

INSTITUTIONAL DEVELOPMENT PLAN

(2023-2035)



Submitted by
KAMPUR COLLEGE
Kampur, Nagaon,
Assam, India
PIN-782426

Website: www.kampurcollege.ac.in
Email: kampurcollege1968@gmail.com

CONTENTS

1. COLLEGE AT A GLANCE	2
2. GUIDING PRINCIPLES	3
3. VISION AND MISSION	3
4. AIMS AND OBJECTIVES OF THE DEVELOPMEN PLAN	
4	
5. CURRICULAR ASPECTS	5-6
6. LEARNING RESOURCES	6-7
7. INFRASTRUCTURE UP-GRADATION	7
8. STUDENT SUPPORT AND PROGRESSION	8
9. RESEARCH AND EXTENSION ACTIVITIES	9
10. GOVERNANCE, LEADERSHIP AND MANAGEMENT	9-10
11. INNOVATIONS AND BEST PRACTICES	11

1. COLLEGE AT A GLANCE:

Kampur College of Nagaon district is a propitious institution offering Arts courses under Gauhati University for Under Graduate Programme. The college is situated in Kampur town, the southern part of Nagaon District, with the river Kapili flowing nearby. Kampur is located at 26.20° North latitude and 92.63° East longitude and it has a population of 2,23,815 (Census Report, 2013). According to Census of India, 2011 report the literary rate of Kampur town is 88.28%, which is higher than state average of 72.19%. Kampur College has played a major role behind this significant percentage of high literary rate of Kampur and the nearby area. This college is at a distance of 30 Km from Nagaon bypass of the East West Corridor and is well connected by routes. The nearest railway station to this college is Kampur station, which lies at a distance of less than one kilometer.

Kampur College has already completed 54 years of its existence and, within this period the College has made relatively slow but noticeable progress. At present, the college imparts undergraduate level of education with facilities for Major courses in Assamese, Economics, Education, English, Geography, History and Political Science. The college has been assessed and accredited by National Assessment and Accreditation Council (NAAC) with **B** Grade in 2023 (2nd Cycle). The college has been registered under section 2(f) and 12(b) of the UGC Act.

Kampur College is well equipped with modern infrastructural facilities and well-endowed with an excellent and dedicated faculty to cater to the needs and aspirations of the students to meet the challenges of the present-day competitive world. There exists an atmosphere of cordial relationship between the students and teachers in the college. Apart from academic pursuits, stress is also put on co-curricular activities and all-round development of the students' personality. Special attention is paid to the students coming from backward and marginalized sections of society whose welfare was on the top of the agenda when the college was established.

Kampur College has certainly grown in stature over the years and is counted as one of the leading co-educational institutions of Nagaon district. Since its establishment, the college has come a long way in meeting the emerging needs and challenges of the present day scenario.

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2. GUIDING PRINCIPLES:

The present Institutional Development Plan has been prepared keeping in consideration of the following rationale –

- i) Every higher education institution needs to develop an individual plan for implementation of New Education Policy (NEP), 2020
- ii) Every higher education institution requires setting up of individual quality benchmarks through a wide array of activities as envisaged in the quality assessment exercises.
- iii) The college has its own set of vision and mission, which tends to define the institutional commitments towards different stakeholders of the society.

3. VISION & MISSION:

Our Vision:

To empower economically and socially backward people through quality and value based education. 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.

Our Mission:

- i) To make teachers and students as the taught partners in the learning process.
- ii) To promote a student friendly atmosphere for encouraging them to be self-reliant and self-employable.
- iii) To promote extra-curricular activities simultaneously with curricular activities.
- iv) To mould the students into socially conscious human beings.
- v) To encourage students to think globally and act locally as productive citizens, through the promotion of scientific temper and action.
- vi) To foster and inculcate moral and spiritual accomplishments amongst the students.
- vii) To develop a transparent and responsive administration.
- viii) To undergo self-analysis and self-discovery leading to elimination of bottlenecks in the context of a holistic framework.

