



Kamrup College, Chamata (Nalbari)

(Affiliated to Gauhati University, Re-Accredited by NAAC with 'A' Grade)

ISO 9001:2015 Certified

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Institutional Development Plan (IDP)

2018-2019 to 2027-2028



KAMRUP COLLEGE, CHAMATA (ASSAM)
P.O.-Chamata, Dist. Nalbari (Assam), PIN- 781306
Ph.No. 9854581217

Kamrup College

General profile

1. Name and Address of the college : Kamrup College, Chamata
Village-Rupabathan, P.O-Chamata, Dist.
Nalbari, PIN-781306
Website: www.kamrupcollege.co.in
2. Year of Establishment : 1966
3. Institutional Status : Provincialized
4. Award, Recognition, Accreditation : 1st Cycle (2004) B+ grade
(institutional score of 78%)
: 2nd Cycle (2016) Grade A (CGPA
3.04)
5. : ISO 9001: 2015
6. UG : BA & BSc
7. PG (KKHSOU) : Assamese, Political Sc. & Education
8. No. of sanctioned post (teaching) : 41

About the College

Kamrup College, Chamata was started under the dynamic leadership of some towering personalities of this area with the main purpose of spreading higher education among the people in general and woman in the once educationally backward West Nalbari area. The “Siksha Bistar Committee” of Chamata under the leadership of late Gauri Kanta Talukdar, the then MLA and noted academician took the lead role to start an “Arts College” at Chamata Accordingly a “Preparatory Committee” consisting of 21 (twenty one) members was formed in 1965, wherein Mr. Joy Chandra Choudhury, the renowned advocate of the Gauhati

High Court and Mr. Pramod Barman, the noted advocate and ex-principal of J.B. Law College, Guwahati served respectively as Chairman and Secretary of the committee and took the bold decision to give “dream” a practical shape. The bold decision of the preparatory committee ultimately came into a reality when the Kamrup College started functioning w.e.f. 25-07-1966 with only 119 students on the roll. At first the college started its function in the Chamata H.S. School which is about ½ km away from its present campus. With the procurement of land for the institution the committee took the expeditious decision to shift the college to its present campus. The foundation stone of the first building at its own campus was laid by late Bishnu Ram Medhi, the then honorable Governor of Madras and former Chief Minister of Assam. Within a few days three rooms measuring 1920 sq. ft. area were constructed with the result that the college ultimately shifted to its present campus in the beginning of 1968. However, the college did not have to look back since then, and had made a big leap forward in the matter of fulfillment of its obligations of spreading higher education in this part of the rural area. Degree classes in the college were started in 1969 and “Honours Course” (now Major course) in 1976 at first in 4 (four) subjects i.e. Assamese, Economics, Political Science and Sanskrit. The College after receiving permission on fulfillment of necessary condition ultimately came under GIA (Grant-in-Aid) system in the month of December 1975. In the later years, Honors (now Major) courses were introduced in all other subjects viz. Arabic, Education, English, History and Philosophy. Kamrup College is a provincialised college of the

Government of Assam and is affiliated to Gauhati University (G.U.). The College offers courses of study in Arts Faculty up to Degree Pass & Major level in subjects of Assamese, English, Economics, Education, History, Political Science, Philosophy, Mathematics, Sanskrit and Arabic under Guwahati University. Though the medium of instruction is generally Assamese, in certain cases, English is retained as complementary to Assamese. Also, in adherence to the direction of the Higher Education Department of the Government of Assam, the college in addition to the UG programme conducts Higher Secondary classes under Assam Higher secondary Education Council. The college is recognized by the University Grants Commission and has 2(f) and 12 B status. The central library of the college serves as a Learning Resource of the college. In Sep. 2022, science stream was introduced with five departments (Honours & Regular) namely, Botany, Chemistry, Physics, Mathematics & Zoology. At present, it is a provincialised undergraduate college that has both Arts and Science stream (From Sep.2022) It has traversed almost 57 years of its glorious existence in the field of Higher Education.

Introduction to IDP

The NEP Taskforce of the college has undertaken the mission of designing an Institutional Development Plan for a period of ten years commencing from Academic Year 2018-2019 to Academic Year 2027-2028 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into

consideration as the base to create Quality Radars and to make out milestones for the future.

Guiding Principles of IDP, Kamrup College

The NEP Task Force has considered the following main objectives for preparing the Institutional Development Plan:

I. Vision Statement of the College

- It is committed to all round development of the students who are perusing their studies in this institution of higher education.
- It introduces a few career oriented/vocational courses for creating self-employment avenues among the students, in this highly competitive society. In order to keep pace with the global changes, the college Endeavors to achieve quality and excellence among the stakeholders.
- In this age, of knowledge explosion, where knowledge commission has been set up, the institution planning to make the college a real centre of excellence in its true sense.

Mission

- To create awareness and inquisitiveness for higher education among the rural people (mostly economically backward) in general and to spread female literacy in particular, thereby enabling them to lead an enlightened life marked by all round development of personality with emphasis on their future CAREER and to make

this institution a key player in the matter of creating meritorious students for entering the University and other higher pursuits of learning.

II. Core value of NAAC - the observer of quality bench marking 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

Kamrup College is committed to a culture of quality enhancement through a process of continuous quality improvement in all its endeavours, namely, teaching-learning, research, student support and extension services. For all round development of the students, the college is committed to provide platforms to focus on various areas of education, art and knowledge.

IV. Guidelines of National Education Policy-2020

As per NEP 2020, the purpose of the education system is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

Aims and Objectives of the Institutional Development Plan

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the Institutional Development Plan, the college will develop initiatives, assess the progress and reach the goals set therein, which can then become the basis of Govt. funding.

