JAWAHARLAL NEHRU COLLEGE, BOKO
Kamrup, Assam: 781123

INSTITUTIONAL DEVELOPMENT PLAN(IDP)
Academic Year: 2024-2025 to 2039-2040

Prepared by:

Internal Quality Assurance Cell (IQAC)

Jawaharlal Nehru College, Boko

Current Status of the College:

General profile:

1.	Name and Address of the college	:	**Jawaharlal Nehru College**
			Boko-781123, Boko, Kamrup
2.	Year of Establishment	:	1964
3.	Institutional Status	:	Provincialized
4.	Award, Recognition, Accreditation	:	Accredited with B^{++} grade (CGPA: 2.88) by NAAC (2023),
			ISO (9001:2015) certified,
			Awarded DBT Star status
5.	Number of Programme offered		
	UG	:	B.A., B.Sc.
	PG	:	M.A. (Assamese), M.Sc. (Mathematics)
6.	No. of sanctioned post (teaching)	:	50
7.	No. of sanctioned post (Non-teaching)	:	Principal: 1, Librarian: 1 and office staff: 21

About the College:

Jawaharlal Nehru College is located in Boko, a remote area of South Kamrup, Assam, adjacent to National Highway No.37, approximately 65 km from Guwahati. The college was established on August 3, 1964, and received its first-degree affiliation in 1967 from Gauhati University. The Arts stream was granted Deficit Grants-in-Aid on September 1, 1969. The college was provincialized on December 1, 2005. The Science stream was initiated in 1986 and received Deficit Grants-in-Aid on March 25, 1998. The institution has been registered under sections 2(f) and 12(B) of the UGC Act of 1956 since September 26, 1969. Currently, the college has developed into a well-respected institution known for its academic excellence and a wide range of co-curricular activities, particularly in sports, culture, literature, and social initiatives. In 2014, the college celebrated its 50th anniversary. To assess its strengths and weaknesses, the college has been accredited by NAAC in 2004, 2014, and again in 2023, achieving grades of 'C++', 'B', and 'B++', respectively in 2019, the college achieved the prestigious Star Status from the Department of Biotechnology, Government of India, becoming the first college in Assam to receive this honour on September 19, 2019. Since 2011, the college has been following a three-year degree course under a semester system, and in the academic session 2019-20, the Choice Based Credit System (CBCS) was introduced, as prescribed by the affiliating university. Additionally, a four-year degree course was launched in 2023. The college has a Women's Hostel

located on campus, adjacent to the main playground, with a seating capacity of 75 and with extension plan of the hostel which would add a greater number of seats are going to be introduced. The construction of a Boys hostel with capacity of 25 boarders is underway with sanction of Rupees 1Cr from Directorate Of Welfare of Plain Tribes and Backward Classes. This facility enables girls from remote and rural areas to pursue higher education. With respect to the post-graduate program in the HEI, department of Mathematics and Assamese are successfully running the programs since its inception.

Present status: The institution spans 33 acres and boasts a robust infrastructure that supports teaching, learning, knowledge dissemination, and skill development for students from Boko and beyond. In alignment with government policy, the college offers free education. Underprivileged students receive assistance in the form of books, reading materials, and essential academic support to help them continue their higher education. As the student population has grown, the college has enhanced its facilities, including the addition of an audio-visual classroom for the Departments of Botany, Chemistry, Mathematics, and Zoology, as well as upgrades to the existing Physics laboratory. All classrooms are equipped with CCTV, and additional features include Wi-Fi access, a fully digitized ICT facility, and a video conferencing room with audio-visual resources for viewing the Edusat Program. Furthermore, the college has established a new Boys' Common Room and Union Office, along with an additional Girls' Common Room. The restrooms for both boys and girls have also been renovated. Additionally, five new pieces of laboratory equipment have been added to improve the facilities. The college features various facilities to promote student co-curricular activities, including the Warden Quarter hostel, the Dr. Bhupen Hazarika Memorial Open Stage, an outdoor stadium, a swimming pool, a synthetic volleyball court, and open playgrounds. Indoor sports facilities are also available. Continuous support for student engagement in sports and games is provided through the Gilbertson Sangma Outdoor Stadium (donated by the Rabha Hasong Autonomous Council), the Bhogeswar Baruah Indoor Mini Stadium, a gymnasium, and the Prabin Kumar Choudhury Memorial Swimming Pool. The college aims to foster holistic development among students by offering life skill development programs through the Yoga Centre and Cultural Unit. The Dr. Bhupen Hazarika Xuoroni Mukoli Mansa serves as a venue for showcasing student talents through events such as Creative Adda, debates, discussions, extempore speech practice and competitions, and play presentations. Additionally, the college encourages student involvement in the promotion and preservation of local culture, as well as intellectual and research activities. This is organized under the Cultural Unit and the Dr. Bhupen Hazarika Centre for Culture and Creative Studies, with the Anthropology department acting as the nodal department in collaboration with the Assamese, Bodo, and History departments. The institution consistently arranges a variety of activities

under these initiatives to support and promote holistic development, preparing students to provide quality service to the nation.

