



INSTITUTIONAL DEVELOPMENT PLAN

Rangapara College (Autonomous)

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Message from Principal

Rangapara College (Autonomous), established in 1979, is an institution of higher education located at Rangapara in the Sonitpur district of Assam. The college is affiliated to Gauhati University and now it has been conferred the autonomous status by UGC in the year 2025. The institution provides FYUGP in the disciplines of Science, Arts, and Commerce along with PG course in Hindi. Furthermore, the Integrated Teacher Education Programme (ITEP) has been started to deliver comprehensive training to create well skilled teachers.

The Institutional Development Plan (IDP) of the college has been formulated to align with both the social and academic mission of the institution while keeping in view the broader goals outlined in the National Education Policy (NEP) 2020. This plan serves as a strategic roadmap for fostering excellence in education, research, and community engagement. It aims to enhance the overall academic environment by integrating innovative teaching methodologies, promoting interdisciplinary research, and ensuring equitable access to quality education.

Moreover, the IDP is designed to address the socio-economic needs of the region by strengthening industry-academia collaborations, skill development programs, and initiatives that empower students with employability and entrepreneurial capabilities. By adhering to the principles of NEP 2020, the plan emphasizes holistic and flexible learning, fostering a multidisciplinary approach, and promoting inclusivity to build a self-reliant and globally competitive academic institution.

Vision

To reach the zenith of excellence in higher education by generating exemplary human resources

Mission

- 1. To transform lives and serve society by promoting the participation of rural students in Higher Education*
- 2. To implement the green policies and create a 'Swachh' environment for the holistic development & growth of our students and teachers.*
- 3. To achieve excellence in Teaching, Learning and Research*
- 4. To develop scientific, intellectual and socio-economic skills among students.*
- 5. To enhance the physical & mental fitness, and develop socio-cultural qualities of students.*

6. *To disseminate the scientific temperament in the campus and the society.*
7. *To enhance the commitment of faculty, staff, and students to the centrality of diversity, social justice*

1 Governance Enablers:

1.1 Governing Body (GB), IQAC, Academic Council, Board of Studies (BOS), Finance Committee, Internal Complain Committee (ICC) and Other Statutory Bodies:

The College adheres to principles of participative management and decentralization, which are integral to its administrative and academic framework. The GB, the highest administrative authority of college, comprises members appointed by the Government of Assam, the affiliated University, and representatives from different stakeholders. The institution has full functional 30 internal committees, including Internal Quality Assurance Cell (IQAC), Academic Council, BOS, Finance Committee and Internal Complaints Committee (ICC) etc. ensuring representation from diverse stakeholders.

Short-term Plan (0-2 Years)

- Digitization of administrative management to increase efficiency and swift operations.
- Improvement of administration's accessibility for students by using various digital platforms.
- Decentralization of administrative policy making power and academic activities to various levels.
- Enhancement of accountability.

Mid-term Plan (2-5 Years)

- Digitalization of academic, administrative, and financial data for paperless administration.
- One window system for Grievance redressal mechanism
- Review and necessary modification.
- Utilization of expertise of Alumnus

Long-term Plan (5-10 Years)

- The institution will create academic and administrative environment for sustainable development of the institute.

1.2 Quality Assurance

Short-Term Plan (0-2 Years)

- Periodical academic and administrative audits have to be conduct to identify the strength and weakness.
- Strengthen of the Internal Quality Assurance Cell (IQAC) to maintain and strengthen the quality.
- Establishment of a suitable mechanism for development of teaching and administrative staffs.
- Grievance redressal system to be implemented to ensure transparency, responsiveness, and accountability in academic and administrative matters.

- Implementation of Learning Management Systems (LMS) and ICT-enabled teaching-learning methodologies to enhance academic quality.
- The institution will adopt e-governance initiatives to improve administrative efficiency, data management, and institutional transparency.
- Establishment of a data-driven decision-making framework to monitor institutional performance and policy effectiveness.

Mid-Term Plan (2-5 Years)

1. Accreditation and Benchmarking Initiatives:

- Attainment and sustenance of national and institutional accreditations such as NAAC, NBA, ISO certification, and achieve higher NIRF rankings.
- Proper measures are to be adopted to establish a robust internal quality monitoring system aligned with national and international quality assurance frameworks.
- The college will develop policies and procedures to ensure continuous compliance with accreditation mandates and governance best practices.