Considering the background of the college as an institution imparting quality education the college has identified the broad aim of IDP as follows:

- To create a supportive academic environment for students ingrained with sincerity, discipline and commitment.
- To institute a sustained quality system embedded with a conscious, consistent and programmed action
- To mould humane citizens of the nation
- To make skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.
- To make an integration among to develop skills, to gain advanced knowledge and to inculcate human values to realize dreams of students.

ROAD MAP FOR IMPLEMENTATION OF NEP 2020

Step 1: Analysis of the present scenario in terms of ‘Access’, ‘Quality’ and ‘Future Readiness’

Access			
Equity including Gender Parity		• The college fosters equal opportunity to all. • Organising programmes like Self Defence -Taikando & Carato for girl students. • Womens’ Cell regularly organizing programmes for gender equality. • Preparation of gender sensitization action plan • Award given the female toppers in B.A final Examination	
Inclusion (SEDGs)	including Deprived	Socio- Groups	• Kamrup College is a provincialized college, affiliated to Gauhati University, adheres to the reservation policy of the Govt. of Assam, with respect to the admission of students to various programme 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 and Face-to face Counseling of the students
Measures for increasing access including Distance Learning education		• Use of online platform for teaching-learning process • Centre of KKHSOU in both UG and PG. • Online access of N-LIST	
Increasing access through Indian languages		• Teaching-learning process is done through Assamese, Sanskrit and English as per guidelines of affiliating University • Offers courses on the following languages as subjects – 1) Assamese 2) Arabic 3) English 4) Sanskrit	

Quality	
Multidisciplinary and holistic education	• Kamrup College, Chamata is offering BA, BSc, MA (Assamese, Political Science & Education under KKHSOU) Gauhati University. • Offering various Add on Courses in addition to regular programmes offered by affiliating university • Offering Skill Enhancement courses as per Gauhati University CBCS syllabus.
Flexibility of courses and student mobility-multiple entry and exit	• Both the UG and PG (KKHSOU) course are running as per new CBCS. • Offering various value added, Multidisciplinary, Ability enhancement and skill based Add on Courses
Indian Knowledge System	• Kamrup College offers UG programme with Honours in classical language (Sanskrit & Arabic). • 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	• The college has the Institution Innovation Council under MoE, GOI to inculcate research and innovation among the students. • Teachers regularly publish papers in UGC CARE/Scopus Index journals. There are recognized Research Guides in the college in various departments. • The College has Research and Development Cell (RDC) for research development.
Capacity building of faculty	• Providing drinking water facilities, toilets, teaching aids, libraries, laboratories, and an overall pleasant college

	campus. ICT digital classroom College organizes periodic Institutional level seminars, workshop, self defence programmes, street drama etc. Encourages faculty members to participate in FDP, Workshop, Seminar by sanctioning duty leave, sponsoring registration fee.
Future Readiness	
Enhancing employability through internship/apprenticeship	• The College has Career Counselling and Placement Cell under which various career counselling programme and coaching for competitive examinations are organized. • Offering few skill based Add on and value added courses
Transforming education through integration of technology	• College uses e-learning software application like Learning Management System (LMS) for online mode of teaching-learning. • The central library of the college facilitates the access of NLIST e-Sudhsindu, Sudhganga, and e- pathshala to the readers. • Use of various online platforms for teaching-learning process • Online classes/seminars
Accreditation for quality education	• College is accredited by NAAC (2nd cycle, 2016) with the CGPA 3.04 • Participated in NIRF • ISO 9001:2015 certification for quality management system • AISHE
Internationalization	• No step has yet been taken
Governance	• 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 10 years in lines of NEP-2020 and strategic plan of action

Institutional Development Plan is the basis on which the college will frame the initiatives, assess the progress and reach the goals set therein. Kamrup college envisages the following initiatives,

1. Offering new programmes like BCom, integrated BEd and IDOL, IGNOU study Centre, PG in all the subjects.
2. Introducing more skill development subjects for students like Cyber security, farm management, data analysis, etc.
3. Provide financial assistance and scholarships to socio-economically disadvantaged students
4. A transparent and stated process of faculty recruitment
5. Retention of faculty members and motivating them towards advancing the students, institution, and profession
6. Autonomous, more accountable, decentralized and transparent internal governance.
7. Strong Grievance Redressal system
8. Strictly administer all no-discrimination and anti-harassment rules
9. Continuous Professional Development (CPD) for faculty and staff, and leadership training for Principal and others
10. Encouraging and empowering the faculty to conduct innovative teaching and pedagogy, research and service which will motivate them to do outstanding creative work.
11. 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.
12. Strengthening the student support system
13. Allocation of budget for establishment of Student clubs and organise activities by students under the supervision of faculty. Such activities will be incorporated into the curriculum as and when the student feel the necessity
14. Develop and use supportive technology tools for better participation and learning outcomes.
15. Emphasis to increase the employability potential of the students
16. Develop bridge courses for students of disadvantaged educational backgrounds
17. Provide regular counselling and mentoring programmes for social, emotional and academic support
18. Develop more quality study material in local languages
19. Encourage research work among faculty and students
20. Augmentation of basic infrastructure facilities, viz, clean drinking water, clean working toilets, sports facilities, and pleasant classroom spaces and campuses.

