INSTITUTIONAL PERSPECTIVE PLAN: 2018-2023

1. **Teaching and Learning:**
   - Effective mentoring, tutoring, and counselling to enhance the quality of teaching and learning.
   - Facilitate Career Oriented Certificate Courses and add on courses for enhancing employability and capability of students.
   - Introducing a mechanism to obtain feedback on Teaching-Learning, Infrastructure, Cleanliness and Hygiene and Effectiveness of Non-Teaching Staff.
   - Facilitate more students to qualify NET/SLET/JAM/GATE and other competitive exams including the Civil Services
   - Promote collaboration with other institution by Faculty Exchange Programmes.
   - Upgrading digitalization in Library and promoting the use of E-resources.
   - Enhancing ICT facilities in teaching and learning.
   - Tutorial teaching for below average students
   - Inculcate online teaching and learning resources through LMS, OER, Digital Board, PO-CO Portal into teaching learning strategies.
   - A well-defined, transparent admission process based on merit coupled with reservation policy of the GOI.
   - The PO, PSO and COs are communicated to all faculty and the students.

2. **Research:**
   - Enhancing research output from faculty and students by increasing research publications.
   - Conducting regular meetings of the Research Committee to identify the research potential, promote the research and prepare the research proposals.
   - Encouraging faculty to complete M. Phil and PhD.
   - Organising seminars and workshops related to research.
   - To avail research funding from international/national bodies or research councils or major foundations/government departments.
   - Depute the faculty members for attending research seminars / workshops and training.

3. **Community Services:**
   - Strengthen the community-based services of students to address socio-economic issues.
   - Enhancing the industrial collaboration.
   - Augmenting community development campaigns.
   - Enhancing the functioning of NSS Unit.
   - Celebration of different national and international days

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4. **Human resource planning and development:**
   - Faculty development programmes for enhancing the quality of teaching.
   - Depute the teachers for refresher courses and orientation courses.
   - Introducing faculty exchange programmes
   - Need based appointment of skilled & trained staff.
   - Skill-based training programmes for staff.
   - Welfare schemes for Students, Faculty and Staff.
   - Enhance student participation in curricular, non-curricular, and extra-curricular activities.
   - Procure more computers and provide computers in the laboratories, offices, Library, and departments with LAN

5. **Improvement of sustainable resources:**
   - Enhancing e-learning facilities.
   - Enhancement of ICT facilities
   - Allocation of funds for Infrastructure developments
   - Take proper steps for enhancement of sports facilities by establishing indoor stadium,
   - gymnasium, yoga centre etc.
   - Ensure proper maintenance of infrastructure and learning resources.
   - Establish of well-equipped auditorium hall with modern audio-visual facilities
   - Provide well secured fire extinguishing facilities in strategic places.

6. **Student Support and Progression:**
   - Counselling facility for students.
   - Organising programme on career counselling and soft skill development
   - Organize health checkup of the students with special emphasis on girl students.
   - Strengthen the Career Counselling and Placement cell
   - Special infrastructural facilities for specially challenged (Divyang) students
   - Provide financial assistant to economically challenged students.
   - Update the students about scholarships provided by government.
   - Explore the possibilities of establishing a registered Alumni association.
   - Provide easy access to various daily newspapers, periodicals, journals, e-journals, e-books, internet in the Central library.

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7. Promoting Our Traditions:

➤ Organizing cultural programs that showcase local and national events, fostering a sense of community and pride.

➤ Promoting local small-scale industries such as 'Gamchha' to support regional artisans and traditions.

➤ Introducing certificate courses on yoga to promote holistic wellness and traditional practices.

8. Empowerment of Girl students and Female Staff Members:

➤ Implementing a certificate course on 'Self-Defense Mechanisms for Girl Students' to empower female students with essential skills for self-protection and safety.

➤ Installing vending machines for menstrual hygiene products to ensure accessibility and convenience for female students and staff.

➤ Conducting awareness programs on gender equality, women's rights, and empowerment.

➤ Establishing a child care center to support mothers among the students, staff and students.

➤ Organizing seminars and webinars focusing on issues relevant to women's empowerment and career advancement.

➤ Implementing CCTV surveillance for safety and security across campus, particularly in areas frequented by female students and staff.

➤ Forming internal compliance committee and sexual harassment committee to address and prevent gender-based discrimination and harassment.

➤ Enhancing facilities such as girls' common room to provide a comfortable and conducive environment for female students.

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