

INSTITUTIONAL DEVELOPMENT PLAN

2025-2030



Jhanji Hemnath Sarma College
Jhanji-Jamuguri, Pincode:785683
Sivasagar, Assam, India



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Principal
Jyoti Hemnath Sarma College

1. Institutional Basic Information

Name of the Institution	Jhanji Hemnath Sarma College, Jhanji-Jamuguri, Sivasagar, Pincode-785683, Assam, India		
Head of the Institution	Dr. Manjit Gogoi, Principal		
E-mail ID and Contact Details	E-mail ID: jhnscollege@gmail.com	Contact No.- 9435703394	
College website	https://jhanjihnscollege.edu.in/	AISHE Code: C-8436	
Name of the IQAC Coordinator	Dr. Rajib Gogoi	E-mail ID- iqacjhanjihns@gmailcom	Contact No.- 9365667630
NAAC Accreditation status	1 st Cycle	C++	
	2nd Cycle	B	2.5
	3rd Cycle	B+	2.67
UGC Recognition	2 (f)	12B	
NIRF Ranking	2024-2025: Participated		
Financial status	Government aided		
Under National Education Policy (NEP 2020), would your institute prefer to be	Autonomous degree granting College		
Location	Latitude: 26.867435, Longitude: 94.503942		
Area	14 Bigha 3 Katha		

2. Institutional SWOC Analysis

Strengths:

a) Established Reputation and Legacy:

- Over 60 years of academic presence.
- NAAC accreditation with 'B+' grade (2023).
- Deep-rooted community trust in rural Assam.

b) Academic Diversity and Inclusiveness:

- Offers Higher Secondary, FYUGP (Arts & Commerce), and various certificate/add-on courses.
- Facilitates open and distance education through KKHSOU and Dibrugarh University.
- Exclusive offering of Sanskrit as a subject.

c) Community Engagement and Extension Activities:

- Strong outreach via NCC, NSS, Green Club, and departmental adopted villages and schools.
- Initiatives like the Mobile Library service and MoUs with local schools.



- d) Sustainability and Innovation Initiatives:**
 - Practical exposure through tea gardens, agar plantations, vermi-compost units, rainwater harvesting, and poultry/fishery farms.
 - Green Club and agro-based ventures foster eco-entrepreneurship.
- e) Supportive Infrastructure and Mentorship:**
 - Digital classrooms, internet access, virtual seminar hall, and a well-stocked library.
 - Structured faculty mentorship, active faculty engagement, and scholarship programs.
- f) Student Development and Extracurricular Activities:**
 - Gym facilities and sports infrastructure.
 - Participation in inter-college sports events under Dibrugarh University.
 - Representation in national and international NCC, NSS, and cultural programs.
 - Employability-focused initiatives and training.
 - Regular morning assembly practice.
- g) Alumni Involvement:**
 - Alumni association is registered.
 - Alumni engaged as guest faculty, invited speakers, and resource persons.
- h) Gender-Inclusive Facilities:**
 - Availability of a Girls' Hostel.

Weaknesses:

- a) Geographical Constraints:**
 - Rural and remote location limits access to urban academic and industrial exposure.
 - Poor communication and transport facilities.
- b) Socio-Economic Challenges:**
 - High percentage of students from BPL and economically disadvantaged backgrounds.
 - Students commute from distant rural areas (e.g., Khanamukh, Hatighuli).
- c) Infrastructure Deficiencies:**
 - Lack of advanced labs and research infrastructure.
 - No boys' hostel.
 - Library infrastructure not compliant with norms and not PWD-friendly.
 - Lack of an institutional public field.
 - Library not adequately constructed.
 - HS (Higher Secondary) courses not yet delinked from college.
- d) Academic Stream Mismatch:**
 - Nearby schools mostly offer Science streams, while the college specializes in Arts and Commerce.
- e) Alumni Engagement Issues:**
 - Alumni association is registered but not fully functional.
- f) Demographic Concerns:**
 - Imbalanced male-female student ratio.
 - Lack of local community support in some cases.



Opportunities:

- a) **Institutional Development Plan (IDP) and Government Schemes:**
 - Scope to enhance ICT and digital infrastructure.
 - Possibility to introduce new UG/PG and vocational programs.
- b) **Collaborations and Entrepreneurship:**
 - Linkages with SIDBI, PMKVY, NSDC, IIC, and other skill-based programs.
 - Departmental initiatives in adopted villages and schools.
- c) **Agro-based Revenue and Learning Models:**
 - Potential income generation through sale of vermicompost and products from agar/tea plantations.
 - Hands-on entrepreneurship through eco-projects.
- d) **Digital and Distance Education:**
 - Expansion of online/hybrid learning post-pandemic.
- e) **Unique Academic Offerings:**
 - Sanskrit subject available only at this institution in the area.
- f) **Alumni and Donor Engagement:**
 - Possibility of alumni-based mentorship, funding, and branding.
- g) **Policy and Government Support:**
 - Access to rural education grants, innovation hubs, and developmental schemes.

Challenges:

- a) **Resource Mobilization:**
 - Heavy dependence on state funding for development.
 - Need for self-sustaining financial models and strategic partnerships.
- b) **Student Enrollment and Retention:**
 - Declining enrollments due to the presence of five colleges within a 10 km radius.
 - Talent migration to urban institutions with better facilities.
- c) **Digital Divide:**
 - Inequitable access to online learning for economically weaker students.
- d) **Sustainability of Projects:**
 - Balancing academic goals with the maintenance and scaling of eco-projects.
- e) **Compliance and Ranking Pressures:**
 - Challenges in maintaining NAAC standards.
 - Need to increase participation in national ranking systems like NIRF.

3. Vision

- a) Jhanji HNS College aspires to impart quality education through comprehensive and knowledge oriented education by inculcating qualities of competence, confidence and excellence.
- b) To impart quality education for building a strong foundation of the nation, the college has a well-defined goal oriented continuous effort to generate knowledge based citizens.