In view of the upholding the collaborative spirit and harnessing viable opportunities in the field of academics, research and development as well as faculty and student exchange programmes the college has signed significant MoU s with Down Town University, and The Royal Global University in the recent times. The college is now offering the Integrated Teacher Education Program (ITEP) B.A, B.Ed, and B.Sc B.Ed equivalent to an Undergraduate Degree from the session 2025-2026. Also courses like BCA, Physical Education will very soon be introduced in the course curriculum.

Under the mission Amrit Sarovar nurturing an objective of conserving water, the mission targeted in developing 75 Amrit Sarovars in each district of the country. Our college holds the privilege of developing one such Sarovar. Not only with an aim of fishery but for developing agro forestry work, the college is gradually developing the area with an aim of boosting self-sustained economy after the successful implementation of the Rubber Garden within college enclosure.

To meet specialized demands of 21st century skills, under North East Centre for Technology Application and Research (NECTAR), the Drone Pilot Training School has been opened. Subsequent trainings are in the pipeline as per the directive. In a bid to develop the college-community sustainable link and introducing designed skill development plans in tandem with national 'Amritnirbhar Bharat', the college for the intent of growing as a self-sustaining institute developed a Banana Fibre Processing under NECTAR which has begun its production successfully.

It is a matter of pride for our college and the locality at large that under the Directorate of Cultural Affairs, Govt. of Assam, a cultural centre for the promotion and sustenance of the rich and vibrant culture of the area and Assam, the Bishnujyoti Cultural Centre is already underway. Further, as per the NEP-2020 system, a mandatory internship program is to be undertaken. For FYUGP 3rd semester students, the college has collaborated with NIELIT to offer this course, scheduled to commence immediately after the end-semester examination.

Introduction to IDP

The NEP Taskforce of the college has undertaken the mission of designing an Institutional Development Plan for a period of fifteen years commencing from Academic Year 2022-2023 to Academic Year 2037-2038 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, Jawaharlal Nehru College:

In light of NAAC Core values as mentioned under-

❖ Contribution to National Development

❖ Stimulating Global spirit of competency among Students

❖ Igniting a Value System among Students

❖ Bolstering the use of Technology

❖ Deepening the quest for Excellence

And in light of Vision and Mission of J.N College, IQAC has set forth for structuring the IDP.

I. Vision of the College:

The vision of J N College is to set a hallmark in the field of education and preserve, create and disseminate knowledge through teaching, learning, innovation and experimentation to mould responsible individuals for leading a society with desire for progress and prosperity of human race.

II. Mission of the College:

❖ To inculcate a value system amongst students for boosting moral, ethical and social responsibilities for development of human resources.

❖ To enhance the academic environment with an aim to fulfil the demands of NEP 2020 and cater to arising needs academic and co-curricular in nature with developed competency.

❖ With a rich ethnic diversity around, the college has a mission to engage the expertise of the qualified pool of faculties in the process of identification, experimentation and preservation of resources and traditional knowledge and simultaneously develop awareness for its sustenance and continuity.

❖ To create conducive environment with facilities enriching provisions for promotion of quality research.

❖ To enrich the college-community link by creating a sustainable learning environment based on learning pedagogy with aid of digital technology for an enhanced experience for both the learners and educators.

❖ To foster scope for skill development in tandem with national 'Atmanirbhar Bharat' for building self-sustenance, adaptability and scope for employment.

❖ To stive towards academic excellence with exposure to digitized learning and also promote the indigenous art, culture, craftwork as well as participation in sports and games.

Embarking on 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:

An effective institutional development plan (IDP) is rooted in a thorough understanding of the current systems in place. The evaluation of the strengths, weaknesses, opportunities, and challenges of Jawaharlal Nehru College, Boko to help identify the best course of action for further growth and enhancement.

The core objective of the Institutional Development Plan is to provide the best opportunities to students through holistic education in course of continuous and sustainable development goals to meet the expectations of the new age and gear students with the necessary tools and learning opportunities in line with NEP 2020 and in spirit of leveraging the HEI to the level of being future ready through developed missions, with thorough mapping of the progress achieved against set goals.

In vision of developing an academic environment where equity, equality, ethics, moral value system and sense of discipline is nurtured and practiced, the HEI aims to develop itself as a State-of-the Art learning centre teamed with an ready to assist, efficient, trained and skilled faculties equipped with technological know-how in order to bridge the gap between requirements of higher education and the gap created due to students belonging to rural and backward background.

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 believes in gender parity and maintains equal access to resource or opportunities whether during admission process or appointment against various posts, assignment of duties and responsibilities associated with academic, co-curricular and extra-curricular in nature. Women faculties are entitled to leave such as Maternity or Child Care Leave as per UGC guidelines and Director of Higher Education as and when needed after sanction from the competent authority. The college has developed a Health Care unit for fulfilling immediate medical attention to both female and male staff and students as well. The college is sensitive towards the need for special care of girl students and female staff during the menstrual cycle and therefore has installed a sanitary vending machine and incinerator at Girls' Common room along with a sanitary napkin vending machine in Girls' hostel. Facilities like selection for cultural or academic activities to provision of facilities of lavatory, pure drinking water etc., are well arranged and easily accessible for girls and boys. There is maintenance of gender equity even during selection of cadets and volunteers for NCC and NSS respectively. The Students Union Body of the college also functions by maintaining gender equity and encourages girl

