INSTITUTIONAL DEVELOPMENT PLAN

Academic Year: 2024-25 to 2039-40





PANDU COLLEGE

GUWAHATI-781012

Members of IDP Committee

	Name	Enablers allotted
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PREFACE

The Institutional Development Plan (IDP) of Pandu College for the period of 2024–25 to 2039–40 serves as a strategic roadmap designed to navigate the evolving landscape of higher education over the next fifteen years. In alignment with the National Education Policy (NEP) 2020 and UGC regulations, this document outlines the college's commitment to academic excellence, inclusivity, and holistic student development. As an institution rooted in community advancement, Pandu College aims to bridge traditional learning with modern technologies and innovations, ensuring our students are globally competitive yet socially responsible.

This comprehensive plan is the result of collaborative efforts involving faculty, administration, students, and external stakeholders. It targets critical areas of growth, including the modernization of campus infrastructure, the promotion of multidisciplinary research, the expansion of vocational and skill-based programs, and the strengthening of community engagement. By fostering an ecosystem of critical & creative thinking and digital literacy, the college prepares to meet the demands of the 21st-century knowledge economy while preserving its core institutional values. By leveraging our established strengths as an 'A' grade institution, Pandu College aims to transition into a premier hub of innovation and holistic learning over the next fifteen years.

We extend our deep gratitude to the governing body, IDP committee members and the entire college community for their insightful contributions to this vision document. The success of this IDP relies on our collective dedication and shared responsibility. As we embark on this ambitious journey from 2024 to 2040, Pandu College reaffirms its pledge to nurture minds, inspire innovation, creativity and contribute meaningfully to national development.

Message from the Principal

Vision and Mission of the college

Vision

Transform the college into a centre of excellence by imparting quality and value- based education for the all-round development of the students.

Mission

- To enrich and empower the students through quality education
- To ensure a learner-centric environment equipped with the latest techniques and technologies
- To ensure the availability of efficient academic, student support and career guidance services
- To develop the skills of the students in diverse fields through participation in literary, cultural, sports and extension activities
- To inculcate social, moral, and spiritual integrity among students

Time Line of IDP

AY 2024-25 to AY 2029-30: Short Term Goals

AY 2029-30 to AY 2034-35: Mid Term Goals

AY 2034-35 to AY 2039-40: Long Term Goals

A. Governance Enablers

Governance enablers establish a framework of statutory bodies, varying degrees of autonomy, strategic digital technology, and a commitment to quality assurance. These enablers create a vibrant, transparent, and accountable administrative ecosystem for progressive development and continuous improvement. They ensure active stakeholder participation, align institutional policies with the mission of academic excellence, maintain compliance with regulatory standards, and secure futuristic institutional goals.

A.1 BoG / Senate / Syndicate

Colleges operate through a documented, hierarchical structure of statutory bodies that include diverse stakeholders, with alumni serving as major participants. These key bodies include:

- **Governing Body:** Holds responsibility for executive decisions, management, and financial powers.
- **Academic Council:** Serves as the primary academic authority, deciding on curricula, teaching methodologies, assessments, and academic standards.
- **Board of Studies (BoS):** Focuses directly on curriculum design and institutional development.
- **Finance Committee:** Manages financial policy-making, budgeting, and general fiscal management.

Short-term Goals

- **Institutional Development Plan (IDP):** Align the IDP with UGC and Ministry of Education guidelines, and establish a dedicated committee for periodic reviews and restructuring to match changing educational dynamics.
- **Advanced Digitisation:** Commit to the full commissioning of an e-governance suite across all constituent departments to build a seamless, completely digitized management environment.
- **Improved Accessibility:** Enhance student access to institutional facilities by creating departmental help desks and specific departmental action plans alongside existing administrative help desks.
- **Paperless Administration:** Transition gradually to a paperless administrative model to support sustainable environmental goals.

- **Integration of AI in Management:** Drive all administrative segments with AI technology to optimize operational efficiency.
- **Systematic and Regular Monitoring:** Design efficient mechanisms to gather regular stakeholder feedback, allowing for timely IDP adjustments that meet changing student needs and ensure intended outcomes.

Mid-term Goals

- **Leveraging Expertise**: The college will formulate and implement comprehensive policies to facilitate knowledge exchange and academic cooperation with premier national and international institutions.

Long-term Goals

- **Administrative Reinforcement**: Administrative frameworks will be strengthened and standardized to ensure seamless operations across all expanding campus networks.
- **Impact Assessment**: The institution will systematically evaluate the outcomes of the Institutional Development Plan (IDP) to ensure continuous alignment with regulatory compliance and long-term strategic objectives.

A.2 Quality Assurance Framework

Short-Term Objectives

- **Human Resource Optimization**: The Human Resources department will enhance its capacity to efficiently manage recruitment, onboarding, and professional development in accordance with statutory guidelines.
- **Staff Professional Development**: Targeted training programs will be delivered to administrative and departmental personnel, focusing on digitalization, technological proficiency, and professional communication.
- **Internal Mentorship**: Senior academic and administrative staff will establish a peer-led orientation framework to mentor newly recruited personnel.
- **External Training Partnerships**: The institution will collaborate with top-tier institutes to provide advanced professional training for both faculty and administrative staff.
- **Industry Integration**: Professors of Practice will be appointed to bridge the gap between academic curricula and current industry requirements as institutional needs dictate.
- **Enrollment and Curriculum Review**: Admission metrics will be evaluated to optimize student enrollment and introduce modern, market-relevant courses across all academic streams.
- **Comprehensive Institutional Audits**: The college will conduct biennial or triennial institutional assessments, including Academic and Administrative, Accessibility, Diversity, Green, Energy, Social, Transparency, and Technology Adoption audits.
- **IQAC Decentralization**: Dedicated Departmental Liaison Officers will be appointed to support the Internal Quality Assurance Cell (IQAC) and streamline quality compliance.
- **Vacancy Management**: Recruitment processes will be expedited to fill all vacant teaching and non-teaching positions promptly.

Mid-Term Objectives

- **Curricular Diversification**: Academic offerings will be expanded by prioritizing the integration of interdisciplinary and multidisciplinary courses alongside traditional undergraduate and postgraduate programs.
- **Research Ecosystem Enhancement**: Eligible faculty members will be incentivised to attain PhD guideships and produce high-impact publications that meet international scholarly standards.
- **Inclusive Governance**: Participatory decision-making models will be promoted by actively engaging institutional stakeholders to align administrative governance with community needs.

Long-Term Goals

- **Governance Enhancement**: A sustainable and effective mechanism will be devised to strengthen governance frameworks across all academic and administrative spheres.
- **Administrative Automation**: Complete operational efficiency will be achieved through the full automation of administrative processes and the continuous addition of new system modules.

A.3 Financial autonomy

Short-Term Goals

- **Industry Partnerships**: Establish MoUs for sponsored research, innovation, and consulting projects to provide students with practical experience.
- **CSR Funding**: Create a dedicated board to formulate Detailed Project Reports (DPRs) and secure corporate social responsibility funds.
- **Development Fund**: Grow the Institutional Development Fund through donations, entrepreneurial ventures, and consulting revenue.

Mid-Term Goals

- **Sustainable Ecosystem**: Implement cost-effective Green Campus initiatives including solar power, water harvesting, and waste recycling based on the 4 Rs.
- **Distance Education**: Develop MOOCs for the SWAYAM platform and expand online programs with IGNOU and Pondicherry University.

Long-Term Goals

- **Student Enrolment**: Boost enrollment by introducing diverse skill-based, sports, fine arts, performing arts, and law courses.

A.4 Leadership

Short-Term Goals

- **Leadership Development**: The college will launch strategic leadership, management, and conflict resolution training programs for the Principal, departmental heads, and senior faculty.
- **Mentorship Programs**: Formal departmental and administrative mentorship frameworks will be introduced to identify and nurture future institutional leaders.
- **Outcome-Based Planning**: Departmental heads will design and present annual Department Action Plans (DAPs) to align departmental output with institutional strategic goals.
- **Employee Engagement**: Periodic open-house meetings will be established between administration and staff to foster inclusive decision-making and efficient crisis management.

Mid-Term Goals

- **Collaborative Training**: The institution will sign MoUs with elite national and international management institutes to deliver continuous leadership training for staff and students.

Long-Term Goals

- **Leadership Training Cell**: A dedicated on-campus Leadership Training Cell will be explored in partnership with the State Secretariat, FICCI, ASSOCHAM, and the DoPT.

A.5 Vision and Mission and Technology Roadmap

Vision

Pandu College will establish itself as a globally recognized centre of academic and research excellence. The institution will deliver high-quality, borderless education to cultivate skilled, enterprising, and socially responsible global citizens through enduring stakeholder partnerships.

Mission

- **Academic Excellence**: The college will deliver futuristic, learner-centric education and advanced research experiences to maximize student potential and well-being.
- **Global and Professional Impact**: Sustainable career frameworks will be developed to produce globally competitive entrepreneurs, technocrats, and leaders capable of transforming human lives.
- **Values and Inclusivity**: A collaborative, ethical, and equitable campus environment will be maintained to foster national pride and institutional loyalty aligned with the principle of "Rashtra Pratham."

A.6 IT and Web-Based Management Systems

The college utilizes an automated feedback portal to analyze input from all stakeholders for actionable insights. Campus security is maintained via centralized CCTV networks, while smart cards integrate identity verification with streamlined library access.

- **Short-Term Goal (Security)**: Advanced, new-age security systems will be developed to further strengthen the physical campus infrastructure.
- **Mid-Term Goal (Digital Classrooms)**: Technology-assisted learning will be expanded by converting standard classrooms into interactive smart and digital learning spaces.

A.7 Risk Management Analysis Goals

Environmental Sustainability

- **Plastic Elimination**: The college will eliminate single-use plastics to establish a plastic-free campus environment.

Short-Term Goals

- **Cybersecurity Workshops**: Seminars, workshops, and lectures will be organized to build cybersecurity awareness among students and staff.
- **Green Awareness**: Interactive sessions will be conducted to promote environmental sustainability and mitigate ecological risks around the campus.
- **Risk Assessment Framework**: Regular meetings will be held with all institutional stakeholders to identify and mitigate immediate environmental threats.

Mid-Term Goals

- **Policy Formulation**: Formal risk management policies will be formulated and implemented to ensure routine, effective institutional risk assessments.

A.8 External Advisory Boards

The college maintains a Governing Body with experienced external members and continues to appoint industry-vetted Professors of Practice across multiple fields.