4. Mission

- a) To instill temper and develop skilled human resource to contemporary challenges.
- b) To create a healthy academic environment for promotion of quality education.
- c) To facilitate young adult learners with opportunities to improve their ethics and leadership potential.
- d) To sensitize learners towards inclusive social concerns, human rights, gender and environmental issues.
- e) To set an ideal standard for achieving excellence in the fields of teaching and research.
- f) To promote innovations in planning, teaching and evaluation in achieving perfection
- g) To instill entrepreneurial skills in learners.
- h) To inculcate lifeskills in students to deal with and manage whatever challenge they face at work and excel.

5. Executive Summary

Jhanji Hemnath Sarma College (JHNSC), established on July 25, 1964, stands as a beacon of higher education in the rural heartland of Assam. Situated at a transit point along the scenic banks of the Jhanji River bordering Sivasagar and Jorhat districts, the college has been nurturing academic excellence and holistic development for over six decades. Initially known as Jhanji College, the institution was renamed to honor Late Hemnath Sarma, a stalwart advocate for education in the region. From its humble beginnings, catalyzed by the Jhanji Unnayan Samity in 1962, the college has steadily evolved into a well-established academic institution affiliated with Dibrugarh University since 1965.

The college's growth trajectory includes significant milestones: inclusion under the UGC's 2(f) & 12 (B) regulation, recognition under Assam Government's grants-in-aid in 1975, and eventual provincialisation in 2005. Discipline and commitment to quality education have been its cornerstones, enabling it to thrive academically and culturally despite its rural setting. The college recently underwent its third cycle of NAAC assessment in May 2023, securing a 'B+' grade.

- **Academic Programmes:**

The college offers Higher Secondary courses in Arts and Commerce with a variety of elective subjects ranging from Advanced Assamese to Swadesh Adhyayan. The Four-Year Undergraduate Programme (FYUGP) in Arts and Commerce covers core disciplines such as Assamese, English, History, Political Science, Economics, Sociology, Accounting, and Marketing. JHNSC also offers several certificate courses, including Assamese DTP, Spoken English, Entrepreneurship Development, Yoga, and Computer Applications.

Distance and open learning are facilitated through study centers affiliated with Krishna Kanta Handique State Open University (KKHSOU) and Dibrugarh University, offering undergraduate and postgraduate degrees in disciplines like English, Education, Sociology,



and Commerce. Additionally, the college supports H.S. level education via Assam State Open School.

- **Facilities and Student Support:**

JHNSC's Lalit Chandra Rajkhowa Memorial Library is a robust academic resource center, equipped with approximately 32,000 books, journals and digital platforms. It also runs a unique Mobile Library service to nearby villages. The college houses a girls' hostel, computer and internet labs, digital classrooms, and a virtual seminar hall.

Mentorship is a structured process at JHNSC, where faculty members support small groups of students to monitor academic and personal development. The college also provides financial aid and scholarships and numerous memorial merit awards recognizing academic excellence.

The institute hosts two UGC-sponsored centers—the Sankardev Study Center and the Gandhi Study Center—that regularly conduct national seminars, workshops, and offer certificate and diploma programs.

- **Co-Curricular and Extension Activities:**

The institution encourages holistic development through vibrant co-curricular activities. It hosts a registered Alumni Association, publishes multiple journals and magazines, and operates forums and wall magazines across departments. Students participate actively in NCC (Naval Wing), NSS, Red Ribbon Club, Rover and Ranger, and the Green Club. Extension activities include educational excursions, field studies, adoption of nearby villages by each department of the college for socio-economic awareness, and hosting state-level events such as the Abhijit-Nilutpal Memorial Debate and student seminars.

- **Institutional Linkages and Innovation:**

JHNSC has signed multiple MOUs with regional colleges, NGOs, and institutions like ICT Academy, Assam Rajiv Gandhi University of Cooperative Management and UGC-MMTTC, Tezpur University. These collaborations aim to foster entrepreneurship, introduce innovative academic modules, and promote environmental sustainability.

In addition to its academic and community outreach efforts, JHNSC has taken key initiatives in resource conservation and incubation. The institute has adopted a forest named "**Aranyam Kshetra, Galekey**" for conservation purposes and actively ensures its maintenance and preservation through necessary measures and regular oversight. The college maintains an Agar plantation, started in 2012, which includes over 2000 trees—200 of which have matured. This effort supports environmental sustainability and aims at future self-reliance through substantial revenue generation. The college also operates a tea garden, initiated in 2012, which provides a practical learning environment for students enrolled in the Tea Nursery Management certificate course.



Addressing environmental concerns, the institution has implemented rainwater harvesting systems in the campus and hostels, sensitizing students about climate change and water conservation. A vermi-compost unit processes organic waste into usable manure and supports a certificate course offered by the Department of Assamese. Moreover, the college runs small-scale fishery and poultry farms, giving students practical exposure to rural entrepreneurial models.

Jhanji Hemnath Sarma College embodies a unique blend of tradition and modernity, academic rigor and social responsibility. Its Institutional Development Plan will build on this strong foundation, aiming to enhance infrastructure, deepen academic and industry partnerships, and expand access to cutting-edge educational resources. Rooted in its rural legacy yet aspiring to national relevance, JHNSC continues to be a vital catalyst for change and empowerment in Assam's educational landscape.