21. Increasing hostel facilities as per need.
22. Providing medical facilities for all students
23. Establishment of MoUs with institutions of national and international importance to undertake collaborative work in research and teaching and to facilitate faculty/student exchanges.
24. Conduct outreach programmes on higher education opportunities, scholarships, skills and entrepreneurship.
25. Undertake programme/add on course/activities to sensitise faculty, staff and students on issues of gender-identity
26. Framing a mechanism for regular communication with all the stakeholders, so that they can be aware of new information in teaching-learning, research and community service; collection of feedback on various aspects of the college, its scientific analysis and action taken on that
27. Improving alumni engagement in various fields of activities of the college
28. Fostering greater engagement with the local community
29. Incorporating the principle of sustainability in all spheres of policies as well as activities.
30. Allocation of budget to make a complete disabled-friendly college campus
31. Allocation of budget for environmentally sustainable campus by upholding the natural landscape and biodiversity using renewable sources of energy and giving importance in resilience (to mitigate natural disasters and accidents), sustainability, utilities and services, safety
32. Allocation of budget for ERP management
33. Apply for various grants to Central and State Government and to identify new source of funding
34. Undergo regular accreditation of the institution by the appropriate body with the aim to attain the highest level of accreditation over the next 15 years.

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

Mission statement of the college:

- Kamrup College strives to achieve its vision by Committing itself to intellectual exercises based on effective teaching, interaction programme and exchanges in order to lift the diverse communities from stagnation to development,
- Nurturing emerging disciplines and the creation of new knowledge and artistic expression in response to a rapidly changing world,

- Inculcating deep historical knowledge of diverse cultures at home and abroad
- Making effective use of the emerging technological tools to create skilled manpower and to bridge the gap between social needs and higher education.
- Creating a congenial atmosphere to create and disseminate knowledge of human experience, thought and creativity to advance human welfare in all its dimensions,
- Actively cultivating efforts aimed at developing students into independent-minded, responsible 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

- Cordial relationship among all the stakeholders
- Admission of students across all communities and areas who are socially and economically marginalised including the provision of admission of the transgender students
- Student-centric teaching-learning process
- Internal complain committee, Anti-ragging committee, anti-sexual harassment committee, minority cell, OBC cell, SC cell etc. are in place
- Funding from Govt of Assam and Central Govt (under Govt UGC, RUSA, MoE)

Few steps to mitigate the gaps

- Apply to university, Govt of Assam and other agencies to start new programme.
- Preparation of syllabus to start some contemporary subjects by faculty members.
- Introduction of full flagged e-governance to bring transparency
- Organise regular professional development programme for faculty and staff
- Organise industry-academia meet to improve the placement rate
- Allocation of budget for rewarding faculty for excellence in teaching, research and other services
- Allocation of budget to construct more ICT classrooms, laboratories, 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
- Apply for various grants to Central and State Govt to augment all infrastructures, organize 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. Curriculum Planning:

1. Preparation of Academic Calendar for the upcoming academic session.
2. Inclusion of different days for observation/celebration in the Academic Calendar.
3. Introduction of new course/programmes in the college at UG level in regular and distance mode.
4. Introduction of skill based add-on short term courses to enhance job/Self-employment potential of students.
5. Identification of cross cutting issues in the syllabus and conducting classes on these issues
6. Promotion of Gender Sensitivity, Environmental Awareness, Human and Professional Values in curriculum transaction.
7. Promotion of experiential learning through project works, field works.
8. Update of course syllabus of currently running courses.
9. Preparation of Class Routine for entire college by maximum utilization of resources available.
10. Preparation of Lesson Plan by departments.
11. Maintenance of Daily Class Record by all the departments.
12. Preparation and Submission of Syllabus Completion Certificate.
13. Preparation of Semester Wise Class Allotment report for UG and HS Courses.
14. Conduction of Tutorials and proper recording of the tutorials in register.
15. Promotion of teachers' exchange, students exchange for better curriculum transaction.
16. Introduction of Teachers Diary, Student Diary and HoDs Diary for recording of daily curricular and co- curricular activities.
17. To develop a well-structured feedback system for students, teachers, alumni, employers and parents.
18. To conduct Academic Audit in every three years.
19. To strengthen the ongoing curricular programmes of the college.

2. Teaching-Learning and Evaluation:

1. To increase the number of enrollment in Degree and H.S courses.
2. To develop mechanism for organizing special programmes for advance learners and slow learners.
3. To develop Departmental Library in all the departments and to take steps towards to automation of the departmental libraries.
4. To organize more Faculty Exchange Programme with different colleges and universities.
5. To organize more Inter-departmental and inter-disciplinary activities in the college.
6. To digitize the assignment submission and assessment system.
7. To encourage students to prepare project reports on issues covered in the syllabus.
8. To organize more capacity building programme and skill development programmes by the departments.
9. To encourage students for writing and publishing research papers/research projects
10. To encourage students for writing and publishing non research papers, books, chapters, articles etc.
11. To take initiative for promoting experiential learning, participative learning and problem solving methodologies.
12. To take initiative for Field Trips, Hands on Training, Group learning, peer learning, engagement in community service, engagement in entrepreneurial work, engagement in extension activities as part of experiential learning, participative learning and problem solving methodologies.
13. To maximize the use of ICT tools in the Teaching-Learning process.
14. To develop digital teaching learning materials including PPT files, YouTube Videos etc.
15. To continue and strengthen the mentoring and monitoring process and to covers issues like Constitutional Obligations, Human Values, Professional Ethics in the mentoring process.
16. To develop a better internal assessment system
17. To adopt a mechanism for ICT based evaluation system for internal assessment of students 'performance.
18. To improve the result of the students both vertically and horizontally.
19. To purchase new books regularly for the academic support of the students.

