

OFFICE OF THE PRINCIPAL  
**PUB KAMRUP COLLEGE**

P.O.: BAIHATA CHARIALI, DIST.: KAMRUP  
ASSAM, PIN-781381

From:  
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To

The Director of Higher Education  
Govt. of Assam  
Kahilipara, Ghy-19

Ref No.: DHE/CE/Misc/49/2021/Pt/39 Dated - 08-07-2022

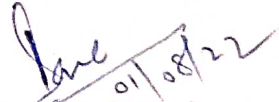
Sub: Regarding submission of Institutional Development Plan 2022-2036

Sir,

With reference to the subject cited above I am pleased to submit herewith the action plan for phase wise implementation of the perspective Institutional Development Programme 2022-2036 in respect of Pub Kamrup College for your Kind information and necessary action.

Encl: Detailed report.

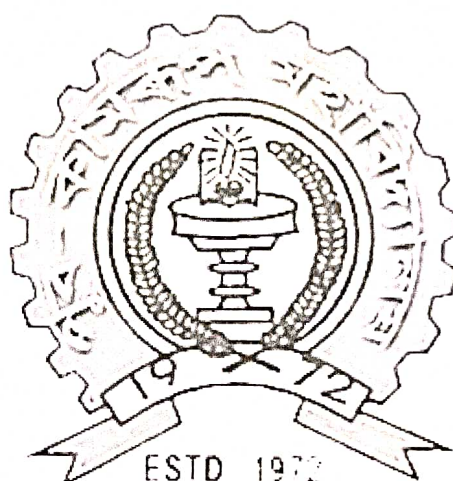
Sincerely yours

  
(Dr B. K. Sarma)  
Principal  
Pub Kamrup College

**Principal  
Pub Kamrup College  
P.O. Baihata Chariali**

# **Institutional Development Plan 2022-2036**

[July, 2022]



**Pub Kamrup College**

**Baihata Chariali-781381**

**Kamrup, Assam**

**Website: [www.pubkamrupcollege.co.in](http://www.pubkamrupcollege.co.in)**



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## **1. OUR VISION**

Pub Kamrup College envisions being one of the pioneer educational institutions of the State. It aims to impart quality education to the students from all sections of the society and thereby, enable them to meet the needs and challenges of time. The college envisages to erect the proper platform for the teachers and the taught to mould intellectually and morally, combined with social commitment for building social order and discipline amidst the plurality and diversity of religion and culture of the nation.

## **2. OUR MISSION:**

Pub Kamrup College has been working with the mission to provide quality education to the young generation to prepare them as responsible citizen of the nation to face the challenges of time.

### 3. INSTITUTIONAL BASIC INFORMATION

#### 3.1. Institutional Identity:

Name of the Institution: Pub Kamrup College

Type of Institution: Govt. Provincialised

Category: Co-education

Location: Rural

Website Address of the College:

Name of the Principal: Dr. Bhupen Kr. Sarma

#### 3.2. Land Particulars:

Total area of land (in acre)	Total Built Up area
18 B/ 01 K- 01L	7.56 B

#### 3.3. NAAC Accreditation Details

Date on which accreditation was received	Grade	CGPA	Valid till
16th September, 2004	B	72.0	15th September, 2009
11th May, 2015	B	2.67	10th May, 2020
IIQA submitted on 31st May, 2022	-----	-----	-----

### 3.4. Faculty Details

Name of the Subject	No. of sanctioned post	No. of teachers against sanctioned post	No. of Sanctioned Vacant Post	No. of Regular Contractual	No. of Ad. Hoc Contractual	Total No. of Teachers
Assamese	5	5	Nil	Nil	Nil	5
Botany	4	4	Nil	Nil	Nil	4
BBA				1		1
BCA/ Computer Science/ B. Voc. (SDSA)				6		6
B. Voc./M. Voc. (FPQM)				2		2
Chemistry	4	3	1			3
Economics	4	4	Nil	Nil	Nil	4
Education	3	3	Nil	Nil	Nil	3
English	3	3	Nil	Nil	2	5
Geography	4	4	Nil	Nil	Nil	4
History	2	2	Nil	Nil	1	3
Mathematics	3	3	Nil	Nil	Nil	3
Philosophy	3	2	1	Nil	1	3
Physics	4	4	Nil	Nil	Nil	4
Political Science	4	4	Nil	Nil	Nil	4