4. AIMS AND OBJECTIVES OF THE DEVELOPMENT PLAN:

The aims of this current development plan can be summarized as under -

- 1) To act as a model guideline for all institutional stakeholders in improving upon the gaps that are inherently present in different developmental sectors of the institution.
- 2) To ensure a holistic development of the institution by ensuring maximum utilization of all resources – human, financial and material.
- 3) To ensure a continuous quality assurance system in place for making the college one of the most sought-after institutions of higher learning by students from a wide range of disciplines.
- 4) To acquire better grades in all future quality assessment exercises by the different bodies.
- 5) To lay the foundation for a quality autonomous-grade institution.

To achieve the above set of broad aims, the following set of objectives have been identified, which are planned to be executed over the next 5 years –

- 1) To promote good governance practices with a view towards introducing greater efficiency and transparency in all institutional procedures and practices, by enhancing coordination amongst the different institutional units/ wings.
- 2) To incorporate a higher level decentralization mechanism in the management operations and functions within the institution.
- 3) To augment paradigm changes in curricular aspects, aided through qualitative as well as quantitative up-gradation of learning resources, institutional infrastructure, student support and progression as well as research and extension activities.
- 4) To usher in a galaxy of good practices in different arenas for attaining quality benchmarks in different paradigms, so as to ensure a hassle-free academic and administrative functioning mode.

INSTITUTIONAL DEVELOPMENT PLAN

5. CURRICULAR ASPECTS:

- a) To introduce new post-graduate and under-graduate programs in various departments.
- b) To introduce new vocational/ career-oriented/ value-added/ short term courses.
- c) To introduce additional institutional divisions/ wings to fulfill and cater various demands of the students.
- d) To conduct different academic programs through collaborative mode.
- e) To conduct stakeholder feedback pertaining to curricular changes and needs on a periodical basis, and to implement the suggestions advocated therein in a phased manner.
- f) To conduct academic audit on a periodical basis.

All the above is sought to be addressed through –

- i) Appointment of teachers having good educational background and professional competencies, through a fair mode of selection process.
- ii) Taking necessary steps to upgrade different departments, i.e. introduction of UG programs in departments having Diploma programs, introduction of PG programs in departments having UG programs, introducing of Ph.D program in departments having PG programs.
- iii) Taking initiative to introduce various add-on courses for the students on roll, with the active assistance of the Entrepreneurship Development Cell and IQAC.
- iv) Conducting Student Exchange Programs and Faculty Exchange Programs through signing and execution of MoUs with different colleges and institutions, as and when feasible in terms of numbers and frequency.
- v) Assessing the outcomes of stakeholder feedback on curriculum and academic audit processes as and when conducted and for adopting proper remediation measures.
- vi) Proper monitoring of the teaching-learning process through proactive involvement of the Departmental Advisory Committees (DAC) in every department.
- vii) Analytical discussions on departmental examination results with proactive involvement of DACs.
- viii) Ensuring maximum student attendance in the classes through proactive measures.
- ix) Ensuring the completion of syllabi by all teachers in every semester, through constant monitoring of holding of classes and through the mechanism devised by IQAC.

6. LEARNING RESOURCES:

- a) To augment academic infrastructure viz. ICT-enabled classrooms, smart classrooms, computers lab, e-learning resources, laboratory equipment, etc.
- b) To renovate and upgrade existing non-ICT classrooms.
- c) To renovate and upgrade departmental laboratories and libraries.
- d) To provide in-campus wi-fi facilities for all students in extensive way.
- e) To make teaching and non-teaching staff ICT-enabled/ computer savvy.
- f) To make optimum use of the Language Lab, Institutional Bio-Tech Hub, Laboratory, etc.
- g) To undertake various measures to popularize and provide easy access to all students to various forms of e-learning resources that are available in different modes and platforms.

All the above is sought to be addressed through –

- i) Construction of more academic blocks/ annexes to accommodate the departmental up-gradation.
- ii) Purchase of more computing and other laboratory equipment, to replace the outdated and old ones through different govt. schemes like Star College Scheme under DBT, Govt. of India.
- iii) Purchase of more LCD projectors for those departments which lack these facilities sharing of all ICT-enabled and smart classrooms by different departments on a practical basis so that every department have access to ICT-enabled teaching.
- iv) Ensuring cent percent teachers ICT-enabled, so that faculty members become competent enough to get involved with the production of MOOCs under SWAYAM and other online platforms.
- v) Introduction of various student-learning programs through collaborative mode amongst the language departments, viz. Assamese, Bodo, Bengali, English and Hindi, self-sustaining programs, etc.
- vi) Purchase of sufficient recent text books, reference books, etc. for catering to the upgraded CBCS syllabi.
- vii) Increase of internet bandwidth to cater to the need and use of all campus users.
- viii) Organization of different academic seminars/ conferences/ workshops/ symposiums/ training programs in collaborative mode as per convenience.