2. Academic and Curricular Reforms

- The institution will implement Outcome-Based Education (OBE) to enhance academic flexibility and student-centric learning.
- Introduction of ITEP and IKS based curriculum.
- Introduction of interdisciplinary programs, industry-relevant curricula, and skill-based training modules in alignment with global educational trends.
- Required steps are to be initiated to strengthen faculty development initiatives through national and international collaborations, research incentives, and leadership training programs.

3. Governance and Institutional Policy Implementation

- Establishment of a transparent and participatory governance model with clearly defined policies on quality assurance, academic integrity, and institutional accountability.
- Strengthening internal audit mechanisms to ensure consistent monitoring and evaluation of governance effectiveness.
- Implementational structured performance appraisal systems for faculty and administrative personnel to promote excellence and accountability.

4. Infrastructure Development and Student Support Services

- Establishment of comprehensive student support services, including career guidance, psychological counselling, and mentorship programs.
- Upgradation of academic and research infrastructure, including digital libraries, laboratories, and smart classrooms, to foster an advanced learning environment.

- Expansion and implementation of student welfare initiatives, such as scholarships, financial aid programs, and internship opportunities, to enhance accessibility and inclusivity.

Long-Term Plan (5-10 Years)

1. Institutional Excellence in Quality Assurance

- Proper initiatives are to be adopted for placing the institution as a recognized centre of excellence in education, research, and governance.
- Establishment of a sustainable and autonomous quality assurance framework for long-term institutional development.
- Institutionalization of a continuous improvement model for academic, administrative, and governance functions.
- Alignment of academic and governance standards with international best practices to enhance global competitiveness.

3. Sustainability and Institutional Autonomy in Quality Assurance

- Development of policies for sustainable quality assurance practices, integrating environmental sustainability, social responsibility, and ethical governance.
- Establishment of a self-regulatory quality assurance body within the institution to ensure long-term adherence to accreditation standards and governance principles.

4. Research, Innovation, and Knowledge Creation

- Establishment of dedicated research and innovation centres to promote interdisciplinary research and technological advancements.
- The college will foster industry-academia collaborations to drive research commercialization, technology transfer, and entrepreneurship development.
- Development of structured incentive policies to encourage faculty and student research contributions at national and international levels.

1.3 Financial Sources and Management

Short-Term Plan (0-2 Years)

1. Strengthening Financial Governance and Compliance Mechanisms

- Setting up of a Financial Planning and Oversight Committee responsible for budget formulation, resource allocation, and financial monitoring.
- Implementation of transparent and accountable financial management systems in strict compliance with statutory regulations and institutional policies.
- Conduct of comprehensive internal and external financial audits to enhance fiscal discipline, accountability, and regulatory adherence.
- Development of a framework for financial risk assessment and mitigation to ensure institutional financial stability.

2. Diversification of Revenue Sources

- To obtain government grants, research funding, and institutional development assistance to support academic and infrastructural advancements.
- Proper measure will be initiated for strategic partnerships with industry, philanthropic organizations, and corporate sponsors to supplement institutional funding.
- Strengthening alumni engagement initiatives to mobilize financial contributions and endowments.

3. Optimization of Resource Utilization and Cost-Effective Strategies

- Implementation of cost-efficiency measures, including digital financial governance and optimized procurement processes.
- Procurement of necessary materials through the Government e-Marketplace (GeM)
- Initiations will be adopted to develop and enforce institution-wise financial policies to eliminate inefficiencies and establish best practices in expenditure management.
- To strengthen financial performance monitoring mechanisms to ensure judicious use of institutional resources.

Mid-Term Plan (2-5 Years)

1. Expansion of Revenue-Generating Initiatives

- Introduction of self-financing certificate, diploma, and continuing education programs to generate alternative revenue streams.
- Enhancement of consultancy services, executive education, and corporate training programs as sustainable revenue-generating ventures.
- Development of institutional corpus and endowment funds to ensure financial stability and long-term resource availability.

2. Strengthening Industry-Academia Collaborations for Financial Sustainability

- Signing of formal Memorandum of Understanding (MoUs) with industries, research organizations, and funding agencies to secure financial support for research and development.
- The college will encourage Corporate Social Responsibility (CSR) funding initiatives to finance scholarships, infrastructure enhancement, and student development programs.
- Proper measures will be taken to develop Public-Private Partnership (PPP) models to support sponsored research projects, skill development centres, and technology incubation hubs.

