

**KAMPUR COLLEGE, KAMPUR
NAGAON, ASSAM**

Accredited by NAAC with 'B' Grade (2nd Cycle)

**Institutional Perspective Plan
2023-2028**



Table of Contents

Sl. No.	Contents	Page No.
1	Preface	1
2	Process of Formulating Perspective Plan	2
3	About the College	3
4	Broad Objectives of the College	4
5	SWOC Analysis	5-7
6	Perspective Plan for the period of 2023-2028	8-15

Preface

Perspective and strategic plan is a guiding force for an educational institution to accomplish its vision and mission. Perspective and strategic plan of Kampur College, Kampur is based on the analysis of current obstacles and future opportunities and envisages the direction towards which the college should move. The vision and mission of the college are set by analysing all possible growth domains and are entitled to empower the socio-economically backward section of the entire southern part of Nagaon District of Assam through quality and value-based education. To accomplish vision and mission of the college, perspective and strategic plan is formulated through dynamic and continuous thought process.

Process of formulating Perspective Plan

The perspective plan of Kampur College, Kampur, for the period 2023-2028, is prepared by Internal Quality Assurance Cell (IQAC). The IQAC follows participatory approach while formulating the perspective plan. It makes its all efforts to gather thoughts and ideas of all the stakeholders so as to find way outs of achieving set goals. The IQAC does SWOC analysis regularly. It holds meetings with different bodies. After having a broader view of all domains of development, the IQAC prepares perspective plan and deployment strategies. At the end the prepared perspective plan and deployment strategies are discussed with the statutory body of the college and are finalised.

About the College

In 1967 a group of spirited and resolute young men, fresh from university first decided among themselves that they would set up a college at Kampur. These youth divulged their plan to their friends, teachers (residing in the hostel of Kampur H.S. & M.P. School) who in turn, not only welcome their dream project but also pledged to finally stand by them. In the meantime, a coaching class consisting of male teachers and female students was started from July, 1967. To the satisfaction of all concerned, the executive council of Gauhati University accorded the much needed permission to start P.U arts class from the session 1968-69. In fact, with the permission obtained from the G.U., Kampur College came into existing setting and sail on its voyage in to the future.

By now Kampur college has already completed 54 glorious years of its existence. At present the college imparts undergraduate (B.A.) level of education with facilities for major courses in Assamese, English, Education, Geography, Economics, Political Science, Hindi and History. The college is accredited by National Assessment and Accreditation council (NAAC) with 'B' grade in 2023. The College has been registered under section 2(f) and 12(b) of the U.G.C. Act.

Vision of the College

1. To empower economically and socially backward people through quality and value-based education.
2. To serve the needs of society in general and downtrodden classes in particular- imparting knowledge and developing skills and attitudes: to inculcate in them values of life to emerge as useful citizens and fully developed individuals.

Mission of the College

1. To build high standard of excellence in the preservation and creation of knowledge through teaching, learning and experiment.
2. To serve as an effective instrument of development in the path of education, progress and total awakening of the rural people.
3. To remove the backwardness of the entire southern part of Nagaon District of Assam.

Broad Objectives of the College

1. To achieve excellence in both curricular and co-curricular activities.
2. To address the evolving challenges in the fields of teaching, learning, and education.
3. To provide holistic and multidisciplinary education to students.
4. To instill progressive, liberal, and secular values in the minds of students.
5. To foster an understanding of life's values, creating morally and socially responsible citizens.
6. To equip students with essential 21st-century skills.
7. To empower students to face challenges of life.
8. To inspire prospective teachers for effective teaching, extension activities, and research.

