

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

### **NORTH LAKHIMPUR COLLEGE (AUTONOMOUS)**

North Lakhimpur College (Autonomous), established in 1952, has always tried to achieved excellence both as an affiliating college (under Dibrugarh University) and Autonomous College (since 2013) by engaging itself in the pursuit of human resource development through disseminating knowledge in the higher education sector which has been reflected in its recognition as CPE and continuous assessment by NAAC. With the continued zest for excellence, North Lakhimpur College (Autonomous) ventures ahead in its Institutional Development Plan in conformity with the ethos of NEP 2020 and framing a curriculum that addresses the ethical, moral, physical, intellectual and vocational need of the students by incorporating Indian knowledge System and social values in order to boost the Indian dream of self-reliant developed nation. This IDP is a vision document of North Lakhimpur College (Autonomous) to realize the strategic goals by setting objectives and accordingly the action plan that may be subjected to alteration if time and challenge demand.

**Mission:** To create a congenial academic ambience to provide space for the students of different social groups to foster realization of graduate attributes through imbibing the learning outcomes that would be reflected in life skills pertaining to emotional, social and intellectual growth leading to the attainment of a character based on Indian value system

**Vision:** To mould the institution by creating a team of competent faculties and employable students endowed with life skills to contribute in the making of India as envisioned in NEP 2020

#### **IDP preparation Committee**

**Co- Ordinator :** Dr. Kakali Bhuyan, Associate Professor & Head, Dept. of Physics

- Members:**
1. Dr. Raghab Parajuli, Associate Professor & Head, Dept.of Chemistry
  2. Dr. Binda Sah, Assistant Professor, Dept. of English
  4. Dr. Chuchengfa Gogoi, Assistant Professor, Dept. of Political Science
  5. Dr. Ratul Lahan, Assistant Professor, Dept of Economics
  6. Dr. Dipankar Chetia, Assistant Professor, Dept. Of Physics

#### **With support from**

1. Dr. Bhabajit Bhuyan, Associate Professor, Dept. of Chemistry
2. Mr. Rupam Gogoi, Assistant Professor, Dept. of English
3. Mr. Ranjit Paul, Assistant Professor, Dept. of Computer Science
4. Dr. Litul Bokatial, Assistant Professor, Dept. of Physics
5. Dr. Akash Kachari, Assistant Professor, Dept. of Zoology

#### **Nodal person/s**

- |                             |  |
|-----------------------------|--|
| 1, Curriculum Excellence:   | Dr. Bhabajit Bhuyan, Associate Professor, Dept. of Physics   |
| 2. Pedagogical Excellence   | Mr. Atanu Gogoi, Associate Professor, Dept. of History       |
| 3. Academic Administration: | Dr. Raghab Parajuli, Associate Professor, Dept. of Chemistry |

4. Institutional governance Mr. Rupam Gogoi, Assistant Professor, Dept. of English
5. Infrastructural Development: Mr. Ranjan Kr. Borah, Associate Professor & Vice Principal (Administrative)
6. Examination reforms: Dr. Litul Bokatial, Assistant Professor, Dept. of Physics
7. Research and collaboration: Dr. Chuchengfa Gogoi, Assistant Professor, Dept. of Political Science
8. Extension activities: Dr. Kakali Bhuyan, Associate Professor, Dept. of Physics,
9. Alumni Engagement Dr. Diganta Hatibaruah, Assistant Professor, Dept. of Political Science
10. Placement and Career counselling: Mr. Hemanta Madhab Gogoi, Placement Officer