Long-Term Plan (5-10 Years)

1. Establishment of Sustainable Revenue-Generating Ventures

- To develop technology incubation centres and innovation hubs to promote entrepreneurship and industry collaboration.
- Strengthening of intellectual property (IP) rights management, patent commercialization, and technology transfer mechanisms to drive financial sustainability.

1.4 Leadership

Short-Term Objectives (0-2 Years)

1. Establishment of a Comprehensive Leadership Governance Framework

- Formulation and institutionalization of a Leadership Governance Charter that clearly defines the leadership structure, roles, and responsibilities across all levels of the institution.
- Establishment of a Leadership Development and Institutional Governance Committee to oversee leadership policies, succession planning, and strategic decision-making.
- Implementation of a performance-based leadership evaluation system, ensuring accountability, transparency, and ethical governance.

2. Capacity Building and Leadership Competency Development

- The college will design and implement structured leadership training programs for faculty, academic administrators, and emerging institutional leaders.
- The college will conduct executive workshops, policy seminars, and high-level governance training sessions to enhance strategic decision-making and administrative efficiency.
- Introduction of a mentorship and succession planning framework, enabling knowledge transfer from experienced leaders to emerging academic administrators.

3. Strengthening Decision-Making and Institutional Governance

- Establishment of a transparent, participatory, and data-driven decision-making model, ensuring the involvement of all key stakeholders in governance processes.
- Development of institution-wise policies on leadership ethics, accountability, and institutional governance to uphold integrity and best practices in leadership.
- Implementation a Leadership Performance Monitoring System to assess the effectiveness of leadership structures and governance mechanisms.

Mid-Term Objectives (2-5 Years)

1. Institutionalization of Leadership Development and Governance Excellence Programs

- Setting up of a Centre for Leadership and Governance Excellence, dedicated to research, training, and the advancement of best practices in higher education leadership.
- Development of a competency-based leadership assessment model to continuously evaluate and enhance the effectiveness of leadership roles across the institution.

- The college is to foster a culture of transformational leadership, emphasizing innovation, strategic vision, and institutional resilience.

2. Promotion of Collaborative and Distributed Leadership Models

- Implementation of a distributed leadership framework, ensuring shared responsibility in governance and promoting decentralized decision-making.
- Strengthening interdisciplinary leadership collaborations, fostering synergy between academic, research, and administrative leadership.
- Establishment cross-functional leadership teams to drive institutional development initiatives, ensuring an integrated and holistic approach to governance.

3. Enhancing Institutional Resilience and Crisis Leadership

- Development and institutionalize a Crisis Leadership and Institutional Resilience Framework, ensuring preparedness for financial, academic, and administrative challenges.
- Setting up of a Contingency Planning and Risk Mitigation Committee to address governance risks, economic uncertainties, and regulatory challenges.
- Arrangement will be done to train institutional leaders in adaptive and crisis leadership strategies, equipping them with the skills to navigate complex higher education governance landscapes.

Long-Term Objectives (5-10 Years)

1. Establishing Global Leadership Excellence in Higher Education Governance

- Placing the institution as a benchmark for leadership and governance excellence, recognized nationally and internationally for best practices in academic administration.
- Development of a global leadership network, fostering international collaborations with universities, research institutions, and governance think tanks.

2. Attaining Leadership Sustainability through Strategic Governance Innovations

- Institutionalization of transformational leadership principles, ensuring long-term strategic planning, innovation, and organizational adaptability.
- Development and implementation of a Leadership Sustainability Framework, focusing on ethical leadership, succession planning, and long-term vision execution.
- Establishment of a self-sustaining leadership training and governance academy, offering executive education programs for academic leaders and policymakers.

3. Creating a Legacy of Visionary Leadership and Institutional Impact

- Cultivating a culture of continuous leadership renewal and strategic adaptability, ensuring institutional competitiveness in a dynamic academic landscape.
- Implementation of comprehensive policy reforms that reinforce institutional autonomy, governance transparency, and academic excellence.

1.5 IT/ Web-based Management Information System (MIS)

Short-Term Objectives (0-2 Years)

1. Establishment of a Robust IT Governance Framework

- Establishment of an IT Governance and MIS Implementation Committee responsible for overseeing the planning, deployment, and monitoring of digital systems.
- Conduct of a comprehensive IT infrastructure audit to assess existing capabilities, identify gaps, and formulate a roadmap for system enhancement.