Inclusion including Socio-economic Deprived Groups (SEDGs)	J N College believes in bestowing of facilities to the economically deprived students irrespective of the gender identity. Being situated in an economically challenged area, a sweeping majority of students avail Govt. freeships, like 'Nijut Moina', ISHAN UDAY Scholarship, ST Scholarship, ST Scholarship, SC Scholarship, NATIONAL SCHOLARSHIP FOR POST GRADUATE STUDIES, etc.. Moreover, departments like Mathematics and Economics also have been offering scholarship namely Kulendra Narayan Memorial Award, Akan Ch.Patowary Memorial Award, Durgeswar Das Memorial Award, Durgeswar Das Memorial Award to meritorious students for encouraging competitive performances.
Measures for increasing access including online and Open and Distance Learning (ODL) education	The college adopted the online mode of education to meet the challenges thrown by the pandemic situation. This new mode of learning has been continued and merged with offline education post pandemic thereby resorting to the blended mode during the present times. The college has maintained necessary data in this regard and the study material in pdf and the ppt presentations are all uploaded on college website for easy access of students. Further, the college is also preparing video tutorials on various concepts from the syllabus as ready study material. There is the K.K Handiqui Open Study Centre under J N College for providing education to the deprived who faced hurdles of different nature.
Increasing access through Indian languages	❖ Teaching-learning process is done through Assamese language along with English as per guidelines of affiliating University ❖ Offers courses on the following languages as subjects – 1) Assamese 2) Bodo The college being located in an economically backward area, and with majority of students from vernacular medium schools, bilingual mode of communication is followed for better accessibility of knowledge content and fruitful dissemination of knowledge. The department of Bodo is successfully running the undergraduate programme along with Add-on course on Spoken Bodo for propagation of the language in this multilingual and multicultural region of the state.

Quality	
Multidisciplinary and holistic education	❖ J N College, Boko is offering BA, BSc, PGDCA, MA (Assamese) and MSc (Mathematics) programme under Gauhati University. ❖ Offers various Add on Courses in addition to regular programmes offered by affiliating university ❖ Offers Skill Enhancement courses, Ability Enhancement Courses, MDC, VAC as per Gauhati University NEP 2020 syllabus ❖ Establishment of various Cells are aimed at to nurturing creative capacity of students in addition to yoga facility, Gymnasium, and various sports facilities on the campus itself.
Flexibility of courses and student mobility-multiple entry and exit	❖ Both the UG and PG course are running as per new NEP 2020 syllabus under GU, although the gateway of multiple entry and exit system is yet to be enforced by the affiliating university ❖ Various value added and skill based Add on Courses are introduced and some are continuing.
Indian Knowledge System	J N College in its path of dissemination of knowledge follows the Gauhati University syllabus. In addition, the college has also introduced Add-On and Certificate courses promoting interdisciplinary research and for wide reach of Indian Knowledge system-its propagation and popularity. The dept. of Mathematics is broaching to introduce designed course on Vedic Mathematics. Other courses like Ethnomedicine, Manuscript archive and study, Study on Traditional Techniques of Traditional Theatre Yoga and Meditation are also prospective subjects which the college is preparing to open. The college being located in an area with an agrarian backdrop felt the need of propagation of entrepreneurial activities associated with it and organized online interaction meet with agriculture entrepreneurs. Inputs on traditional knowledge and application on Assam Silk were discussed topics via online mode. Further in the

	field of art and culture, workshop for promoting songs and philosophy of Late Bhupen Hazarika, the musical maestro from Assam and a universally renowned figure, a 2-Day Workshop on Bhupendra Sangeet was organized. For propagation of Loksangeet, an invited talk was organized among students and faculty members. Workshops on Yoga training is also taken up periodically for invigorating spiritual knowledge for the holistic development of the students and staff. Departments like Assamese, English and Bodo designs programmes like workshop on revival of Indian knowledge system and popularizing it among students and faculties for its contemporary importance and relevance. Translation workshop of National Level was also organized in this relation.
Research, Innovation and Ranking	❖ The college offers courses with flexibility and student mobility for students under Gauhati University only. ❖ Due to the course nature being flexible, students of science stream have of late sought for courses under Arts programme as in the department of Anthropology, Geography and Economics. ❖ The college harbours an environment of research and Innovation. Faculties across departments are pursuing research in different areas and are engaged in the activity of survey, writing research papers, publication activity, mentorship, guideship etc Significantly the spurt of activities in applying for MRP needs to be galvanized for invigorating research and innovation. To initiate the process of National Ranking, the college has applied and entered the process under (of) NIRF in 2022 and continuing till date.
Capacity building of faculty	• As provision for health measures of faculty, potable water from RO systems across all departments and water facility points apart from a central water cooler system, ample number of toilets, modern teaching aids, ICT equipped classroom • Spacious and modern Central library, departmental libraries apart from Cells with reading points, advanced laboratories, in addition to advanced state-of-the -art Bio-Tech laboratory and an overall environment promoting peace of mind and soul for a competent and thriving academic atmosphere. • The College organizes periodic faculty development programme as and when required to encourage faculty and also urges them to participate in academic conclaves.