3. Research, Innovation and Extension:

1. To mobilize resources from Government and Non-Government agencies for research.
2. To built a corpus fund in the college for supporting research projects.
3. To organize National Seminars/conference and International Seminar in next five years.
4. To organize Workshops related to research in next five years.
5. To promote and encourage faculties to publish papers in UGC recognized journal.

6. To promote and encourage faculties to write and publish research and other books.
7. To publish seminar proceedings.
8. To encourage students to take research projects and present papers in seminars organized inside and out side the college.
9. To take up adopted villages of the college as field of research by teachers and students.
10. To take up research projects related to the problems the college and the neighboring people facing.
11. To prepare a comprehensive research, extension and consultancy policy for next five years.
12. To conduct and carryout extension activities in the neighboring community and adopted villages of the college.
13. To sensitize students on social issues and to encourage students to work for the holistic development of the community.
14. To take up extension and outreach programs engaging NSS, NCC, Women Cell and Community Extension Cell etc.
15. To sensitize students and locale people on issues related to gender equality, humanrights, sanitation, cleanliness, communicable diseases, financial literacy, computer literacy and digital transaction etc.
16. To collaborate with local, national and international level institutions, organization, university etc. for research and extension.
17. To collaborate and sign Memorandum of Understanding (MoU) with local, national and international level institutions, organization, university etc. for faculty exchange, student exchange, internship, field trip on the job training programmes.
18. To promote bio-tech hub and botanical garden.
19. To upgrade the labs and to purchase necessary equipments for research activities in the college.
20. To optimize the use of facilities available in the college for research and extension work.
21. To work for establishing linkages between villages and market.
22. To link research and extension activities with livelihood security of the people living in the adopted villages.

4. Infrastructure and Learning Resources:

1. To upgrade the college infrastructures like class rooms, laboratories, library etc.
2. To enhance the condition of physical facilities of the college for smooth academic transactions.
3. To upgrade the facilities of the college for sports and cultural development of the students.
4. To have a well-equipped gym and Yoga center for the physical and mental development of the students and the neighboring communities.
5. To equip all the class rooms with ICT facilities like LCD Projectors, Smart boards, interactive boards etc.
6. To upgrade the seminar hall with modern facilities.
7. To develop a round table conference hall with modern ICT facilities.

8. To renovate the Principal's chamber and to develop a small conference hall with the chamber with LCD projector.
9. To spent a good portion of the fund for infrastructure augmentation.
10. To spent a good portion of the fund for maintenance of the academic and physical facilities.
11. To collect through purchase and donation, books and journal
12. To digitize the library with books, journals, surfing computers, subscription of NLIST etc.
13. To take initiative for automation of the library.
14. To make internet available for both students and staff.
15. To purchase Computer for computer labs and for students use.
16. To replace outdated computers with updated configuration computers.
17. To purchase additional printers and necessary accessories.
18. To upgrade and renovate the toilets of the college.
19. To formulate a systems and procedures for maintaining and utilizing physical, academic and support facilities-laboratory, library, sports complex, computers, class rooms etc.
20. To enhance the security system of the college by installing sufficient number of CCTV cameras.

5. Student Support and Progression:

1. To encourage and help students in getting scholarship, financial assistance, fellowship and free ships from Non-Governmental funds.
2. To encourage and help students in getting government scholarship and free ships.
3. To continue ongoing in-house scholarship and financial assistance schemes and to start new in-house scholarship and financial assistance schemes for students
4. To organize programmes for the development of soft skills and life skills of the students.
5. To organize programmes for developing communication skills of the students.
6. To organize programmes and introduce courses for developing the ICT and Computer Skills of the students.
7. To organize training sessions, workshops, guidance programmes for competitive examination for students.
8. To organize Career Counseling and motivation programme for students.
9. To support students financially and academically even after completion graduation.
10. To encourage students to step in for new business ventures, start-up and to take initiatives for self-employment.
11. To implement the guidelines of statutory and regulatory bodies for redressal of students' grievances.
12. To ensure zero tolerance towards gender discrimination and harassment in the institute.
13. To continue the offline grievance submission mechanism and to introduce online grievance

14. To redress students' grievances both academic and non-academic on time.
15. To work for Gender Sensitization and to stand against Sexual Harassment in the institute.
16. To work for improving students' progression in academic and co-curricular fields.
17. To take measures for better placement of students both in government and private sectors.
18. To help students in clearing competitive exams including TET, Civil Service, SSC etc.
19. To encourage students to take part in cultural and sports activities at university, international, national, state and local level.
20. To make provision for maximum representation of student-both male and female in various administrative, co-curricular and extra-curricular activities.
21. To organize sports weeks, cultural week and training programme regularly and to encourage students to participate in such activities.
22. To register the Alumni Association of the college.
23. To involve the Alumni Association of the college for the development of the institution through financial and other services.
24. To encourage alumni to donate cash and kind including books to the college.
25. To work for the mental and physical health of the students.
26. To organize camps, training programmes for physical development of the students.
27. To organize self-training programme for girls.
28. To organize programmes for the entrepreneurial skill development of the students.

6. Governance, Leadership and Management:

1. To adopt policy for more decentralize and participative management governance.
2. To adopt e-governance mechanism in Administration, Finance and Accounts, Admission and Support and Examination.
3. To make the employees welfare mechanism more effective.
4. To increase the credit limit of the thrift and credit cooperative society of the college.
5. To motivate the faculty members to attend more faculty development/teacher training programs for up-grading and up-dating the knowledge base.
6. To provide financial assistance for attending faculty development/teacher training programs.
7. To explore ways for paying remuneration to guest teachers in accordance with UGC regulations.
8. To regularly organize workshops, training programmes, lecture series for the development of the employees.
9. To take initiatives for quality audit and certification at regular interval.
10. To participate in different All India and State level quality assessment mechanism like NIRF, ISO certification, NAAC Assessment etc.
11. To apply for DBT Star college recognition and grant.
12. To involve the retired teachers guardians and alumni in different in-house and outreach activities/programs of the college through collaborative mode.