2. Implementation of a Web-Based Management Information System (MIS)

- Development and execution of a centralized, cloud-based MIS platform to facilitate seamless data integration, record-keeping, and institutional reporting.
- Implementation of role-based access control (RBAC) and secure authentication mechanisms to ensure data security and user accountability.
- Digitization of student enrolment, faculty management, financial transactions, and administrative workflows, streamlining institutional processes.

3. Capacity Building and Digital Literacy Enhancement

- Organization of IT training programs for faculty, staff, and administrators to ensure effective utilization of the MIS platform.
- Implementation of a helpdesk and IT support system to provide real-time assistance and technical troubleshooting.
- Conduct of cybersecurity awareness programs to safeguard institutional data from cyber threats and unauthorized access.

Mid-Term Objectives (2-5 Years)

1. Expansion and Integration of MIS Functionalities

- Implementation of automated academic performance tracking, attendance monitoring, and feedback systems for students and faculty.
- Development of mobile-friendly MIS applications, ensuring accessibility and ease of use for all stakeholders.

2. Promotion of Digital Governance and Smart Campus Initiatives

- Development of a paperless governance model, minimizing manual processes and promoting eco-friendly digital workflows.
- Upgradation of present campus of the college to an IT-enabled smart campus solutions for real-time monitoring of energy usage, security surveillance, and resource management.
- Enhancement of e-governance capabilities, enabling seamless online communication, document sharing, and decision-making.

Long-Term Objectives (5-10 Years)

1. Sustainable Digital Transformation and Continuous Innovation

- Institutionalization of a continuous improvement model, ensuring periodic upgrades to the MIS platform in line with technological advancements.
- Fostering a culture of digital innovation, encouraging faculty and students to contribute to IT-enabled academic and administrative improvements.
- Achievement of 100% digital governance compliance, ensuring transparency, efficiency, and scalability in institutional operations.

1.6 Risk Management Analysis

Short-Term (0-2 Years)

- To conduct annual consultations with insurance representatives to review and enhance risk mitigation strategies, covering legal, financial, safety, disaster preparedness, and environmental concerns.
- A Risk Management Committee (RMC) is to establish to oversee institutional risk assessment, mitigation, and compliance.
- To undertake a comprehensive risk audit to identify potential vulnerabilities and develop a structured Risk Register.
- Implementation of fundamental safety and cybersecurity measures, including fire safety protocols, first aid training, and data protection policies.
- Measures to be taken to conduct environmental audit to prevent environmental related risks.

Mid-Term (2-5 Years)

- Expansion of insurance coverage to address emerging risks, including cybersecurity threats, staff liability, and environmental hazards.
- Strengthen regulatory compliance through periodic policy evaluations and targeted training programs for faculty and administrative personnel.
- Enhancement of institutional disaster preparedness by formulating emergency response plans in coordination with insurance providers and local authorities.
- Establishment of a contingency reserve fund to manage unforeseen financial, legal, and operational risks.

Long-Term (5-10 Years)

- Sustainment of ongoing engagements with insurance entities to ensure continuous evaluation and refinement of risk mitigation strategies.
- Implementation of advanced risk monitoring systems for real-time assessment and management of financial, legal, and environmental risks.

- To ensure comprehensive cybersecurity protection, with robust insurance-backed coverage for data security and digital infrastructure.
- Institutionalization of an annual multi-stakeholder risk review, integrating input from academic, administrative, and external governance bodies to uphold long-term resilience and regulatory compliance.

1.7 External Advisory Boards

Short-Term (0-2 years)

- Establishment of an external advisory board comprising distinguished industrialists, academicians, and government officials to provide guidance on the administration and structure of the institution.

Mid-Term (2-5 years)

- Maintain semi-annual meetings with a focus on curriculum development, strategic partnerships, and governance matters
- Development of mentorship programs between board members and leadership.

Long-Term (5-10 years)

- To obtain valuable insights and recommendations to help the institute adapt effectively to evolving social and economic challenges.

1.8. Student Feedback

Short-Term (0-2 years)

- Implementation of 360-Degree Feedback: Collect regular feedback from students, peers, and HODs.
- To Encourage Faculty Engagement: Steps to be taken to motivate faculty to use feedback for improvement.