6. Institutional Development Plan

(A) Governance Enablers:

Sl. No.	Types of Infrastructure	Current Status	Action Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	BoG/ Senate/ Syndicate	Fully functional and fully staffed Governing Body with well defined responsibility to each member. Two representatives of the guardians for ensuring inclusive and participatory governance in the Governing Body.	Promote the active involvement of members of the governing body in all relevant activities and decision-making processes to enhance transparency, accountability, and effective governance.	✓		
2	Quality Assurance	- The Internal Quality Assurance Cell (IQAC) ensures the smooth functioning and continuous quality enhancement of the institution. - Annual Academic and Administrative Audits (AAA) are conducted to assess and improve institutional performance and governance.	IQAC will continue to operate in the coming years with a focus on continuous improvement and the overall betterment of the institution.		✓	



3	Financial autonomy	The institution is currently a government-aided college and aims to achieve self-reliance through strategic planning and sustainable development initiatives.	• Generate external revenue through the sale of green tea leaves produced in the institution's own small-scale tea garden. • Develop Agar plantations and generate income through the sale of agarwood products. • Operate a vermicompost unit to support sustainable practices and generate additional funds. • Encourage and support startups addressing various local needs to promote entrepreneurship and economic development. • Introduce self-financed, skill-based courses to enhance employability and create a sustainable revenue stream.		✓	
4	Leadership	The Principal holds the highest leadership position in the institution and plays a pivotal role in guiding its strategic direction. In coordination with both the academic and administrative teams, the Principal leads the overall planning, management, and development of the college	Workshops and seminars are regularly organized to foster the development of quality leadership skills among faculty and staff, promoting a culture of continuous learning and institutional excellence.	✓		

5	Vision, Mission and Roadmap for the HEI	- The institution functions with a well-defined vision, mission, and set of objectives that guide its overall development and strategic direction. - A comprehensive perspective plan has been developed in alignment with these goals, incorporating key components of the Institutional Development Plan (IDP). - Regular and detailed consultations with stakeholders are conducted to identify and address areas for improvement in both quality and quantity, ensuring inclusive and sustained institutional growth.	Review and align goals regularly, implement the Institutional Development Plan, and engage stakeholders through continuous feedback for improvement.	The goals outlined in the Institutional Development Plan (IDP) will be implemented in a phased manner over a period of ten years.		
6	Close monitoring by IT/Web-based management information system	Partial IT based monitoring as per Parameters are defined by UGC/affiliated University/State Govt.	For close monitoring the institution plans to develop an IT and web-based Management Information System (MIS).	✓		
7	Risk Management Analysis	The institute conducts a comprehensive review of existing risks it faces, which may include the following categories: - Legal risks - Safety risks - Financial risks - Natural disaster preparedness	Stakeholders will be informed about risk mitigation measures through ongoing consultation and annual meetings with insurance company representatives, ensuring effective preparedness and management of legal, safety, financial, and environmental risks.	✓		

8	External Advisory Boards	At present, the Governing Body serves as the External Advisory Board, comprising external members including the President, two nominees of the Vice Chancellor, the local Member of the Legislative Assembly (MLA), and three guardian representatives.	A fully-fledged External Advisory Board will be constituted to provide strategic guidance, expert insights, and independent recommendations to support the organization's development and decision-making processes	✓		
9	Student Feedback	- The institute has a comprehensive feedback system that functions through both online and offline channels. - This system collects feedback from all key stakeholders, including students, teachers, parents, alumni, and employers. - Additionally, a student satisfaction survey is conducted at regular intervals to monitor and enhance the quality of education and services	Based on stakeholders' feedback, the institution would continuously strive to deliver high-quality services to the community.	✓		



(B) Finance Enablers and Funding Models (Resource Generation):

Sl. No.	Types of Financial infrastructure	Current Status	Action Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Financial Policies	- The institution is a government-aided college that operates in accordance with government policies, including academic, administrative, and financial regulations set by regulatory authorities. - The institution has set simple policies to carry out a few income-generating activities like agar plantation, tea plantation, Mushroom cultivation and vermicomposting to support its finances.	The institution is planning to introduce additional self-financed courses such as ITEP, PG, and BCA to enhance academic offerings and meet emerging educational demands.		✓	
2	Action Plan and Budgets	Furnished on Page no. 40				
3	Main sources of revenue to be developed	Currently, The institution's revenue sources include government funding and philanthropic contributions from local autonomous bodies and alumni, supporting its operational and developmental activities effectively.	Approaches for additional government grants are made through the PM-USHA scheme, and new self-financed courses are planned for introduction.		✓	
4	Close liaison with GOI ministries/agencies and others for funding and Access to external grants and funding	- Faculty members have secured funding for their research projects from the University Grants Commission (UGC). - Financial support was received from the Indian Council of Social Science Research (ICSSR) to organize seminars. - Funds were also obtained from the National Women Commission to conduct workshops.	The institution places strong emphasis on securing increased research funding from various government bodies. This focus aims to enhance research activities, support faculty projects, and promote academic excellence through sustained financial support.	✓		

	Staff providing financial services • The Senior Assistant of the office, along with his team, supervises and monitors all accounts-related work. • The financial records are audited annually by a local Government Audit team and a Chartered Accountant.	To continue the process.	✓		
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(C) Academic Enablers:

Sl. No.	Types of Innovative academic infrastructure	Current Status	Action Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Courses catering to professional/future requirements	- The institution operates under the affiliation of Dibrugarh University and follows the syllabus prescribed by the University. While it has limited autonomy in syllabus design, affiliated colleges under Dibrugarh University are permitted to offer skill enhancement courses independently. - The Institute offers a diverse range of academic programs as prescribed by the parent university, supplemented by faculty-designed multidisciplinary and skill-based add-on courses to meet contemporary educational and industry demands.	Expand the number and scope of add-on courses while developing multidisciplinary programs aligned with current academic and industry demands.	✓		
2	Curriculum-updated as per industry requirements	The curriculum is developed by the parent university and is periodically updated in alignment with the National Education Policy 2020.	- Provide Multiple Entry and Exit options to students in accordance with the National Education Policy (NEP) 2020. - Develop and implement industry-linked programs, including internships and apprenticeships.	✓		