13. To continue the Annual Performance Appraisal System for all teachers of the college.
14. To devise policies to improve the financial health of the college
15. To ensure proper utilization of funds and resources for the interest of the college.
16. To conduct internal and external financial audit regularly.
17. To formulate policies at IQAC level for the academic and co-curricular development of the college.
18. To review teaching learning processes, structures, methodologies of operation in regular interval for coping up with the colleges and to grab opportunities.

7. Innovations and Best Practices:

1. College will promote eco-friendly campus and will maintain greenery in the college and the locality.
2. College will take initiatives for reducing energy consumption.
3. College will install LED Lights, Solar Panels, and Sensor based machines for energy conservation.
4. College will take initiatives to ensure clean and hygienic campus.
5. To develop policies for solid waste management, liquid waste management, , e-waste management, waste recycling system, hazardous chemicals etc.
6. College will take initiatives for conservation of rainwater.
7. College will take initiatives for recycling used and wastewater.
8. College will take policies for conservation and maintenance of the tank in the campus.
9. To take policies for gender equality and sensitization in curricular and co-curricular activities.
10. College will ensure safety and security of the women, will organize counseling programmes and maintain the girls' common room.
11. College will take policies for restricted entry of automobiles.
12. To encourage use of Battery powered vehicles, cycles among students and staff.
13. To mark areas as Pedestrian friendly pathways and to impose speed limit in the approach road.
14. To develop a policy to minimize and ban on the use of plastics.
15. To go for green audit, energy audit and environment audit periodically.
16. To construct ramps and to reserve seats in the first bench for Persons with Disabilities.
17. To renovate the washroom.
18. To work for developing technologies or adopting technologies for helping Persons with Disabilities.
19. To take initiatives for providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities.
20. To sensitize students and employees of the college on issues like constitutional obligations,

21. Moral values, women rights, human rights, fundamental duties and civic responsibilities etc.
22. To prepare a Code of Conduct for all the stakeholders of the college and to display it in the website.
23. To form a committee to monitor and implement the Code of Conduct.
24. To observe or celebrate national and international commemorative days, events and festivals
25. To identify at least four distinct features of the college and work on these areas.
26. To identify at least two innovative or best practices of the College.

SHORT TERM STRATEGIC PLANS

(i) CURRICULAR ASPECTS

Objective

- Introducing more Add-on courses to enrich students in various domains to promote multidisciplinary and holistic education as well as to comprehend Indian Knowledge system.
- Organising students' visit to places of importance to know the history, scientific contribution, Traditions, indigenous literature and knowledge system.

- Encouraging students to participate in programme like, creative writing, drama, recitations etc. in their own language to promote Indian language.
- Take education out of the current rigid structure and encourage flexible and holistic learning.
- To augment placements by establishing a centre for career guidance which will remain connected with the different departments of the college.

Plan of Action

- Initiate outcome-based education (OBE) wherein students will learn 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

Objective

- To position itself as the primary choice of institute for higher education by ensuring high quality output consistently.
- Strengthening of own Learning Management System (LMS) for online mode of teaching-learning.
- Holistically uplift weaker students by making special provisions based on their unique needs and learning style.
- To encourage the students to be socially committed global citizens by improving their awareness about current socio, political and environmental scenarios.
- Use of more ICT in teaching and learning process.
- Establish a networking team consisting of all stakeholders to get feedback for the curriculum and its transaction.
- Introduce more student-centric teaching-learning process with special emphasis on technology.
- Strengthening the mentoring system.

Plan of Action

- Encourage students and teachers to pursue online courses.
- Compulsory ‘Diagnostic test’ for the beginners to evaluate the learning level and draw a comparison at the end of the course to map their progress.
- Remedial classes/bridge courses for the slow learners
- Encourage teachers to incorporate new methods of teaching and learning into the curriculum by attending Faculty Development Programs.
- Organize collaborative learning, like group project, Group discussion, etc to improve teamwork among students.
- Arranging programme on innovative teaching, pedagogy, classroom delivery techniques, etc.
- Systematic collection and analysis of feedback from all stakeholders and action taken.
- Development of smart class rooms with state-of-the-art facility.
- Full digitalization of central library.
- Establishment of MoUs Academic Institution for Student Exchange and other Programmes.
- Organizing students’ visit to places of importance to know the history, scientific contributions, Traditions, indigenous literature and knowledge.

(iii) RESEARCH, INNOVATION AND EXTENSION**(iv) Objective**

- Fostering research culture in the institution.
- Educational linkages in terms of more MoUs with premier institutions and take up collaborative research projects.
- Promote faculty members to have major/ minor project.
- International exposure to faculty through joint research with faculty from foreign universities
- Abide by the guidelines for plagiarism prevention by introducing a plagiarism checker software
- Motivate faculty to apply for Patent
- Encourage Start-up and create an innovation ecosystem.

- Assist Government and local bodies in community projects.
- Adoption of villages and schools.
- Encourage research on local issues.

Plan of Action

- Promote inter-disciplinary research within the college.
- Encourage the students to publish their project work in collaboration with their teacher-guide.
- Encourage innovative, location specific and society relevant research among teachers and students.
- Efforts will be made to undertake awareness programme on various Government schemes for community.
- To arrange programme/competitions where students can explore their ideas and transform those into the prototype.
- Continuation of activities under organic linkages with the neighbouring schools.
- Invite Industry experts for motivating students and provide practical knowledge.
- Promote students to work on real projects for industries.
- Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.