Statistics	3	2	1	Nil	2	4
Zoology	4	4				4
M. Sc. in Physics	Nil	Nil	Nil	2	Nil	2
M. Sc. Bio-physics	Nil	Nil	Nil	3	Nil	3
M. Sc. in Zoology	Nil	Nil	Nil	2	Nil	2

### 3.5. Students' Profile

#### 3.6.1. Enrolment status for 2020-21

Sl. No	Stream	Level	Course name	Duration (Years)	Sanctioned annual Intake	Enrolled No. of Students
1	Arts	UG	B.A.	3 Years	710	689
2	Science	UG	B. Sc.	3 Years	580	504
3	Science	P.G.	M. Sc.	2 Years	112	64
4	Professional	UG	BBA and BCA	3 Years	60	39
5	Vocational	UG	FPQM and SDSA	3 years	100	38
6	Vocational	PG	FPQM	2 Years	15	16
7	Arts	HS		2 Years	200	110
8	Science	HS		2 Years	100	67

### 3.6.2. Category wise students' status for 2020-21 (Only in undergraduate Programmes)

No. of OBC students: 744

No. of SC students: 152

No. of ST students: 157

### 3.7. Infrastructure

#### 3.7.1.: Laboratory

Sl.No.	Parameters	UG
1	Does the institute have computer laboratory? If yes specify the no. of computers.	Yes 02
2	Does the institute have laboratories for each class of UG and PG courses? If yes,	Yes
3	General laboratory	09

#### 3.7.2.: Library

Sl.No.	Parameters	Numbers
1	Total number of books and reference books available in library	30367
2	Is the library accessible for differently able students? If yes, describe the facilities provided	No

### 3.7.2.1. Reading Room

Reading room	Sitting capacity
Readingroom-1	87
Readingroom-2	62
Readingroom-3	10
Readingroom-4	10

### 3.7.3.: Hostels

Sl.No.	Parameters	Specify details
1	Does the college/Institute have Student Hostel(Yes/No)	Yes
2	If Yes, Number of Hostels	02
3	Hostel-wise Intake Capacity	Girls Hostel
		Boys Hostel
4	Availability of Safe drinking water	Yes
5	Availability of Fire Extinguisher	Yes

**3.7.4. : Total No. of Class room: 40**

### 3.8.: Research and Development

Total no. of Ph. D holders in 2020-21	24
UGC listed Journals	22
Books/ Chapters in Books/ Conference Proceedings	24

## 4. SWOC ANALYSIS:

### Strengths

1. The College has an excellent reputation as one of the leading Colleges in the State. The College has locational advantages as it is connected with two National Highways, viz. NH-15 and NH-31.
2. Members of the Governing Body include eminent and experienced academicians and administrators who help for the quality improvement.
3. Competent Faculties are appointed strictly on merit basis.
4. The College maintains an atmosphere of discipline, conducive to learning. The College is free from party politics, elections to the Students' Union are conducted in the democratic mode.
5. Faculties are dedicated who give extra time in tutorial hours, remedial coaching and mentoring.
6. IIT Guwahati is situated just at a distance of 14 Kms. The College has an academic linkage with different departments of IIT-Guwahati, IASST, ASTEC, Biotech Park-Guwahati, etc.
7. Eco-friendly living and socially responsible citizenship is inculcated in students through the routine activities of the NSS, Red Ribbon Club and the different departmental Societies.
8. The Institution has enhanced and upgraded regularly the infrastructure facilities and learning resources,
9. The College ICT facilities make teaching-learning process more students friendly.

10. The College has the residential facility with one boys' hostel and one girls' hostel attached to the College campus.
11. The campus has uninterrupted power and water supply.
12. Strong and continuing networking with alumnae, parents and retired faculties through their respective organizations who help the institution to receive feedback for quality improvement

## **Weaknesses**

1. According to the policy of the State government, new academic programmes have not been introduced in the aided stream for last several years. At the same time there is also shortage of faculties as the State Govt. has not been providing additional posts for last several years.
2. Lack of placement opportunity.
3. Less scope for horizontal expansion.
4. Lesser source of funding.