3	Curriculum embedded with Employability Skill	A skill-based curriculum, along with a variety of co-curricular and extracurricular activities, is offered to enhance employability and develop essential workplace and life skills.	Introduce additional training-based certificate courses and organize skill development workshops to enhance practical skills and promote internship opportunities.	✓		
4	Curriculum embedded with Skill Enhancement Courses	The curriculum is designed to foster critical thinking, problem-solving, innovation, creative and analytical thinking, adaptive thinking, social intelligence, cross-cultural competency, conflict resolution, and negotiation skills.	Increase the offering of skill-based courses to enhance practical competencies and employability.	✓		
5	Curriculum embedded with emerging technologies to be integrated with future of work	The institution currently faces a gap in offering industry-linked courses that align with contemporary trends and market demands.	- The institution plans to develop centers focused on continuous curriculum upgradation, integrating 21st-century skills like communication, creativity, problem-solving, and confidence within the academic credit system. - To launch industry-relevant courses aligned with current market needs and emerging professional trends.		✓	
6	Center for Curricular & Life Skills Development (CCLSD)	Nil	Center for Curricular & Life Skills Development (CCLSD) to be constituted.			✓

7	Faculty/teaching Staff	• 43 number of qualified and experienced faculty/teaching staff available. • They are engaged in research activities and different faculty development programs. • The institution offers courses under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). As part of this initiative, qualified instructors are invited to conduct vocational training sessions.	• Greater emphasis is being placed on promoting outcome-based research to enhance the quality and impact of academic work. • Increased importance is given to faculty induction programs focused on the National Education Policy (NEP) and its effective implementation • Financial assistance of up to ₹1 lakh is provided for conducting research projects through the Social Science and Language Research Cell.	✓		
8	Center for Faculty Development (CFD)	Nil	Center for Faculty Development (CFD) to be constituted.		✓	
9	Non-teaching staff	The institute is staffed with sufficient and competent non-teaching personnel to facilitate smooth and efficient operations.	Increase the frequency of training sessions to enhance staff skills, particularly focusing on competencies required in the digital era.	✓		

10	Session wise teaching plan	A session-wise teaching plan is implemented, encompassing academic lessons and career counselling courses, along with extracurricular activities such as NCC, NSS, and sports etc.	To continue the process.	✓		
11	Learning material Like Study books	- The central library currently houses approximately 32,000 books across various fields of study. - The library is subscribed to the One Nation One Subscription (ONOS) scheme to enhance access to academic resources. - In addition, each department is equipped with its own departmental library to support subject-specific learning and research for faculties and students.	- Efforts are being made to expand the library's collection by adding more books across various disciplines in accordance with the updated syllabus. - Faculty members are encouraged to develop e-learning resources to enhance digital teaching and learning capabilities.	✓		
12	Question bank	- A collection of previous years' question papers is available in both the Central Library and the respective Departmental Libraries for student reference. - Faculty members also provide a comprehensive set of potential questions related to specific topics or subject areas to support student preparation.	- Steps are being taken to enhance the resource pool for all relevant subjects to support comprehensive academic development. - A model question repository is being developed to assist students in preparing for various competitive examinations.	✓		

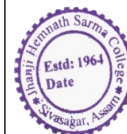
13	Assignments	Departments systematically organize assignments such as seminar presentations, field-based projects, group discussions etc. within specified timelines to promote active learning and academic development.	- Efforts are being made to increase field-based assignments to enhance experiential learning outcomes. - The institution plans to introduce an internship programme starting from June 2025 to provide practical exposure and industry experience.	✓		
14	Assessments	Assessments are carried out in accordance with the guidelines prescribed by the parent university.	Incorporate innovative assessment methods to enhance the evaluation of student learning and competencies.	✓		
15	Value added skills enhancement Papers	- Aligned with NEP 2020, the current curriculum includes various value-added courses that our institution offers as per the guidelines of the parent university. - The institute hosts two UGC-sponsored centers—the Sankardev Study Center and the Gandhi Study Center—that regularly conduct national seminars, workshops, and offer certificate and diploma programs.	The number of value-added courses will be increased to enhance student learning and skill development.	✓		

16	Pedagogy	A balanced blend of traditional and modern methods is employed, including regular ICT classes, peer learning, community engagement, and experiential activities such as mushroom production, vermicomposting, seminars, projects, and assignments. Additionally, active MOUs enhance the learning environment.	Adopt more learner-centric approaches and encourage the increased use of blended teaching and learning practices.	✓		
17	Other activities as part of learning	The institute fosters design thinking and skill development through cultural and traditional activities. It promotes teamwork, good character, and collective responsibility via social work. Programs like sports, cultivation, handloom weaving, startups, NCC (naval and army), and NSS support students' holistic development, competency, and confidence.	Activities supporting the overall development of students, such as sports, music, and startups, will be integrated into the core curriculum.	✓		
18	Earn while learn facility & flexibility	Courses offered include mushroom cultivation, vermicomposting, LED bulb manufacturing and repair, and agar cultivation.	Increase income-generating courses to boost productivity and promote entrepreneurial initiatives.	✓		
19	Flexibility and multidisciplinary	The courses are designed with a focus on multidisciplinary and flexibility.	Introduce additional certificate and skill-based courses, supported by active MoUs with various institutions.	✓		
20	Opportunities to develop & utilize Research & innovative thinking skills.	The curriculum enables students to independently explore and undertake projects or research under the guidance of faculty members.	Encourage students to actively engage in research-based activities.	✓		
21	International Exposure	The faculty members of the college have participated in and presented papers at international conferences. Certainly! Here's the revised version including students in the second point.	The institution aims to collaborate with international agencies for joint activities.		✓	

		The college conducted a leadership development program for students under the terms of the MoU with UMA Global, New York Metropolis.				
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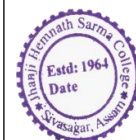
(D) Research and Intellectual Property Enablers:

Sl. No.	Types of intellectual property infrastructure	Current Status	Action Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Quality Research	The institute houses two dedicated research cells—the Social Science Research Cell and the Language Research Cell—committed to fostering quality research. These cells promote interdisciplinary inquiry, scholarly collaboration, and academic excellence, providing platforms for innovative studies that address societal and linguistic challenges through seminars, publications, and ongoing faculty and student engagement.	- The institute will cultivate an environment that actively supports and nurtures a strong research culture. - Faculty members will be encouraged to pursue high-quality research projects that contribute meaningfully to their fields. - The institute will initiate outreach-oriented and forward-thinking research programs that support local development while responding to evolving global dynamics.		✓	