## **INSTITUTIONAL PROFILE**

- 1.1. **Institutional Identity:** North Lakhimpur College (Autonomous)
- 1.2. **Name of the Principal:** Dr. Biman Chandra Chetia, M.Sc., M.Phil, Ph.D.
- 1.3. **Establishment Details:** Established in 1952.
- 1.4. **Accreditation Details:** Accredited by National Assessment and Accreditation Council  
Cycle: 3<sup>rd</sup> Score: 2.9/4  
Grade: B++ Validity: 29/11/2023
- 1.5. **Faculty Status:** Permanent Faculty Member: 66  
(Assistant Professors: 51, Associate Professors: 15)  
Contractual Faculty Members: 13  
Total Faculty Members: 79
- 1.6. **Course and Examination Details:** Undergraduate: 23 (BA, BSc, BCA, BPES)  
PG Diploma: 02  
Post-Graduate: 11 (MA, MSc)  
M Phil: 02  
Ph.D.: 05

1.7. **Students Profile:**

Academic Year	2023-24	2022-23	2021- 22
UG	3193	2324	2321
PG	445	419	294
PGDCA	5	9	9
PGDDM	0	4	1
MPhil	Nil	Nil	8
PhD	0	39	0

1.8. **Facilities (Lab/Library/Hostel):**

**Lab**

Total Departmental Laboratories: 28  
Central Instrumentation Centre: 01  
Computer Centre: 04  
Innovation and incubation centre: 01

## Library

No of Books: **51,350**

Periodicals/Journal: **25**

## Hostels

Sl. No.	Name	Type	Capacity	Students Residing
1	Indira Miri Girl's Hostel	Girl's Hostel	96	96
2	Mamoni Roysom Goswami Girl's Hostel	Girl's Hostel	128	128
3	New Boy's Hostel	Boy's Hostel	90	90
4	Saurabh Kumar Chaliha Boy's Hostel	Boy's Hostel	64	64

### 1.9 Sports and Culture

Playground: **01**

Synthetic Track for Outdoor Sports: **01**

Indoor Stadium: **01**

Synthetic Basketball Court: **01**

Synthetic Volleyball Court: **01**

Multi Gym: **01**

KALA Club: **01**

Auditorium: **01**

Yoga Centre: **01**

Football Ground: **01**

Cricket Ground: **01**

### SWOC Analysis

#### Strengths

S1. One of the oldest and leading educational institutions of Assam that has been carrying the legacy of human resource development through higher education withstanding challenges.

S2. Adequate infrastructure for growth in academics and co- curricular activities

S3. Highly dedicated and motivated faculties

S4. Supportive administration

S5. Representation of the college at different levels in state and national context through presence of alumni

S6. Transparent examination system

S7. Shares a cordial sense of acceptance, inclusion and identity in the society and community

S8. Presence of strong chapters of NCC and NSS in the college

S9. Presence of career guidance and employment cell in the college

#### Weaknesses

W1. Low profile outside the state.

W2. Situated in an industrially and organizationally remote area

W3. Fund position dependent on fees alone

W4. Limited focus on consultancy, innovation and entrepreneurship development.

W5. Non-attainment of full automaton in administrative, library, financial and examination related processes

W7. Non-attainment of suggested teacher student ratio

W8. Lack of/ minimal diversity in student enrolment in terms of states, language and cultural aspects

## **Opportunities**

O1. Autonomy to open, review and reconstruct new courses

O2. Emergence of institutes that can be approached for internship/ collaboration

O3. Willingness and preparedness of peer institutions to collaborate and exchange ideas

O4. Government policies that encourage start-ups, entrepreneurship, provide scholarships and promote location specific courses in teaching learning mechanism

O5. Digital knowledge of the stakeholders

O6. Strong push of multidisciplinary and local dimensions in curriculum and research

## **Challenges**

C1. Student's migration towards urban locations.