Short-Term Goals

- **Expert Integration**: Industry and institutional experts will be co-opted into departmental committees to drive strategic commercial partnerships and tie-ups.
- **Academic Advisorship**: Renowned academicians and regulatory representatives from state and central universities will be engaged as senior institutional advisors.
- **Advisory Council Establishment**: A multidisciplinary Advisory Council comprising government and social sector leaders will be formed to navigate evolving socio-economic challenges.

A.9 Student Feedback Framework

The college maintains a systematic periodic feedback mechanism to monitor student satisfaction and improve quality. A dedicated feedback analysis committee reviews these inputs to drive performance improvements among faculty and non-teaching staff.

Short-Term Goals

- **Student Sensitization**: Training workshops will be conducted to educate students on the strategic importance of honest feedback for institutional development.

- **Awards and Recognition**: A performance-based recognition system will be implemented to reward outstanding feedback and operational contributions.
- **Advanced Analytics**: Student inputs will be processed using advanced analytical software to identify and prioritize student-centric improvement areas.

B. Financial Enablers and Funding Models (Resource Generation)

The institution will mobilize financial resources through a diversified portfolio of internal and external funding streams classified by operational timelines.

B.1. Revenue Sources

Short-Term Goals

- **Standard Academic Fees**: Collection of tuition and admission fees from conventional academic programs.
- **Self-Financing Programs**: Generation of premium fee revenue from specialized self-financed courses.
- **Examination Services**: Retention of administrative processing fees from examination-related operations.
- **Auditorium Rental**: Commercial leasing of the college auditorium to external entities for events.
- **Institutional Products**: Commercialization of campus-made goods including LED bulbs, mushrooms, vermicompost, uniforms, and assignment booklets.
- **Cooperative Society**: Establishment of an internal cooperative shop to centralize stationary supplies for offices and students.
- **Laboratory Outsourcing**: Commercial utilization of computer and departmental laboratories by third-party users during off-hours.
- **University Event Hosting**: Monetization of sports, cultural, and youth festivals hosted on behalf of the parenting university.
- **Corporate Event Management**: Execution of external events, workshops, and gatherings for private organizations.
- **Campus Auxiliary Services**: Revenue sharing from on-campus operations including the student canteen and reprographic center.
- **Library Resource Monetization**: Strategic outsourcing and corporate membership programs for institutional library facilities.
- **Multimedia Production**: Development and commercial sale of proprietary multimedia study materials and e-learning resources.

Mid-Term Goals

- **Alumni Philanthropy**: Mobilization of target financial contributions and endowments from the alumni network.
- **Internal Donations**: Voluntary financial contributions from institutional staff and student bodies.
- **Stakeholder Contributions**: Philanthropic donations from community members, guardians, and local partners.
- **Publication Sales**: Revenue generation from academic volumes and literary works published by the College Publication Cell.
- **Intellectual Property**: Monetization of institutional innovations through patent licensing and copyright commercialization.

Long-Term Goals

- **Statutory Government Grants**: Procurement of state and federal funds allocated for institutional expansion, infrastructure, and development.
- **Agency Sponsorships**: Research, infrastructure, and fellowships funded by the UGC and other statutory research councils.
- **Investment Portfolios**: Wealth generation via the strategic investment of surplus revenue generated from short-term institutional sources.
- **Corporate Social Responsibility (CSR)**: Capital generation through formal partnerships with corporations and registered organizations under CSR mandates.
- **Property Leasing**: Long-term commercial leasing of unutilized institutional real estate to trusted external partners.

B.2.Financial Strategy

Budget Allocation and Committee Framework

The Budget Committee will serve as the financial steering body of the institution. It will govern fiscal planning, optimize capital deployment, and ensure precise financial alignment with the Institutional Development Plan (IDP).

Key Responsibilities of the Budget Committee

- **Fiscal Planning**: The committee will oversee the comprehensive formulation of the Annual Recurring Budget and the Capital Budget to sustain long-term infrastructural needs.
- **Resource Optimization**: Continuous fund availability will be ensured by actively monitoring and managing short-term, mid-term, and long-term revenue streams.
- **Strategic Alignment**: Funding availability will be verified specifically for project proposals submitted by the IDP Action Plan & Implementation Committee.
- **Budget Execution**: The committee will supervise the structured deployment and real-time execution of the approved Annual Recurring Budget.

- **Priority Evaluation**: Institutional project proposals will be reviewed and ranked based on strategic urgency, merit, and resource impact.
- **Fund Allocation**: The targeted distribution of financial resources will be authorized against approved IDP action plans.
- **Final Authorization**: Final veto, approval, and definitive capital allocation will be exercised for all departmental and institutional proposals.
- **Post-Audit Evaluation**: Rigorous post-analysis and performance evaluations of executed budgets will be conducted to maximize future fiscal efficiency.

B.3 Transparency Framework

Monitoring and Evaluation Committee

The Monitoring and Evaluation Committee will serve as the primary oversight body to ensure absolute transparency, institutional accountability, and rigorous governance across all developmental initiatives.

Key Responsibilities of the Monitoring and Evaluation Committee

- **Institutional Oversight**: The committee will monitor all operations and activities executed by the Budget Committee, the IDP Action Plan Preparation and Implementation Committee, and the Investment Committee.
- **Financial Tracking**: Comprehensive records of all operational budgets will be collected and cross-referenced against their corresponding project proposals and final fund allotments.
- **Progress Monitoring**: The implementation and real-time progression of institutional projects will be continuously tracked against the capital dispersed through the Annual Recurring and Capital Budgets.
- **Performance Analysis**: A systematic analysis and quality evaluation of all completed and ongoing physical works will be conducted regularly.
- **Statutory Reporting**: Comprehensive evaluation reports detailing institutional progress, compliance, and fiscal transparency will be prepared and submitted directly to the governing authority.

B.4 Financial Sustainability

IDP Action Plan Preparation and Implementation Committee

The Institutional Development Plan (IDP) Action Plan Preparation and Implementation Committee will function as the core administrative body responsible for driving sustainable growth, evaluating institutional needs, and executing developmental projects.

Key Responsibilities of the Committee

- **Strategic Planning**: The committee will design and develop diverse operational plans tailored to the evolving needs of the organization.

- **Stakeholder Engagement**: Developmental proposals will be actively gathered and accepted from various academic departments, staff members, students, and external stakeholders.
- **Proposal Evaluation**: A rigorous scrutiny and review process will be executed for all submitted proposals to verify feasibility and institutional merit.
- **Priority Alignment**: Action plans will be systematically structured, ranking demands and institutional requirements on a strategic priority basis.
- **Cost Estimation**: Detailed implementation drafts will be prepared for each prioritized requirement, complete with comprehensive estimated expenditures.
- **Fiscal Clearance**: Formal financial approval and budgetary clearance will be secured from the Budget Committee prior to project execution.
- **Governing Authorization**: Final statutory approval will be obtained from the Governing Body to initiate and implement the approved action plans.

B.5 Investment Strategy

Investment Committee

The Investment Committee will operate as the primary fiduciary body responsible for protecting institutional capital, maximizing resource utilization, and generating sustainable non-operational income.

- **Professional Consultation**: The committee will enlist and collaborate with certified financial advisors to optimize institutional investment decisions.
- **Risk-Mitigated Asset Selection**: Investment instruments will be strictly selected based on a conservative framework that ensures minimum risk while securing moderate, stable returns.
- **Operational Revenue Generation**: Sustained income will be generated from the investment portfolio to supplement and fund the institution's recurring operational expenses.
- **Long-Term Capital Planning**: Structured investment plans will be formulated to generate and secure capital required for future long-term infrastructural developments.
- **Surplus Fund Management**: A rigorous asset-allocation strategy will be deployed to invest unutilized and surplus funds from the annual budget, preventing capital stagnation.

B.6 Collaboration Framework

Institutional Partnerships and Asset Commercialization

The institution will actively build strategic collaborations with government and private entities to secure diverse funding streams and optimize the utility of institutional assets.

- **Government Grants**: The institution will identify and apply for targeted grants and development aid from government agencies to fund specific institutional projects.

- **State MoUs**: Formal Memoranda of Understanding (MoUs) will be signed with government bodies to co-organize high-impact events designed for resource generation.
- **Corporate Engagement**: Private firms and commercial organizations will be strategically engaged to launch revenue-generating activities within the campus ecosystem.
- **Asset Monetization**: External organizations will be provided structured opportunities to utilize the institution's physical assets and infrastructure to optimize alternative revenue models.

B.7 Stakeholder Engagement Strategy

Participatory Resource Generation

The institution will actively engage students, faculty, and alumni in collaborative, productive, and entrepreneurial initiatives designed to foster skills development while driving mutual financial growth.

Key Frameworks for Stakeholder Engagement

- **Student Entrepreneurship**: Students will be encouraged to participate in productive, revenue-generating campus schemes, including mushroom cultivation, vermicomposting, LED bulb making, handmade paper production, and product marketing.
- **Faculty Consultancy and Research**: Faculty members will be incentivized to undertake high-impact research, collaborative studies, consultancy services, and marketable product development to generate income for both themselves and the institution.
- **Alumni Mentorship and Enterprise**: The alumni network will be leveraged to engage and guide existing students in commercial operations, specifically focusing on product manufacturing, packaging, and strategic marketing.

C. Academic Enablers

C.1 Courses Catering to Professional/ future requirements

Pandu College has some functional academic bodies that play a pivotal role in overseeing the quality of educational standards and academic activities. The college has the following academic bodies: 1. Governing Body, 2. Academic Council, 3. Department level committee of courses. 4. Different committees for Add on, Certificate, Skill Development, Value added and multi-disciplinary courses. The college already has PG courses Assamese, Education, Economics. History, Geography, Political Science and Zoology. To develop comprehensive student support services, including career counselling, academic counseling, psychological counseling.

Short-Term Goals

- More Post Graduate courses will be introduced across academic streams.
- Specialized skill-enhancement and value-added courses will be created.

- Academic departments will develop detailed career and employment flowcharts for every program.
- Workshops featuring industry and academic leaders will communicate student employability options.
- A structured "Teacher-Guardian" concept will be introduced for closer student mentorship.
- Digital tools will be fully adopted to enhance learner-centric experiences.
- Collaborative student-teacher groups will be created to address environmental and social issues.
- Specialized courses focusing on the Indian Knowledge System (IKS) will be developed.
- The Integrated Teacher Education Programme (ITEP) will be introduced.
- Academic programs will undergo regular reviews to ensure continuous quality improvement.
- Professional development programs on modern teaching methodologies will be implemented for faculty.

Mid-Term Goals

- Employability-focused Massive Open Online Courses (MOOCs) will be created for student skill development.
- Comprehensive interdisciplinary programs will be introduced to build multi-field student competencies.