SWOC Analysis

1. Strength

- For the past 54 academic years, Kampur College has been a pillar of education, catering to the aspirations of students from neighbouring remote areas.
- The institution has been instrumental in transforming social challenges into opportunities, particularly benefiting economically disadvantaged groups from rural and hilly regions, including West Karbi Anglong District.
- Affiliated with Gauhati University, the college adheres to a Zero-Tolerance Policy on ragging and sexual harassment. The campus is regularly monitored, and grievances are addressed promptly through designated Cells and Committees.
- To empower female students, the college offers Self-Defence Courses, fostering confidence and safety.
- The institution is proactively upgrading its technological infrastructure, advancing toward an ICT-enabled education system to enhance teaching and learning experiences.
- Kampur College has preserved its Ashram-like, eco-friendly atmosphere through the collective efforts of teachers, students, and administrators. It has been recognised for using solar energy for over a decade.
- The college excels in motivating students to pursue their chosen fields of interest while ensuring the successful completion of mandatory academic requirements, fostering a holistic educational approach.
- A Coordinated Academic Platform has been established in collaboration with leaders of neighboring institutions, enabling the formulation and execution of strategies for academic development in the region.

2. Weakness

- A lax attitude towards higher education, shaped by entrenched social norms and economic deprivation, hinders the college's efforts to boost enrollment and inspire academic excellence. This has contributed to persistently high dropout rates.
- For 54 academic years, the college has offered only undergraduate Arts programs, failing to provide deserving local students with opportunities in science and technology.

- Despite its long history, the college has been unable to introduce postgraduate courses, limiting higher education prospects for its students.
- The institution lacks the physical infrastructure and adequate teaching and non-teaching staff required to deliver the potential benefits of NEP 2020.
- External stakeholder support has been unsatisfactory, creating challenges in fostering meaningful collaborations and community engagement.
- Economic deprivation within the feeder community restricts families' ability to prioritize higher education. This, in turn, has hindered the college's efforts to introduce self-financed programs, thereby further limiting the range of educational opportunities available to students.
- More than 90% of enrolled students rely on scholarship programs, highlighting the community's financial struggles and dependence on external financial aid.
- Frequent flooding in the rural areas around the college exacerbates the economic struggles of students' families, further reducing their ability to support academic and extracurricular goals.
- Inability to secure research funding from different agencies.

Opportunity

- Kampur College is the only provincialized higher education institution in the southern section of Nagaon District. With the provision of basic infrastructure aligned with NEP 2020, it can become an ideal institution to serve the diverse demographic groups in the region.
- Over 40% of the college's faculty members are well-equipped to initiate postgraduate programs, offering an opportunity to expand academic offerings and cater to advanced learning needs.
- Kampur Taluk, comprising 143 villages, is home to a rich tapestry of religious and ethnic groups, including Hindus, Muslims, Sikhs, Christians, Lalung, Kachari, Dimasa, Rabha, Karbi and Tea Tribes, each with unique traditions, attire and lifestyles. This diversity provides a fertile ground for cultural exchange, inclusive education and community building.
- As the sole institution of its kind in the region, Kampur College has the potential to establish a cultural center, promote tourism and facilitate research activities, leveraging the area's rich heritage and natural resources.

Challenge

- The execution of all the recommendations of NEP 2020 requires significant infrastructure and resources. This presents a major challenge, as it necessitates a collaborative effort from all stakeholders, including the college administration.

- Retaining students who are inclined to pursue education at other colleges rather than Kampur College requires careful planning and coordinated discussions with all stakeholders to enhance the institution's appeal and competitive edge.
- Students' families face significant financial difficulties, leading to a dim outlook on further education. As a result, many students are driven to seek immediate income, often through bonded labor outside the state, which increases the college's dropout rate.
- The college's primary financial source has been student admission fees. However, with the Admission Fee Waive Scheme provided by the Government of Assam, which reimburses the fixed admission fee, the college has lost financial autonomy over this source. The college now faces the challenge of generating new financial resources for sustainable operations.
- To align with the enrollment goals of NEP 2020, Kampur College must find effective strategies to increase its student intake, which is currently a major challenge.
- As a single-stream institution, providing a multidisciplinary and holistic education is a significant challenge for Kampur College, restricting its ability to offer a diverse range of academic programs that could cater to various student interests.