Future Readiness	
Enhancing employability through internship/apprenticeship	The college has not yet introduced the system of internship/apprenticeship. In view of growing importance of enhancing employability and exposure to skill development programmes, the college provides exposure to industrial area and is planning to introduce and acquaint students with different production units located in the nearby Industrial Park for optimum exposure to the technical knowledge, management skills and related aspects of corporate houses to meet demands of the present time. The college is planning to send students to IIE for getting maximum exposure and acquiring knowledge on entrepreneurial skills through acquaintance with upcoming avenues for self-employment. For wider information and acknowledgement, Students' visit Budget Session of the Assam legislative Assembly to gather information and knowledge on the parliamentary procedures and practices. The College is geared with Information and Career guidance Cell under which various career counselling programmes and coaching for competitive examinations are organized with visible success stories as evidence is seen. Add on/Certificate courses are running with new additions on topic of relevance with importance in Skill enhancement are taken up.
Transforming education through integration of technology	❖ College has developed its own Learning Management System for online mode of teaching-learning. ❖ The institution has subscription of e-resources e-journals, e-ShodhSindhu, Shodhganga Membership ebooks etc. ❖ The college is equipped with a Language laboratory ❖ Video conferencing facilities are installed in many digitally equipped Halls and classrooms. ❖ The college has already integrated technology for continuous

	process of education irrespective of impediments disrupting the process of knowledge gathering.
	❖ The college provides accessible Wi-Fi facility to students and and faculties for wider access into research activities
	❖ The college was been awarded with the DBT Star Status under which 5 (five) departments from the science stream have developed into independent and fully equipped ICT departments with competitive laboratory facilities and IT Hub, video conferencing rooms.
	❖ Computer laboratories, projectors, and necessary facilities are geared with in all departments for new mode of education and online mode of teaching-learning for blended learning
Accreditation for quality education	❖ The college has undergone three cycles of NAAC accreditation with third cycle result being B++ (2.88)
	❖ The AAA audit is completed as per the mandate with the external Peer team conducting the process.
	❖ College had received financial assistance under RUSA grant amounting to Rupees 2 (Two) Crore and had developed an Academic Building, Synthetic Court, Computer facilities, Central Library augmentation, Arts Block construction etc.
	❖ For future readiness and sustainable development, department of Anthropology and Geography have also applied for inclusion under the fold of DBT Star Status granted department.
Internationalization	❖ The college has entered into collaborative ventures with regional and neighbouring educational institutes as well as corporate houses.
	❖ There is an Information and Career Guidance Cell (ICGC) which takes care of acquainting students with not only job opportunities but also guides for different competitive exams organising various training programmes as well. Job Mela is organized by college and also exhorted participation in Ideathon with Assam Start Up held at J. N. College providing

	a platform for presenting entrepreneurial ideas and under which two students from our college won laurels in the event.
	❖ J. N. College Entrepreneurship Foundation is also incorporated under the Companies Act, 2013 (18 of 2013) and work is underway. Our college signed MoU with Gauhati University, NECTAR, Regional Sericulture Research Centre, Boko, Assam Royal Global University, Assam down town University, USTM, Assam Don Bosco University, NIELIT, Yuvan EDUCATIVE LLP, Chhamaria Anchalik College. IIE, SITA (State Innovation &Transformation AAYOG), Assam Start-up, PICO to fulfil the goals set action plan of the college.
	❖ The college has been providing opportunity to students from the neighbouring state to avail education adhering to rules prescribed by the affiliating university. However international collaboration has not taken place and is a future possibility.
	❖ There is an established EDC centre under NEC.
	❖ There is an established IC at college, one among four ICs in entire North-East India.
Governance	❖ The governance of J.N College, Boko is taken care of by Governing Body constituted by Department of Higher Education, Assam with Principal as the member–Secretary. The IQAC, accounts department, Central Library, Academic Committee etc. works for Governance support and quality assurance throughout.
	❖ Implementation of e-governance in various areas of operation namely administration, finance, students Admission, Union Body Election, Teachers Profile and Leave portal, Class dissemination, Study Material Provision, Students Attendance and examination system, Certificate Generation etc.

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

Institutional Development Plan is the foundation on which the college will formulate the initiatives, analysis the progress and attain the set goals. With the vision envisioned as the yardstick, the HEI plans to acquire the Autonomous status to continue and achieve the state of excellence in knowledge dissemination, empowering students with latest knowledge and skill component to allow them the wings to compete nationally as well on international forefront both in academics and co-curricular activities. Alongside the teachers would be encourage to continue the journey of gearing with expertise on field of relevance and importance. Offering new programmes like BCom, introducing new subject, building AI laboratory are future plans for apt application among student communities. Some relevant goals are:

- ❖ **Transform** the college into a self-governing degree granting autonomous institute of higher education.

- ❖ Introduce job relevant subjects in UG level, like, Artificial Intelligence, Cloud Computing, Data Analysis, Cyber security, for preparing skill ready in students.

- ❖ Offering socio-economically disadvantaged students financial scholarships grants/

- ❖ Developing policy for retention of faculty members.

- ❖ Maintenance of a systematic feedback system of Parents-Guardian-Teacher for better faculty-students interaction and improving academic performance, better research environment and extension activities.

- ❖ Improving accountability, better decentralized system for transparent internal governance as an Autonomous HEI.

- ❖ Bolstering of Grievance Redressal system with accountability and assurance.

- ❖ Dedicated monitoring of anti-harassment rules, Equal opportunity provision and Gender equality among students, staff and visitors.