Long-Term Goals

- Strategic plans and land acquisition will be initiated for a secondary college campus.
- Sustainability and social responsibility initiatives will be fully embedded into institutional practices.
- A centralized institutional research and innovation hub will be established.

C.2 Curriculum Aligned with Industry Requirements

Short-Term Goals

- Strategic collaborations will be established with industry and institutional experts.
- New skill enhancement (SEC), value-added (VAC), certificate, and add-on courses will be launched.
- Emerging technological fields like Artificial Intelligence (AI) and data analysis will be integrated through specialized add-on courses.
- Operational frameworks will be introduced to encourage students to participate in "earn-while-you-learn" initiatives.

Mid-Term Goals

- Advanced subjects like Artificial Intelligence (AI) and data analysis will be integrated into standard curricula.
- Comprehensive interdisciplinary and multidisciplinary courses will be introduced across academic streams.
- Academic pathways will be created to encourage students to explore diverse cross-cutting study areas.
- Professional development and upskilling courses will be expanded for all faculty members.
- Dedicated Principal Internship Programs will be designed and implemented to boost student practical training.
- Curricular benchmarks will be aligned to prepare students for success in both local and national job markets.

Long-Term Goals

- A centralized Centre of Excellence dedicated to advanced research and industrial innovation will be established.
- An institutional framework will be implemented to ensure continuous curriculum revision in direct consultation with industry leaders.

C.3 Curriculum Embedded with Employability Skills

Short-Term Goals

- Interdisciplinary courses and diverse fields of study will be expanded across departments.
- Strategic collaborations with industries will be strengthened to deliver guest lectures, short-term projects, and skill workshops.
- Targeted, skill-based practical workshops will be introduced to immediately boost student employability.
- Faculty members will be actively encouraged to design and implement innovative teaching methodologies.

Mid-Term Goals

- A comprehensive institutional framework will be created to systematically guide departments in embedding employability skills directly into their curricula.
- Specialized new courses will be introduced within rapidly emerging academic and professional fields.

Long-Term Goals

- A dedicated on-campus center will be established to foster and sustain long-term collaborative initiatives between industry and academia.

C.4 Curriculum Embedded with Skill Enhancement Courses

Short-Term Goals

- Targeted technical workshops and short-term training programs will be introduced to complement existing Skill Enhancement Courses (SECs).
- Each academic department will identify discipline-specific skill requirements and introduce skill courses strictly aligned with the National Skill Qualification Framework (NSQF).

Mid-Term Goals

- A comprehensive, detailed performance review of all existing SECs, add-on courses, and certificate programs will be conducted.
- Mandatory professional internships will be integrated into the SEC curriculum framework.
- Academic departments will be actively encouraged to form strategic training collaborations with industry-leading institutes.

Long-Term Goals

- Structured institutional opportunities will be created to engage the alumni network in advanced SECs for continuous upskilling and reskilling.
- A sustainable institutional system will be developed to regularly update and modernize SEC syllabi in response to evolving market demands.

C.5 Curriculum Embedded with Emerging Technologies for Future Work

Short-Term Goals

- Specialized courses focusing directly on Artificial Intelligence (AI), Machine Learning (ML), and Cybersecurity will be introduced across academic streams.
- Strategic partnerships will be established with leading technology companies to bridge the gap between academia and industry.
- Mandatory professional internships focusing on the practical application of emerging technologies will be implemented.

Mid-Term Goals

- Advanced certificate programs in niche emerging technologies will be developed and offered to students.
- Students will be actively encouraged to apply their technical knowledge by developing software applications for institutional use.

Long-Term Goals

- Structured, lifelong learning and upskilling opportunities in technology fields will be developed exclusively for the alumni network.

C.6 Centre for Curricular and Life Skills Development

Short-Term Goals

- A dedicated Centre for Life Skill Development will be established on campus.

- Targeted workshops and training sessions focusing on foundational life skills will be introduced.
- Industry professionals specializing in diverse life skills will be engaged to train and interact with the student body.
- Short-term certificate courses focusing on specific personal development skills will be conducted.
- Student-led activities focusing on personal growth, emotional intelligence, and public speaking will be launched.

Mid-Term Goals

- Comprehensive interdisciplinary programs will be developed to combine life skills seamlessly with academic knowledge.
- Structured training programs will be organized for faculty members to help them incorporate life skills teaching into their regular courses.
- Inter-college competitions and activities will be organized to focus on the practical, real-world application of life skills.

Long-Term Goals

- The on-campus center will be scaled up to establish itself as a recognized national hub for life skills development.

C.7 Faculty and Teaching Staff Development

Short-Term Goals

- Academic departments will prepare regular teaching plans, assessment modules, and comprehensive reading lists for every course each session.
- Faculty members will participate in structured Faculty Development Programmes (FDPs) at least once every one to two years.
- Inter-institutional faculty exchange and visit initiatives will be actively encouraged.
- Memoranda of Understanding (MoUs) will be signed to foster collaborative academic and research work.
- Faculty members will be encouraged to undertake training on platforms like MOOCs and integrate them into their daily teaching practices.
- Faculty will be motivated to adopt diverse instructional strategies, including blended learning models.
- Advanced digital and educational technologies will be systematically integrated into standard classroom teaching.
- Targeted training programs will be conducted to prepare faculty members to take on strategic leadership roles within the institution.

Mid-Term Goals

- Faculty members will be encouraged to actively participate in industry-led projects and professional corporate internships.
- Institutional partnerships with industry leaders will be strengthened to enhance academic-corporate synergy.

Long-Term Goals

- Faculty members will be trained, mentored, and encouraged to contribute actively to national-level educational initiatives and policy-making frameworks.

C.8 Centre for Faculty Development

Short-Term Goals

- Frequent Faculty Development Programmes (FDPs) and specialized workshops will be organized on diverse emerging academic trends.
- Targeted training sessions will be conducted to equip faculty with modern digital technologies and industry-relevant skills.

Mid-Term / Long-Term Goals

- A robust institutional framework will be established to sustain continuous, lifelong learning and professional development for all faculty members.

C.9 Non-Teaching Staff Development

Short-Term Goals

- Periodic institutional training programmes will be designed and delivered for non-teaching personnel.
- Specialized training workshops will be conducted to elevate digital literacy and technical competence across all administrative units.
- Focused workshops will be organized to familiarize non-teaching staff with new and upcoming institutional and governmental policies.
- Professional development sessions will be introduced to enhance communication, customer service, and essential soft skills.

Mid-Term Goals

- Advanced workshops will be launched to systematically introduce administrative staff to upcoming office technologies and automated operational skills.

C.10 Session-Wise Teaching Plan

The faculty members will prepare comprehensive teaching plans for every academic semester to streamline curriculum delivery.

Short-Term Goals

- Continuous feedback from students will be systematically incorporated into session-level lesson plans to improve teaching quality.

- Session-wise teaching plan templates will be standardized across all academic departments to ensure institutional consistency.
- Regular inter-departmental communication channels and continuous training programs will be established for faculty alignment.

Mid-Term Goals

- A centralized digital system will be created to host, review, and elevate the quality of study materials and session plans.
- A structured departmental five-year planning framework (broken down into annual plans) will be initiated.
- Departmental sessional plans will be re-engineered to reflect these five-year strategic roadmaps in alignment with the college Academic Council.

C.11 Comprehensive Learning Resources for Education

The institution will utilize its centralized Learning Management System (LMS) alongside integrated platforms like Google Classroom and Zoom to deliver comprehensive learning resources. Faculty members will consistently upload reading materials and recorded lectures via Google Classroom, dedicated YouTube channels, and the LMS, while the library system will provide seamless student access to physical and digital resources, including international journals and e-books.

Short-Term Goals

- The Publication Cell of Pandu College will increase its output by publishing specialized books aligned with newly introduced academic courses.
- Each academic department will establish a dedicated Content Development Committee to curate robust learning materials, comprehensive question banks, and lecture notes.
- Student access to high-quality digital resources and interactive learning materials will be significantly improved through optimized LMS and Google Classroom interfaces.
- Faculty members will be systematically encouraged to upload current course materials, detailed reading lists, and supplementary notes onto digital learning platforms.
- Academic reading lists will be verified for all active courses, and faculty members will collaborate with departmental committees to revise and enhance these lists every academic year.

Mid-Term Goals

- The institution will transition toward the digital publishing of core textbooks and study materials, establishing open-access content repositories for all students.

C.12 Assignments and Assessments

All evaluation models and grading metrics will be systematically aligned with the course curriculum and intended learning outcomes to guarantee academic integrity and precision.

Short-Term Goals

- Assignment instructions will be standardized and distributed to students at the beginning of each semester.
- Faculty members will follow uniform guidelines regarding evaluation criteria and deadlines for assessing assignments.
- Assessment formats will be diversified to include a mix of written assignments, presentations, group projects, group discussions, and quizzes.
- Each department will compile and provide students with sample assignments from previous years to clarify academic expectations.
- A continuous evaluation system will be developed by each department to assess students regularly through quizzes, projects, and activities.
- A formalized feedback system for all submitted student assignments will be implemented.

Mid-Term Goals

- Peer-reviewed assignment frameworks will be introduced across academic programs.

Long-Term Goals

- The institution will completely transition toward a secured, automated online examination ecosystem.

C.13 Value-Added Skill Enhancement Courses

Short-Term Goals

- A dedicated Indian Knowledge System (IKS) cell will be established to provide training in traditional skills, including Bihu and Sattriya dance.
- Short-term certificate programs will be conducted to train students in specific professional skills such as public speaking, advanced Excel, and technical documentation.
- New foundational courses will be developed and launched to strengthen institutional value education.

Mid-Term Goals

- Interdisciplinary value-added courses will be developed to encourage knowledge exchange and build multidisciplinary skills.
- It will be made mandatory for students to complete a specified number of value-added skill courses during their graduation.
- Inter-college activities, competitions, and hackathons will be organized to drive student innovation, entrepreneurship, and technical capabilities.

Long-Term Goals

- The college will formalize strategic MoUs and collaborations with industry leaders to design and deliver advanced, market-driven skill enhancement courses.

C.14 Pedagogical Teaching Methods

Short-Term Goals

- Faculty members will be encouraged to create video lectures, online quizzes, and digital reading materials for student access via LMS platforms.
- Active learning techniques, including group discussions, case studies, problem-solving activities, and in-class assignments, will be heavily promoted.
- The flipped classroom model will be introduced across departments to foster independent student preparation.
- Financial investments will be directed toward acquiring modern educational technology tools, such as smart interactive boards.
- The college will organize annual workshops and training programs to systematically upgrade the pedagogical skills of the faculty.