## **Opportunities**

1. Being a rural college established in agrarian locality, the College has the scope to introduce some agriculture based courses.
2. The College being recipient of substantial amount of grants from department of Biotechnology, Govt. of India against Institutional Biotech Hub and Star College Scheme respectively has the ample opportunity to develop life science not only from teaching point but also from research point of view.
3. Support from the alumnae and benefactors enables the College to give a good number of scholarships and freeships to students especially on merit cum means basis.
4. An increasing number of teachers have acquired research degrees and undertaken research projects, so there is improved scope for upgrading more departments to the status of research centres.
5. The College being affiliated to Gauhati University and recognized by the UGC it is eligible to apply for development grants and UGC sponsored programmes.
6. Since the College enjoys a good reputation, some of the students get opportunities for placement and internship in premier institutions.

7. With the internal resources the College provides free ships, fee concessions and other welfare schemes for economically backward students, thus helping them to continue their higher studies.
8. Pub Kamrup College is a co-educational Institution and we have no gender inequality.
9. As the College is not far away from Guwahati metro city and some other small towns like Sipajhar, Mongaldoi, Hajo, Rangia, etc., so students may easily reach the College for quality education.
10. Our college is privileged with a centre of Indian Meteorological Department Automatic Weather Station (IMDAWS)

## **Challenges**

1. To meet up the normal teaching-learning process upholding the standard without requisite number of qualified faculty is the biggest problem.
2. The Government takes time to grant concurrence for the appointment of teaching and non teaching staff which delayed the appointments in substantive vacancies. As a result, the management is compelled to appoint temporary staff which proves to be a big problem. This affects the smooth functioning of the academic and administrative systems and the financial resources of the College. Apart from this, appointments with regard to support staff are far less than the necessary number and the management has to appoint a large number of support staff on daily wage basis.
3. Number of working days is inadequate to complete the prescribed curriculum in Choice Based Credit and Semester System.
4. Being an affiliated college and functioning in accordance with Government policy the College has limited autonomy.
5. The infrastructure and resources of the College are inadequate to meet the needs of increased number of students.

## **Future Plans**

1. Conversion of the UG departments to PG departments as well as Quality Research Centres.
2. Opening of more UG courses in skill development programmes.
3. To start more multidisciplinary/ interdepartmental programmes.
4. To collaborate with organizations/ research institutes, etc.
5. To promote to a level of Multidisciplinary Educational and Research University (MERU).
6. Making provision for innovative programmes of a multi-and interdisciplinary nature to widen learners' thinking and learning capability and to train them to deal with rising challenges.

## **5. STRATEGIC OBJECTIVES:**

1. Be acknowledged as Higher Educational Institutions focused on Teaching, Learning and Research by 2036.
2. Acquire Excellence in Scholarship, Research and Impact.
3. To create a sustainable, world-class, infrastructure that creates an effective learning environment.

## **6. STRATEGIC GOALS**

1. Pub Kamrup College aims to be in the top 50 colleges as per the NIRF Ranking by 2036. The college aims to display its path towards excellence by garnering more score in the NAAC accreditation framework by the year 2036.
2. Creating a strong academic culture with high student-faculty ratio, excellent learning resources, skill and attribute-based curriculum and high-quality faculty resources.
3. Develop and nurture student diversity by attracting students from various parts of the North East India.
4. The institution wants to develop itself as a center of excellence in research, knowledge creation and dissemination.
5. Pub Kamrup College aims to scale up its outreach programs to cover the entire India in the period of the strategic plan.
6. To increase the intake of students as envisaged in the NEP 2020 by 2036.
7. The College aims to develop it as a multidisciplinary institute by introducing new and new courses.

## 7. ACTION PLAN TO BE REALIZED

### Goal 1:

*Pub Kamrup College aims to be in the top 50 colleges as per the NIRF Ranking by 2036. The College aims to display its path towards excellence by garnering more score in the NAAC accreditation framework by the year 2036.*

According to NEP 2020, HEIs are envisaged to be having a large scale of operations focused on research and learning. Also, NEP recommends two types of universities – Research and Teaching. Pub Kamrup College has to focus on its teaching and learning competency and gradually transform itself into a research focused university building on the current competency around teaching and learning. The realization of Goal 1 is dependent on the achievement of other goals envisaged in this IDP. The action plan focuses on creating a governance and administrative structure than can facilitate the realization of IDP goals.