2	Research oriented experienced faculty members	The institute's experienced and research-focused faculty members are involved in applied research, using various technologies to find practical solutions to real-life problems and contribute to advancements in different areas.	- Faculty members will be encouraged to undertake quality research that contributes meaningfully to their respective fields. - The institute will provide financial support to facilitate research projects under the Social Science Research Cell and the Language Research Cell. - Faculty members will be motivated to pursue research projects funded by various national bodies such as the Indian Council of Social Science Research (ICSSR) and the Indian Council of Historical Research (ICHR).	✓		
3	API based faculty compensation	Through SAMARTH as per govt. rules	It is a continuous process			
4	Targeted research and collaborative research	The institute actively engages in both targeted and collaborative research.	The institute will promote targeted research addressing specific societal needs and will foster collaborative research by partnering with institutions and industries to encourage interdisciplinary projects and knowledge-sharing on a broader scale.		✓	
6	More faculty members with Ph.D	- Number of faculties with Ph.D– 12 - Number of faculties pursuing Ph.D- 08	Faculties with Ph.D will be motivated to take on mentoring roles for research projects involving both faculty and students.	✓		

7	Faculty encouragement for Book Publication, Research Publications and Patents	The institute organizes workshops and lectures to introduce and familiarize stakeholders with intellectual property rights.	The Social Science Research Cell and the Language Research Cell will continue their efforts to foster a research-conducive environment within the institution, with a focus on supporting the development of IPR infrastructure in the near future		✓	
8	More conferences (at least two conferences per year college)	Faculty members are actively engaged in the regular organization and participation of seminars, workshops, and other academic events, both within the institution and at external venues.	• More national/international seminars and workshops will be proposed to enhance the engagement and motivation of students and faculty. • Academic discussions will be encouraged to strengthen networking and collaboration with scholars from other institutions.	✓		
9	Student involvement in research	Students are actively engaged in research activities as part of the curriculum. Additionally, various departments conduct field surveys and extension activities to promote a research culture among students.	The institute will encourage graduate-level students to engage in research and innovation to build up and enhance its IPR infrastructure.		✓	
10	Industry and institutional collaboration & consultation	Workshops are organized to popularize the concept of IPR among its stakeholders.	The institute will actively pursue collaborative research opportunities with industry professionals, fostering stronger partnerships that encourage the exchange of knowledge and resources, thereby enhancing industry-academia linkages and driving innovation in various research fields.		✓	



11	Incubation centres	The institution has an Institutional Innovation Council (IIC) established to support and promote the activities of incubation centres.	- The Institutional Innovation Council will be upgraded to improve its effectiveness and support for innovation and startups. - The institute will establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem. - A robust digital infrastructure will be developed to support startup activities, ensuring access to essential digital resources and networks.		✓	
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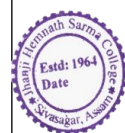


(E) Human Resource and Supportive-Facilitative Enablers:

(a) Human Resource Enablers:

Sl. No.	Types of Human Resource Enablers	Current Status	Action Plan	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Student and Learner Enablers	Holistic Admissions Framework: The College has streamlined the student selection process for the FYUGP First Semester by adopting a holistic approach, in accordance with the Government's directive, through an online mode facilitated by the SAMARTH Portal. For admissions from the Second Semester onwards, the College operates its own admission portal, which is accessible through the official College website.	The initiative aims to continue the process in a more transparent and accountable manner.	✓		
		Merit and Equity-Based Financial Aid: The College has a comprehensive system in place for awarding merit-based scholarships and financial aid, particularly aimed at supporting underrepresented groups. This includes various government-funded scholarships such as UGC-Ishan Uday, OBC/SC/ST scholarships, and the North-East Frontier scholarship. Additionally, a privately funded scholarship, the Jindal Trust Scholarship, is also available. The College further supports meritorious students through its own Memorial Trust Award Schemes, under which eight distinct awards are provided to recognize academic excellence.	Moving forward, the College remains committed to supporting meritorious students through financial assistance. In addition, concerted efforts will be made to enhance awareness and expand opportunities related to employability.	✓		
		Academic Success Programs: The College implements robust academic advising, mentorship, and tutoring programs that provide personalized support from entry to graduation, ensuring that students successfully navigate their educational journey.	The College will continue this program by adding more components and will organize psychological counseling sessions regularly.	✓		

2	Staff Empowerment Enablers	Competency-Based Recruitment: Staff are recruited based on their competencies in accordance with the existing guidelines of the State Government.	To carry forward the process	✓		
		Professional Development and Growth: The College encourages staff members to pursue continuous professional development by providing opportunities to participate in professional training programmes.	The College will organize digital training programs for staff to enhance their professional skills and competencies	✓		
		Inclusive Induction Protocols: The College ensures the seamless integration of new staff through comprehensive induction protocols.	To carry forward the process	✓		
3	Faculty and Researcher Enablers	Transparent Recruitment and Appointment: Faculties are recruited based on their competencies in accordance with UGC regulations and the existing guidelines of the State Government.	This will be carried forward in line with the prevailing Government guidelines.	✓		
		Continuous Professional and Pedagogical Development: The College encourages faculty members to pursue continuous professional development by providing opportunities to participate in Faculty induction Programs (FIPs) Faculty Development Programs (FDPs), and refresher courses. These initiatives help ensure that staff maintain and enhance their academic and professional skills.	We remain committed to advancing faculty development and will organize additional Professional Development Programs in collaboration with UGC-MMTTC, Tezpur University, and UGC-MMTTC, Gauhati University, with whom MoUs have been established	✓		
		Tenure and Promotion Mechanisms: Tenure and promotion are implemented in accordance with UGC regulations and State Government guidelines.	It will be a continuous process carried out in accordance with UGC regulations and State Government guidelines, as updated from time to time.	✓		