Mid-Term Goals

- Problem-Based Learning (PBL) methodologies will be incorporated into the core curriculum.
- Strategic investments will be allocated to advanced educational technology tools, including virtual laboratories.

Long-Term Goals

- A full-fledged Outcome-Based Education (OBE) framework will be completely implemented across all institutional programs.
- A comprehensive, faculty development program will be established to continuously train teachers in modern pedagogical methods.

C.15 Other Activities as a Part of Learning

Short-Term Goals

- Academic departments will be encouraged to integrate co-curricular activities directly into their academic programs.
- Dedicated campus club activities will be incorporated into the weekly schedule.
- A structured alumni mentorship program will be developed to guide current students.
- Community service initiatives led by departments and the community club will be expanded to foster a strong sense of social responsibility.

Mid-Term Goals

- Inter- and intra-college activities alongside cultural festivals will be organized to identify talent and create student opportunities in co-scholastic fields.

C.16 Earn-While-You-Learn Facility and Flexibility

The college utilizes its established campus enterprises—including vermicomposting, mushroom cultivation, tailoring, and LED bulb assembling—to provide practical income-generating opportunities for students.

Short-Term Goals

- Career services will be enhanced to assist students with professional resume building, interview skills, and targeted job search strategies.
- The college will initiate strategic MoUs with relevant external agencies to promote structured, paid internship programmes.
- Specialized apprenticeship positions will be launched within internal campus frameworks for IT and media support.
- Collaborations will be forged with local businesses, civic organizations, and campus facilities to create a diverse range of part-time job opportunities.
- A comprehensive monitoring and evaluation system will be implemented to assess the overall operational effectiveness of all earn-while-you-learn initiatives.

Mid-Term Goals

- Structured, on-campus employment programs will be developed to allow students to work across various administrative departments, including library services, administrative support, and event management.

Long-Term Goals

- A prestigious, competitive Principal Internship Scheme offering monthly stipends for high-performing students will be introduced.

C.17 Flexibility and Multidisciplinary Approach

Short-Term Goals

- Cross-departmental workshops and academic seminars will be organized regularly for the student body.
- Flexible learning pathways will be developed to allow students greater autonomy in selecting elective and major courses.
- Collaborative academic projects and research initiatives will be actively encouraged between different departments.

Mid-Term Goals

- Specialized interdisciplinary programs will be introduced to train students in addressing complex, real-world issues.

Long-Term Goals

- Strategic partnerships will be established with other universities and research institutions to co-create collaborative, dual-degree academic programs.

C.18 Innovation and Entrepreneurship

Short-Term Goals

- Specialized entrepreneurship awareness programs will be organized by inviting successful local and young entrepreneurs to mentor students.
- Competitive campus-wide events and innovation challenges will be hosted to encourage student problem-solving and ideation.
- Targeted skill development and vocational workshops will be organized regularly to enhance student technical capabilities.

Mid-Term Goals

- A dedicated institutional seed fund and resource repository will be created to financially back and incubate viable student start-ups.

Long-Term Goals

- An interconnected alumni network composed of successful start-up founders will be established to provide long-term corporate mentorship and investment opportunities.

C.19 International Exposure for Students

Short-Term Goals

- Comprehensive awareness and counseling programs will be launched to inform students about international academic options, including global summer schools and winter internships.

Mid-Term Goals

- The exchange of ideas, faculty, and students will be promoted by establishing formal Memoranda of Understanding (MoUs) with reputed international colleges and institutions.

Long-Term Goals

- A comprehensive, institutional Global Education Strategy will be fully developed and deployed to expand international academic pathways.

D. Research, Intellectual Property and Supportive Enablers

A multi-disciplinary, collaborative research environment is fostered for students and faculty by Pandu College through its Research and Development Cell.

D.1 Quality Research Programmes

Current Action Plan

- Research project grants are provided to students and teachers.
- Financial incentives are awarded to teachers for research publications.
- International collaboration is maintained by the Geography department with ISFAHAN, Iran.

Short-Term Goals

- Undergraduate research infrastructure will be upgraded.
- Research focus will be directed toward AI, Data Science, Biotechnology, policy, and Bhartiya Gyan Parampara (BGP).
- Clear guidelines, proposal workshops, and Central Instrumentation Facility (CIF) training will be provided.
- An ISSN Research Journal and a faculty research volume will be published.

Mid-Term Goals

- Departmental labs and equipment will be modernised.
- Faculty members will be encouraged to secure PhD guideship.
- Centres of Excellence will be established in AI-Social Sciences, Biotechnology, and Cultural Heritage.

Long-Term Goals

- The college will strive to establish it as a premier centre of excellence in research.
- Studies on urban flooding, smart cities, waste management, and biodiversity will be undertaken.
- Core themes—including AI/ML, Climate Change, Bhartiya Gyan Parampara(BGP), Literary Studies, Heritage, Entrepreneurship, Geopolitics, Social Justice, and Food Security—will be targeted.

D.2 Targeted and Collaborative Research

The maxim of "Research for Societal Use, National Interest & Global Significance" is promoted. Collaborations among the college, government, and private sector will be pursued to secure funding and enhance student skills.

Short-Term Goals

- Faculty workshops will be conducted to identify high-potential, trend-aligned research areas.
- Partnerships with industries and external institutions will be formed to secure joint project funding.

Mid-Term Goals

- A framework for resource sharing and sustained external partnerships will be built.
- Multi-departmental faculty teams will be formed for interdisciplinary projects.

Long-Term Goals

- National and international leadership in new research fields will be established.
- Continuous funding will be secured via long-term grants, partnerships, and endowments.

D.3 Research-Oriented Experienced Faculty Members

Faculty with research inclinations will be nurtured for long-term growth and academic contribution.

D.3.1 Faculty Support and Enrichment

Short-Term Goals

- Organizing mentorship program by experienced researchers.
- Incentive programs, including funding opportunities, research leave, and reduced teaching loads, will be implemented.
- Targeted training programs in grant writing, data analysis, and project management will be provided.

Mid-Term Goals

- Internal and external research collaborations will be promoted to facilitate resource sharing.
- Leadership roles will be assigned to research-inclined faculty to shape the institutional research agenda.

Long-Term Goals

- Faculty members will be supported to become globally recognized thought leaders.
- A research ecosystem aligned with the college's strategic goals will be constructed.

D.3.2 Basic and Applied Research

Faculty will engage in basic and applied research to enhance theoretical knowledge and provide solutions to real-world problems.

Short-Term Goals

- Cross-disciplinary innovation will be driven through intra- and inter-departmental collaborations.

Mid-Term Goals

- Partnerships with national and international research institutions will be expanded to leverage external expertise.

Long-Term Goals

- Applied research outcomes will be utilized to influence government policy and industry standards.

D.3.3 Self-Sustaining Research Model

A self-supporting institutional framework will be developed to foster continuous growth without relying solely on external funding.

Short-Term Goals

- Research projects with revenue-generation and external funding potential will be identified.

Mid-Term Goals

- Additional research grants will be sought from government and private agencies.
- Faculty will be encouraged to file patents and create spin-off ventures to commercialize innovations.

Long-Term Goals

- Generated revenue will be utilized to establish permanent research endowments.
- Long-term relationships will be sustained with industries that benefit from the college's research.

D.4 Faculty Career Enhancement and Performance Measures

Faculty development and career advancement will be linked directly to academic performance to strengthen the college's research culture and intellectual property framework.

Short-Term Goals

Robust performance measures will be defined through a gradient approach across three areas:

- Teaching quality.
- Research outcomes.
- Administrative contributions.

Mid-Term Goals

- More rewards will be linked to quality research outputs.
- Faculty collaborations will be encouraged to promote interdisciplinary research.
- Annual evaluations will be conducted to refine metrics for fairness and effectiveness.

Long-Term Goals

- A thriving academic environment will be created where research and publications drive career progression.
- A reward system will be developed for contributions to globally recognized journals, international conferences, and patent/IP generation.

D.5 Student Involvement in Research

Students will be guided to drive innovation through patentable inventions and publishable scholarly research.

Short-Term Goals

- Faculty-led mentorship programs will be implemented to introduce students to research methodologies.
- Workshops on innovation, patenting, and intellectual property rights (IPR) will be organized.
- Student participation in conferences will be incentivized by linking session attendance and summaries to internal assessments.

Mid-Term Goals

- Research partnerships will be established with industry stakeholders for co-mentored, real-world projects.
- Institutional funding and support will be provided for student journal publications and conference presentations.
- National and international conference participation will be encouraged to enhance student communication and academic development.

Long-Term Goals

- Student-led research labs and innovation centres will be created for interdisciplinary, commercial projects.
- Opportunities will be developed for student engagement in international research programs.
- Extra academic credits will be awarded for attending conferences or presenting research based on established criteria.

D.6 More Ph.D. & Post-Doctoral Research Scholars

The research capacity of the college will be strengthened by increasing the enrollment of Ph.D. and post-doctoral scholars.

Short-Term Goals

- Intake of Ph.D. and post-doctoral scholars will be maximized based on available infrastructure, faculty, and funding.

Mid-Term Goals

- Laboratory space, library resources, and departmental facilities will be expanded to accommodate additional researchers.

Long-Term Goals

- Fully funded post-doctoral research programs will be developed to attract international scholars.
- Global partnerships will be established for the co-supervision of researchers.

D.7 Faculty Encouragement for Book Publications, Research Publications and Patents

An Intellectual Property Rights (IPR) infrastructure will be built. Policies will be implemented to promote contributions from students, scholars, and faculty to expand the institutional IPR portfolio.

Short-Term Goals (Funding and Foundational Training)

- Resource allocation for the Institutional Publication Fund will be increased to support publication fees.
- Small, feasibility-driven funding pools will be created for immediate-impact research projects.
- Awareness programs and targeted training on IPR, publishing ethics, and patent filing will be organized.

Mid-Term Goals (Institutional Resources and Frameworks)

- Interdisciplinary Research Centres will be formed to drive cutting-edge projects, patents, and books.
- A centralized digital institutional repository will be created to store theses, publications, and patents.
- Incentives will be provided to individuals who successfully secure patents.

Long-Term Goals (Long-Term Excellence and Global Reach)

- Centres of Excellence will be established to generate high-quality publications and ground-breaking innovations.
- Long-term international collaborations will be pursued for joint books, publications, and patents.
- Sustained research funding will be sought through government grants and private contributions.
- Institutionalized sabbaticals will be provided to faculty for dedicated book and research writing.
- An academic publishing house or peer-reviewed journals will be established by the college.

D.8 Organizing More Structured and Purposeful Conferences

Regular conferences and workshops will be hosted to maintain academic engagement. Travel grants and institutional support will be provided to facilitate student and faculty participation.