(v) INFRASTRUCTURE AND LEARNING RESOURCES

Objective

- Regular upgradation of the campus infrastructure according to the changing needs.
- Enhance use of technology in teaching-learning and administration.
- To revamp existing academic and other common facilities.
- Introduction of disabled-friendly Initiatives like introducing mobile apps and QR codes to facilitate easy movement.
- Establishment of Central Instrumentation Facility.

Plan of Action

- Technological upgradation of the campus with centralized Wi-Fi, ICT enabled classrooms, modernization of computer labs and fully automated library.
- Establishment of facilities like guest house, playground, health club, medical Centre, convention centre, faculty hostel and campus radio centre.

- Installation and upgradation of solar panels, wastewater treatment plants, Chemical wastetreatment plant and rainwater harvesting.
- Upgradation of college canteen facilities.
- Refinement of botanical garden, green house and nursery.

- Pool funds together to buy sophisticated scientific equipments that can be accessed by all departments.
- Provision for hostel facility, specially for girl students

(V) STUDENT SUPPORT AND PROGRESSION

Objective

- Refine quality based education and student exchange programmes.
- Ensure more scholarships for students.
- Engage students in research studies and motivate them to optimize publication and design-based projects.
- Improve placement activities.
- Fully functional counseling cell to cater the needs of students.
- Analysis and updating of student progression annually.
- Enhance the employability skill of the students.
- Fully automated central library.
- Encourage start-up and entrepreneurship.

Plan of Action

- Extend scholarship facilities to eligible and financially needy students.
- Appeal will be made to NGOs and philanthropic persons/groups to extend their financial help to the students from socio-economic deprived group (SEDGs).
- Conduct job fairs in collaboration with other institutes.
- Special counseling and mentoring for slow learners.
- Rejuvenate students' clubs to nurture the creativity of the students.
- Organizing capacity enhancement programme.
- Organizing various programme to enhance the leadership capacity of the students, with a special emphasis to girl students.
- Introduction of finishing schools for the outgoing students to enhance their employability.
- Establishment of Start-up incubation centre to support the entrepreneurship.

(VI) GOVERNANCE, LEADERSHIP AND MANAGEMENT

Objective

- Develop a fully automated Management Information System
- Promote decentralized administrative mechanism with accountability.
- Initiative to integrate the Indian knowledge system in the curriculum.
- Ensure transparency in Financial Audit.
- To conduct various quality audits.
- Providing facilities to the faculty members to prepare e-content under MOOC.
- Undergo regular accreditation of the institution by the appropriate body.
- Apply for various grants to Central and State Govt.
- Providing support to the faculty/staff for capacity building and development.
- Continuous Professional Development (CPD) for faculty and staff, and leadership training.

Plan of Action

- Promote participation of staff members in FDPs like refreshers, orientation programmes, shortterm courses.
- Facilitates participation in online and Face-to-face training programme organised byUGC/IGNOU on leadership training.
- Establishment of Mahapurush Srimanta Sankardeva Study Center, Naranarayan Study Centerand strengthening the Vivekananda Study center to integrate the Indian knowledge system.
- Undertake academic and administrative audit, green and environment audit, library audit,energy audit and to implement the recommendations.
- Uphold efficient Grievance Redressal committee, Anti ragging Committee, Anti SexualHarassment Committee with the participation of staff and students.
- Preparation of Detailed Project Report and submission of the same to respective agency forfunding.
- Organising faculty and staff development programme (including pedagogical training,workshops, seminars and conferences) for improved competence.

(V) INNOVATIONS AND BEST PRACTICES

Objective

- Promote sustainable development through eco-friendly practices.
- Ensure proper waste management and water management system.
- Implementation of the green protocol.
- Awareness and sensitivity about environmental issues.
- Ensure gender equity and parity.

- Framing of Gender sensitisation action plan.
- Make a global impact on society through education, empowerment, research, innovation and philanthropic activities.
- Introduction of full flagged e-governance in areas of operation.

Plan of Action

- Enhance energy management by installation of solar panels, use of LED bulbs, sensor-based energy conservation system.
- To limit the use of paper in office administration.
- Preservation of various varieties and species of trees in the ecosystem.
- Preservation of natural water resources in the campus.
- Strengthening the Environment & Climate cell, Eco club of the college.
- Observation of environmentally important commemorative days with students, staff and community.
- Undertake Green and environment audit, energy audit, fire audit and implementation of the recommendations.
- Regular Gender sensitization programs.
- Undertake Gender Audit .
- Programs for Transgender Communities.

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

1. Drop out of girl students from college due to early marriage.
2. Poor per capita income of the guardians leads to drop out of students from SEDGs.
3. Lack of motivation of the faculty members to write textbooks in local language which is very important for increasing access through Indian language.
4. Challenges of infrastructure and manpower to run multidisciplinary courses.
5. Lack of trained personal within the college to introduce programme on Indian knowledge system.
6. Lack of orientation about research (academic and community based) and innovation for majority of the faculty members.

7. Paucity of industry and entrepreneur in and around Dhubri district is a disadvantage factor forenhancing employability.
8. Lack of awareness about the use of IT facilities in teaching-learning reduces the potentialcapability of the teachers.
9. Maintenance of quality to attract the international learners.
10. Inadequate funding for implementation of full flagged e-governance.

