



INSTITUTIONAL DEVELOPMENT PLAN



SWAMI YOGANANDA GIRI COLLEGE

SAKTIASHRAM

PO: SAKTIASHRAM, DISTRICT- KOKRAJHAR
STATE- ASSAM
PIN-783354

INSTITUTIONAL BASIC INFORMATION

Name of the College	:	Swami Yogananda Giri College, Saktiashram
Address	:	P.O. Saktiashram, Dist.- Kokrajhar, Assam PIN- 783354
Type	:	Co-education
Stream	:	Arts
Date of Establishment	:	18-06-1994
Name of the Principal	:	Mr. Hakim Ali Pramanik
Contact No	:	9101711798
College Email	:	sygircollege@gmail.com
Website	:	https://www.sygcollege.ac.in
Affiliated to	:	Bodoland University
UGC Recognition	:	2(f) and 12 (B) of UGC Act 1956
Area of Campus	:	5.19 acre
Accreditation Status	:	Accredited by NAAC with B ⁺⁺ Grade
RUSA Grant	:	No

MEMBERS OF THE INSTITUTIONAL DEVELOPMENT PLAN (IDP) PREPARATION COMMITTEE

1. Mr. Hakim Ali Pramanik,
Principal & Chairman, NEP Task Force
2. Dr. Prahlad Das, Co-Ordinator, NEP Task Force
Associate Prof. & HOD, English
3. Dr. Dharmendra Narayan Dev, IQAC Coordinator
& Assistant Prof. & Head, Department of Economics

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MESSAGE FROM THE PRINCIPAL

A long-term strategic plan/policy is a must for every institute to move forward in the right direction. The plan is important because it provides a baseline for specifying the institution's future direction, priority setting, programme development, resource allocation and evaluation. Such an Institutional Development Plan (IDPs) forms the backbone on which the plan of action can be taken to bring positive and dynamic changes in the lines of the National Education Policy (NEP).

The mission of our institution is to make it a sustainable and render it to fulfil the aims and objectives of the future generations with regard to higher education. Accordingly, the Institutional Development Plan (IDP) of Swami Yogananda Giri College, Sakti-Ashram is the first step forward to chart out the modalities for phased implementation of the NEP 2020 at various levels and broadly earmarks the short-term and long-term goals which may be assessed and reviewed periodically in consultation with teaching and non-teaching staff, the students of the institution and the Internal Quality Assurance Cell (IQAC). Following these discussions, a committee to prepare the plan was constituted by the principal. The committee requested inputs from the faculties of the College and students on short and long-term goals with emphasis on 'Access', 'Quality', 'affordability', 'accountability' and 'Future Readiness'. After compilation of data inputs, the Committee has defined specific long- and short-term goals as per NEP-2020.

The future plan would take into account more flexible, holistic and multidisciplinary approach creating multiple entry and exit points as proposed by NEP 2020. Inputs were taken on various aspects on perception of a good institute and their views on the present status of Swami Yogananda Giri College, Sakti-Ashram. Moreover, suggestions were invited from different stakeholders including alumni, well-wishers, academicians, etc. living in the state. The prepared IDP of this autonomous institution focuses on achieving and improving quality and self-governance of the same. The suggestions include steps needed to be taken to improve student support, curriculum and infrastructure of the institute. Teaching faculties of the college have also submitted their academic plan as well as requirement of resource and infrastructure for academic expansion. The Institutional Developmental Plan has thus been prepared to give a road map for both the horizontal and vertical development of the college.

I would like to thank all the teachers of the college along with the other stakeholders who have supported us by responding to our request. Hope this plan will guide the future of our institution.

Sd-

Mr. Hakim Ali Pramanik

Principal i/c & Chairperson NEP Taskforce

Swami Yogananda Giri College

Saktiashram

A BRIEF PROFILE OF THE COLLEGE

Swami Yogananda Giri College was established on 18th June in the year 1994. The college had been named in the holy memory of Late Ramami Mohan Singha the founder of Saktiashram who is known as Swami Yogananda Giri Maharaj for his great soul. He was a great social reformer and Gandhian selfless soul. He had done a lot in respect of general and vocational education. The dream of Swami Yogananda Giri of establishing a higher educational institution in the western and isolated part of Assam became fulfill when Swami Yogananda Giri College was established in the year 1994 with the bold effort of some enthusiastic personalities of the local area in particular and people of Saktiashram in general. So far as higher educational aspirants are concerned in the western part of Kokrajhar district of Assam with isolated and weak socio-economic background, the Swami Yogananda Giri College has been trying to fulfill the higher educational needs in this area which is situated at the heart of Saktiashram of Kokrajhar district under Fakiragram Police Station.