C2. Preference for professional courses

C3. Learning process solely restricted for seeking employment

C4. Easy digital accessibility

C4. Emergence of AI platforms like ChatGPT

C5. Addiction for social media and digital recreational especial after Covid 19 pandemic

**Goal 1: To be placed in top 10 colleges of the North East India and be in top 3 colleges of Assam by 2030 through designing curriculum where Learning outcomes (LC) and Program Outcomes (PO) are reflected at the end of the program and graduate attributes are achieved through acquiring the qualification descriptive.**

<b>Objective</b>	<b>Link to SWOC Analysis</b>
To frame a curriculum for different courses that generates knowledge system blended with cognitive dimensions that ensures achievement of course specific learning outcomes set by the institution and highlight certain attributes that could be acquired through curriculum design in the specified course.	S2, S3, O1, O2, O3, O4, O5

## Action Plan for 4- year Graduate Program

### (a) Major

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Incorporate components in the syllabus that	√	√	√	.√	
	(i) elicit previous knowledge to remember and understand the present context of the syllabus					
	(ii) helps build concepts that strengthen the understanding and consequently apply it in solving problems	√	√	√	√	
	(iii) lay emphasis on subject specific techniques, skills and methods to execute or/ implement procedures to solve, analyse and critically examine a given problem	√	√	√	√	
	(iv) strategize concept and procedures to arrive at a conclusion and critically examine a problem so that there emerges a statement of the problem with a hypothesis to be tested.			√	√	

### (b) Minor

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Incorporate components in the syllabus that	√	√	√	.√	
	(i) elicit previous knowledge to remember and understand the present context of the syllabus					
	(ii) helps build concepts that strengthen the understanding and consequently apply it in solving problems	√	√	√	√	
	(iii) lay emphasis on subject specific techniques, skills and methods to execute or/ implement procedures to solve, analyse and critically examine a given problem	√	√	√	√	

### (c) Multidisciplinary Course

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Incorporate components in the syllabus that provides introduction to the course through factual knowledge and elementary concepts that would help the students to remember and understand the basic elements of the subject.	√	√		.	

#### (d) Skill Enhancement Course

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Incorporate components in the syllabus that lay emphasis on subject specific techniques and methods to solve a given problem	√	√		.	

#### (e) Value added course

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Incorporate components in the syllabus that lay emphasis on Indian knowledge system, location specific knowledge to identify and develop indigenous techniques and methods for societal, physical and mental well being	√	√		.	
2	Mandatory participation in at least one extension activities organized by the institution like distributing relief during /post disaster, organizing/ participating in awareness/ sensitization programs relating to gender, rights, health, environment, education etc.	√				





- **Completion of internship, field study/ project etc according to UGC guidelines and Office Memorandum of government of Assam bearing Ecf No. 225781/20 dated Dispur, the 27<sup>th</sup> January, 2023**

Objectives	Link to SWOC Analysis
To expand the knowledge base with special focus on Indian knowledge system to consolidate scope of employability, entrepreneurship and skill development and accentuate the graduate attributes of social, environmental, moral and ethical awareness along with leadership quality and communication capability in a multicultural and multidisciplinary perspective	S7, W4,W8, O4, O6, C3

#### Action Plan:

1. Offer short term certificate course in blended mode through different study centres of the institution
2. Offer short term add on and audit courses in blended through the departments of the institution

#### Colour Code

	<b>The activity has just begun which needs modification/ would start</b>
	<b>The activity is in practice</b>
	<b>The activity would be reviewed</b>
	<b>The activity would continue</b>

**Goal 2: To create a vibrant, robust and sustainable academic culture through a lively, innovative and interactive teaching learning mechanism, focusing on optimal use of resources and providing mentorships so that the program outcomes and attributes are achieved.**

Objectives	Link to SWOC Analysis
To emphasis more on concept building rather than rote learning through a proper co-ordination of constructivist, connectivist, critical and contextual pedagogy	S2, S4, O1, O2, O3, O5

**Action Plan:**

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Facilitate interactive class room activities to elicit the prior knowledge of the students so that new knowledge is created in relation to learner's pre-existing knowledge					
2	Assign tasks that create cognitive dissonance and help the learners arrive at the correct conclusion through the process of unlearning and relearning					
3	Arrange brain storming sessions through clubs, forums and study centres of the institution					
4	Create a social media page within each class for exchange of ideas and thoughts					
5	Provide orientation and bridge course at the beginning of the session					
6	To clarify and strengthen the core concept using ICT					
7	Remedial class for slow learners and brain twisting session for fast learners					
8	To facilitate discipline specific and ICT training/ orientation/ refresher courses for teachers					