Short-Term Goals

- Smaller, focused conferences and thematic workshops on emerging technologies will be organized.

- Student-led conferences featuring presentation awards will be initiated to motivate undergraduate and postgraduate participation.
- Competitions utilizing AR-VR elements for research communication will be conducted.

Mid-Term Goals

- Conference themes will be expanded to encompass interdisciplinary research and national-level networking.
- Partnerships with industries and research organizations will be formed to co-host events and secure grants.
- An online portal will be developed to archive and globally disseminate conference papers, presentations, and session videos.
- Conference proceedings will be published in collaboration with reputed peer-reviewed journals.

Long-Term Goals

- International conference series will be established to position the college as a global academic hub.
- Public-facing events featuring simplified presentations and interactive AR-VR demonstrations will be organized.
- Associated peer-reviewed journals will be established to permanently publish institutional conference research.

D.9 Industry and Institutional Collaboration & Consultation

Existing foundational partnerships with premier institutes will be formalized and expanded to drive joint research, student exchanges, and experiential learning.

Short-Term Goals

- The Placement Cell will be upgraded to run industry-led workshops, job fairs, and technical sessions.
- Memorandums of Understanding (MoUs) outlining clear joint research objectives will be established with industry partners.

Mid-Term Goals

- Partnerships will be expanded to secure external funding for joint research in biotechnology, AI, and applied sciences.
- Structured internship and job placement pipelines will be implemented in collaboration with corporate partners.
- Corporate mentorship programs will be developed to align institutional research with commercial outcomes.

Long-Term Goals

- A comprehensive career development framework incorporating continuous training, mentorship, and alumni networks will be built.

- Strategic partnerships with multinational companies will be forged to gain access to cutting-edge global facilities.

D.10 College Incubation Centres

Structured pre-incubation programs, awareness campaigns, and industry mentorship networks will be initiated to transition student project ideas into viable start-ups.

Short-Term Goals

- Entrepreneurship boot camps and idea validation workshops will be launched.
- A pool of cross-faculty industry experts and startup mentors will be established.
- Entrepreneurship frameworks will be integrated directly into student internship programs.

Mid-Term Goals

- Specialized incubation centres (Biotechnology, IT, Social Entrepreneurship) will be established across individual departments.

Long-Term Goals

- Highly developed incubation networks with specialized labs will be created to connect ventures with national and global markets.
- A College Alumni Network will be established to secure long-term funding and mentorship for student start-ups.

D.11 College Publications & Citation Service

The college has established a dedicated Publication Cell and a Research & Development Cell to foster academic growth. Scholarly output and institutional rankings will be enhanced by leveraging citation databases, expanding research grants, and enforcing strict publishing ethics.

Short-Term Goals (Profile Management and Repository Engagement)

- Training on Google Scholar, Scopus, and Web of Science profile management will be conducted for faculty and students.

Mid-Term Goals (Database Integration and Grant Expansion)

- The institutional repository will be integrated with global databases and Open Access platforms to track internal citation metrics.

Long-Term Goals (Global Leadership and Academic Excellence)

- A well-funded, interdisciplinary environment will be maintained to secure global leadership in academic research.

D.12 Target Patent Claim for Professional Student Projects

The Research and Developmental Cell will be utilized as a central hub to drive patentable innovations from undergraduate and postgraduate professional projects.

Short-Term Goals

- Patentability assessments and application filing assistance will be provided directly by the Research and Developmental Cell.
- A dedicated budget pool will be allocated to fully cover patent filing costs for students and faculty.

Mid-Term Goals

- The Research and Developmental Cell will be upscaled to provide broad, campus-wide access to IP services.
- Departmental incubation centres will be established to provide start-ups and spin-offs with mentorship, funding, and resources.

Long-Term Goals

- Multiple successful start-ups and spin-offs will be launched to bring financial returns to the institution and its researchers through technology licensing.

D.13 Fostering Innovation through a College-Wide Research Fair

National and international academic events will be organized to encourage collaborative research and trend awareness.

Short-Term Goals

- An online platform will be initiated to display research papers and summaries for public and academic access.
- College research will be translated into simplified, engaging stories for the general public.

Mid-Term Goals

- Partnerships will be formed with educational media platforms and public broadcasters to feature research in documentaries and podcasts.
- Training will be provided to faculty and students on transforming complex data into accessible articles, podcasts, or videos.

Long-Term Goals

- A research fair will be organised involving partner national/international institutes/industries.
- A dedicated department will be created to translate academic research into media and public content.

E. Human Resource and Supportive-Facilitative Enablers

The institution recognizes its students, faculty, and staff as its primary assets. This framework focuses on continuous capacity building, knowledge creation, and stakeholder empowerment to cultivate a supportive and equitable environment for academic success.

E.1 Student and Learner Enablers: Holistic Admissions Framework, Merit and Equity Based Financial Aid and Academic Success Programmes

E.1.1 Holistic Admissions Framework

The institution will cultivate a supportive atmosphere where everyone receives equal opportunities to learn and succeed.

Short-Term Goals

- The college will enforce the Government of Assam's directive for a merit-based, holistic admission process evaluating both academic grades and extracurricular achievements.
- Institutional mechanisms will ensure diverse regional representation while strictly adhering to statutory state reservation policies.

Mid-Term Goals

- The holistic admission framework will be fully scaled and implemented across all academic programs.
- A dedicated teacher-led review committee will be formed to evaluate admission criteria annually for fairness, transparency, and inclusivity.

Long-Term Goals

- A balanced student demographic will be sustained across gender identities, regional backgrounds, and socio-economic contexts.
- Comprehensive annual diversity audits and demographic reports will be published to monitor institutional inclusivity trends.

E.1.2 Merit and Equity-Based Financial Aid

Short-Term Goals

- Targeted institutional scholarships will be launched for top academic scorers and economically disadvantaged students.
- An intuitive, streamlined online application system will be created for smooth financial aid processing.
- Strategic partnerships will be forged with the alumni network to secure sustainable funding for student welfare.

Mid-Term Goals

- The total number and monetary value of scholarships will be increased for low-income and differently-abled students.
- Data-driven tracking systems will be implemented to monitor how financial aid correlates with degree completion rates.

Long-Term Goals

- A diverse portfolio of scholarships, grants, and financial aid options will be maintained to support students from all backgrounds.
- Structural checkpoints will be implemented to ensure that no student drops out due to financial constraints.
- A permanent institutional endowment, named the "Student Future Fund," will be built to secure recognition as a financially inclusive institution.

E.1.3 Academic Success Programs

Short-Term Goals

- Structured mentoring and tutoring networks will be enhanced for new students by pairing them with faculty, alumni, or industry professionals.
- Academic departments will identify struggling students early to deliver targeted remedial support.
- Specialized skill-development courses and time management workshops will be formally introduced.
- Focused training sessions in soft skills, leadership, and industry-specific capabilities will be launched to prepare students for the workforce.
- Professional internships, industrial projects, and proactive job-placement assistance will be deployed.

Mid-Term Goals

- Data-driven tracking systems, including online dashboards for tracking attendance and grades, will be implemented alongside student surveys to monitor academic progress.
- Academic support systems will be integrated directly with comprehensive career counseling and campus placement services.

Long-Term Goals

- Learning programs will be modernized using advanced educational tools, including AI-based learning systems and intelligent progress tracking.
- International exchange programs will be organized to provide students with global exposure and cross-cultural learning opportunities.

E.2. Staff Empowerment Enablers: Competency-Based Recruitment, Professional Development and Growth, Inclusive Induction Protocols

E.2.1 Competency-Based Recruitment

- **Short-Term Goals:**
- Recruitment as per UGC norms and Government guidelines.
- **Mid-Term Goals:**
- Use of digital tools for screening and documentation.
- **Long-Term Goals:**
- Maintenance of a transparent, merit-based recruitment in line with UGC standards.

E.2.2. Professional Development and Growth

- **Short-Term Goals:**
- Organizing regular training sessions and Faculty Development Programmes (FDPs).
- Conducting workshops on leadership, communication, and technology.
- Encouraging staff to attend orientation and refresher courses.
- Collaboration with Malaviya Mission Teacher Training Centres (MMTTC).
- **Mid-Term Goals:**
- Establishment of clear promotion and career progression paths as per UGC guidelines.
- Implementation of an Academic Performance Indicator (API) based appraisal system.
- Launching of mentorship programs for faculty and administrative staff.
- Utilizing senior faculty to mentor new hires for research and teaching.
- **Long-Term Goals:**
- Development of a continuous learning culture across the institution.
- Achievement of high staff satisfaction and retention rates.
- Conducting yearly satisfaction surveys and addressing feedback.
- Becoming a model Higher Education Institution (HEI) for faculty and staff development.
- Gaining recognition in NAAC / UGC assessments for HR initiatives.

E.2.3. Inclusive Induction Protocols

- **Short-Term Goals:**

- Preparation of an official institutional induction manual in line with UGC norms, including the vision, mission, policies, and code of conduct.
- Organizing structured induction and orientation sessions for all new hires.
- Formal assignment of mentors to new recruits from day one.

- **Mid-Term Goals:**

- Inclusion of mandatory diversity and gender sensitization sessions within the induction framework.
- Deployment of online feedback form submissions immediately following each induction cycle.
- Development and launch of a dedicated digital induction portal.

- **Long-Term Goals:**

- Building a supportive, welcoming, and inclusive institutional culture across all departments.

E.3. Faculty and Research Enablers: Transparent Recruitment and Appointment, Continuous Professional and Pedagogical Development, Tenure and Promotion Mechanisms.

E.3.1. Transparent Recruitment and Appointment

Short-Term Goals:

- Following of UGC and DHE guidelines for all faculty appointments.
- Formation of selection committees with external subject experts.
- Maintenance of clear records and publishing of selection results transparently in due course.

Mid-Term Goals:

- Competency-based selection focusing on teaching, research, and innovation.
- Use of digital systems for application and screening.
- Conducting regular audits of recruitment processes to ensure compliance with UGC norms.

Long-Term Goals:

- Building a reputation for fair and merit-based recruitment.
- Maintenance of faculty diversity in gender, region, and expertise.

E.3.2. Continuous Professional and Pedagogical Development

Short-Term Goals:

- Conducting regular Faculty Development Programmes (FDPs).

- Encouraging participation in orientation and refresher courses.
- Workshops on Research Methodology.
- Academic Council can organize pedagogy training.

Mid-Term Goals:

- Offering of fellowships or mini-grants for research and innovation.
- Providing Sabbaticals to pursue research interests, further study or community engagement projects.
- College can provide Research Grant for small projects or publications.
- Promotion of interdisciplinary and collaborative research.
- Faculty can work on joint projects with other HEIs.