### Action Plan

1. Strengthen the administrative process and governance mechanisms benchmarking with world- class universities through Active governing body consisting of eminent academicians and experts.
2. Creation of administrative policies and ensuring the transparency and ownership of these policies at all levels.
3. Encourage diversity among the top administrative positions and ensure equitable representation of gender in key roles.
4. The Governing body of the College will be responsible for the achievement of the strategic goals.
5. Strengthen the processes by benchmarking with ISO quality management international accreditations
6. Encourage each department to strive for accreditation and higher rankings in their respective domains
7. Strengthen the financial performance of the college by tapping resources such as Treasury operations, Consultancy services, UGC funding, Alumni support and other funded projects.
8. Develop proper metrics for evaluation of the relationship in terms of faculty exchanges and student exchanges.
9. Offering of 4 year integrated B.Ed. course with scopes for dual major Bachelor's degree (one in Education and another in other subject). Education Dept. may run two year B.Ed. course in collaboration with other departments.

## **Goal 2:**

*Creating a strong academic culture with high student-faculty ratio, excellent learning resources, skill and attribute-based curriculum and high- quality faculty resources.*

**Strategy 2.1:** Enrich Student experience through pedagogical innovation, immersive learning, student- centric pedagogy, and living environment.

### **Action Plan**

NEP has put lot of focus on skill development among the student community. Pub Kamrup College would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. Pub Kamrup College believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions. The existing Immersive Learning framework would be strengthened by including innovative activities.

The college believes that students would gain a holistic perspective through interacting with a diverse set of cohorts. Hence would be investing in building a diverse community of students, staff and faculty members so that a vibrant cosmopolitan experience can be given to the students.

The College will increase faculty engagement with students aimed at augmenting the students' life- transforming experience and favouring the development of their abilities, skills, and competencies through the effective mentoring program. We will invest in training our faculty members to become excellent mentors for our students thereby enriching the student's life.

Pub Kamrup College commit to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students. A teaching philosophy based on Immersive Learning Pedagogy will be formulated that will act as the differentiator for Pub Kamrup College in the Teaching and Learning domain. At least 50% of the pedagogy will be through student-centric learning methodologies.

Assessment and feedback is vital in any teaching and learning endeavour. Pub Kamrup College would develop competency in analytics and use data to measure the student's learning, competency and satisfaction. The college envisage being a leader in the domain of Assessment of Competencies for students and corporates.

### **Strategy 2.2: Retain and Develop excellent faculty**

The faculty is the key to success of any institution of repute. Pub Kamrup College recognize this and will ensure that there is a resource pool of faculty members who have a high

caliber of research and teaching. We will encourage the recruitment and retention of quality faculty resource by committing greater rewards for excellence in teaching and research.

### **Action Plan**

**Faculty size:** We will ensure that all the departments would have an adequate number of faculty resources to pursue teaching and research. Three tracks of faculty viz. Academic track, Research track and Practice Track would be created. The NEP 2020 focus more on scale hence, lot of investment in creating a large pool of multi-disciplinary faculty strength is vital in Pub Kamrup College's march towards excellence.

**Faculty composition:** We intend to strengthen the research output of our various departments by recruiting faculty with research aptitude and competency. The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.

**Faculty internationalization:** We plan to engage visiting professors from the international job market. The plan is to start with visiting professor position for international faculty resources and then building regular positions from there.

**Recruit Faculty with Ph.D.:** Over the next fifteen years and encourage existing faculty members who do not have Ph.D. to complete their doctoral degree. The goal is to have more than 80% faculty members having their doctoral degree by 2035.

### **Strategy 2.3: Harness technology to develop teaching and learning**

We will use the digital technology environment to open new ways to discover, test, create, and advance knowledge that will enhance the teaching and learning of our students. We will increase its capacity to provide faculty, students, and staff with access to high-quality, physical and virtual educational environments; transform education to reflect new realities and to lead in translating those to life skills and workforce development; and push the capacity of digital tools and technologies to empower our research on the world's most pressing challenges.

### **Action Plan**

Encourage faculty, students, and staff to use the strength of technology to enhance the teaching and learning process. We will try to enhance the effectiveness and robustness of the existing technology.

MOOC is a game- changer in the delivery of education. Pub Kamrup College plans to introduce its own MOOC program for internal and public consumption. The goal is to encourage every department to offer one MOOC program to students within and outside the University.