- ❖ Promoting Continuous Professional Development (CPD) for faculty and staff, and leadership training for Principal and others

- ❖ Encouraging competitive performance of the faculty through teaching, research with incentivized service through appropriate rewards, recognitions, and movement into institutional leadership. Also, faculty indifferent or incompetent in delivering as per

required norms will be asked to grow accountability and if not then be held accountable.

❖ Encouraging faculties and providing most essential teaching tools, methods for conduct of innovative teaching and pedagogy, research for providing service which will motivate them towards outstanding performance.

❖ Improving the student support system by stressing on personal well-being, Co-curricular activities, Administrative and career support apart from Academic support stressing holistic development

❖ Incorporate supportive ICT and AI tools for better encouraging students' participation with improved learning outcomes

❖ Creation of Students Club and allocating budget for arranging activities by students under Faculty supervision.

❖ Design bridge courses for students of disadvantaged educational backgrounds and also to address needs of student diversity

❖ Sustenance of mentoring programmes for overall s t u d e n t support

❖ Develop study material and content creation as part of 4 Quadrant for student support

❖ Develop study material in different subjects in translation so as to cater to students' need from vernacular medium.

❖ Invigorate research work among faculty and inspire students into it

❖ Augmentation of basic infrastructure facilities, viz, clean drinking water, clean working toilets, sports facilities, and pleasant classroom spaces and campuses.

❖ Augmenting hostel seats, improving facilities to meet relevant needs.

❖ Developing medical facilities for all students, staff with ready to offer service medical unit on campus.

❖ Signing of meaningful and relevant MoUs with institutions of national and international importance to undertake collaborative work in research and teaching and facilitate faculty/student exchanges and other academic activities.

❖ Encourage and increase more outreach programmes on higher education opportunities, skills sets, entrepreneurship among SEDGs

❖ Increase Add on/Certificate course / FDP s and related activities for development of faculty, staff

❖ Organize programmes on gender-identity, parity, equal opportunities among Students and faculty and staff.

❖ Designing a mechanism for periodic communication with the stakeholders for time-to-time generation of recent and latest information on teaching-learning, research and community relation and service, feedback collection and action taken and its transparent upload on the website.

❖ Invigorating alumni engagement in different aspects of college leading to its excellence.

❖ Growing accountability towards community service, engagement with activities leading to development and sustainability of fringe/adopted villages.

❖ Establishing sustainable policies

❖ To incorporate more facilities for supporting disabled-friendly students, staff and faculty on the college campus

❖ 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

❖ Strengthening of ERP management by allocating budget

❖ Apply for various grants under Central and State Govt and identify new source of funding

❖ Encourage International Students enrolment, and collaboration and set up an Office to look after matter under it.

❖ Undergo timely 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:

J N. College aspires to achieve its vision by-

❖ To inculcate a value system amongst students for boosting moral, ethical and social responsibilities for development of human resources.

❖ To enhance the academic environment with an aim to fulfil the demands of NEP 2020 and cater to needs of excelling in academic and co-curricular aspects with developed competency.

- ❖ With a rich ethnic diversity around, the college has a mission to engage the expertise of the qualified pool of faculties in the process of identification, experimentation and preservation of resources and traditional knowledge and simultaneously develop awareness for its sustenance and continuity.

- ❖ To create a conducive environment with adequate facilities for promotion of quality research.

- ❖ To enrich the college-community link by creating a sustainable learning environment based on learning pedagogy with aid of digital technology for an enhanced experience for both the learners and educators.

- ❖ To foster scope for skill development in tandem with national 'Atmanirbhar Bharat' for building self-sustenance, adaptability and scope for employment.

- ❖ To strive towards academic excellence with exposure to digitized learning and also promote the indigenous art, culture, craftwork as well as participation in sports and games.

- ❖ To widen scope of resource mobility of college by working on viable areas of production and thereby grow as a self-sustaining institute.

- ❖ To develop the college as one of the best colleges with state-of-the Art facilities for promoting education

- ❖ To uplift the socially deprived students

- ❖ To remove various disparities by opening an Equal Opportunity Cell

- ❖ Creation of Skilled man power to minimize the lacuna between Higher Education and social demands

- ❖ Effective application of emerging learning ICT tools to meet social demands in higher education

- ❖ Introduction of new tools and usage of new technology and vigorous intellectual involvement through training as a way to bring forward the groups of students deprived from such new age technology

- ❖ Introduction of new subjects, disciplines and promoting new bodies of knowledge with an aim to allow student communities with diverse interest to fulfill their need of learning and gaining skill experience.

- ❖ Reviving traditional knowledge with historical perspective of the diverse cultures at home and abroad

- ❖ Cultivating a healthy mindset with respect for traditional art, creative world of theatre, drama, techniques of farming and agricultural practices to be revived and reworked with modern intervention and tools applicable and available

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

. For mitigation of various differences, an Equal Opportunity Cell has to be introduced to work on strategies to identify gaps and develop the strengths. The area of research activity warrants for the vigorous research activity among teaching faculty and also encourages research publication in UGC CARE LIST Journals. With respect to the non-teaching faculty, training facilities on technical knowledge for more efficiency and work ethics needs immediate attention.