**Goal 3: To disseminate equitable knowledge by providing adequate opportunities in terms of infrastructure and resources to students, facilitate the accessibility to the knowledge deliverance system to the under-represented, non-traditional and SEDG students and focus on enhancing quality of teaching through supporting faculty development programs.**

Objective	Link to SWOC Analysis
To extensively promote digital learning and facilitate Massive Open Online Course (MOOC)sin collaboration with government apex bodies and equal emphasis will be given to make the library a major source of knowledge gathering system.	S2, O5, C4

## Action Plan

Sl. No	Activity	Y1	Y2	Y3	Y4
1	Register for Swayam on line courses				
3	Providing online learning platforms like NPTEL, Swamprabha, Vidwan, National digital library, CEC-UGC on line course Shodhganga, CEC e content				
4	Encourage students to acquire additional credit through on line portals				
5	Creation of e-learning material repository				
6	Continuously upgrading the library stock by adding quality books, journals and their digital versions				

Objectives	Link to SWOC Analysis
To design an educational system that supports students from SDEG and accommodates working students, drop outs, women, first generation learners and other underprivileged groups of the society	S7, O4, O5, O6, C3, C4

## Action Plan

Sl. No	Activity	Y1	Y2	Y3	Y4
1	Facilitate the process of enrolling in different government funded scholarship like Ishan Uday, scholarships for ST/ SC/ OBC and other underprivileged groups				
3	Encourage participation from different stake holders for providing scholarships to meritorious students				
4	Promote on line learning and making e- learning contents available				
5	Flexibility on how and when a program is delivered				
6	Offer vocational course for self-employment				
5	Organizing job fairs				
6	Separate mode of assessment				
7	Setting up of community college				

Objectives	Link to SWOC Analysis
To engage ex- faculties and alumni of the institution for academic and collaborative purposes so that a of sense of belongingness for the ex- faculties and alumni can be created even after their exit from the institution and acquaint the present students with the past experience and credential of the institution	S5, S7, W7



Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Provide mentorship under ex faculties					
2	Appoint ex faculties as guest faculties					
3	Engage notable alumni for mentoring and facilitating academic activities of the students					
4	Organize popular/ specialized talks from reputed alumni					
5	Reach out for alumni in corporate sectors to facilitate networking between institution and organizations					
6	Approach alumni who have opted for entrepreneurship to motivate the students					

#### **Goal 4: Identifying new sources of funding for university/ college activities**

Objective	Link to SWOC analysis
To explore funding mechanism apart from conventional funding process	W2, W3

#### Action plan

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Collaborate with government's initiative for teacher training program					
2	Arrange refresher courses for teachers of elementary and secondary education					
3	Income through the advanced laboratory facilities available					
4	Sharing of technologies/ service					
5	Establishment of Teaching Learning Centre					

#### **Goal 5: To place the institution in the national and international context through academic activities, brand name, best practices and career guidance, career management and career development that would nourish the employability prospect.**

Objective	Link to SWOC analysis
<ol style="list-style-type: none"> <li>To provide locality specific academic courses that have global interest, design and promote a USP for the institution and adopt best practices that pertains to the well-being of the students, society and propagates government's welfare policies/ slogans.</li> <li>To provide the students a complete career guidance through the career counselling cell that would result in placement of students in reputed institute for further higher education and help students learn skills and attributes of an employable individual</li> </ol>	S9, W1, W8, O1, O4, O6

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Build a language and cultural study centre that has a South- East Asian linkage				.	
2	Identify and nourish a unique attribute of the college					
3	Adopt best practices					
4	Organize workshops for career choice, development and management and skill enhancement for employability by the career counselling and placement cell.					