Create an effective Information Technology (IT) platform and infrastructure that support the academic and research need of the institute in a financially viable manner. We will use the

cutting-edge technology to create an environment of collaborative work among the faculty and students thus creating a culture of collaborative work and sharing.

### **Strategy 2.4: Develop highly relevant course curricula, focus on learning outcomes.**

Teaching is the core responsibility of any institution of education. As an institution, Pub Kamrup College has to ensure that the students get the best of the resources, environment, and support for learning. For this, the involvement of all stakeholders is necessary. Pub Kamrup College commits to invest a major amount of focus and resource to enhance the learning outcomes of the students.

#### **Action Plan**

We want all departments to have a robust list of competencies/Graduate Attributes for their students. These attributes should be used to derive the learning outcomes of various courses and each department/school should map these Learning Outcomes to courses so that at the end of the program, all learning outcomes are effectively embedded in the various courses.

We will ensure that the students would be given feedback on their performance on the learning outcomes. Pub Kamrup College wants all schools/departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.

### **Goal 3: *Develop and nurture student diversity by attracting students from various parts of the North East India.***

The dream of the Pub Kamrup College management is to make the college an national hub for higher learning. We realize that it takes a lot of effort and investment to realize that dream. Over the last decade, the institution has made a lot of progress in building a collaborative relationship. We want to sustain the momentum and build on the solid foundation that is created.

### **Strategy 3.1: Enhance student and faculty diversity**

Since NEP 2020 calls for large-scale multi-disciplinary institutions, Pub Kamrup College needs to expand the student-pool to create such large number of enrolments. So, diversity has to be an important priority for Pub Kamrup College. Having a diverse community of faculty and student would enhance the teaching and learning process and increase the exposure of both student and faculty to a wide range of experience. In the next fifteen years, Pub Kamrup College would strive to increase the diversity in terms of gender and geography.

#### **Action Plan**

Pub Kamrup College will create specific goals for each department in terms of gender/geographic diversity of students and faculty members and each department would provide actionable inputs in achieving the goals. The expectation is to achieve 25% diversity among the students in all programs.

Pub Kamrup College will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes canteen facility which supports the diverse culinary needs of the members, facilitation of accommodation of faculty members.

We will ensure that all department will give appropriate attention and focus on increasing the diversity through effective monitoring. The department will include diversity as an important pillar in their strategic plan.

### **Strategy 3.2: Develop globally relevant courses in all Departmental Actions**

Every department should develop a short-term and long-term course specifically for the international students. These courses should be communicated to our partner universities to explore the possibility of getting student enrolment.

#### **Action Plan**

Necessary training will be given to the faculty to develop competencies to teach to an internationally diverse group of students.

### **Strategy 3.3: Attract and retain faculty from across the globe and also encourage existing faculty to become globally competent.**

#### **Action Plan**

Pub Kamrup College would devote its focus to attract international faculty members to teach at Pub Kamrup College either on a visiting or permanent basis. Pub Kamrup College would encourage its faculty members to develop competencies required to teach in a globally recognized institution.

### **Goal 4 : *The institution wants to develop itself as a centre of excellence in research, knowledge creation and dissemination.***

High quality research output measured in terms of number of quality publications per faculty and from each department. The goal is to achieve a minimum 2 publications per faculty member in an academic year. The college also aims to focus more on creation of patents and intellectual properties in the science, bio-technology, and computer sciences departments.

#### **Action Plan**

The College will try to encourage the faculty members as well as the brilliant students for research. The faculty members of each department will try to identify the brilliant students at an early stage for research.

#### **Strategy 4.1: Develop Centres of Excellence in Research in various Departments**

Pub Kamrup College aspires to be a center of excellence in research which has an impact both on academics and industry. The institution wants all the faculty members to contribute to the body of knowledge of their respective departments through research and publication. Hence each department would be treated as centres of excellence in their respective domains.

#### **Action Plan**

Identify departments which have the potential to deliver world-class research output in the next fifteen years. These departments would be given enough resources and mentorship to deliver results. Develop better criteria for each department to monitor and track research progress.

Each department would strive to recruit and retain faculty with research aptitude and create a system of mentorship for faculty members who are in their initial stages of research

#### **Strategy 4.2: Develop a culture of research in various departments and create strong management system.**

Pub Kamrup College wants to make research and publication to be one of the priorities of the faculty members. Hence every department would include research and publication as one of the key result areas of the performance management system. NEP also focuses on inter-disciplinary research among the faculty members.