The college ensconced in the lap of nature has realized the potential of developing the rich flora and fauna present and thus harbors plan on developing the tourism potential by fulfilling demands for eco-tourism. With the rich and vibrant mosaic of culture, tribes in this locality, the college has the motto of developing a knowledge repository of the rich folk culture, tradition, song and music along with the body of traditional knowledge of herbs and traditional food prevalent among the tribes. Similarly plans of preserving the Rabha script is also a much-needed area that college is preparing for.

Human strengths and capacity:

❖ Highly qualified staff working on capacity building through periodic training, participation in conferences and symposia

❖ Building a transparent network of connection through collaboration and activities

❖ Availing of Funds under RUSA, UGC, DBT, MoE, other Assam and Central Govt. funds as well as waiver schemes testifies the mitigation of gaps

❖ Respecting the mosaic of culture and varied cultural communities, the HEI aims to create a confluence of them through their diversity and disseminate knowledge through student-centric methodology for their empowerment from underprivileged status.

❖ Grow awareness for the gender spectrum through strategic activities, survey, questionnaire under Gender Study Centre

❖ Introduce professional courses like Biotechnology, Computer Science, BCA, Farming and Technology

❖ The statutory bodies like Internal complain committee, Anti-ragging committee, Anti-sextual harassment committee established in college ensure mitigation of gaps and sustenance of a just environment at college.

Initiatives to mitigate the gaps:

- ❖ Upgrade the HEI to an Autonomous College

- ❖ Introduce Commerce Stream, Integrated Bed

- ❖ Stimulate Professional development programme for faculty and staff by applying

- ❖ Initiate faculties for large scale participation in MOOC course

- ❖ Budgetary improvement for developing for ERP

- ❖ Invigorate industry-academia connection

- ❖ Introduction of felicitating Faculty for excellence in teaching and use of innovative teaching methodology

- ❖ Introduction of Tutorial classes and well devised mentoring programme

- ❖ Budgetary revamping for better classroom experience

- ❖ Introduce state of the art Teaching Aids like Interactive Smart Boards in all the classrooms with proper audio-visual system

- ❖ Develop spacious and advance laboratories, increasing drinking water stations, lavatories,

- ❖ Develop Indoor Stadium facilities, gymnasium, sports facilities

- ❖ Appoint full time Coaches for sports training

- ❖ Increase seat capacity of Girls hostels, Add facilities of reading rooms with better Mess facilities.

- ❖ Develop a well-equipped health center and Creche facilities

- ❖ Develop facilities for a disabled-friendly environment on the campus.

Step 5: Identify institutional goals -Long term and Short term :

LONG TERM STRATEGIC PLANS:

Long-term goals:

- ❖ Introduce Integrated Teachers Education Programme(ITEP) and Commerce stream
- ❖ Apply for sanctioned posts in the departments to meet equilibrium of lop-sided teacher-student ratio
- ❖ To open PG programme in majority of the departments.
- ❖ To work for the preservation and propagation of local tribal language like Rabha, Garo, Bodo etc.
- ❖ To lay the foundation of a Boys' Hostel for facilitating accommodation to students from far away destinations.
- ❖ To strengthen the physical facilities available in the premises to accrue financial sustainability and generating job opportunities.

Short-term goals:

- ❖ To provide platforms to teachers and encourage them to share their vision, viability of same application method for development of teaching-learning and other associated duties for amplifying the development of students in a holistic
- ❖ To develop the leadership qualities amongst teaching faculties by decentralizing duties and shared responsibilities for overall development of the institute.
- ❖ Undertake courses (diploma/certificate) on Gender and development
- ❖ Offering new Add-On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Bee Keeping, Mushroom Cultivation, Folk and Performing Arts, Knowledge of Self, Vedic Mathematics, etc to encourage multidisciplinary and holistic education.
- ❖ Provision of bridge courses for students of disadvantaged educationally backgrounds.
- ❖ Integrating old and new pedagogy for improved student-centric learning.
- ❖ Frame new ways of regular use of blended mode of learning
- ❖ Sign MoUs with industries for introducing industry-academia collaboration.
- ❖ Devising ways for improving internship by providing exposure to local industry, artists, craftsperson e t c . with other HEIs.
- ❖ Float the R & D Cell

- ❖ Bolster student exchange programmes, teacher exchange avenues.
- ❖ Opening of Students Clubs as platforms for their creative capability, honing their skills
- ❖ Transforming all classrooms into ICT facilitated ones
- ❖ Developing basic infrastructure like increasing amenities in the departments, improve the furniture of classrooms, renovate classrooms and energy efficient electrical gadgets.
- ❖ Introduce a Research Publication By the IQAC
- ❖ Publish Annual Newsletter by IQAC
- ❖ Encourage departments to come up with E Magazine/ Bulletin/News letter
- ❖ Encourage the departments to introduce viable schemes to support education of meritorious students
- ❖ Develop the overall facilities of the HEI campus.
- ❖ Encourage start-up and entrepreneurship.
- ❖ Introduce Gender Inclusivity Action plan
- ❖ Appoint a Physician for immediate medical attention of students and faculty and staff during hour of need and periodic health checkup.
- ❖ Appoint Yoga Instructors for regular Yoga sessions and catering to overall mental health for better work-life balance.
- ❖ Organize sports and cultural events for encouraging students
- ❖ Bolster alumni activities in various concerns of the HEI
- ❖ Organize Programmes for better work culture and improving technical knowledge of the non-teaching staff.
- ❖ Depute a greater number of non-teaching staff to join MMTTC programmes for development
- ❖ Framing a mechanism for regular communication with stakeholders, for feedback on curriculum, Teaching-Learning Process, infrastructures, etc, followed by analysis and publishing action taken plan.
- ❖ Bolster the Central Library activities.
- ❖ Introduce Braille support in the Central Library.
- ❖ To provide disabled-friendly facilities on college campus through tactile path, better Rail and Ramp Facilities for their easy access.
- ❖ Encourage all the departments to formulate a system for improving engagement with

adopted villages and various community.