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

Challeng es	Hypothesis to mitigate the issue	Timelin e (year)		
		5	10	15
Drop out of girl students from the college due to early marriage	Mass awareness in the grassroot level by faculty and students			√
Poor per capita income of the guardians leads to drop out of students from SEDGs	Facilitate Govt. freeship/scholarship Appeal will be made to NGOs and philanthropic persons/groups to extend their financial help to the students fromsocio-economic deprived group (SEDGs)	√		
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	Organising workshop/session toencourage and inspire the faculty byproper resource persons		√	
Challenges of infrastructure andmanpower to run multidisciplinary courses	Apply for Govt grants		√	
	Search out alternative fund		√	
	Appoint tenure-based faculty as andwhen needed	√		
Lack of trained personal within the college to introduce programme on Indian knowledge system	Providing training			√
Lack of orientation about research	Providing awareness and facilitate the		√	

(academic and community based) and innovation for majority of the faculty members	basic requirement			
Stagnant mindset of some faculty members creates hindrance to attend/participate in various capacity building programme	Providing awareness Organising programme related to CPD Sanction leave to attend the same Incentivised in terms of reward and felicitation after the application of knowledge and experience gained in the teaching-learning, research and other	√		
The paucity of industry and entrepreneur in and around Dhubri district is a disadvantage factor for enhancing employability	To provide necessary exposure to students in industries outside the state and industrial areas within the state		√	
Lack of awareness about the use of IT facilities in teaching-learning reduces the potential capability of the teachers	Organise awareness programme Organise workshop	√		
Maintenance of quality to attract the international learners	Framing of syllabus of local folk and culture, tradition, medicinal plants and local biodiversity, which can be taught in online mode		√	
Inadequate funding for implementation of full flagged e- governance	Apply for grants to State and Central Govt Searching of other funding agency		√	

Step 8: Develop strategies to promote leadership

Effective governance and leadership empower the creation of a culture of innovation and excellence in higher education institutions. It is expected that the Leaders of an HEI will demonstrate strong alignment to Constitutional values and the vision of the institution, along with attributes like, trust in teamwork, ability to work with diverse people, strong social commitment, pluralism with a positive outlook.

Keeping these in view, the following initiatives will be undertaken to promote leadership skill among the faculty members,

- Identification of excellent faculty with high academic and service credentials as well as demonstrated leadership and management skills
- Excellence in teaching, research and services will be incentivized through appropriate rewards and recognitions and will be encouraged and 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
- Organise leadership training for all faculty, particularly women

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

The following initiatives will be helpful to ensure ‘transparency’ in governance

- Constituting Governing body of the college with highly qualified and responsible persons
- Implementation of full-flagged e-governance in various areas of operation, like, administration, student admission and support, examination and finance
- Availability of information about college in the college website
- Disclosure under section 4(1) (b) of The RTI ACT, 2005
- Active Grievance redressal system
- Undertake regular Financial Audit by CA and Govt. Auditor
- Admission of students by following the Govt rule, strictly on merit basis

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

Proposed plans	Action plans	Timeline (years)		
		3	5	10
Offering new programmes like BCom, integrated BEd and IDOL	Apply to proper bodies for permission to introduce the programme Apply to Govt. for recruitment of faculties for the programmes Framing a track record to know the learning outcome			√
Undertake courses (diploma/certificate) on gender related issues	Preparation of syllabus of the courses Procurement of study materials	√		
Offering more Add On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Bee Keeping, Mushroom Cultivation, Folk and Performing Arts, etc to encourage multidisciplinary and holistic education	Preparation of syllabus of the courses Procurement of study materials Augmentation of laboratory infrastructure as required	√		
Provision of bridge courses for students of disadvantaged educationally backgrounds.	Identification of the students Identification of the gap where bridge courses will be required Assigned teachers Preparation of Teaching plan and Lesson plans of the courses by the assigned teachers	√		
Regularly organising students' visit to places of importance to know the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.	Budget allocation for the students' visit Application for Financial grant from competent authority Seeking permission from respective competent authorities Establishment of MoUs/linkages with the competent authorities as and when possible Incorporating the visit schedule in the academic calendar	√		
Introduction of new pedagogy that supports student-centric learning.	Organise faculty development programme Organise in-house interaction session to discuss and share the idea and knowledge of the faculties	√		
Creating online educational resources which students can use for independent learning	Strengthening own Learning Management System Continuation of subscription of n-list	√		
Establishment of MoUs with industries for better industry- academia relationship	Explore the industries available in local, regional and national level Communicate them for information		√	

	Organise seminar/workshop and invite the resource persons from industry			
Providing opportunities for internship with local industry, artists, craftspersons etc., and research internship with other higher education institutions or research institutions.	Explore the industries, artists and craftspersons available in local level Establish MoU with other HIE/research center and communicate them for information Organise seminar/workshop and invite the resource persons Organise students' visit Budget allocation to organise the programme	√		
Refine quality based education and student exchange programmes	Organised FDP as a part of Continuous Professional Development of faculty so that they can experience the present education scenario of the national and international level Establish linkages with HEIs of repute for student exchange	√		
Providing counselling and mentoring system to all students	Incorporated Mentoring as an integral part of Academic Policy of the college Assigned teacher-mentor to each student Organise regular session with mentors-mentees Organise FDP on mentoring Establish MoUs with counsellor for mental health of the students Organising face-to-face counselling session	√		
Establishment of more Students Clubs to nurture the creativity and skills of the students and organise various activities under these clubs.	Explore the possibility and opportunity to establish the students clubs Assign in-charges from staff to look after the activities of each club Assign student leader of each club which may help to develop leadership quality in them	√		
Providing with sufficient basic infrastructure and facilities, including clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and	Apply to concerned authorities for infrastructure grant Preparation and submission of proper plan and estimate along with DPR to the concerned authority Budget allocation for proper maintenance of the unfurnished			√
Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same	Infrastructure augmentation is related to the introduction of new programme/students support service Apply to concerned authorities for infrastructure grant Preparation and submission of proper plan and estimate along with DPR to the concerned authority			√
Providing ICT enabled classrooms for teaching-learning.	Apply to concerned authorities for infrastructure grant Budget allocation for augmentation of the same Organising orientation programme for faculty on use of various tools of ICT in		√	