Perspective Plan for the period of 2023-2028

The perspective plan has been prepared for a period of five years commencing from 2023 to 2028. The perspective plan is outlined on the basic recommendations of National Education Policy (NEP) 2020 and the key indicators of seven criteria envisaged by National Assessment and Accreditation Council (NAAC). Internal Quality Assurance Cell (IQAC) of the college along with the inputs from all stakeholders, bodies and cells, sets out specific targets in every sphere of activity of the college. The draft of Perspective Plan has been discussed, reviewed and approved in the Governing Body meeting of the college.

The Perspective Plan will serve the purpose of aligning all the stakeholders of the college towards a set of common targets to put their efforts together in actualising envisioned dreams. The targets of the Perspective Plan are presented in the following sections.

Curricular Aspects

- To provide a holistic and multidisciplinary education in alignment with **NEP 2020**.
- To introduce undergraduate programs in Science and Commerce streams, expanding academic options for students.
- To introduce undergraduate programs in Sociology, Home Science, Information and Communication Technology (ICT), and Library and Information Science to cater to a wider range of academic interests.
- To introduce postgraduate programs in Assamese, Education, and English, offering advanced academic opportunities for students.
- To introduce postgraduate programs under Krishna Kanta Handiqui State Open University (KKHSOU) to extend access to higher education.
- To introduce career-oriented courses, along with soft and hard skill development courses, to equip students with essential competencies for the job market.
- To encourage faculty members to participate in the curriculum development and design processes carried out by the affiliating university.
- To regularly collect feedback from different stakeholders (students, faculty, alumni, and industry experts) on the effectiveness of the curriculum and its delivery.
- To promote academic activities through collaborative modes, fostering partnerships with other institutions and organizations.
- To ensure effective curriculum delivery by incorporating ICT tools in teaching and learning processes, enhancing engagement and accessibility.
- To propose the enhancement of the number of teaching and non-teaching staff, ensuring a supportive and efficient academic environment.

- To conduct student and faculty exchange programs to encourage learning through cross-institutional collaboration and exposure to diverse academic cultures.
- To conduct analytical discussions on the academic performance of students to identify areas for improvement and ensure continuous learning.
- To motivate faculty members to develop e-content for available online platforms, including SWAYAM, to facilitate accessible and flexible learning opportunities for students.

Teaching, Learning and Evaluation

- To maintain a fair and transparent admission process based on merit, in accordance with the Government of India's reservation policy, ensuring equitable access to higher education.
- To increase student intake capacity in existing courses and enhance overall student enrollment, addressing the demand for higher education.
- To adopt student-centric teaching-learning methodologies, including Experiential, Participative, and Problem-Solving approaches, promoting active student engagement and deeper learning.
- To conduct professional development programs aimed at upgrading the quality of teaching staff, ensuring that they remain updated with the latest pedagogical techniques and academic advancements.
- To organize capacity-building programs on the use of ICT in teaching and learning, question paper setting, and student performance evaluation, empowering faculty to integrate technology effectively into their teaching methods.
- To devise an effective mechanism to address the needs of exceptional children, with a focus on slow and fast learners, ensuring personalized support for academic development.
- To establish Outcome-Based Education (OBE) by determining Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) to align the curriculum with clear, measurable educational goals.
- To improve the pass percentage of students by adopting a robust mentoring system, providing guidance and academic support to ensure student success.
- To implement strategies aimed at maximizing student retention and minimizing drop-out rates, ensuring that students persist and complete their education.