❖ Introduce better signage system and landmark spots Maps, QR codes on campus to guide Visitors Preparation of detailed Campus Safety guidelines and its circulation among all stakeholders.

❖ Practice sustainable development ways for maintaining of biodiversity of the green campus of the HEI.

❖ Design policies for inviting international students enrolment.

❖ Encourage MoU with International Organization/Institutes.

SHORT TERM STRATEGIC PLANS:

(I)   CURRICULAR ASPECTS:

TARGET:

❖ Increasing number of Add On courses with focus on Indian Knowledge System, Constitutional Rights etc.

❖ Arrange Students Exposure to historical sites, and inspire them to delve deeper into Indigenous and Indian Knowledge system to build a contemporaneity

❖ Offer students the Gurukul Education system by inspiring them for education outside the rigid four walls structure

❖ Initiate club activities to inspire students to actively participate in creative work like writing, Elocution, Extempore speech practice, Debate and Symposium, Drama production etc.

STRATEGY:

❖ Introduce OBE (Outcome Based Education) for a strategic learning exposure and experience of students with realistic outcome

❖ Design, compile and publish study materials for the restructured and newly introduced Add on course

❖ Organize Hackathons, placement drive and realistic exposure to corporate life through curated programmes by inviting industry collaboration, outreach programmes.

(II) TEACHING, LEARNING AND EVALUATION:

TARGET:

- ❖ Improve the LMS system for providing smooth and advanced teaching-learning experience

- ❖ Incorporation of improved ICT for enhanced teaching and learning process.

- ❖ Develop a meticulous Mentoring system

- ❖ Build up a transparent network of stakeholders like Alumni-Parents and Faculty for devising student centric method of learning and beyond through feedback collection, analysis and action taken report.

STRATEGY:

- ❖ Design Bridge Courses to help students during transition between different levels of learning and different institutes.

- ❖ Encourage students and teachers to pursue online courses.

- ❖ Address Students Diversity through Remedial classes, advanced assignment, assistive learning, peer learning and mentoring system for the slow learners

- ❖ Encourage collaborative learning amongst students to develop peer learning environment

- ❖ Encourage faculty development Programme to acclimatize with the new age AI application for enhancing teaching-learning experience at college

- ❖ Support teachers with sessions on Innovative teaching methods, development andragogical approaches,

- ❖ Lay stress on Hard and Soft approaches in teaching

- ❖ Devise a systematic way o feedback collection followed by analysis and action taken report

- ❖ Increase number of smart class rooms with state-of-the-art facility. Application of deeper integration of Artificial Intelligence (AI) and virtual reality (VR) for personalized experiences

- ❖ Apply better integration of Artificial Intelligence (AI) and virtual reality (VR) for personalized experiences, with expanded open access to global knowledge, increased interoperability of different multimedia content, bringing in a shift from the librarian's role to that of a collaborator in information production and its preservation.

- ❖ Promote the teaching and discussion of Indigenous knowledge system highlighting tradition, literature and other practices through real life exposure, experiential learning

III) RESEARCH, INNOVATION AND EXTENSION:

TARGET:

❖ Galvanize the goals and activities of an institution to advance knowledge work on problem solving processes and contributing to the wider community and society through knowledge transfer and practical applications fostering collaboration.

STRATEGY:

❖ **Develop** a sense of community through informal meetings or forums where **faculty** can discuss their research challenges

❖ Initiate International collaboration and provide joint research exposure to faculty with experts, researchers from reputed HEIs and R & D institutes.

❖ Provide support in making patenting process easier to understand, with necessary guidance from knowledgeable faculty and invited IPR experts.

❖ To promote and cultivate an environment of collaboration, making provisions for necessary resources and infrastructure, thereby fostering external partnerships and avenues for deserving incentives.

IV) INFRASTRUCTURE AND LEARNING RESOURCES:

TARGET:

❖ Regular upgradation of the campus infrastructure according to the changing needs.

❖ Enhance use of technology in teaching-learning and administration.

❖ Renovation of existing academic and other common facilities.

❖ Introduction of disable friendly facilities like more ramp, toilets, wheel chair, play zone, Lift, mobile library, mobile app and QR code to facilitate easy movement.

❖ Establishment of Central Instrumentation Facility.

❖ Residential facilities to students coming from far places as well as emergency staff.

STRATEGY:

❖ Construction of Upgraded Administrative building incorporating confidential room for examination system, PG building for science and humanities department.

❖ Technological upgradation of the campus with centralized WiFi system, ITC enable

classroom/ smart classroom, modernized computer centre and library.