Mid-Term (2-5 years)

- Initiatives to be taken to analyse feedback regularly and to support faculty in improving teaching.
- Continuous improvement of the feedback system for relevance and effectiveness.

Long-Term (5-10 years)

- Foster Feedback Culture: Embedment of feedback into faculty development and institutional growth.
- Using of feedback data to drive long-term improvements in teaching and curriculum.

2 Financial Enablers

Financial enablers are very essential for facilitating the smooth and sustainable flow of funds in an institution of higher education. Initiating short, medium and long-term stability in the fields of finance through efficacious budgetary policy, resource mobilisation and a well-designed investment mechanism is the pointer to optimal resource allocation that fosters immaculate running of a higher educational institution. Such strategy is expected to be formulated with the following objectives:

- To design an extensive financial blueprint for the future.
- To estimate all possible financial inflows to the institution.
- To make use of every available source of income in order to have a financially stable resource bank and also to have freedom in respect of their superlative use.
- To establish guidelines for allocation of recurring and non-recurring expenditures on the basis of priority of their needs.

Short-Term Goals (0-2 Years)

- To make expense management system more efficient by identifying proper channels of expenditures.
- To generate funds through large scale alumni engagement.
- To diversify revenue streams through introduction of new courses and renting the college facilities (Auditorium, Seminar Hall, Indoor Sports complex etc.) to third party for holding events.
- To invite the donors for voluntary transfer of financial resources by committing them to use the resources in accordance of their prescription on the basis of the priority of the institution.
- To approach the Central Government, State Government, Non-Government Organisations, Industrialists and Corporate sector for academic and infrastructural grants.
- To lease the college property like fisheries and water bodies for the generation of systematic and periodic revenue.

Mid-Term Goals (2-5 Years)

- To prepare a vision document on various possible sources of medium-term fund generation and to share it with all the stakeholders of the college and potential donors by seeking their feedback
- To create an online platform to showcase the achievements of the college to attract the wider community for voluntary contributions.
- To approach to the local business houses, industries and others for various kinds of College's events so that a good quantity of monetary resources of the college can be saved.

- To invest in mid-term fixed income yielding Mutual Funds.
- To open a Term Deposit Account to meet the long run infrastructural requirements.

Long-Term Goals (5-10 Years)

- To make use the devices like renewal energy project and sustainable & eco-friendly building for reduction of running cost and to achieve the goal of resource efficiency.
- To set clear financial goals for major infrastructure projects including campus expansion, upgradation of existing infrastructure and academic innovations.
- To embark on a through exploration of potential funding options for research and development.
- To balance the portfolio of the institution by incorporating various types of funding sources for minimising risks and maximising the returns.
- To make the institution an attractive study destination for foreign students, to foster international collaborations and to access funding opportunities.

Proposed Fund Allocation of the Institution

(2025-2030)

Sl. No.	Heads	Fund Allocation of Total Budget Amount				
		Year 1	Year 2	Year 3	Year 4	Year 5
		2025-26	2026-27	2027-28	2028-29	2029-30
1	Academic Infrastructure including Examination Reforms	30%	20%	20%	20%	20%
2	Physical Infrastructure	25%	25%	23%	23%	20%
3	IT Infrastructure	7%	7%	7%	7%	7%
4	Library	10%	15%	15%	15%	15%
5	Renovation	5%	5%	5%	5%	5%
6	Research and Innovation	2%	6%	8%	8%	10%
7	Utility Services	20%	20%	20%	20%	20%
8	Extension & Green Initiatives	1%	2%	2%	2%	3%
Total %		100	100	100	100	100

Roadmap of Fund Mobilisation (2025-2030)

- Leasing the college property like fisheries and water bodies for the generation of systematic and periodic revenue.
- Some Tree (Persea bombycine) plantation in one acre of land for recurring income.
- Transforming the existing Sandle Wood garden of the college commercially viable venture.

- Increase in Research grants from Central and State Government agencies by 10 times in 5 years.
- Introduction of 10 nos. of certificate courses every year.
- Continuous effort to approach the Central Government, State Government, Non-Government Organisations, Industrialists and Corporate sector for academic and infrastructural grants.