Long-Term Goals:

- Collaboration with International research Institutes for research and organizing seminars & conferences.
- Making of continuous learning a part of institutional culture.
- To strive to be recognized as a centre of teaching and research excellence.

E.3.3. Tenure and Promotion Mechanism

Short-Term Goals:

- Following of UGC's Academic Performance Indicator (API) system.
- Organizing orientation sessions or workshops on appraisal and promotion processes.

Mid-Term Goals:

- Recognition of diverse contributions in teaching, research, and service.
- Linking of promotions with research output and community engagement.
- Establishment of a performance review and feedback system.

E.4. Cross-Functional Enablers: Recognition and Reward System, Resilience and Well-Being Programmes and Leadership and Collaborative Opportunities

E.4.1. Recognition and Reward Systems

Short-Term Goals:

- Annual award system for faculty and staff.
- Recognition of achievements in mentorship, student guidance, and community work.
- Publishing achievements on the college website and newsletters.

Mid-Term Goals:

- Linking recognition to performance appraisals and promotions.
- Introduction of small research or innovation grants for achievers.
- Innovator Award with seed funding for a new project.
- Creation of Digital Recognition Dashboard.

E.4.2. Resilience and Well-Being Programs

Short-Term Goals:

- Organizing workshops on stress management and mental health.
- Setting up a counselling cell for students and staff.
- Promotion of health and wellness activities.

Mid-Term Goals:

- Development of a Wellness Policy in line with UGC guidelines: Include mental health support, leave flexibility, and wellness programs.
- Training for faculty mentors to identify stress and support students.
- Conducting workshops on emotional resilience and peer counselling.
- Collaboration with NGOs or health institutions for wellness drives.
- Tying with local hospitals for annual health check-ups.

Long-Term Goals:

- Creation of policies that offers flexible working hours and telecommuting options to support a healthy work-life balance.
- Creation of a campus culture that prioritizes mental health and well-being.
- Establishment of a permanent Wellness Centre in the college.
- Integrating well-being programs into academic and co-curricular life.
- Addition of Life Skills and Mental Health as part of student orientation.
- To strive to be recognized as a mentally healthy and inclusive HEI and to be featured as a best-practice model in UGC or NAAC case studies.

E.4.3. Leadership and Collaborative Opportunities

Short-Term Goals:

- Formation of committees that include both faculty and staff.
- Academic, cultural, and research committees with cross-department participation.
- Offering small leadership roles in campus activities.
- Event coordinator, project leader, or club advisor roles.

- Conducting workshops on teamwork and leadership.
- MOUs with academic organizations and industries.

Mid-Term Goals:

- Organizing leadership development programs for faculty and staff.
- To encourage cross disciplinary research and projects.
- Joint projects between science and social science departments.
- Building of collaborative networks with other HEIs and industries.
- Faculty exchange and inter-college research collaborations.

Long-Term Goals:

- Fostering innovation through cross-functional teams.
- To endeavor to be recognized as a hub of academic collaboration and leadership.
- Partnership with national and international institutions for joint programs.

E.5. Strategic Funding and Emotional Support Enablers: Innovative Funding Strategies

E.5.1. Innovative Funding Strategies

Existing Status / Current Initiatives:

- Training on proposal writing and fund management.
- Organization of Research Proposal Writing Workshop.

Short-Term Goals:

- Encouraging faculty to apply for more UGC, ICSSR, DST, and state-level research grants.
- Starting of an internal seed grant scheme for young researchers.

Mid-Term Goals:

- Development of partnerships with industries and NGOs for project funding.
- Signing of more MoUs with local industries for sponsored projects.
- Establishment of Incubation centre and empowering the innovation cell to support more start-ups and student research ideas.

Long-Term Goals:

- Creation of Research Endowment Fund for long-term sustainability.
- To strive to increase the number of externally funded research projects and achieve national recognition for research and innovation.

E.5.2. Emotional Intelligence and Support Networks

Short-Term Goals:

- Conducting more workshops on emotional intelligence and stress management by Counselling and Mental Health Support Cell.
- Promoting peer support groups and mentoring.

Mid-Term Goals:

- Integration of emotional intelligence training into orientation programs; Session on emotional well-being in faculty and student induction.
- Organizing regular wellness and mindfulness activities: yoga, meditation, and relaxation sessions.
- Identifying and responding to emotional stress in students.
- Conducting workshops on empathetic communication and mentoring.

E.6. Enablers for Pedagogical Innovation: Pedagogical Excellence Initiatives

E.6.1. Pedagogical Excellence Initiatives

Short-Term Goals:

- Providing resources and supporting for pedagogical innovation and teaching excellence, such as access to the latest educational technology.
- Conducting regular Faculty Development Programs (FDPs) on new teaching methods: Workshops on ICT tools, blended learning, and NEP 2020-aligned curriculum design.
- Encouraging faculty to use smart classrooms and digital tools: Use of Google Classroom, LMS, or virtual labs in teaching.
- Flipped Classrooms.
- Encouraging Collaborative Learning (Group Discussions, Group Projects).
- Inquiry based learning.

Mid-Term Goals:

- Establishing a Teaching and Learning Innovation Cell (TLIC) to train faculty in digital pedagogy and research-based teaching.
- Development of e-content.
- Project based learning. Example: students led projects that require them to apply knowledge and develop skills.
- Experiential Learning (Field Trips, Internships and Community Service).

Long-Term Goals:

- Ensuring state-of-the-art technological infrastructure to support educational and research activities of students, faculty and staff.
- Building a strong culture of continuous pedagogical improvement.
- Integration of technology-driven, student-centered learning across all programs.

- Implementation of hybrid and experiential learning models.
- Gaining recognition for teaching innovation at regional or national level for “Best Practices in Pedagogy.”

SUPPORTIVE-FACILITATIVE ENABLERS

1. Accessibility / Proximity

- Providing approachable and responsive leadership to staff and students.

2. Rich Communication

- Encouraging clear and timely communication across departments.
- Setting up official WhatsApp/email groups for updates.
- Conducting interactive meetings at regular intervals.

3. Role Model

- Organizing leadership training workshops and mentorship.

4. Institutional Values (Core Values)

- Promoting institutional values.
- Displaying values across campus.
- Including values in orientation and annual reports.

5. Vision

- Communicating a clear institutional vision aligned with NEP 2020 goals.
- Displaying vision statements on campus and the website.
- Conducting regular review meetings.

6. Trust among Stakeholders

- Building mutual trust through collaboration and transparency.
- Involving faculty, students, and alumni in decision-making committees.

7. Institutional Traditions Rituals

- Preserving traditions that promote emotional bonding and identity.
- Celebrating Foundation Day, Alumni Meet, National Days, and cultural festivals.

8. Alternative Strategy & Support Network

- Maintaining backup plans for academic and administrative continuity.
- Utilizing online exam backups, substitute faculty panels, and power backup systems.

9. Goal Setting in Every Student

- Encouraging students to set personal and academic goals.

- Offering career counselling sessions and mentoring.

10. Safety & Security

- Ensuring a safe, inclusive, and gender-sensitive campus.
- Providing CCTV coverage, Grievance Redressal Cells, Anti-ragging, and POSH committees.

11. Search for Proximity (Local Connect)

- Creating a sense of belonging for new students.
- Arranging local food stalls in the canteen, cultural programmes, and a Peer Mentoring system.

12. Legacy of the System

- Continuing institutional culture and respecting traditions.
- Delivering the annual Foundation Day lecture.
- Recognizing long-term services.

13. Respect & Perception

- Building pride and a positive image of the institution.
- Ensuring regular communication of achievements on the website and social media.

14. Openness in Information

- Maintaining transparency in all institutional processes.
- Publishing audit reports, admission lists, and results on the official website.

15. Ability to Deliver on Promises

- Ensuring timely delivery of academic and administrative commitments.
- Providing prompt grievance redressal.

16. Accountability Measures

- Developing clear systems for accountability.
- Conducting annual performance appraisals and transparent feedback mechanisms.

17. Mental Health

- Prioritizing mental well-being for students and staff.
- Operating a counselling cell, stress management workshops, and a peer support system.

F. Enablers for Networking and Collaborations

Current Status

- **Leveraging Alumni Network**: Maintaining a strong alumni base established across public service, education, and local industries.

- **Sustaining Existing Partnerships**: Operating active MoUs currently in place with 5 regional NGOs and 2 universities.
- **Mobilising Community Outreach**: Managing vibrant and highly active NSS and NCC units for community engagement.
- **Capitalising Geographic Advantage**: Utilizing the strategic location in Guwahati to facilitate easy access to prominent Northeast networks.

Short-Term Goals:

- Signing MoUs with industry partners (e.g., Oil India Ltd., Assam Tea Board) for curriculum input and funding.
- Organizing the annual "Pandu Partners Conclave" for active stakeholder dialogues.
- Forming consortia with premier institutes for shared laboratory spaces and joint publications.
- Hosting quarterly research webinars featuring external industry and academic experts.
- Launching a dedicated alumni portal designed specifically for mentorship matching.
- Pursuing NAAC re-accreditation and NBA accreditation for key academic programs.
- Adopting ISO 21001 standards to ensure rigorous educational quality management.
- Benchmarking institutional partnerships directly against NIRF parameters.
- Establishing an institutional Incubation Center with formal Assam Innovation and Startup Foundation (AISF) support.
- Running intensive startup bootcamps led by successful alumni entrepreneurs.

Mid-Term Goals

- Establishing strategic partnerships across industry, academia, and NGOs for curriculum co-design, research, and placements.
- Enhancing overall alumni engagement and institutional connectivity.
- Embedding practical exposure through internships and live projects annually to boost student employability.
- Fostering robust community and innovation ecosystems through expanded outreach.
- Achieving international collaborations to enable structured student and faculty mobility.
- Introducing "Earn-While-Learn" apprenticeships in vocational streams via ITI collaborations.
- Conducting specialized skill development workshops with partners like the NSDC.
- Partnering with regional NGOs for targeted Unnat Bharat Abhiyan projects, including rural skill camps in the Kamrup district.

- Launching the "Pandu for Assam" initiative to spearhead local sustainability and ecological drives.
- Strengthening the placement cell for advanced student tracking.
- Facilitating institutional faculty consultancies with local industries.

Strategies and Action Plan

- The action plan follows the UGC-recommended tabular format (Annexure F), categorized into 7 sub-components. Each includes strategies, responsible units, timelines, and key performance indicators (KPIs).