❖ Construction of Boys Hostel , Yoga and wellness centre, synthetic volley ball and basketball court, well equipped Gymnasium hall, staff quarter and community radio centre.

❖ Installation of more on grid solar panel for green energy, Chemical waste treatment plant, sewage treatment plan and rainwater harvesting system.

❖ Upgradation of Botanical Garden and expansion of the existing organic farm.

❖ Mobilization of fund from external sources to procure sophisticated equipment to upgrade the existing laboratory.

V) STUDENTS SUPPORT AND PROGRESSION:

TARGET:

❖ The HEI targets to initiate in-house welfare schemes like scholarships, financial aid to support meritorious students who do not fall under the purview of waiver scheme and promote them towards higher education

❖ Bolster the mentoring system, tutorial classes and design bridge courses to inspire them to take a leap towards higher education

❖ Develop the Career Counselling Cell (ICGC) as an active body to cater to the contemporary needs of students.

❖ Design courses in collaboration with professional career counselling centres for needful guidance of students for placement

❖ Create a streamlined data base of students progression to higher education and placement document

❖ Develop designated reading spaces with adequate facilitation of reading material under the supervision of Central Library

❖ Develop an Entrepreneurship Development Cell and initiate activities in order to provide curated guidance to aspirants from the HEI and neighboring area

❖ Initiate Collaborations with well-known centres of knowledge across India as well as neighboring countries to initiate international collaborations and students exchange

❖ Invigorate Outcome based education and student exchange programmes.

❖ Find avenues for more student scholarships.

❖ Encourage students in research studies and motivate them to optimize publication and design- based projects gearing for student progression

- ❖ Improve placement activities.
- ❖ Fully functional counselling cell to caters the needs of students.
- ❖ Analysis and updation of Annual student progression.
- ❖ Enhance the employability skill of the students.
- ❖ Promote extracurricular activities for holistic development.
- ❖ Encourage start-up and entrepreneurship.
- ❖ Promote inclusive education for all.

STRATEGY:

- ❖ Train faculty members and students on OBE through series of training and workshop.
- ❖ 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).
- ❖ Establishment of Entrepreneurship development centre.
- ❖ Conduct job fairs in collaboration with other institutes.
- ❖ Special counselling and mentoring for slow learners.
- ❖ Create adequate facilities and conduct training, workshop etc to promote sports, culture and literary activities.
- ❖ Organising 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 budding entrepreneurs.
- ❖ Establish a Gender Study Centre to ensure inclusivity in education.

VI) GOVERNANCE, LEADERSHIP AND MANAGEMENT:

TARGET:

- ❖ 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.

STRATEGY:

- ❖ Phase wise implementation of MIS in the office administration and conduct training for faculty, staff and students for familiarization of the system.
- ❖ Promote participation of staff members in FDPs like refreshers, orientation programmes, short term courses.
- ❖ Facilitates participation in online and Face-to-face training programme organised by UGC/IGNOU and other approved agencies on leadership training.
- ❖ Establishment of Centre for Indian Knowledge system.
- ❖ Undertake academic and administrative audit, green and environment audit, Gender audit, library audit, energy audit and to implement the recommendations.
- ❖ Uphold efficient, Internal Complaint Committee (ICC), RTI Cell, Grievance & Redressal committee, Anti ragging Committee with the participation of staff and students.
- ❖ Formation of a strong, active and registered Alumni Association.
- ❖ Expand the community development programme by adopting more villages.
- ❖ Preparation of Detailed Project Report and submission of the same to respective agency for funding.
- ❖ Organising faculty and staff development programme (including pedagogical training, workshops, seminars and conferences) for improved competence.
- ❖ Promote leadership skill among the faculty members through------
  - 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 capacit 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

VII) INSTITUTIONAL VALUES AND BEST PRACTICES:

TARGET:

- ❖ Develop a Sustainable Development Policy for various on campus practices promoting awareness among students and college fraternity:
- a. Innovative practices for Waste Management
- b. Boosting Water Conservation methods and galvanizing Ground water recharge process
- c. Develop a pond for initiating fishery, duckery and other viable options for boosting resource management, student learning and building of entrepreneurial mindset
- d. Initiate Extension activities for students as a programme for Knowing Mother Nature and the rich foliage in and around Boko

- ❖ Revamp the availability of infrastructure for the specially-abled: Build Disable friendly washrooms, Gender neutral washrooms, increase rails and ramps etc.

- ❖ Encourage the representation of women in leadership positions within the institution and ensure equal opportunities for all

- ❖ Lay emphasis on gender equity in alignment with national and state policies aiming gender equality in education and social contexts.

STRATEGY:
- ❖ Design a comprehensive plan to minimize and manage waste generation for positive environmental impact.
- ❖ Design Gender Plan suitable to the needs of the HEI.
- ❖ Design a comprehensive plan for identifying available resources of the HEI and utilize them through students-faculty involvement for generating fund and gearing students with skill sets.
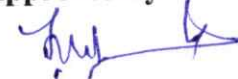
Prepared by:

(Dr. Tapan Dutta)
Principal

Principal
J.N. College, Boko

(Dr. Alimpa Bhuyan Baruah)
Coordinator, IQAC

Coordinator
IQAC
J.N. College, Boko

Approved by:

(Sri. Lakshi Kanta Sarmah)
President, Governing Body

President
Governing Body
J.N. College, Boko