#### **Action Plan**

Pub Kamrup College will create a platform for nurturing inter-disciplinary research work. Adequate training and mentorship will be provided to the faculty members to develop themselves as excellent researchers.

The departments would be encouraged to introduce research-based pedagogy like a dissertation, research projects to the students so that they can be converted into research and publication.

The goal is to have each faculty to create at least 2 peer reviewed publications every year from every department.

### **Strategy 4.3: Enhance financial support for research and development Actions**

NEP 2020 envisages the creation of a research funding agency that will be responsible for giving funding to the institutions. We will encourage the faculty members to get funding for their research from UGC, Government of India and other funding agencies. Necessary administrative support will be given by Pub Kamrup College.

Pub Kamrup College recognizes that library is the primary resource center for any research-based activity. The institute proposes to increase the focus on developing the library as the best in the region by creating enough resources to develop both hard and soft resources.

Pub Kamrup College will encourage inter-departmental collaboration in research and publication. Pub Kamrup College would encourage each department to have their own journal and ensure that it matches international standards.

***Goal 5: Pub Kamrup College aims to scale up its outreach programs to cover the entire India in the period of the strategic plan.***

The college aims to be a center of excellence in the area of Sustainable Development Goals and Corporate Social Responsibility. The existing outreach programs will expand to various geographies and sections of societies in the next fifteen years doubling the current scale of operations.

### **Strategy 5.1: Create strong outreach activities that touch a large spectrum of stakeholders.**

Pub Kamrup College believes that the academic research should benefit all stakeholders especially the students, industry, and society.

#### **Action Plan**

Pub Kamrup College envisages that the research output of the various departments would benefit the large sections of the society. Hence, we encourage research which is action-oriented and also those areas where there is a maximum impact. Pub Kamrup College would thus encourage close working between the researchers and the live labs for identifying projects that have maximum impact on the society.

For management programs, the College encourages the departments to work closely with industry for identifying the research projects. Pub Kamrup College wants to help the industry by disseminating the research output through conferences and workshops where the research output of the faculty members is shared.

## ***Goal 6: Pub Kamrup College aims to increase the intake of students as envisaged in the NEP 2020 by 2035.***

The increased intake of the students needs to be supported by increased infrastructure and learning resources. The college will be exploring various options to support this growth requirement through innovative financial plans.

### **Strategy 6. 1: Create Scale in terms of Departments and Courses Actions**

The NEP 2020 has far reaching implications on the strategic plan envisaged by the college. The draft NEP is focused on creating large, multi-disciplinary institutions that has scale and scope. Degree Granting status will be given to institute with sufficient scale in terms of courses and departments. The immediate priority of Pub Kamrup College is to create enough scale in terms of the programs by launching new programs and departments.

The institution should develop a new culture of multi-disciplinary flexible academic design that is in line with NEP 2020. The departments and faculty domain should be geared to deal with the easy entry/exit, credit transfer options envisaged in NEP,2022.

## ***Goal 7: The College aims to develop it as a multidisciplinary institute by introducing new and new courses.***

The College aims to increase the number of courses to cater the need of the students. The College aims to introduce the conventionally called Commerce Stream in the College.

### **Action Plan**

To move towards more multidisciplinary UG education with opening of new departments/subjects like Accountancy, Banking, etc.

Steps will be taken for introduction of industry integrated, agriculture integrated courses Short term diploma/certificate courses (journalism, creative writing, foreign/Indian language, Literature, Music, Art, Dance, Theatre, Translation and Interpretation, Pure and Applied Science, Waste Management, Population Management, Electronics, skill development, etc. may be opened in different departments.

Steps will be taken to introduce some languages like Bodo, Bengali and Sanskrit. Possibilities of opening foreign language study center will also be considered.

## Conclusion

For the greater interest of the Institution, Students and society, Institutional Development Plan is very necessary. As one of the prominent institutions of this rural locality, Pub Kamrup College has responsibility as well as liability. Our institution will also step forward along with the mission and vision of NEP2020, outlining the renewed vision of India's new education system and strengthening its five pillars of Affordability, Accessibility, Quality, Equity and Accountability.