Sub-Component	Key Strategies	Responsible Unit
1. Strategic Collaborations	- Sign MoUs with industry partners (e.g., Oil India Ltd., Assam Tea Board) for curriculum input and funding. - Launch alumni portal for mentorship matching. - Organize annual "Pandu Partners Conclave" for stakeholder dialogues.	IQAC & Alumni Cell
2. Academic and Research Excellence	- Form consortia with Gauhati University and IIT Guwahati for shared labs and joint publications. - Initiate dual-degree programs with Northeast HEIs. - Host quarterly research webinars with external experts.	Research Committee & Departments
3. Practical Exposure and Experience	- Embed live projects in 50% of courses via industry tie-ups. - Introduce "Earn-While-Learn" apprenticeships in vocational streams (e.g., ITI collaborations). - Conduct skill workshops with partners like NSDC.	Placement Cell & Vocational Dept.
4. Community Engagement and Service	- Partner with NGOs for Unnat Bharat Abhiyan projects (e.g., rural skill camps in Kamrup district). - Integrate community fieldwork into NSS syllabus. - Launch "Pandu for Assam" initiative for local sustainability drives.	NSS/NCC Coordinator

Sub-Component	Key Strategies	Responsible Unit
5. Professional Development and Employment	- Strengthen placement cell. - Facilitate faculty consultancies with industries. - Build networks for job/internship leads annually.	Placement & Career Guidance Cell
6. Quality and Credibility	- Pursue NAAC re-accreditation and NBA for key programs. - Adopt ISO 21001 for educational quality management. - Benchmark partnerships against NIRF parameters.	IQAC
7. Innovation and Entrepreneurship	- Establish Incubation Center with Assam Innovation Society support. - Run startup bootcamps with alumni entrepreneurs.	Innovation Cell & Entrepreneurship Club

Implementation Framework

- **Engaging Stakeholders**: Forming a Networking Oversight Committee (NOC) chaired by the Principal, including faculty, alumni representatives, industry nominees, and students.
- **Reviewing Progress**: Conducting quarterly progress reviews via an IT-enabled Management Information System (MIS) utilizing Google Workspace integration.
- **Building Capacity**: Training faculty and staff members on partnership negotiation through UGC-sponsored workshops.
- **Managing Risks**: Mitigating operational challenges like partner attrition through diversified networks and annual MoU renewals.
- **Integrating Enablers**: Linking institutional collaborations to Digital Enablers via virtual collaboration tools and Financial Enablers through CSR funding.

G. Physical Enablers

The physical Enablers are critical to the development of an ecofriendly, conducive and creative environment.

G.1 Smart Campus

Current Status	Proper lighting, Secured & Environment friendly Campus Provision of Biometric system for Attendance of Faculties and non-teaching staff Learning Management System with e-Governance GPS and Remote Sensing Lab with (ArcGIS, QGIS, Google Earth Pro and Easy GPS) Automatic WiFi connections within Campus Disable friendly rest room, Ramp, and Tactile paths Sell point Fully equipped Auditorium (under Construction) Central Instrumentation Facility DTP and Photocopy Center
Short term goals (2years):	Automated Lighting and Climate control systems Biometric systems for attendance of students ICT based classroom for each department Installation of more Solar panel Provision of recreational spaces Common sitting space for the faculties More parking spaces for vehicles
Mid-term goals	Mobile access control for buildings Visitor management systems Smart Classrooms with AR/VR technology Full-fledged Digital Library Lift facility for disabled Well-equipped Laboratories for students and Researchers
Long-term goals	Use of Technology like IoT, AI, Cloud computing to create an efficient environment for students, faculties & Administration Smart Energy Management system Separate Science block Indoor stadium Playground College heritage museum Exhibition Hall Guest house Second Campus

G.2 Green / Sustainable Building

The physical Enablers are critical to the development of an ecofriendly, conducive and creative environment.

Short term goals	**Sustainability and green practices:** The institution shall introduce, in addition to its existing energy efficient infrastructure, state-of-the-art energy efficient systems; enhance rainwater harvesting and ground water recharge through construction of institution sized bioswales, rainwater harvesting and waste-water recycling units throughout its campuses; Create sustainable campus practices aimed at **reducing the Carbon-Footprint**. Formulate polices to manage biochemical laboratory waste by collaborating and designing MoUs with waste treatment and recycling agencies for institutional waste management; Upgradation of the existing Vermicompost-plant for recycling biodegradable waste.
Mid-term goals	Sustainability Practices: The institution shall continuously strive to construct sustainable infrastructure aimed at eco-friendly buildings, energy-efficient systems through introduction of Self Sufficient Energy Production (including solar and wind power); Green Energy through better coordination among various Departments to visualize reduced or zero-emission targets; Expansion of existing sewage treatment plant (STP); Construction of waste-water and laboratory waste treatment plant through engagement of engineers for reassessing the water waste and STP capacity thus implementing a zero-waste policy; One-time Use Plastic free campus and mobilizing recycling of plastic and waste household items and championing zero-waste policies.
Long term goals	**Sustainability and green infrastructure expansion:** 1. The Institution envisages expansion of green cover and designing water bodies on campus to improve aesthetics and create a balanced ecosystem; creation of terrace/rooftop gardens to reduce Urban Heat-Island Effect. To encourage green practices among students and staff by promoting the 4 'R's – Refuse, Reduce, Reuse and Recycle; Expansion of infrastructure shall include designing of centrally air-conditioned high-tech buildings with a modern, clean-green environmental concept. It also includes sustainable food services, procurement, educational and awareness programs, governance, biodiversity conservation, and technology integration. So as to achieve zero food waste and zero emissions, the Institution shall develop a smart, eco-friendly cafeteria powered by solar energy and induction technology. This cafeteria will feature energy efficient appliances, waste reduction through

	smart bins, water conservation techniques and the use of eco-friendly materials with carbon footprint tracking. Health and well-being will be prioritized, and a Working Lunch Scheme for underprivileged students will be introduced. Centralized canteen operations will adhere to FSSAI standards with regular audits. The cafeteria will collaborate with self-help groups for food procurement and engage with social groups to distribute surplus food to vulnerable communities. To make this scheme feasible, the Institution shall study such schemes by the GOI and collaborate with the department concerned.

G.3 Infrastructure to commute

Current Status	Disable friendly restroom, Ramp, and Tactile paths
Short Term Goals	Better infrastructure, along with signs on the streets Separate Spaces to commute for PwD
Long Term Goals	High-quality motorways and bicycle paths to commute by bicycle or battery-powered vehicles in the second campus

G.4 Administrative Block (Admission & Counselling Area)

Current Status	One administrative block with admission, finance and examination centres
Short Term Goals	Separate Examination Centre
Mid Term Goals	Faculty common room with modern facilities
Long Term Goals	Separate Administrative block

G.5 Library / Digital Resource Centre

Current Status	Reading room size - 1012 sq ft Stock area for books - 2496 sq ft Online information area - 648 sq ft
Short Term Goal	Expansion of the reading room and stock area Provision for discussion room More Computers
Mid term goal	One highly sophisticated Digital Library with modern facilities. Central Air Conditioning facility
Long term goal	Separate building for library

G.6 Lecture Complex, Classrooms

Current Status	Total number of Classrooms: 89
Short Term Goal	Comfortable seating arrangement with basic amenities and modern teaching and learning facilities. More classrooms of adequate size More ICT-enabled classrooms Installation of Green / White Board in each classrooms
Mid term goal	Replacement of old Desks and benches of all classrooms with desks-benches with integrated shelves. Two Seminar halls
Long Term Goals	Well equipped modern laboratories for all departments with laboratory works.

G.7 Tutorial Rooms

Current Status	Nil
Mid Term Goal	3 Tutorial Rooms

G.8 Examination Branch

Existing Facilities:	The college has a separate Examination Centre (EC) room with a total area of 350 (approx.) square feet. The EC room is equipped with five almirahs for storing confidential documents. The EC room contains one desktop computer set for carrying out examination-related work.
Short Term Needs:	
Long Term Needs:	Separate Examination Centre (EC) with modern facilities

G.9 Facilities to Faculty and Staff

Current Status	Departmental common rooms in each department. One library reading room. One conference room One day-care home for kids.
Short Term Goal	One faculty common room for the entire faculty with basic amenities Upgraded Wi-Fi facilities Parking area Storage/locker facility Health care centre

Mid Term Goal	A biometric machine in each building
Long Term Goals	Well-equipped faculty chambers for all faculty members, Rooms for HODs Quarters for resident faculties /staff Recreational Facilities

G.10 Meeting Rooms

Existing Facilities:	The college has a well-equipped conference room at the 1st floor of administrative building with a seating capacity of 50, along with video conferencing facilities. The college has a well-equipped digital classroom at the 2nd floor of the administrative building with a seating capacity of 120, along with video conferencing facilities. ● The college also has a well-equipped digital classroom in the science block with a seating capacity of 60.
● **Mid Term goals:**	● At least three seminar/meeting halls ● An auditorium with modern amenities.
● **Long Term Needs:**	● An auditorium and three seminar/meeting halls with modern amenities.

G.11 Office Rooms

Existing Facilities:	The college has two separate office staff rooms, one is for the general and accounts branch and another is for admission-related works. The office rooms are equipped with computer and internet facilities.
Short Term goals:	The office requires more almirah/lockers to keep the office files. The office requires a good-quality scanner for digitization of all important office documents.
Mid term goals	A separate room is required for the Head Assistant to effectively carry out his activities with ease.
Long Term goal:	A separate room is required for the Accounts Branch.

G.12 Laboratories and Research Centres

Current Status	Laboratories: 22 Language Lab : 1 Computer Lab :6 CIF: 1 Research Centres Departmental Instrument Facility: 1 (Zoology) Centre for Theoretical Research (Physics) Material Science Laboratory (Physics) Bioinformatics Lab Advanced Level Biotech Hub Centre for Termite Identification Centre for Limnology and Water Soil Analysis Centre for Biostatistics Computation Centre for Microbiology

Mid Term Goals	Upgradation of Laboratory infrastructure and facilities

G.13 Computer Centre/ Multimedia Studios

Computer Centre:

Total number of computers	131
Total number of students	2916
Computer-students ratio	1:22
Mid Term Goals	Require a large number of computers to make the ratio 1:10.
Long Term Goal	Require a large number of computers to make the ratio 1:5.

Multimedia Studios:

Current status	The institution currently has no multimedia studio for the creation of digital content with optimum sound control and recording facilities.
Short Term Goals	Construct a studio with double-layered walls and acoustically sealed doors and windows to avoid sound leakage and minimize external noise intervention. Provide high-performance PCs or laptops. Provide high-speed broadband for uploading and streaming digital content. Require instruments for high-quality sound recording and processing.