**Goal 6: To facilitates the overall academic performance of the students through continuous evaluation and determine and monitor attainment of the learning outcomes through examination by building a fully automated examination/evaluation system.**

Objectives	Link to SWOC analysis
1. To design an evaluation mechanism wherein there is an ample scope of evoking concept, analytical thinking and application skills of the students acquired through the different knowledge level. 2. To have a automated system where every detail of each student is preserved and monitored and promote use of ICT in evaluation process	S6, W5, C3, C4

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1.	To shape an integrated approach for evaluation reform through automation of the UGC recommended parameters.					
2	Compilation of a digital question bank where questions would be gathered from teachers from colleges and universities, educators round the nation, experts in the particular field and most importantly from the students				.	
3	Include MCQs which attract ability to access information, sort and evaluate it and apply it					
4	Introduction of Open Book Exams					
5	Shift focus on internal assessment from end semester exam					
6	Compulsory on line submission of assignment					
7	Distribution of question paper online at the time of internal assessment					
8	Installation of plagiarism check soft ware					
9	Undertake training program for teachers in question paper setting, evaluation					
10	Registration for Academic Bank Credit					

**Goal 7: To augment and develop the physical and digital infrastructure that sustains increased footprint, technological aspects, environmental challenges and heritage conservation and caters the academic, residential, sports and recreational needs of the institution.**

<b>Objectives</b>	Link to SWOC analysis
<ol style="list-style-type: none"> <li>To ensure adequacy in terms of furniture, class rooms, laboratories, hostels, staff quarters and other physical components required for growth in co- curricular and recreational purpose.</li> <li>To create a technology enabled/assisted learning ecosystem for effective teaching learning mechanism</li> <li>To record and monitor the student's progression from admission to graduation through a single window ICT enabled device.</li> </ol>	S2, W5

**Action Plan**

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Construct minimum 2 class rooms so that each of them could accommodate at least 100 students measuring 150 square meter @ 1.5 square meter/ student					
2	Construct new hostels and expand/ renovate the present hostels with disable friendly amenities					
3	Construct a ICT enabled seminar room (Multi-purpose/ joint class) of dimension 198 square meter (Capacity 120 students)					
4	Construct specialized laboratory (PG and research) of dimension 70 square meter @ 5 square meter/ student					
5	Develop Learning Management System (LMS)					
7	Install phase wise adequate Computers for student utility					

**Goal 8: To be accredited as a centre for research that creates and disseminate knowledge for societal upliftment, boosts indigenous techniques and initiate entrepreneurship through collaboration with industries and knowledge hubs**

<b>Objectives</b>	Link to SWOC analysis
<ol style="list-style-type: none"> <li>To develop an environment amongst students in the campus and its peripheral a sense of scientific thinking</li> <li>To provide more opportunities to the ideas having probability for industrial approach</li> <li>To generate research as a learning and transforming tool</li> </ol>	W4, O4, O6, C3

## Action Plan

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	Organize talks, workshops and seminars in innovative thinking					
2	Organize competitions by different clubs, forums and centres on ideas and innovations					
3	Pitch for financial assistance in different agencies					
4	Introduce mandatory research-based projects in the Master's Program and track and monitor the content and relevance of the research by an external team of experts					
5	Push for publications generated in the projects					
6	Phase wise introduction of doctoral program in departments					
7	Publication of peer reviewed journal by the institution					
8	Create research budget for each department to encourage and facilitate research with regular monitoring					
9	Emphasis on interdisciplinary/ multidisciplinary research					
10	Set a goal of at least 2 publications from each department in peer reviewed journals					
11	Build a market- academic ecosystem by collaborating with different centres of excellence and market-oriented institutions					
12	Emphasis on local needs, strengths and indigenous techniques					
13	Emphasis on market research and identify scopes of start-ups and entrepreneurship					
14	Meeting the travel allowance to participate in seminars/ conferences					
15	Frame policies for monitoring, evaluating and selecting research projects for grants in form of seed money					