Research, Innovations and Extension

- To promote a strong research culture among teachers and students, encouraging critical thinking, inquiry, and innovation in academic pursuits.
- To develop adequate research infrastructure to support and encourage research activities, providing necessary resources and facilities for faculty and students.
- To encourage faculty members to undertake research projects under various government and non-government research schemes, facilitating funding and support for their research.
- To publish an annual peer-reviewed research journal of Kampur College, providing a platform for faculty and students to showcase their research work.
- To encourage departments to publish departmental-level newsletters, magazines, and other publications, fostering a sense of academic engagement within departments.
- To motivate faculty to regularly publish research articles, books, chapters, etc., contributing to academic growth and recognition.
- To conduct capacity-building programs on academic writing, publication ethics, research methodology, and other research-related skills, enhancing faculty and student capabilities in academic research.
- To organize national and international seminars and conferences, sponsored by government and non-government agencies, to provide exposure and facilitate knowledge exchange.
- To constitute IPR (Intellectual Property Rights) cell, Incubation cell, and Extension cell to promote innovative and creative ideas among faculty and students, supporting entrepreneurial initiatives.
- To promote start-ups and entrepreneurship among students in various fields, encouraging the development of practical business ideas and solutions.
- To organize outreach programs to sensitize students on emerging socio-economic issues, fostering awareness and social responsibility.
- To initiate industry-academia linkages for apprenticeship, internships, employment, and collaborative projects, bridging the gap between academic learning and industry requirements.
- To create a robust mechanism to promote Indian Knowledge System among faculty and students, fostering pride and knowledge in India's cultural and intellectual heritage.

- To establish Memoranda of Understanding (MoUs) with industries, agencies, institutes, and organizations to promote collaborative quality initiatives, fostering partnerships for academic growth and innovation.

Infrastructure and Learning Resources

- To place a proposal for the construction of new administrative and academic buildings to accommodate growing student numbers and provide improved facilities for both administrative and academic purposes.
- To increase and upgrade IT facilities, ensuring the campus is equipped with the latest technology for effective teaching, learning, and administrative processes.
- To extend and upgrade the existing CCTV surveillance system, enhancing campus security and monitoring systems to ensure a safe environment for students, staff, and faculty.
- To establish a gymnasium for students and staff, promoting physical fitness and wellness as part of the college's commitment to holistic development.
- To renovate the existing physical and academic infrastructure, ensuring that all buildings and facilities are well-maintained and conducive to an effective learning environment.
- To upgrade the college library with the latest available IT facilities and software, improving access to digital resources and enhancing the library's overall functionality.
- To enhance the sports infrastructure, providing better facilities and equipment to promote physical education and student involvement in sports.
- To accelerate the access of e-learning resources, ensuring that students and faculty have easy access to a wide range of digital learning materials.
- To increase the number of journal subscriptions to provide students and faculty with access to the latest research, trends, and academic resources.
- To increase the number of textbooks and reference books in the library to cater to the academic needs of students and support their learning and research activities.
- To conduct hands-on programs on the development of e-content, enabling faculty to create and share digital learning materials that enhance the learning experience.
- To hold capacity-building programs on the use and access of e-learning resources for both teachers and students, promoting effective integration of technology in teaching and learning.

Student Support and Progression

- To devise an appropriate and efficient student support mechanism that ensures the holistic development and actualization of students' potential, addressing their academic, personal, and professional needs.
- To revive the Group Insurance Policy for students, providing them with financial protection in case of unforeseen events, thereby ensuring their well-being during their academic journey.
- To introduce scholarship facilities for students to promote academic excellence and foster their progression by reducing financial barriers.
- To continue and maintain a student-friendly atmosphere with a robust grievance and redressal mechanism, ensuring that students' concerns are addressed promptly and effectively.
- To organize capacity development and skill enhancement programs that focus on improving students' capabilities, preparing them for the demands of the workforce and higher education.
- To strengthen the career guidance and counselling cell, offering tailored guidance for competitive examinations and career counselling, helping students make informed career choices.
- To improve the rate of students' progression to higher studies by providing necessary resources, guidance, and encouragement for those pursuing postgraduate education.
- To enhance the rate of students' success in state/national level examinations by providing preparatory support and creating a conducive environment for academic excellence.
- To encourage and motivate students to actively participate in co-curricular activities at the university, state, and national levels, fostering personal development and building a competitive edge.
- To form a placement cell that will investigate placement opportunities, facilitate career readiness programs, and arrange placement camps for students.
- To initiate consultancy services involving students as volunteers, providing them with practical experience while offering professional services to external organizations.
- To ensure continuous alumni engagement in the overall performance and development of the college, strengthening the relationship between the institution and its alumni for mutual growth and support.