Among the eminent personalities that took part in establishing this holy institution mentioned may be of Late Jitendra Nath Roy, Ex. Principal, Saktiashram Higher Secondary and Vocational School, Late Jamini Kr. Baruah, famous litterateur and Assistant Teacher, Saktiashram H. S. and Vocational School, Shri Krishna Mohan Adhikary, former Vice Principal, Saktiashram H. S. and Vocational School and Shri P. N. Talukdar, founder Principal of the College and Ex. Principal, Saktiashram H. S. and Vocational School along with Dr. Paresh Ch. Roy, MA (Double), M Phil, PhD, D. Litt., Ex. Principal and Founder Secretary of the College and Shri Monaranjan Roy, G. B. Member of the College respectively. The college has strong foundation under the stewardship and bold initiative of Sjt. Birendra Roy, the founder Chairman of the college.

The Swami Yogananda Giri College was affiliated to Gauhati University permanently in the year 2008-09. From academic session 2020-2021 the college has been offering undergraduate programmes under Choice Based Credit System (CBCS) under the Bodoland University as per government guidelines. At Present the college has permanent affiliation under Bodoland University as per BTC and Bodoland University Regulations. As soon as Higher Education Department, Government of Assam implemented the National Education Policy (NEP), 2020, the Bodoland University also adopted the NEP, 2020 from the academic session,

2023-2024. So, now we have Four Year Undergraduate Programme (FYUGP) as per NEP, 2020.

Besides, the college was recognized under 2(f) and 12(B) of UGC Act 1956. The National Assessment and Accreditation Council (NAAC) Accredited the College with B⁺⁺ Grade with 2.96 CGPA in the year 21st December, 2023.

Since its inception the college was offering undergraduate programmes in Arts and Humanities with only six departments, viz, Assamese, English, Political Science, Economics, History and Education. Besides, the college has the aim to introduce some career-oriented course and vocational education as per NEP, 2020. From, this academic session 2024-2025 the college introduce vocational courses under PMKVY (Pradhan Mantri Kaushal Vikash Yojana)

Since inception, the college has been under progress with the help of various grants by State Governments as well as local bodies. Now, with the aid of UGC the college has been getting rapid progress. The college has 5.19 acres of land covering classroom, administrative rooms, teachers' common room, girls' common room, library, auditorium, indoor stadium, women hostel, canteen and a playground.

There are so many shortages to cater all the facilities to the students and faculties due to resource constraints. But it has been trying its best to meet the needs of the students in spite of limited resources.

VISION OF THE COLLEGE

The college envisages to fulfil the visionary aspirations to impart quality higher education and enlightenment to the aspiring students of the locality as well as other diverse areas. To provide affordable quality education, while equipping students with knowledge and skills in their chosen stream.

MISSION OF THE COLLEGE

- To make teachers and the taught partners in the learning process.
- To impart quality education, keeping in view the needs of the times and harmonizing it with the cultural matrix of the society.
- To provide affordable quality education to the rural poor students of the locality as well as of the region by making higher education accessible to them.
- To inculcate moral and ethical values among the students which was reflected in Swami Yogananda Giri's ideals. The college has a mission to develop self-realization by promoting co-curricular and extra-curricular activities simultaneously.
- To generate resources and develop basic infrastructure so as to provide the facility for research and development and to create an inspiring atmosphere of creative activity.
- To develop a sense of sustainable development.
- To help and equip the students with commonsense, dignity, self-control and hard work so that they can effectively counter or negate the menace of communalism intolerance, violence and hatred. The institution has a mission to fulfil the visionary dream of Swami Yogananda Giri to make it a global educational hub.

GOALS AND OBJECTIVES

- To impart quality education, keeping in view the needs of the times and harmonizing it with the cultural matrix of the society.
- To foster, promote and sustain the cultivation of science and to encourage individual initiative for dissemination of scientific knowledge and finally

to secure for the people of the society so that the benefits that can accrue from the acquisition and application of scientific knowledge.

- To enhance the inner talents of students through education.
- To develop a sense of self-realization through various student support activities.
- To create conducive environment and to motivate students for better learning.
- To develop soft skills and life skills of the students.
- To promote liberty of mind or freedom of thought.
- To stimulate an interest in the sources of our civilization, its art and thought, its language and literature and its philosophy and religion.
- To generate resources and develop basic infrastructure so as to provide the facility for research and development and to create an inspiring atmosphere of creative activity.
- It aims at physical health and efficiency, intellectual alertness and learning, education of emotions and imaginations and teaches the youths the obligations and rights of the individuals, their meaning and value for life.
- To help equip the students with commonsense, dignity, self-control and hard work so that they can effectively counter/negate the menace the communalism, intolerance, violence and hatred.
- To develop a sense of sustainable development.

STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional strength:

- College is located in a rural area, students from nearby area come to pursue various programmes of study.
- The students of the institution come from diverse ethnic group and the institution has dedicated teaching and non- teaching staff with a good student strength.
- The college has a well-stocked library and the different departments have their own departmental library with a good number of books.
- Existence of a Publication Hub and a good number of institutional publications.
- Sufficient number of classrooms with ICT facilities.
- Fully online admission process.
- Provision of computers, printers and internet facility for all academic departments.
- Dynamic institutional web portal with unlimited data storage.
- Conduct of a number of Quality audits.
- Provisions for adequate and safe drinking water.
- Zero incidents of ragging, gender-based violence and other forms of student unrest or protests.
- Ragging free, plastic free, tobacco free, eco- friendly, safe and secured gender friendly campus with CCTV coverage in the vital points in the campus.
- Decentralization and participative management through large number of in-house bodies with representation of students in in-house committees and cells.
- Students are encouraged to publish their creative thoughts in the annual college wall magazine and departmental wall magazines.
- IQAC is actively involved in different student centric activities with the involvement of different cells and committees.
- Good cooperation and harmonious involvement of society with college.
- Effective implementation of curriculum prescribed by the affiliating university.

Institutional Weakness:

- Institution has no freedom to formulate its own curriculum because it is fully designed by the affiliating university.
- Financial limitations in Academic and Administrative work.
- Institution is situated in a rural area lacking proper facilities for extra-curricular activities.
- Absence of infrastructural provisions.
- Inadequate sanctioned posts for non-teaching and teaching staff due to government policies.

Institutional Opportunity:

- The faculty members may avail the research facilities offered by various funding agencies.
- For widening the scope for employment short term courses, seminars or workshops can be organized.
- Institutional infrastructure inadequacies can be eliminated with grants received from RUSA, government of Assam, etc. and other stakeholders.
- Overall development can be achieved with required equipment and software.
- To conduct field works/extra-curricular activities for students.
- Improve the sports and games facilities.
- To ensure a good student computer ratio and free wi-fi facility to all students.
- To set up a centralized mentoring system for the students.

Institutional Challenge:

- To mobilize proper record system of students pursuing higher studies and placement.
- To upgrade infrastructural facilities in different academic departments.
- To meet the deficit of academic staff in different departments for smooth running of various programmes and activities.
- To mobilize alumni for generating resources.
- To provide institutional aids to needy students and financial support to faculty members for participation in various academic meets from limited resources.

STRATEGIC PLAN

The perspective plan for the period of five years commencing from academic year 2021-2022 to academic year 2025-2026 has been prepared by the institution by taking into consideration the quality indicators of seven criterions determined by NAAC.

The five-year perspective plan is made by the Internal Quality Assurance Cell (IQAC) by taking inputs from all stakeholders, their expectations, management policies and goals and objectives as depicted in the vision and mission of the college. The present perspective plan has been prepared keeping in considerations of the following rational-

1. To provide quality education which help to expand students' horizon, develop communication skills and encourage critical thinking.
2. The institution has its own vision and mission which define its commitment towards different stakeholders of the society.

Curricular Aspects:

1. To introduce post graduate and under graduate programs in various departments.
2. To introduce new vocational/career oriented/value added/short term courses
3. To conduct academic programs through collaborative mode.
4. To introduce job oriented and skill-based courses.
5. To establish academic flexibility.
6. To cultivate good communication skills and appreciation of work.
7. Enrich Academic skills with computer use
8. In every academic year regular practice of academic audit and assessment of the performance-based appraisal system (PBAS) and confidential report will be made.

The above aspects are sought to be addressed through the following-

- a. Appointment of teachers having good educational background and professional competencies, through a fair mode of selection process.

- b. Taking necessary steps to upgrade different departments, i.e., introduction of new UG Programmes, introduction of PG Programms in departments having UG programs.
- c. Taking initiative to introduce various add-on courses for the students with the active assistance of the different cells.
- d. Conducting student Exchange programs and Faculty Exchange Programs through signing and execution of memorandum of understandings, as and when feasible in terms of number and frequency.
- e. Proper monitoring of the teaching learning process through proactive involvement of the Department Advisory Committee (DAC) in every Department.
- f. Analytical discussions on departmental examination results with proactive involvement of DACs.
- g. Taking initiative to introduce different distance mode of education like IGNOU, Courses of IDOL. KKHOU etc.
- h. 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.

Teaching-Learning:

1. Build academic infrastructure that are feasible in recent times such as ICT enables classroom, seminar hall, increase of computer student ratio in organising computer lab, automated digital library and e-learning resources.
2. Though some classrooms have ICT facilities the college plan to enhance all the classrooms with ICT enabled facilities.
3. The institution is going to install a seminar hall with all sorts of ICT facilities for smooth conduction of Seminars, conferences and meeting for improvement of teaching learning.
4. By providing in-house wi-fi facilities for all students and staff

The above issues can be resolved through –

- a. Construction of new academic buildings
- b. Purchasing of more computers to access all the students
- c. Ensuring ICT enables teaching

- d. Organization of different seminars / workshops / conferences with the help of different national and international funding agency.
- e. More MOU have to be signed to cater the need of the students and institutions with different personalities of excellence, organization and institutions.
- f. Internet facility have to be improved

Research and Extension:

1. To motivate and encourage faculty and students to do research.
2. To publish in-house research Journal and Research Book in a systematic and timely manner.
3. To undertake various extensions-based activities in community as well as in adopted villages and institutions.
4. Ensuring consultancy activities among the faculty member

The swami Yogananda Giri College will conduct regular meetings of the Research Committee to identify the research potential, to promote the research and to prepare the research proposals. The college will try to receive grants from different national and international funding agency such as UGC, ICSSR, ICHR etc.