4	Cross-Functional Enablers:	Recognition and Reward Systems	The College will introduce a structured recognition and reward system to acknowledge achievements and contributions.	✓		
		Resilience and Well-Being Programs	The Institute will establish a Mental Health Support Cell to promote the well-being of all stakeholders.	✓		
		Leadership and Collaborative Opportunities	The Institute will establish a dedicated cell to provide leadership development opportunities for staff and faculty.	✓		
5	Enablers for Pedagogical Innovation	Pedagogical Excellence Initiatives	The Institute will promote teaching excellence through specialized fellowships and programs that will encourage innovative curriculum design and leverage the latest educational technologies.		✓	



(b) Supportive- Facilitative Enablers:

Sl. No.	Types of Emotional Strength Enablers	Current Status	Action Plan	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Accessibility/ Proximity	Leaders follow a collective approach by being approachable and available, encouraging open and voluntary interactions instead of forced ones.	The Institute intends to continue pursuing this approach in the near future.	✓		
2	Rich Communication	Interactive, real-time communication enables clear and accurate message delivery, promoting prompt collaboration among actively engaged individuals.	The Institute intends to continue pursuing this approach in the near future.	✓		
3	Institutional Values (Core Values)	The institution embodies fundamental principles that guide its mission, shape ethical behavior, promote academic excellence, encourage inclusivity, and support the holistic development of both students and staff.	This will be an ongoing process, regularly adapted to align with evolving societal changes.	✓		
4	Vision	The College embraces a well-articulated and ambitious vision to steer its growth and advancement moving forward.	To carry out work guided by this vision.	✓		

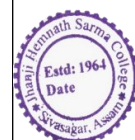
5	Trust among stakeholders and outsiders	Continuous efforts are made to build trust among the College's stakeholders and the community through various community engagement activities.	Over the next two years, the College will implement a structured strategy to strengthen trust among stakeholders and the community by organizing regular community engagement programs, collaborative projects, outreach initiatives, and feedback mechanisms. These activities will be scheduled periodically to ensure sustained interaction, inclusivity, and mutual understanding between the institution and its surrounding community.	✓		
6	Institutional Tradition Rituals	The Institute upholds traditional rituals, including the annual observation of Foundation Day, celebration of Teachers' Day, Morning Prayers, Bohagi Mela, Saraswati Puja, singing of the College Anthem, College Week festivities etc.	To carry forward the process.	✓		
7	Goal setting in every student	The College has been actively engaged in this area by organizing awareness programs periodically, along with mentorship initiatives.	The College will engage various cells, such as the Career Counseling Cell and Institutional Innovation Cell, with a clear and focused direction.	✓		
8	Safety & Security	A safe and secure environment is maintained within the institution's campus.	The roles and responsibilities of the committees and cells involved in maintaining a safe and secure campus environment will be expanded.	✓		

9	Respect & perception	The institution ensures that every individual stakeholder maintains a positive perception of and respect for it.	The institute will maintain this process.	✓		
10	Accountability measures	The Institute has well-defined policies to ensure accountability of all stakeholders, along with clearly outlined consequences.	The institute will follow this process.	✓		
11	Mental Health	Faculty members provide individual support to students for their mental health needs. Additionally, the Institute organizes various awareness programs in this regard.	The Institute will establish a Mental Health Support Cell to promote the well-being of all stakeholders.	✓		

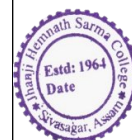


(F) Networking and Collaborations Enablers:

Sl. No.	Types of Networking and Collaborations Enablers	Current Status	Action Plan	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Strategic Collaborations	- International MoU with UMA GLOBAL INC. NEWYORK METROPOLIS. - Six functional MoUs with universities and industries for promoting industry-academia partnership. - Ten functional MoUs with nearby feeder schools. 4 The institute's registered Alumni Association contributes to infrastructure development and actively participates in the teaching-learning process through guest lectures, mentoring, and various academic and institutional support activities.	The institute aims to broaden the scope of strategic collaborations with industry, academia, alumni, and the community by increasing the number of Memoranda of Understanding (MoUs).	✓		
2	Academic and Research Excellence	- Student and faculty exchange programs are facilitated to enhance academic exposure and collaboration. - Individual faculty members collaborate with counterparts from other institutions for joint research and academic initiatives.	- Strengthen international collaborations to enhance global academic engagement. - Increase student and faculty exchange programs to foster a vibrant research environment within the institute. - Implement collaborative educational programs aimed at achieving innovative outcomes. - Establish consortia for shared library access and co-authored research, promoting innovation and participation in joint research projects.		✓	



3	Practical Exposure and Experience	• The institute provides students with practical exposure through skill-based courses such as LED bulb making, makeup artistry, and handloom weaving. • To enhance practical training, the institute has collaborated with AMTRON for specialized skill development programs.	• Collaborate with industries to offer internships, apprenticeships, industry-sponsored projects, regular industrial visits, and mentorship programs for students. • Incorporate project-based learning, hands-on workshops, and certified vocational courses into the academic curriculum to enhance practical skills. • Provide on-campus employment opportunities such as part-time jobs, teaching assistantships, and support for student-run ventures. • Set up incubation centers and offer start-up support programs to nurture entrepreneurial mindsets and innovative ideas. • Equip students with skills to earn through online platforms such as freelancing, online tutoring, and affiliate marketing.		✓	
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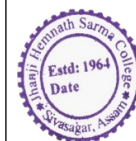
4	Community Engagement and service	The institute is actively engaged in community development and environmental conservation through the adoption of villages and a forest area. These initiatives aim to foster social responsibility among students and contribute to sustainable development. As part of this commitment, the institute collaborates with government initiatives such as Unnat Bharat Abhiyan, aligning its efforts with national objectives to improve rural livelihoods and promote ecological balance. Through these activities, students and faculty participate in meaningful service-learning experiences that benefit both the community and the environment.	- The institute will empower students and faculty to engage with rural communities through expanded outreach and internship programs, fostering real-world understanding and social responsibility. - Strategic partnerships will be established with NGOs to co-design development initiatives, addressing critical needs in neighboring rural areas.		✓	
5	Professional Development and Employment		- Build strong industry linkages to facilitate student training, workshops, and employment opportunities by connecting with leading companies across sectors. - Encourage faculty consultancy and industry engagement to ensure alignment with current industry trends and enhance academic relevance. - Increase consulting collaborations and organize workshops and awareness programs focused on professional growth and skill development.		✓	