Governance, Leadership and Management

- To maintain democratic governance for the smooth functioning of the college, ensuring transparency, accountability, and active participation from all stakeholders in decision-making processes.
- To ensure decentralization and participative management in both administrative and academic affairs through the active involvement of all stakeholders, fostering a sense of ownership and collective responsibility.
- To formulate short-term and long-term strategic plans by integrating inputs from various bodies and cells of the college, aligning these efforts with the vision and mission of the institution for holistic growth and development.
- To devise mechanisms for implementing the recommendations of NEP 2020, aligning them with the curriculum and processes of the affiliating university to enhance educational outcomes.
- To strengthen e-governance policies across administrative, financial, admission, examination, and evaluation processes through the use of ERP software, improving efficiency, transparency, and accessibility.
- To reform and improve faculty empowerment strategies by implementing a well-defined performance appraisal system and providing professional development programs to enhance teaching quality and faculty growth.
- To provide financial support to faculty members to attend various professional development programs, workshops, and conferences, ensuring continuous skill enhancement.
- To conduct regular financial and quality audits, identifying areas of improvement and addressing shortcomings in operations to ensure the efficient functioning of the institution.
- To explore and ensure resource mobilization from self-financing courses, farming, and other innovative initiatives, engaging students in activities that promote "earn while learn" opportunities.
- To periodically review the contributions of the IQAC in creating a quality culture within the college through SWOC analysis (Strengths, Weaknesses, Opportunities, and Challenges) to ensure continuous improvement.
- To ensure regular submission of data to the IQAC every year within the stipulated time frame, maintaining up-to-date records of institutional performance and activities.

- To prepare for the 3rd cycle of NAAC accreditation by 2028, ensuring continuous quality improvement and adherence to academic and administrative standards that meet national accreditation criteria.

Institutional Values and Best Practices

- To initiate a gender audit within the college to assess and promote gender equity, ensuring equal opportunities and rights for all students and staff members regardless of gender.
- To renovate and upgrade the solar energy plant in the college, further promoting sustainability and reducing reliance on non-renewable energy sources.
- To manage degradable waste through vermi-composting, turning organic waste into useful compost while promoting an eco-friendly approach to waste management.
- To manage non-degradable waste by establishing a direct linkage with a Government-certified crushing unit, ensuring proper disposal and recycling of non-biodegradable materials.
- To initiate a rainwater harvesting project within the college campus in collaboration with the Soil Conservation Department, Government of Assam, aiming to conserve water and promote sustainable water usage.
- To plant and grow valuable trees within the college campus, contributing to biodiversity, enhancing the campus environment, and promoting environmental sustainability.
- To maintain a disability-friendly and barrier-free environment on campus, ensuring that all students and staff, regardless of physical ability, have equal access to facilities and opportunities.
- To conduct an annual green and energy audit to assess and improve the eco-friendly environment within the campus, focusing on sustainability, energy conservation, and resource efficiency.
- To strengthen the Campus Beautification and Cleanliness Cell, ensuring that the college remains a clean and green space, fostering a positive and healthy environment for students and staff.
- To organize environmental promotion activities beyond the college campus, engaging the local community and spreading awareness about environmental conservation, sustainability, and eco-friendly practices.

- To take initiatives that foster an inclusive environment promoting cultural, regional, linguistic, and communal tolerance and harmony, creating a space where diversity is celebrated and respected.
- To constitute an Electoral Literacy Club to sensitize students about their constitutional obligations and rights, promoting awareness about democratic processes, electoral systems, and active citizenship.
- To introduce Best Practice Awards annually for departments, teaching staff, and non-teaching staff, recognizing and celebrating their contributions to excellence, innovation, and institutional growth.
- To promote energy conservation practices through the usage of LED lights/fans and awareness campaigns to encourage the efficient use of energy and reduce the carbon footprint of the campus.
- To ensure a tobacco-free and plastic-free campus through a strict enforcement mechanism, including the imposition and collection of fines from offenders, reinforcing a healthy, eco-friendly environment for students and staff.