7. INFRASTRUCTURE UP-GRADATION:

- a) To enhance and upgrade academic, administrative, auditorium, canteen, hostel as well as indoor and outdoor sport facilities.
- b) To functionalize the Office of the Estate Officer and formulate an effective functioning mechanism.
- c) To set up procedures for setting up an institutional Records Room.
- d) To restructure the current office set-up and arrangements.
- e) To set up a designated parking space for vehicles inside the campus.

All the above is sought to be addressed through –

- i) Phase-wise replacement of old and dilapidated classroom and office furniture with modern furniture.
- ii) To make elaborate LAN arrangements for the computers in different academic departments, office, library and the IQAC

iii) To Build boys' and girls' hostel and increase of the intake capacity of the hostel in phase manner.

iv) Construction of a state-of-art central auditorium.

v) Purchase of more sport/ games equipment and keep proper stock record and maintenance through a designated wing.

vi) Acquisition of govt. funds for construction of certain blocks like hostel, auditorium, academic blocks, boundary walls, etc.

vii) Land filling of certain vacant and open spaces for creating more usable open spaces.

viii) Setting up of more vermi-compost production unit for efficient waste management from the college canteen and college hostel.

ix) Purchase of all office items/ materials in a centralized procedure and maintenance of stock through computerized procedure.

x) Display of key functions/ duties of all office staff in the Visitors' Waiting Room so as to ensure a hassle-free office functioning mode.

8. STUDENT SUPPORT AND PROGRESSION:

a) To enhance career counseling opportunities and guidance for competitive examinations, through collaborative mode in association with external agencies.

b) To functionalize the Entrepreneurship Development Cell and implement programs for the greater interests of the students.

c) To mobilize the vast alumni community for qualitative and quantitative upgradation of the college, through setting up of active alumni units at departmental levels as well as college level.

d) To arrange for study tours, field and industrial visits for students of all departments and streams, irrespective of needs of the curricular.

e) To provide for more recreational facilities in the boys' and girls' common rooms.

f) To formulate and implement different student welfare and financial support schemes.

g) To carry out different faculty and student exchange programs through various MoUs.

h) To put in place an efficient student mentoring mechanism in every department as well as college as a whole.

i) To put in place an efficient centralized student counseling mechanism to resolve various stress-related issues.

All the above is sought to be addressed through –

i) Identification of advanced learners from slow learners.

- ii) Introducing enhanced supplements by way of providing more knowledge and skill based activities for the advanced learners.
- iii) Implementing corrective policies like remedial classes, tutorial classes, special classes etc. for the educationally disadvantaged students.
- iv) Organization of number of career-oriented talks, training programs, campus placement interviews, job-oriented programs, etc.
- v) Setting up of active departmental level alumni units/ wings and merging those at a later date into a centralized body.

9. RESEARCH AND EXTENSION ACTIVITIES:

- a) To motivate and encourage faculty members for availing research projects under various schemes.
- b) To publish the research journal in a regular mode.
- c) To conduct year-long extension programs in collaborative mode with various stakeholders.
- d) To undertake various welfare programs in the institutions/ villages adopted by the college.

All the above is sought to be addressed through –

- i) Regular meetings of the Research and publication Cell, Kampur College for devising ways and means to create a research environment in the campus
- ii) Framing of policies to extend financial support to regular faculty members for attending and presenting papers in academic meets like conferences/seminars/ workshops etc.
- iii) Exploring means to devise and undertake inter-disciplinary research projects by making use of the institutional infrastructure and also through MoUs with external organizations.
- iv) Holding of more outreach activities for students as far as practicable and encouraging the students to participate in those activities through joint teacher student initiatives, preferably in the institutions/ villages adopted by the college.
- v) Holding of extension activities through collaborative modes through active engagement of KCSU/ NCC/ NSS etc. volunteers.
- vi) Holding of awareness programs primarily focusing upon health, hygiene, environment, cleanliness and other burning social issues.