- Academic infrastructure such as instruments, ICT facility, Library, INFLIBNET, as per needs for carrying out research activity will be provided.
- Exposure of students to various research areas where they will be guided to handle research projects independently.
- The college will continue to depute the teachers for research seminars / workshops and training.
- College will promote faculty to submit proposal for research grants from UGC, ICSSR etc.
- The college will organize of expert lectures to promote consultancy aspect.
- The college will share the fund raised from consultancy with faculty.
- The college will strengthen NSS units.

- Library facility will continue to be extended to alumni as well as needy students of the nearby areas.
- Variety of outreach programmes will be organized by different departments.
- Training programmes will be organized on communication skills to the teachers of primary schools through Department of English and Assamese.
- Programmes shall be organized for awareness programmes on health hygiene and personal sanitation, disaster management, environment, cleanliness campaign and environmental conservation campaign and tree plantation on first July.

Infrastructure and Learning Resources:

Infrastructure and learning resources can be upgraded through-

- To repair and construct academic, administrative building and hostels
- To develop sports facilities through purchasing more sport equipments along with building new infrastructure for sport augmentation
- Arrangement of stage for performing cultural programme with audio-visual method.
- All the in-house cells and departmental faculty rooms with departmental libraries, computer and internet facilities
- Running water facilities.
- Adequate number of toilet facilities for girls, boys and staff.
- Boys' and girls' common room facilities.
- To be equipped with good quality furniture.
- To set up designated parking place for vehicles inside the campus.
- Well maintained medicinal plant gardens.
- To make clean and green campus more plantations will have to be done.
- Complete automation of library services.
- Disaster management equipments are to be installed.

Student Support and Progression:

- The college will have a Centre for Career Guidance, Placement and Counselling which will provide career guidance and placement facilities to the students.
- To arrange for study tours, field and industrial visits for students of all departments, irrespective of the curricular needs.
- To carry out different faculty and student exchange programs through various MOUs.
- The college will establish Health Centre where first aid and basic medical facilities will be made available for the students.
- The college will organize welcome ceremony to the fresher's and farewell to the outgoing graduating students.
- Student friendly environment shall be created within the campus to help the students having rural background to build their confidence.
- Alumni will be registered
- Alumni will be invited for social, cultural and academic programmes of the college.

Governance and Leadership:

- Institutional Vision and Leadership Vision and mission of the institution will be communicated effectively to all stake holders.
- Addressing regional issues and priorities for social transformation.
- To motivate the faculty members to attend more faculty development/teacher training programmes for upgrading and up-dating the knowledge base.
- To conduct internal/external quality audits of regular intervals, viz. Academic Audit, Administrative Audit, Green Audit etc.
- To organize a formal annual performance appraisal system for all teaching and non-teaching staff.
- To develop decentralized administrative mechanism with accountability.
- Participative functioning of the institution involving all members of the staff.
- The institution will try to do all the work in e-platform so that it become more transparent.

Best Practices:

1. To encourage more departments to publish departmental level newsletters / journals / magazines etc.
2. Mushroom and winter cultivation will be initiated for developing culture of self-employment of the local youth.
3. Welfare programmes will be carried out in the adopted village.
4. Teachers and students will be awarded/recognition for their excellent performance in different activities.

ANALYSIS OF PRESENT SCENARIO IN TERMS OF ACCESS, QUALITY AND FUTURE READINESS:

ACCESS:

- Policy of Education for all by enrolling above 100 percent of students from socioeconomically weaker section of the society and strictly adhering to the government reservation policy in the admission procedure.
- Sound student support mechanism with the provisions of Students Mentoring, Career Counseling and Placement, different Cells for Grievance Redressal, Prohibition of Ragging, Communal Harmony, Internal Complaint, Sexual Harassment and Student Welfare Scheme such as financial assistance for needy students.
- Add- on courses for skill acquisition and enhancement of employment opportunities
- Faculty empowerment policy such as Lecture programme, Workshop, Research Cell, grants for Participation in Seminar and Workshop
- Extension service through community outreach programme, village adoption and school adoption.
- Excursion, Study Tour and Field Trip for students.
- National Service Scheme (NSS).
- Women Cell in compliance with the U.G.C. guidelines for Gender Sensitization.
- ICT Access through digital classroom and online platform such as WhatsApp and Google classroom.
- A well-equipped Central Library open for all with more than 10000 books, journals, periodicals, newspapers and bulletin.
- Infrastructural access (Common Room, Girls Hostel, Canteen, Cycle and Bicycle Stand).
- Well-equipped Computer Laboratory.
- Access to Sports facilities (Playground, Gymnasium Hall, Badminton Court).
- Registered Alumni Association for involving the outgoing students

QUALITY:

- Infrastructure (enriched with updated facility, ICT enabled, well-equipped, and accessible to all).
- Curriculum (Value-based, skill-based, updated and of global standard).
- Faculty (Energetic, Experienced, Dedicated, well-trained and Research oriented).
- Student (Holistic development, Progression & Placement).
- Administration (Decentralized, Transparent, Good Governance and Dynamic).
- Social contribution (community Service, School Adoption and Village Adoption).
- Quality assurance mechanism (Regular Feedback from internal and external stakeholders).