3 Academic Enablers

3.1 Courses catering to professional/future requirements

Short Term Goals (0-2 Years)

- Take feedback from different stakeholders to create new skill-based courses to improve employability.
- Introduction of certificate courses in each department, taking into account professional requirements. The academic departments will develop a flowchart outlining diverse fields in which these certificate courses shall be relevant.
- Make an active Mentor-Mentee system to facilitate the mentee.
- Create a credit transfer mechanism to some important courses available under MOOCs (Massive Open Online Courses) to enhance skills and become capable of meeting professional requirements. A committee shall be made responsible for timely monitoring the holistic development of the students.

Mid-Term Goals (2-5 Years)

- Introduction of add-on courses along with the main courses like course on Semiconductor, Artificial intelligence, Bio controlling of Tea Pesticides, Ornamental Fish Keeping, and Bioinformatics etc.
- Introduction of courses emphasizing Indian Knowledge system (IKS).
- Introduction of interdisciplinary courses to open door for international companies.

Long Term Goals (5-10 Years)

- A course will be designed to make students well-equipped for competitive examinations.
- Introduction of certificate course on foreign Languages to facilitate
- For sustainable academic development of the institute feedback from the stakeholders will be taken and act accordingly.

3.2 Curriculum Institutional Development Plans for Higher Education Institutions (HEIs) updated as per industry requirements

Short Term Goals (0-2 Years)

- Collaborate with the industry experts incorporated in the Board of Studies (BoS) and discuss pathways to equip students for industrial needs.
- Introduction of Skill courses in alignment of industrial requirements.

- Sponsor field visit to the industries to create interest to do internship in the industrial sector.
- Conduct workshops and Seminars to make students aware of Industrial needs.

Mid Term Goals (2-5 Years)

- Introduction of courses on emerging field such as Artificial Intelligence (AI) & Machine Learning, Industrial Automation & Robotics, Internet of Things (IoT) in Industry, 3D Printing, Cybersecurity for Industrial Systems, and Digital Twin Technology in a step-by-step manner.
- Make partnerships with industries to facilitate students in learning technical skills.
- Conduct Faculty Development Programme for faculties to stay updated with emerging trends in industry.
- Sign MoUs with the industries and organisations.

Long Term Goals (5-10 Years)

- Set up a centre dedicated to innovation and research contributing to the industrial sector and engage the students to collaborate with government projects and industrial production based on the courses introduced.

3.3 Curriculum embedded with Employability Skill

Short Term Goals (0-2 Years)

- Introduction of curriculum of interdisciplinary courses which facilitate critical thinking and problem solving.
- Organise regular workshops on digital literacy, data entry, basic coding, financial literacy, and digital marketing to enhance job readiness.
- Focus on imparting both practical and theoretical knowledge.

Mid-Term Goals (2-5 Years)

- Periodic systematic review of all courses to integrate digital literacy, problem-solving skills, and communication skills to cater to industrial needs.
- Collaboration with industries to enhance practical exposure.

Long Term Goals (5-10 Years)

- Introduction of courses on Handloom and Textile, Fisheries, and Disaster Management.

3.4 Curriculum embedded with Skill Enhancement Courses

Short Term Goals (0-2 Years)

- Skill enhancement courses having training programme for use of AI, Block -Chain, IoT, drones by hiring experts in the field and providing adequate infrastructure.

Mid Term Goals (2-5 Years)

- Establish MoUs different organization/industries.

Long Term Goals (5-10 Years)

- Introduce advanced, application-based courses in the final years, including projects, internships and entrepreneurship development.

3.5 Curriculum embedded with emerging technologies to be integrated with future of work

Short Term Goals (0-2 Years)

- Create an ecosystem to facilitate digital literacy, provide ICT training and offer short-term courses.

Mid Term Goals (2-5 Years)

- Make collaborations with industries and research institutions to develop a curriculum that meets the industry requirements.

Long Term Goals (5-10 Years)

- Facilitate Research and Innovation and encourage student-led startups

3.6 Center for Curricular & Life Skills Development (CCLSD)

Short Term Goals (0-2 Years)

- Establish a Centre for Curricular & Life Skills Development (CCLSD) in the institution.

Mid-Term Goals (2-5 Years)

- Take steps to bring in innovation in education and provide support in curriculum enhancement by aligning with NEP 2020.

Long Term Goals (5-10 Years)

- Uplift life skills in students by proper utilization the CCLSD courses.