10. GOVERNANCE, LEADERSHIP AND MANAGEMENT:

- a) To create and maintain optimum number of statutory and non-statutory in-house bodies to deal with the wide range of day to day academic and administrative tasks.
- b) To devise policies to improve the financial health of the institution.

- c) To motivate the faculty members to attend more faculty development/ teacher training programs for up-grading and up-dating the knowledge base.
- d) To institute a formal annual performance appraisal system for all teaching and non-teaching staff.
- e) To conduct internal/external quality audits at regular intervals, viz. Academic Audit, Administrative Audit, Green Audit, Gender Audit, Energy Audit, etc.
- f) To undertake qualitative assessment like NIRF ranking, ISO certification etc.
- g) To implement wide range of staff welfare schemes and programs as per necessity.
- h) To put forward persistent efforts to obtain/ receive grants from different funding agencies like UGC, DST, CSIR, etc. and other non-governmental sources.
- i) To involve the retired teachers and guardians in different in-house and outreach activities/ programs of the college through collaborative mode.
- j) To ensure a hygienic, clean and green campus through various means at all times.
- k) To achieve cent percent paper-less administration/ communication.

All the above is sought to be addressed through –

- i) A participatory and decentralized mechanism with accountability, through active involvement of all institutional stakeholders.
- ii) Distribution of tasks in the in-house bodies as per capabilities to the institutional fraternity for achieving optimum performance levels.
- iii) Appointment of contractual/ guest faculty and other staff as per need in every academic session
- iv) Introduction of more self-financing programs for the betterment of student community and the college.
- v) Promotion of e-governance in the matter of academic discourses, administrative domain, feedback acquisition and grievance redressal through optimum usage of available ICT tools.
- vi) Adoption and implementation of an effective Management of Information System (MIS) with a view towards coordination, control, analysis and visualization of institutional information.
- vii) Implementation of suggestions advocated in the various quality audits conducted.
- viii) Holding of various regional demand based programs through stakeholder collaborative mode.

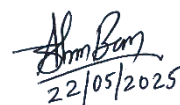
11. INNOVATIONS AND BEST PRACTICES

- a) To institute Best Performance Awards in respect of different best practices adopted/ implemented, academic departments, teaching staff and non-teaching staff on an annual basis, titled as Best Practice Award (for the department which executes a notably good practice), Best Performing Department (for the department which excels in the totality of all aspects), Best Teacher Award (for the teacher who has earned credibility in all aspects), Best Performing Award for Non-Teaching Staff (for any member of the non-teaching staff who has earned credibility in all aspects)
- b) To ensure a tobacco-free and plastic-free campus through various means at all times through an enforcement mechanism, involving imposition and collection of fines from offenders.
- c) To promote energy conservation practices like the installation of more solar panels and wide usage of LED lights/ fans, and also through wide awareness creation campaigns.
- d) To initiate practices of paper and water recycling in the college campus.
- e) To ensure a hygienic ambience in the food cooking areas of the college canteen and kitchen of the boy's and girls' hostel through periodical food safety inspections and a grievance redressal mechanism.
- f) To undertake the task of bringing out valuable publications through the Research and Publication Cell of Kampur College.
- g) To encourage more departments to publish departmental level newsletters/ journals/ magazines, wall magazines etc.
- h) To ensure regular submission of AQAR to NAAC every year within the stipulated time-framework.
- i) To immediately resolve all the suggestions that might be put forwarded by the NAAC Peer Team, during the different Cycles of NAAC Assessment & Accreditation.

The Institutional Development Plan of Kampur College is placed and thoroughly discussed among esteemed members of Kampur College Governing Body in the meeting held on 22-05-2025. The IDPs documents is accepted and approved by the Governing Body of Kampur College by resolution No. 02 held on 22-05-2025.



Signature
(Mr. Prabin Ch. Sarma)
President, Governing Body
Kampur College



Signature
(Dr. Ashim Bora)
Principal & Secretary
Kampur College