FUTURE READINESS:

- Growing Infrastructure with increasing ICT facility and digital resource.
- Dynamic and Visionary leadership & Administrative Set up
- Updated and Ready-to-be Upgraded Faculty
- Value based education to instill Indian traditional and cultural values
- Innovative pedagogy and Skill based education for self-employment and realization of the ideals of Atmanirbhar Bharat.
- Introduction of multidisciplinary courses
- Student enrolment from diverse background
- Initiative for innovative measures like e – depository and Credit bank
- Exploration of team spirit: Building effective teams, Exploring individual skills and total teamwork

STRATEGIC PLAN OF ACTION OF THE INSTITUTION IN LINES WITH NEP 2020

2.1 Administrative Plan:

Targets:

- Effective coordination among all domain
- e-governance
- Continuation of Transparency
- Decentralization

Strategies:

- Institutional Plan with specific targets for the desired outcomes.
- Annual Budget Preparation.
- Online Admission, online transaction, digital record keeping for paperless administration.
- Democratic decision making through participation of all.
- Computer literacy for all.
- Introducing Management Information System (MIS)

2.2 Infrastructural Plan:

Targets:

- State of the art infrastructure
- To cope up with NEP, 2020 requirement

Strategies:

- The priority initiatives under the college Master Plan
- Construction of New Academic Building
- Complete Automation of Library services
- To equip every Class Room with ICT facility
- Installation of Digital and Smart classroom

- To augment the present premises into a Green and Eco-Friendly Campus, (adoption of trees by every student and teacher)
- Well maintained medicinal plant gardens
- Construction of Sports Complex
- Rainwater harvesting
- Installation of Disaster management equipment

2.3 Curriculum and Pedagogy:

Targets:

- Achievement of distinction in and recognition for innovative pedagogy.
- Students' extensive success in National level entrance tests, Public Service Commission examinations etc.
- To produce skilled, employable and responsible professionals.
- Faculty empowerment.
- To ensure students' holistic development.
- To contribute to the increase of Gross Enrolment Ratio (GER) of Higher education

Strategies:

- Mapping of students' skills for better employability.
- Integrating ancient and modern knowledge system in the curriculum with special thrust on Indian knowledge through value-added courses on ancient, traditions, philosophy, value system, Yoga and Life Skills.'
- To foster the spirit of inquisition, and promote independent and critical thinking.
- To encourage students to relate the curricula and domain knowledge to contemporary real-life situation.

- To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B.Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institution.
- Special Cell for Regular Coaching for different level Competitive Examination and Placement.
- Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM.
- Installation and Up gradation of New Laboratories. (Language Labs)

2.4 Multidisciplinary and Holistic Quality Education:

Target:

- Holistic Development of the students (intellectual, aesthetic, social, physical, emotional, and moral development in an integrated manner)

Strategies:

- Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.
- Encouraging the students to participate in Co-curricular activities.
- Introducing community-based vocational/ skill-based courses.
- Enhancement of sports/ recreation facilities.
- Developing creative and critical thinking through club activities.
- Integrating Sports, Yoga and Performing arts.
- Introduction of Centre for Cultural and Gender Studies

2.5 Optimum Learning Environment and Support for Student:

- A robust mentor-mentee system for constant guidance.
- Counselling and grievance redressal.
- Strict enforcement of all no-discrimination and anti-harassment rules.
- Active participation of students in co-curricular, community-based extension activities and other committees/ cells/ clubs relating to students' welfare.
- Wi-fi Campus.
- Online learning and assessment system.
- Medical Support Facilities.
- Industry linkage for employment generation.
- Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students.
- Focus on sensitivity towards diverse gender, social, cultural and religious identities.
- Mechanism for students' wellness such as physical and mental health, psycho-social wellbeing and sound ethical grooming.

2.6 Motivated, Energized and Capable Faculty & Faculty Empowerment:

- Faculty Induction Programme for newly recruited faculty.
- Institutional effort to ensure incremental progress of the faculty.
- Promoting the faculty for research projects and collaborative research.
- Institutionalization of research promotion policy.
- Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.
- Faculty Development workshops/ seminars.

- Developing the library as the Centre of attraction for the learning community.
- Mechanism to incentivize the outstanding teachers through appropriate rewards, recognitions, and by assigning important administrative responsibilities.