6	Quality and Credibility	- The institute is accredited with a 'B+' grade by NAAC, reflecting its commitment to quality education. - The institute participates in the National Institutional Ranking Framework (NIRF) to ensure transparency and performance benchmarking. - Regular Administrative and Academic Audits are conducted to maintain institutional effectiveness and continuous improvement.	Continuous efforts will be made to enhance the quality and credibility of the institution through systematic improvements and adherence to best practices.	✓		
7	Innovation and Entrepreneurship	The institution has an Institutional Innovation Council(IIC) in place.	- The Institutional Innovation Council will be upgraded to improve its effectiveness and support for innovation and startups. - The institute will establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem. - A robust digital infrastructure will be developed to support startup activities, ensuring access to essential digital resources and networks.		✓	



(G) Physical Enablers:

Sl. No.	Types of Physical Digital	Current Status	Action Plan	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Smart Campus	The campus uses smart technology to improve learning and campus life through online systems, better security, and digital tools that make things easier for students and staff.	- The campus will promote the development of a smart and sustainable environment. - Smart facilities for teaching and learning will be continuously upgraded. - Administrative efficiency and resource management will be significantly enhanced. - Advanced security systems will be implemented to ensure a safe campus environment.		✓	



2	Green/ Sustainable building	The institution is deeply committed to adopting environmentally responsible practices that prioritize the conservation of vital resources such as energy and water. As part of its ongoing efforts to promote sustainability, the campus has been outfitted with renewable energy solutions like solar panels, which reduce reliance on non-renewable power sources and lower carbon emissions. Additionally, advanced rainwater harvesting systems have been installed to efficiently capture and reuse rainfall, minimizing water waste and supporting sustainable water management. These initiatives reflect the institution's dedication to creating a greener, more sustainable environment for current and future generations.	- The institution will adopt sustainable landscaping practices that conserve natural resources, promote biodiversity, and enhance the campus's ecological balance. - Comprehensive management strategies will be developed to optimize the use of energy, water, and waste, reducing environmental impact and promoting resource efficiency. - Efforts will be made to maintain and improve healthy indoor environmental quality, ensuring safe, comfortable, and productive spaces for all occupants.		✓	
3	Infrastructure to commute	The campus includes clear signage, building markers, and accessible ramps for individuals with special needs, though the library remains inaccessible for persons with disabilities (PwD).	- The effectiveness of the commuting infrastructure will be continuously monitored and maintained. - The quantity of designated infrastructure and accessibility for specially-abled individuals will be enhanced. Parking area will be expanded	✓		
4	Administrative Block (Admission & Counseling Area)	A dedicated administrative block is available for admission and counseling services.	An expanded administrative building will be developed to provide enhanced quality services in the near future.		✓	

5	Library/ Digital resource centre	The central library has a collection of 32,102 books and subscribes to the One Nation One Subscription scheme. It has been upgraded with SOUL 3.0 software to enhance its management system. The library lacks an adequate reading area, technical processing section, back volume section etc. Additionally, the library's location is not easily accessible for persons with disabilities (PwD).	- The institution will increase the size and open resources of the central library to better serve its users. - Necessary adaptations will be made to the library infrastructure to accommodate the needs of persons with disabilities (PwD).		✓	
6	Lecture Complex, Classrooms	The institution provides a variety of facilities, including classrooms, tutorial rooms, conference rooms with flexible seating arrangements, and a dedicated digital room. Additionally, it offers a few ICT-equipped teaching spaces and computer laboratories to support technology-enhanced learning.	- The institute will transform traditional classrooms into modern, ICT-integrated environments to support interactive and effective teaching and learning. - Each department will be provided with its own designated classroom to facilitate focused academic activities.			✓
7	Examination branch	A dedicated examination office equipped with strong CCTV surveillance.	The examination facility will be expanded to include a separate strong room for secure storage and management of examination materials.		✓	

8	Facilities to Faculty and Staff	- The institution provides an adequate number of chambers to accommodate all faculty members, ensuring a comfortable and functional workspace. - The institution allocates sufficient office rooms to accommodate administrative and support staff efficiently.	The institution will upgrade recreational and residential facilities for faculty and staff to enhance well-being and support work-life balance.			✓
9	Meeting Rooms	The institution has four conference halls and meeting rooms, two of which are equipped with modern technology and sufficient seating capacity to facilitate effective communication and collaboration.	The institute will upgrade remaining two conference halls with enhanced soundproofing, screens, seating, lighting, and acoustics.		✓	
10	Office Rooms	The institution has designated rooms for staff members.	The institute will expand the staff office room, providing improved facilities, more space, better furniture, and modern amenities.	✓		
11	Laboratories and Research Centres	Lack of designated space for research centre.	Separate research center for teachers and students with computing facilities will be established.	✓		
12	Computer Centre/ Multimedia Studios	Adequate computer center facilities.	- Computer laboratory facilities will be expanded. - A dedicated center to access e-resources will be established for students in the central library.		✓	
13	Cafeteria/ Dining Room/ Mess Facility	Available Canteen facility.	The canteen facility will be updated to ensure improved quality, cleanliness, hygiene, and overall service.	✓		