3.7 Faculty/ teaching Staff

Short Term Goals (0-2 Years)

- Create lesson plans and resource lists for courses and make them available for students through the departmental websites.
- Participation in FDP, Refresher Courses and Workshops by the faculties.
- Undertaking training in platforms such as MOOCs to integrate faculties into their teaching practices, supporting NEP 2020 goals.
- To publish in high-quality research journals regularly.

Mid-Term Goals (2-5 Years)

- Invite Guest Faculty from the different higher educational institute/research institute/industrial sector to motivate the students and provide guidance.

Long Term Goals (5-10 Years)

- To become role models by exhibiting excellence in contributing to national and international policy-making and leadership roles.

3.8 Centre For Faculty Development

Short Term Goals (0-2 Years)

- Introduction of a Centre For Faculty Development.
- Participation or organize at least one Faculty Development Program every five years to improve their skills in their subject area.
- Promote faculty visits between institutions through existing MoUs to work together on curriculum, research, and sharing knowledge.
- Offer more rewards to faculty for doing research, such as research grants and chances to work with others in India and abroad.

Mid Term Goals (2-5 Years)

- Enhance industry partnerships to keep faculty informed about current trends and enable them to incorporate real-world applications into their teaching.
- Build stronger ties with industry so faculty stay updated on current trends and can share real-world examples in the classroom.
- Motivate faculty to join industry projects, internships, and consultancy work to connect classroom learning with real-world practice.
- Set up Centres of Excellence in areas like AI, sustainability, and interdisciplinary studies to help faculty do important research and collaborate with industry.

Long Term Goals (5-10 Years)

- Set up a system for continuous learning where faculty regularly take advanced training, certifications, and upskilling programs to stay updated with global trends in education and technology.
- Develop long-term partnerships with government and private organizations to support research funding, consultancy, and the practical use of research results.
- Provide opportunities for faculty to contribute to educational policy, curriculum updates, and planning to keep the College leading in academic innovation.

3.9 Non-teaching staff

Short Term Goals (0-2 Years)

- The College will regularly organize training programs for administrative staff to keep them updated on government rules, institutional policies, and procedures. These sessions will also include training on digital tools for better management.
- Hold workshops to help non-teaching staff understand new or updated government policies, ensuring the College's administration follows all legal and regulatory changes.

Mid Term Goals (Upto 5 years)

- Provide training programs to improve soft skills and conflict resolution, especially for staff who deal with students and the public, to enhance the overall College experience.

Long Term Goals (Upto 10 years)

- Establish career development plans for non-teaching staff, with leadership training for those in key administrative roles. This will support their growth and encourage long-term commitment to the College.

3.10 Session wise teaching plan

Short Term Goals (0-2 Years)

- Standardize session-wise teaching plans across all departments to ensure consistency and provide students with easy access to study materials.
- Regular inter-departmental communication and strict adherence to teaching plan submission deadlines.

Mid Term Goals (2-5 Years)

- Including ongoing student feedback in the session plan during mid-semester
- Develop a digital system to enhance the quality of study materials and session plans.

Long Term Goals (5-10 Years)

- The College will work to align session plans across departments of state and Central Universities and take the lead in streamlining the academic calendar to support the smooth implementation of the multiple entry and exit system.

3.11 Learning material like Study books

Short Term Goals (0-2 Years)

- Departments will set up content development committees to create learning resources like question banks, lecture notes, and multidisciplinary guides. Faculty teams will prepare materials aligned with the existing curriculum.
- Enhance access to digital learning materials through digital platforms such as Google Classroom and Learning Management Systems (LMS).
- Regularly upload course materials, reading lists, and additional notes on digital platforms. Maintain a five-year question paper repository for each course and make it available on the college website for easy access.

Mid Term Goals (2-5 Years)

- The College will collaborate with established organizations to ensure the efficient production and distribution of books for undergraduate and postgraduate programs.
- Reading lists for all courses, particularly at the postgraduate level, will be reviewed and updated each year to include recent publications. Faculty, in coordination with departmental committees, will revise these lists while preserving essential classical texts.
- Develop a centralized digital repository of question banks, study materials, and past exam papers for student access

Long Term Goals (5-10 Years)

- The College will establish a peer review process every three years to evaluate and improve study materials, with input from experts.

- Collaborate with the other academic bodies to align curricula and study materials, so that books and resources developed by the College can be used across the country.
- Adopt digital publishing for textbooks and study materials, making them freely available to all learners.