2.7 **Research Plan:**

Targets:

- To enhance research engagements to contribute to the creation of new knowledge.
- To increase number of research programmes by identifying potential and relevant areas of research.
- To increase number and quality of Research contribution.
- To integrate research into pedagogic exercises.
- To disseminate the research outcomes and to find ways for its application.

Strategies:

- To galvanize the functioning of Research and Development Council by organizing motivational and orientation programmes on research at regular intervals.
- Action groups/ task forces to oversee various concerns/ domains of research.
- Publication of Research works in reputed, recognized and high impact Factor journals.
- To undertake research programmes from leading National and Global funding agencies.
- To motivate and help Students for undertaking Research Project.
- Seed Grants for Faculty to undertake Research Project.
- To Convene National/International Seminar/Workshop

2.8 Social Responsibility Plan:

- CSR by establishing a Research Centre.
- Village adoption and School adoption.
- Community projects and outreach Programme (Tree Plantation, Cleanliness drives, blood donation, Survey on Literacy, Health, Socio-economic Status and Drinking water).
- Financial assistance to economically backward students.
- Support during Natural Disaster.

MISSION OF THE INSTITUTION TO IDENTIFY GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND COMMITMENTS

- To make teachers and the taught partners in the learning process.
- To impart quality education, keeping in view the needs of the times and harmonizing it with the cultural matrix of the society.
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IDENTIFICATION OF THE STRENGTHS AND CAPACITY OF THE INSTITUTION (HUMAN AND FINANCIAL) IN REGARD TO ORGANIZATIONAL GAPS AND DEVELOP THE PROCESS TO MITIGATE THESE GAPS

Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps:	Process to mitigate the organizational gaps:
<ul style="list-style-type: none"> • Facilitation of an ambience of work culture conducive to the qualified, dedicated, energetic and experienced faculty members of the college in a systematic way for achieving better outcomes. 	<ul style="list-style-type: none"> • Team work will be formed at micro level with different areas of interest to develop work culture. • Rewards will be granted to the dedicated faculty and other members of the college for their outstanding works to motivate them.
<ul style="list-style-type: none"> • Undertaking more community engagement programmes to facilitate collaborative venture with neighboring society of rural background. 	<ul style="list-style-type: none"> • Villages lagging behind in education, health and sanitation, gender sensitization, culture, sports, environment etc. will be identified and adopted. • Outreach programmes covering those areas will be undertaken in adopted villages.
<ul style="list-style-type: none"> • Augmenting proactive leadership role involving schools and other educational institutions of the greater Sakti-Ashram area to enhance quality education since the college is the only HEI within 06 km radius. 	<ul style="list-style-type: none"> • Schools of Sakti-Ashram area with special needs will be identified and adopted. • Adopted schools will be mentored.
<ul style="list-style-type: none"> • Proper utilization of 15 Bigas of land belonging to the college to generate own source of income. 	<ul style="list-style-type: none"> • Cabbage and Potato farming will be done in lease agreement for income source generation. • Mushroom production scheme in some parts of land will be done.

<ul style="list-style-type: none"> • Proper utilization of sport facilities of the college such as well-equipped multipurpose gym, badminton court, cricket, football etc. to produce more sport personalities of national and international repute. 	<ul style="list-style-type: none"> • Talent hunt programmes in different areas of sports will be conducted in the college. • Relation with sports authority of different levels will be maintained to impart better training to the talented students. • Competition of different sports at district level will be organized in the college to motivate talented students.
<ul style="list-style-type: none"> • Collective and joint venture with Ghost pepper (Bhut Jolokia) cultivation and mushroom production of the region to facilitate entrepreneurship. 	<ul style="list-style-type: none"> • Skill development and entrepreneurship programmes will be organized in the college in collaboration with Ghost pepper (Bhut Jolokia) and mushroom cultivators and traders.
<ul style="list-style-type: none"> • Undertaking more linkage and collaborative study programmes with nearby HEIs to enable productive learning. 	<ul style="list-style-type: none"> • MoU's will be signed with nearby HEIs situated in Kokrajhar district. • Students and faculty exchange programmes will be conducted with nearby HEIs.
<ul style="list-style-type: none"> • Proper utilization of well-equipped computer lab will augment computer knowledge among the students. 	<ul style="list-style-type: none"> • Diploma courses in computer education such as PGDCA, C and C++ etc. will be conducted. • To execute this, MoU will be signed with NIELIT, Guwahati.

IDENTIFY INSTITUTIONAL GOALS- LONG TERM AND SHORT TERM

Long Term Goals:

- To develop the College into a Centre of excellence, which shall provide desired scope and opportunity for the young learners in an inclusive way to pursue their dreams of acquiring in depth knowledge and essential skill of global standard.
- To convert human resources into a cognitively empowered, holistically developed and committed manpower offering significant contribution towards nation and world at large.
- To continue to serve with dedication in the field of higher education to meet the changing needs of society and develop responsible individuals.
- To continue to pursue ethical conduct and a high order of integrity in all spheres of institutional functions.
- To continually assess the institutional risk and provide a safe and secured environment to the stakeholders.
- To develop and maintain significant networks between Institution, alumni and industry.
- To upgrade the college to a multidisciplinary Centre of learning.
- Knowledge creation and innovation.
- To increase access, equity and inclusion.