14	Games & Sports facility	The institution offers various sports equipment, a gymnasium, and a partially constructed indoor stadium. Although it lacks its own playground, outdoor sports activities are conducted on a nearby field through a shared agreement with another institution.	The stock of sports items will be maintained and increased. The indoor stadium will be completed and equipped with modern facilities.		✓	
15	Auditorium and conference rooms	- One auditorium available for large gatherings. - One conference hall with a 100-seat capacity equipped with presentation facilities. - Another conference hall with a 60-seat capacity featuring video conferencing and a soundproof system. 4. Another conference hall with 25 seat capacity.	Upgrading the auditorium with better soundproofing, a new high-quality screen, more comfortable seating, improved lighting, air conditioning, and better sound quality to provide the audience with an improved experience.		✓	
16	Hostels	65 seater Girls' Hostel facility and Lack of boys' Hostel.	Boy's hostel will be constructed.	✓		
17	Parking	Separate parking spaces are available.	The parking space will be expanded and provided with shade for added convenience and protection.		✓	
18	Exhibition Hall	The Department of Assamese maintains a museum showcasing cultural and historical artifacts.	A designated exhibition hall will be established.			✓
19	Accommodation	Nil	It will be constructed.			✓
20	Health and well being	Nil	Health and well-being facilities will be established to support the physical and mental wellness of stakeholders.	✓		

21	Student recreation facilities	Boys' and Girls' common room with conventional facilities are available.	Expansion of modern recreational facilities in both common rooms.		✓	
23	Incubation centre and Research Park	The institution has an Institutional Innovation Council (IIC) in place.	The Institutional Innovation Council will be upgraded to improve its effectiveness and support for innovation and startups.		✓	
24	Botanical Park/ Garden	- Available Botanical Garden, Tea Garden, Agar cultivation area and Mushroom cultivation house. - Additionally, the institute has adopted a forest named "Aranyam Khetra, Galekey".	The Botanical Park/Garden will be regularly maintained and preserved to ensure its upkeep and beauty.	✓		
25	Vocational Education, Training and Skilling infrastructure	Partially equipped Skill Training Centre.	Fully functional skilling infrastructure will be established.		✓	

(H) Digital Enablers:

Sl. No.	Type of Digital Infrastructure	Current Status	Action Plan	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Internet Usage/Wi-Fi Campus	- Broadband internet connectivity is available to all faculty, staff, and students. - Wi-Fi access is provided throughout the campus.	- High-speed internet services will be further enhanced to improve connectivity. - A centralized data storage system will be established to ensure secure and reliable information management.	✓		
2	Website	A fully functional and user-friendly website delivers all necessary information to stakeholders.	More components will be added to facilitate faster information delivery and efficient database management.	✓		

3	Online Messaging stakeholders' groups	Active use of social media platforms facilitates vertical and horizontal communication between stakeholders.	To carry forward this process	✓		
4	Online Study material	Each faculty has its own social media platform to share various online study materials, including educational videos, audio, text resources etc.	- The institute will launch a centralized social media platform designed specifically for sharing a wide range of online study materials, enabling seamless communication and resource sharing among students, faculty, and staff. - The institute will develop and implement an e-resource corner on the college website, providing easy access to digital learning materials, including textbooks, research papers, multimedia content, and other educational resources to support academic activities.	✓		
5	Digital Library	- The library subscribes to the One Nation One Subscription (ONOS) scheme to enhance access to e-resources. - The digital library software DSpace has been installed to initiate digital library services. - The database of the library resources has been upgraded to the Integrated Library Management Software (ILMS) SOUL 3.0.	The institute will take all necessary steps to initiate digital library services for users. A dedicated center to access e-resources will be established for users in the central library. Efforts will be undertaken to facilitate remote access to library resources for users.		✓	
6	Digital Publication/Online digital magazine & Student publication	- The institute has its own publication cell. - Under this publication cell, the institute publishes a peer-reviewed	The departments will actively expand and enhance e-journal platforms to provide better opportunities for their student forums to publish		✓	

		academic and research journal named Academia annually. - Moreover, the cell publishes more than 100 published books. - Additionally, some departments have developed e-journal platforms for their student forums.	and engage in academic discussions. - The institute will initiate and establish an online peer-reviewed journal to promote scholarly research and provide a platform for academic contributions. - The institute will develop comprehensive open access publication facilities to facilitate wider dissemination of research outputs and ensure free and easy access to academic resources for all stakeholders.			
7	Social Media based promotions	The college uses various social media platforms to share information.	The institute is planning to widely utilize various social media platforms for brand-building purposes.			





7. Proposed Budget

Sl. No.	Details of financial infrastructure	Fund allotment (Rupees in lakh)					Total (Rupees in Lakh)
		2025-26	2026-27	2027-28	2028-29	2029-30	
1	Infrastructure Development, Augmentation & Maintenance						
	a) Expansion of the Administrative Building	5	10	10	5	2.5	32.5
	b) Infrastructure for ITEP, PG & Skill based courses and establishment of CCLSD	100	100	50	30	30	310
	c) Expansion of Computer Laboratories	20	30	15	15	15	95
	d) Upgradation of classrooms with ICT facilities	30	30	20	15	15	110
	e) Extension of Library reading rooms and construction of ramps	10	30	30	15	10	95
	f) Upgradation of Auditorium and conference halls	30	30.5	30.5	25.5	20.5	137
	g) Construction of a Designated Exhibition Hall	--	--	30	2.5	2.5	35
	h) Infrastructure for Museum	5	10	15	10	5	45
	i) Construction of a Boy's Hostel	--	50	20	20	30	120
	j) Construction of Indoor Stadium	50	20	10	10.5	5.5	96
	k) Improvement of Parking Infrastructure	5	5.5	5.5	3.5	2.5	16
	l) Construction of Guest house	15.5	10.5	10.5	5	5	36.5
2	Recurring Expenditure	15.5	10.5	10.5	5	5	46.5
3	Research, Innovation & Extension	4	4	5	5	6	24
Total							1198.5

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