G.14 Cafeteria/Dining Room/Mess Facility

Existing Facilities:	The college has two separate canteens/cafeterias at campus
Mid Term Goals	Cafeteria with a large seating area and a dining hall for 200 persons

G.15 Games and Sports Facility

Current Status	The institution currently has one gymnasium equipped for basic fitness activities. There are no dedicated playgrounds or indoor stadiums available on campus. Sports activities of the college are conducted in the nearby State University and Engineering College, subject to availability. However, the college maintains a good range of sports equipment for both indoor and outdoor activities, including: Outdoor Games: Cricket (bats, pads, helmets, balls), Football (balls, nets, shin guards), Volleyball, Basketball, Athletics (relay batons, discus, shot put, javelin, high jump stand). Indoor Games: Badminton (rackets, shuttlecocks, nets), Table Tennis (tables, bats, balls), Chess, and Carrom. Common Facilities: First aid kits, benches, whistles, air pumps, and storage racks. Despite limited infrastructure, students actively participate in various sports and recreational events using the available equipment.

Mid-Term Goals	• Develop a multipurpose playground suitable for football, cricket, and athletics. • Upgrade the gymnasium with improved workout equipment and separate sections for boys and girls. Recruit a Physical Education Instructor for better coordination and training.
Long-Term Goals	• Establish a modern indoor stadium with facilities for badminton, basketball, table tennis, and volleyball. • Introduce sports scholarships and wellness programs for outstanding performers. • Implement digital sports management systems (attendance, scheduling, and event tracking).

G.16 Auditorium and Conference Rooms

Current Status	Conference Room - 1 No.
Short Term Goals	Auditorium (under construction) Three Seminar/conference rooms
Long Term Goals	Two more Conference rooms

G.17 Hostels

Current status	3 Hostels (one for boys and two for girls)
Short-term goal:	Sports facilities (Badminton net, volleyball and net)

Long term goal:	One new boys' hostel and one new girls' hostel

G.18 Parking

Short term goal: more parking space

G.19 Exhibition Hall

Long term goal: one exhibition hall

G.20 Guest Accommodation

Long term goal: one guest house

G.21 Commercial Shops/ Centres

Existing: one sale point

Mid-term goal: One departmental store

G.22 Health and Well-being Sector

1. Current Status Health and Well-being Sector of Pandu College

i. Health Centre:

a. One Health Centre within the college campus.

b. Provides basic healthcare facilities for students, faculty, and staff

c. One doctor regularly visits the Health Centre and attends both girls' and boys' hostels of the college.

d. Basic first-aid, preliminary diagnosis, and emergency care are available.

ii. Nearby Medical Support:

a. Pandu FRU (First Referral Unit) is located close to the college campus.

a) The FRU provides round-the-clock (24×7) medical services with doctors available at all times.

B) In case of medical emergencies, students and staff are referred immediately to the FRU.

Short-Term Goals

Objective: To strengthen the existing health centre and promote preventive healthcare among students and staff

Focus Area	**Proposed Development**
Infrastructure	Renovation and modernization of the existing Health Centre building with separate sections for male and female students.
Medical Staff	Appointment of a full-time nurse/paramedic for daily health monitoring and emergency support.
Equipment & Facilities	Procurement of more basic diagnostic tools (BP monitor, glucometer, oximeter, oxygen cylinder, nebulizer, stretcher, etc.)
Preventive Health	Organize regular health camps, vaccination drives, blood donation camps, and mental health awareness sessions.

Mid Term Goals

Objective: To establish a comprehensive on-campus medical and wellness facility.

Focus Area	Proposed Development
Facility Upgrade	Expansion of the Health Centre into a Mini Wellness Clinic with consultation rooms, pharmacy corner, and observation beds.

Human Resources	Appointment of two visiting doctors (one male and one female) and two nurses to manage daily operations.
Collaboration	Establish MoU with nearby hospitals (like Pandu FRU, AIIMS, NH, Excelcare Hospital, GMCH) for medical internships, referral, and telemedicine support.
Health & Fitness Integration	Introduce Yoga and Meditation sessions, stress management workshops, and fitness assessments for students and staff.
Emergency Response System	Install an on-campus ambulance facility in collaboration with Pandu FRU or an NGO partner.

Long-Term Goals

Objective: To develop a full-fledged Health and Wellness Centre meeting national institutional health standards.

Focus Area	Proposed Development
Infrastructure	Construction of a Modern Dispensary / Mini Hospital on campus, offering both inpatient and outpatient services.
Round-the-Clock Facility	Ensure 24×7 availability of medical professionals and emergency medical services.
Integration with Institutional Well-being	Comprehensive Health Insurance coverage for all students and staff

G.23 Student Recreational Facilities

Girls' Common Room

• **Current status**	• Recreational Facilities:
	  ○ Table Tennis table
	  ○ Chess board
	  ○ Carrom board
	  ○ Ludo

• **Short term goal:**	• Pad vending machine

Boys' Common Room

Current Status	One Boys' common room with adequate facilities.
Short Term Need	More Carrom Stands & Boards, Water Filter, Curtains, Dustbins, Locker / Almirah, Drinking Water Facility
Long Term Need	Sports facilities like basketball courts, volleyball court, and badminton court. Fitness and wellness centres with spaces for yoga and dance classes. Campus events such as concerts, film festivals, and video game tournaments.

G.24 Incubation Centre and Research Park

Long Term: One Incubation Centre

G.25 Botanical Park / Garden

Short term Goals	**Botanical garden/ Medicinal plant garden**: The existing botanical-cum medicinal plant garden will be upgraded with the introduction of new plant species, that may be used for the purpose of scientific research and also for in-situ conservation of endemic or endangered species.
Mid Term Goals	**Increased green cover:** The open space in the Institution will be landscaped and utilized for gardening. Also, balcony and terrace gardens will be designed to increase green cover and reduce the Urban Heat-Island Effect.

G.26 Vocational Education, Training and Skilling Infrastructure

Current Status:	Tailoring Centre, Mushroom Cultivation, Vermicomposting, LED Bulb assembling

Short term goal	DTP centre, Layout designing, Book binding, Proof reading, AI course

H. Digital Enablers

Embracing the vision of Digital India, Pandu College has deployed a robust digital public infrastructure to transform its administrative, academic, and financial workflows. By leveraging advanced technological frameworks, the institution seamlessly manages the complete lifecycle of both students and employees, significantly enhancing operational transparency, accountability, and competency.

H.1 Library Digitalization Initiatives

To modernize academic resources, the college library has undergone comprehensive digital automation. Powered by the KOHA Library Management System (LMS), core library operations are fully automated, including:

- Attendance Tracking: Digital logging of library visitor entries and exits.
- Circulation Management: Automated book issuing, returns, and renewal tracking.
- Online Public Access Catalog (OPAC): Advanced digital book searching and inventory tracking for students and faculty.

H.2 Digitalization via Samarth e-Gov Platform

The college has adopted the Samarth e-Gov platform, a secure, reliable, and highly scalable digital ecosystem comprising 9 core modules and over 40 submodules. This system has successfully transitioned the institution into full e-governance. Currently, Pandu College has actively deployed the following modules from the Samarth portal:

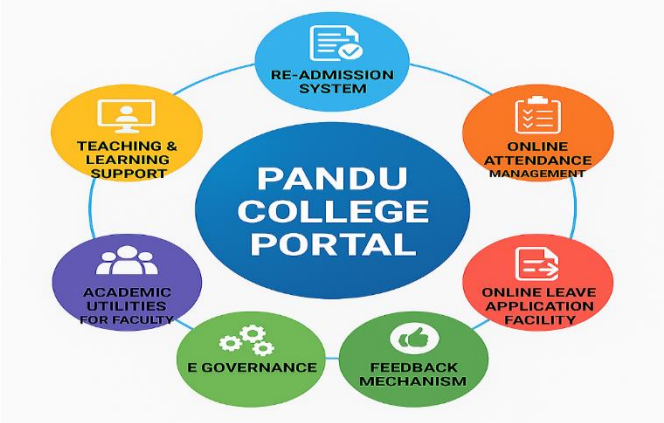
- Admission Procedure Module: Streamlines student onboarding, verification, and enrollment.
- Career Advancement Module: Manages professional growth, promotions, and employee lifecycle tracks.

H.3 Digitalization via the Pandu College Portal

Recognizing the critical need for a unified, technology-driven management system, Pandu College has consistently prioritized e-governance since the first decade of the 21st century.

- ERP Infrastructure Upgrade: To complement its growing institutional stature, Pandu College upgraded its Enterprise Resource Planning (ERP) service provider in May 2025.
- Strategic Impact: This advanced ERP suite maximizes institutional efficiency, secures data management, and provides real-time insights for effective administrative decision-making.

Pandu College ERP Modules implemented are shown below:



Short-Term Goals

- Transitioning to a paperless environment by deploying a centralized notification system for daily and official communications.
- Developing departmental e-libraries to house question banks, textbook repositories, and academic study materials.
- Increasing campus-wide network performance by upgrading infrastructure to deliver higher Wi-Fi speeds.
- Provisioning an AI-driven conversational chatbot to assist users with online institutional services.
- Conducting mandatory, regular training sessions on cybersecurity and threat awareness for faculty, staff, and students.
- Expanding social media-based promotions to improve information access and enhance institutional branding.
- Upgrading the college ERP system through the Phase I integration of Examination, Finance, Grievance, Student Support, and Alumni modules.

Mid-Term Goals

- Strengthening existing media facilities to capture, record, and broadcast academic dialogues and lectures.
- Implementing an integrated, centrally controlled digital identity system for physical access control in libraries and labs.
- Establishing an online Open Journal System to support research publication across all departments.
- Launching an online internal assessment platform to automate student testing and evaluation workflows.
- Creating a centralized digital gateway to offer secure, remote access to academic journals and e-books.

- Digitizing and preserving rare books and historical texts held within the college library collection.
- Deploying digital accessibility and assistive learning tools to support diverse student needs.
- Equipping every academic department with a modern digital classroom featuring interactive smart boards.
- Investing in high-performance computing hardware and licensed software to modernize teaching and research.
- Transitioning institutional books, newsletters, magazines, and proceedings into digital publication formats.
- Offering accredited online certificate courses to broaden skill development opportunities.

Long-Term Goals

- Deploying autonomous AI/ML platforms to analyze, model, and predict student enrollment and academic progression trends.
- Integrating institutional data frameworks with national platforms like DigiLocker for seamless document verification.
- Setting up a professional, fully equipped production studio for high-quality online course recording.
- Providing institutional plagiarism detection software access to all academic stakeholders.
- Completing the Phase II ERP ecosystem upgrade by embedding advanced Finance, E-Resources, Alumni, IQAC, and Data Analytics modules.

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