Short Term Goals:

Under Short Term Goal, the college keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. These can be shortlisted as-

- Readiness to implement NEP 2020.
- Curriculum upgradation as per requirement so as to make the students ready to fulfill global demand.
- Initiative for changing the institutional status as a traditional degree college in to a Centre of Excellence enriched by diversity and multiplicity of course and programme.
- Drive for increasing enrolment to contribute to GER increase.
- Initiative for insisting research culture among the students

INSTITUTIONAL LEVEL CHALLENGES: LONG TERM AND SHORT TERM

Challenges:

- Implementation of NEP-2020 and its ramification is a major challenge.
- To create more faculty position.
- To overcome the hurdle arising out of Minimum Academic Autonomy.
- To increase the number of students.
- To meet the requirement of Lab facilities including GIS and Language Lab.
- To convert the unused land area into a productive asset.
- To negotiate the problems arising from delayed appointment.
- To attain adequate diversity and flexibility in the curriculum and evaluation.
- To make internet facility exclusively available

Workable Hypothesis to Mitigate and Overcome the Challenges in A Phased Manner:

- To work for gaining maximum academic autonomy.
- Infrastructure upgradation with financial assistance from Govt. of Assam, RUSA etc.
- Reimagining and adopting pedagogical changes.
- Orientation towards multidisciplinary education for increasing enrolment.
- To urge the Competent authority for sanctioning more Teaching Positions.
- Raising the qualitative parameter for teachers.
- Changing the mindset.
- To explore new source of Funding.
- To create new avenue of imparting education through ODL, Online learning etc.

STRATEGIES TO DEVELOP LEADERSHIP

Target:

- To produce world class leaders capable of leading the society, the nation and humanity at large in diverse spheres

Strategies:

- Developing and inculcating leadership skills with proper orientation and formal coaching programmes.
- Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence.
- Encouraging the employees to create their own vision.
- Creating an ambience and culture of team work and team spirit.
- Appreciating, recognizing and rewarding good leadership.
- Identifying the skills and abilities of students and employees.
- Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner.
- Confidence building: Newly appointed/ inexperienced faculty/ students will be assigned tasks, giving clear guidelines/instructions and making them work under close supervision.
- Capacity building: Giving tasks with clear instruction giving autonomy to carry out.
- Building Self Reliance: Assigning tasks with no instruction for execution.
- Total Empowerment/ Autonomy: Giving autonomy to make own decisions for setting agenda, devise plan and strategy and execute them.

MECHANISM TO ENSURE TRANSPARENCY IN GOVERNANCE

Target:

- Transparency is widely recognized as core principles of Good Governance. It implies openness, communication and accountability.

Strategies:

- **Development of E-Office (E-Governance) Model:**
 - Digitization and accessibility of all records.
 - Digital financial management system (Public Finance Management System-PFMS).
 - E-filing and tracking system.
 - Biometric attendance system.
 - Online admission system.
 - Digital monitoring system.
 - Digital transaction of information.
- **Decentralized and Democratic, Decision and Policy Making System:**
 - Discussion and inputs system from all stakeholders before taking decision.
 - Representational system from all stakeholders at apex decision making body.
- **Robust Audit System:**
 - Financial audit.
 - Social audit.
 - Green audit.
 - Energy audit at regular interval.
 - Gender audit.
 - Academic and Administrative Audit (AAA).
- **Open Assessment System of Students' Performance:**
 - Distribution of evaluated answer scripts to the concerned students.
 - Notification of their performance in class tests, group discussion, seminars and attendance.
 - Publication of annual report of the college.

- Parent-Teachers and Alumni meet at regular interval and open discussion on academic and administrative matters.
- Implementation of Right to Information Cell.

PHASE WISE ACTION PLAN OF THE INSTITUTION:

Target	Strategies	Time Frame
Effective Governance in Administration	<ul style="list-style-type: none"> • Institutional Plan with specific targets for the desired outcomes. • Annual Budget Preparation. • Online Admission, online transaction, digital record keeping for paperless administration. • Democratic decision making through participation of all. • Computer literacy for all. • Introducing Management Information System (MIS) 	<ul style="list-style-type: none"> -Within two years -Already started -Already started -Already started -Within two years -Within five years
Infrastructural Plan	<ul style="list-style-type: none"> • Construction of New Academic Building. • Construction of New Library Building and Automation & Enrichment. • Construction of Hostel for Boys and increase of seat capacity in Girls Hostel. • To equip every Class Room with ICT facility. • Installation of Digital and Smart classroom. • To augment the present premises into a Green and Eco-Friendly Campus, 	<ul style="list-style-type: none"> -Within five years -Within two years -Within five years -Already started -Within two Years -Within Five Years -Within five years

