members to take on fundamental research work
60. Motivate the faculty members in terms of reward, certificate etc for quality publications and research
61. Sincere steps for establishing UG research centre
62. Training in Citizen Research for UG students to be initiated.
63. Steps for initiating community work on 'problems of malnutrition among the children of Karimganj district'- survey, analysis of data, report preparation, awareness and communicating the findings to the concerned authority.
64. Preparation of list of instruments as per the requirement of possible research areas.
65. Steps for taking up the issue of fund with the appropriate authorities.
66. Collection of annual self-appraisal report (online) with proper documentational evidences.
67. On the basis of self-appraisal, Annual Confidential Report of each faculty be prepared by the principal.
68. Steps for faculty not delivering on basic norms be made accountable.
69. Amalgamation of suitable technology.
70. Mitigation plan of natural disasters.

71. Mandatory addition of fire safety, during construction and expansion, surveillance in campus, or crime, etc.
72. Preservation and conservation of already occupied green area, water bodies of the campus.
73. Preparation of master plan of the college highlighting various zones to retain the green cover in the campus.
74. Formulating plan for keeping provision of alternate sources of energy.
75. Shifts from using traditional bulbs and gradual but firm move towards the use of 100% LED bulbs in the college campus at the earliest.
76. Use of bio degradable wastes of the campus by converting them in to bio fertilizer ('Waste into Wealth').
77. Firming up of vermis-composting.
78. Solidification of the system of rain water harvesting and open well recharge to boost water conservation.
79. Commence regular Energy audit, Green and Environmental Audit and implementation of the recommendation.
80. Plan for making plantation a durable project.
81. Decision to appoint faculty member as coordinator for International Student.
82. Development of Online Document Management System (ODMS).
83. Steps for conveying and communicating information on developments that take place in different areas of the college to concerned authorities like NAAC/NAC.

Concluding remark

Karimganj College is devoted to the comprehensive development of the students. The college aims to create a strong internal system for supporting diverse student associates in academic and social realms. The Institutional Development Plan will help to guide and plan to achieve these goals.



(Dr. Ramanuj Chakravorty)

Principal,
Karimganj College

Principal

Karimganj College

23/12/2018



(Sri Jyotirmoy Das)

President, Governing Body
Karimganj College

President

Governing Body,
Karimganj College

23/12/2018



President
Governing Body,
Karimganj College