	teaching-learning			
Providing medical facilities for students	Strengthening the health unit of the college Establishing MoUs with Civil hospitals by providing registered medical practitioners	√		
Providing opportunities for participation in sports and cultural activities	Strengthening the sports and cultural committee Establishment of Student clubs related to sports and culture Procurement of callisthenics and construction of track field, flood light/light tower and gallery with shed Strengthening cricket coaching center Apply to concerned authorities for grants		√	
Endeavour to create systems and processes that are required to ensure students' physical health and emotional wellness	Incorporated Mentoring as an integral part of Academic Policy of the college Assigned teacher-mentor to each student Organised regular session with mentors-mentees Organised FDP on mentoring Establish MoUs with counsellor for taking care of the mental health of the students Organising face-to-face counselling session Augmentation of new equipments in gymnasium Construction of separate gymnasium for girl students		√	
Apply for various grants to Central and State Govt	Assign committee to explore various scheme under Central and State Govt. Preparation of proposal along with Concept paper/DPR			√
Empowering the faculty to conduct innovative teaching, research and service	Depute faculty to attend workshops, STCs, RCs Organise training Allocation of budget		√	
Providing support to the faculty/staff for capacity building and promote leadership	Establishing MoUs with institutions of national importance to organise capacity building programme Encourage and depute faculty members to attend induction programme/ orientation programme/ refresher course/short term course and other training programme Excellence of teaching, research and services of faculty members will be incentivized through appropriate rewards and recognitions and will be encouraged and motivated to be an institutional leader Engaging faculty at all levels with strategic direction and decision-making which will help to encourage them to pursue leadership roles. Organise leadership training for all faculty, particularly women Provide mentoring to the faculty members by present academic administrators of the college		√	

Framing a mechanism for regular communication with all the stakeholders, collection of feedback on curriculum, Teaching-Learning Process, infrastructures, etc, its scientific analysis and action taken on that	Formation of WhatsApp/Telegram groups of parents, alumni, faculties, students and local bodies to bring them in a single accessible platform Provision of online feedback collection system Analysis of feedback data and their implementation Hosting the same in college website	√		
Technological upgradation of the campus with centralized WiFi, ICT enabled classrooms, modernisation of computer labs and fully automated library	Apply to concerned authorities for grants Make a plan for implementation in a phase manner Strengthening the wifi coverage area including hostels Upgradation and inclusion of ICT gadgets in the classrooms Procurement of updated PCs for computer lab			√
Providing a disabled-friendly college campus and introduction of disabled-friendly initiatives like introducing mobile apps and QR codes to facilitate easy movement	Provision of ramps in all the buildings and lift to multi-storied buildings Signage including tactile path, display boards and signposts Procurement of screen-reading software Convert the present college website		√	
Develop a fully automated Management Information System	Assign committee to explore the areas of operation Allocation of budget		√	
Promote decentralized administration	Formation of various committees with	√		
Fostering research culture in the institution and encourage 'Citizen research'	Encouraging the faculty members to undertake research work (subject specific and problems related to local issues) Incentivise the faculty members in terms of reward, certificate etc for good quality publication Establishment of UG research centre Training in Citizen Research for UG students will be initiated		√	
Fostering greater engagement with the local community	Undertake community work on superstitions through regular organizing street drama, health awareness programme in adopted villages, flood relief to flood affected peoples, donations to CM's relief fund due to COVID-19, used entire girls hostel for quarantine center during pandemic, etc.		√	
Framing transparent and objective mechanisms for evaluation of Self Appraisal Documents of faculty members; Peer review Committees to review contribution to teaching, research and publication, projects.	Framing of questionnaires on various aspects like, Teaching-learning and evaluation related activities; co-curricular, extension and professional development related activities; research, publication and academic contribution of the faculty Collection of self appraisal annually (online) with proper documentation	√		

Promote sustainable development through eco- friendly practices.	Provision of alternate energy sources Use of 100% LED bulbs in the college campus Use of bio degradable wastes of the campus by converting them in to bio fertilizer ('Waste into Wealth') Strengthening vermi composting Strengthening the system of rain water harvesting and open well recharge to promote water conservation Undertake regular Energy audit, Green and Environmental Audit and implementation of the recommendation	√		
Introduction of Document management system	Development of Online Document Management System	√		
Undergo regular accreditation of the institution by the appropriate body	Preparation and uploading information to concerned authorities like NAAC	√		
Preparation of detailed Campus Safety guidelines.	Integration of appropriate technology Mitigation plan of natural disasters Inclusion of fire safety, safety during construction and expansion, surveillance in campus, or crime, etc		√	
Emphasis on environmentally sustainable campus by upholding the natural landscape and biodiversity	Preservation and conservation of already occupied green area, water bodies of the campus Preparation of master plan of the college highlighting various zones to retain the green cover in the campus			√

Concluding remark

Kamrup College is committed to the holistic development of the students. The college aims to create a strong internal system for supporting diverse student associates in academic and social domains. The Institutional Development Plan will help to guide and plan to achieve this goal.

Prepared by IQAC

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