	<p>(adoption of trees by every student and teacher).</p> <ul style="list-style-type: none"> • Renovation of Toilet and Water Supply Facility. • Development of College Playground and construction of Sports Complex. • Cafeteria with Photostat, printer and other stationeries in all building premises. • Access to all buildings and facilities for Divyang Jan. • Solar energy for alternative power supply. • Rainwater harvesting. 	<p>-Within five years</p> <p>-Within ten years</p> <p>-Within three years</p> <p>-Within three years</p> <p>-Within three years</p> <p>-Within two years</p>
Curriculum and Pedagogy	<ul style="list-style-type: none"> • To evolve an innovative and dynamic learner centered pedagogy which is research-based and ICT enabled. • Integrating Skill-based/Vocational Courses with General Education. (Graphic Design, Animation, Photo and Video editing, Creative Art and Design, Desktop Publishing, Digital Marketing, Academic and Business Writing, Public Speaking, Soft Skill Development). • Mapping of students' skills for better employability. • Integrating ancient and modern knowledge system in the curriculum with special thrust on Indian knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills. • To foster the spirit of inquisition, and promote 	<p>-Within three Years</p> <p>-Within Five years</p> <p>-Within three years</p> <p>-Within three years</p> <p>-Within two years</p>

	<p>independent and critical thinking.</p> <ul style="list-style-type: none"> • To encourage students to relate the curricula and domain knowledge to contemporary real-life situation. • To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B.Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institution. • Special Cell for Regular Coaching for different level Competitive Examination and Placement. • Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM • Installation and Up gradation of New Laboratories. (Language Labs) 	<p>-Within two years</p> <p>-Within three years</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within Five years</p>
<p>Multidisciplinary and Holistic Quality Education</p>	<ul style="list-style-type: none"> • Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach. • Encouraging the students to participate in Cocurricular activities. • Introducing community-based vocational/ skill-based courses. • Enhancement of sports/ recreation facilities. 	<p>-Within two years</p> <p>-Already started</p> <p>-Within three years</p> <p>-Within two years</p>

	<ul style="list-style-type: none"> • Developing creative and critical thinking through club activities. • Integrating Sports, Yoga and Performing arts. • Introduction of Centre for Cultural and Gender Studies 	<p>-Within two years</p> <p>-Within three years</p> <p>-Within five years</p>
Optimum Learning Environment and Support for Student	<ul style="list-style-type: none"> • A robust mentor-mentee system for constant guidance, counselling and grievance redressal. • Strict enforcement of all no-discrimination and anti-harassment rules. • Active participation of students in co-curricular, community-based extension activities, and other committees/ cells/ clubs relating to students' welfare. • Wi- fi Campus • Online learning and assessment with offline. • Medical Support Facilities. • Industry linkage for employment generation. • Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students. • Focus on sensitivity towards diverse gender, social, cultural and religious identities. • Mechanism for students' wellness such as physical and mental health, psycho-social wellbeing and sound ethical grooming. 	<p>-Already started</p> <p>-Already started</p> <p>-Already started</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within three years</p> <p>-Already Started</p> <p>-Within two years</p>

<p>Motivated, Energized and Capable Faculty</p>	<ul style="list-style-type: none"> • Faculty Induction Programme for newly recruited faculty. • Institutional effort to ensure incremental progress of the faculty. • Promoting the faculty for research projects and collaborative research. • Institutionalization of research promotion policy. • Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively. • Faculty Development workshops/ seminars. • Developing the library as the Centre of attraction for the learning community. • Mechanism to incentivize the outstanding teachers through appropriate rewards, recognitions, and by assigning important administrative responsibilities. 	<p>-To be implemented by 2025-26</p> <p>-Within two years</p> <p>-Within five years</p> <p>-Within five years</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within two years</p> <p>-Within five years</p>
<p>Research Plan</p>	<ul style="list-style-type: none"> • To galvanize the functioning of Research and Development Council by organizing motivational and orientation programmes on research at regular intervals. • Action groups/ task forces to oversee various concerns/ domains of research. • Publication of Research works in reputed, recognized and High impact Factor journals. • To undertake research programmes from leading 	<p>-Within three Years</p> <p>-Within two years</p> <p>-Within one year</p> <p>-Within one year</p>

	<p>National and Global funding agencies.</p> <ul style="list-style-type: none"> • To motivate and help Students for undertaking Research Project. • Seed Grants for Faculty to undertake Research Project. 	<p>-Within three years</p> <p>-Within three years</p>
Developing Leadership	<ul style="list-style-type: none"> • Developing and inculcating leadership skills with proper orientation and formal coaching programmes. • Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence. • Encouraging the employees to create their own vision. • Creating an ambience and culture of team work and team spirit. • Appreciating, recognizing and rewarding good leadership. • Identifying the skills and abilities of students and employees. • Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner. 	<p>-Within three Years</p> <p>-Within three Years</p> <p>-Within three Years</p> <p>-Already started</p> <p>-Within two Years</p> <p>-Within two years</p> <p>-Within two years</p>