**Goal 9: To be recognized as a frontrunner of social responsibilities by fostering greater engagement with the local community and enable the students realize the goal of Gyan (knowledge), Pragya (wisdom) and Satya (truth) through learning to know, learning to do, learning to live, learning to be and learning to learn.**

Objectives	Link to SWOC analysis
1. To encourage the students to reach out for community and society through participation in extension activities, creating awareness about rights and responsibilities and sensitizing about the ethical and human values required for peaceful coexistence.	S7, S8, C5
2. Instil and nourish the sense of national integration through active NCC, NSS chapters	

Sl. No	Activity	Y1	Y2	Y3	Y4	Y5
1	MoUs with government department and NGOs					
2	Appointment of personals of nearby communities in different capacities in outsourced ventures					

3	Regular aids after disaster with the collaboration with NGOs, NSS, NCC				
4	Holding of cleanliness camps, awareness camps				
5	Establishment of aid centre such as cloth and shoe banks, student aid fund				
6	Adoption and mentoring of village and schools				
7	Active participation in functions and competitions that carries importance of national integration				

**Goal 10: To ensure dedicated academic and non-academic components of a strategic formulation that inspires and nurtures the institution to mould a team of competent faculties and employable students**

Objective
<p><b>To pave the way to achieve the goal through participation of all stakeholders in a transparent and effective way with a consensus- oriented inclusiveness blended with accountability and efficiency so that realization of mission and vision of the institution is achieved.</b></p>

## **Action Plan**

1. Creation of administrative policies that entails decentralization of power, transparency in financial transactions and strict adherence to academic calendar.
2. Ensure democratic way of representation in key roles of institution building with emphasis on gender equity.
3. Fortify the financial performance by adopting complete digitalization, and push for fundings from UCC/DST, alumni and stakeholders support, consultancy, collaboration with government's initiatives etc.
4. Strategize plan and policies for internal evaluation by IQAC and monitor the implementation by the Governing Body.
5. Lay emphasis on compulsory and continuous monitoring and evaluation by different government and non-government bodies and ensure strict follow up of post assessment suggestions
6. To strictly follow LyngdohCommissions' guideline for an active and highly functioning Students Body and to encourage students' participation in decision making and ensure vibrant, accommodating and inclusive campus by addressing the grievances through the existing committees.

## Proposed Budget

Serial No.	Head	Fund allotment (in lakhs INR)				
		Y 1	Y 2	Y3	Y4	Y5
1	<b>Infrastructure Development, Augmentation &amp; Maintenance</b>					
	(a) Construction of Class rooms	26.46	28.30	30.00	20.00	15.20
	(b) Construction of Laboratories	8.82	13.00	15.20	15.50	15.50
	(c) Construction of Hostel				13.00	20.10
	(d) Augmentation	6.50	7.30	6.00	6.00	5.80
	(e) Repairing	23.50	20.00	15.00	15.00	12.30
	(f) Regular Maintenance including hostel	13.10	14.50	14.00	12.50	11.10
2	<b>ICT development</b>					
	(a) ICT enabling of classroom/ seminar rooms	11.75	15.00	17.00	15.20	12.20
	(b) Purchase of ICT equipments	7.50	10.00	15.00	17.50	20.20
	(c ) Recurring expenditure of ICT	3.45	5.20	6.50	8.10	10.10
3	<b>Library</b>					
	(a) Purchase of new books/ subscription of journals	12.00	14.00	17.00	20.20	22.50
4	<b>Research, Innovation &amp; Extension</b>					
	(a) Seed money under Faculty's innovative research for social transformation schemes (FIRSTS)	1.50	2.00	2.00	2.00	3.00
	(b) Financial support for innovation and incubation	1.00	1.50	1.50	2.25	2.25
	(c) Extension activities	1.00	1.60	1.60	2.10	2.10

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