3.12 Question bank

Short Term Goals (0-2 Years)

- Upload question papers from the past five years for every course on respective departments' website to ensure easy access for students.
- Develop standard formats for question banks including sections: MCQs, short answers, long answers, case studies, and application-based questions.

Mid Term Goals (2-5 Years)

- Preparation of a varied set of practice questions that align with course outcomes, every year to support slow learners.
- Map each question to specific Course Outcomes (COs) and Program Learning Outcomes (PLOs).
- Develop additional question sets specifically for slow learners and advanced learners.

Long Term Goals (5-10 Years)

- Introduce yearly review cycles to update outdated questions.

3.13 Assignments

Short Term Goals (0-2 Years)

- Introduction of a standard assignment guidelines that align with course outcomes, Bloom's Taxonomy, and accreditation standards. Make available these guidelines to students at the beginning of the semester.
- Provide examples of previous assignments to guide students and make accessible via the department website.
- Develop a centralized online portal for assignment submissions enabling students to submit work, monitor deadlines, and receive structured feedback from faculty.

Mid Term Goals (2-5 Years)

- Establish a formal feedback process where faculty provide timely, constructive comments on student work, including what was done well and what can be improved.
- Implement assignments that include peer review, allowing students to assess each other's work under the supervision of faculty to encourage teamwork and strengthens critical thinking.

Long Term Goals (5-10 Years)

- Emphasize Interdisciplinary and Project-Based Assignments that reflect real-world problems.
- Align assignments with skills like critical thinking, creativity, communication, and digital literacy.

3.14 Assessments

Short Term Goals (0-2 Years)

- Development of a uniform templates and guidelines for assessments.
- Circulation of guidelines to students at the beginning of each semester.
- Implementation of a Structured Feedback Mechanism.

Mid Term Goals (2-5 Years)

- Adoption of continuous assessments, using activities like quizzes, projects, and seminar presentation, group discussions to evaluate students during the semester as part of their final grade.
- Introduction of a database of past assessments, including question papers and assignments from different courses, to support students in preparing for upcoming evaluations.

Long Term Goals (5-10 Years)

- Adopt online assessment methods where students can safely take quizzes, submit work, and sit for exams. Use proctoring and other digital tools to ensure fairness and security.
- Development of a system enabling course curriculum and intended learning outcomes-based assessments

3.15 Value added skills enhancement Papers

Short Term Goals (0-2 Years)

- Formation of a Skill Development Cell having different stakeholders like faculty, alumni, and local industry representatives to manage the program's planning and coordination.
- Identify top employability skills like communication, digital literacy, soft skills, financial literacy, entrepreneurship, etc.
- Survey local industries (e.g., tea estates) and alumni to understand regional skill gaps.
- Introduction of short certificate-based courses like Basic IT Tools, Spoken English, Resume Building & Interview Skills etc.
- Collaboration with local professionals for guest lectures and hands-on sessions.

Mid Term Goals (2-5 Years)

- Introduction of Value-Added Courses offering general skill modules and subject-specific courses.
- Adopt Hybrid Teaching Methods: Blend classroom teaching with hands-on learning: practical's, field visits, simulations via platforms like Google Classroom etc.
- Monitoring and Assessment: Evaluate students via attendance, assignments, mock interviews, and peer feedback.
- Take regular input from students and trainers for module improvement.

Long Term Goals (5-10 Years)

- Set up a dedicated Skill Lab with digital infrastructure and training materials.
- Introduction of virtual tools to simulate real work environments (e.g., lab simulations, business process simulations).

- Annual Skill Audit and Placement Record

3.16 Pedagogy

Short Term Goals (0-2 Years)

- Incorporate experiential learning components into existing or pilot value-added papers.
- Conduct workshops for faculty on learner-centered pedagogy and use of blended/online teaching tools.

Mid Term Goals (2-5 Years)

- Integration and scaling of experiential learning
- Mix traditional teaching with technology-enhanced learning, including virtual labs, online simulations, and real-world problem-solving projects.
- Establish Virtual Learning Infrastructure
- Create an Institutional Pedagogy Framework

Long Term Goals (5-10 Years)

- Development of Sustainable pedagogy by an annual review process using feedback from all the stakeholders.
- Establish a Center for Experiential & Digital Learning that supports faculty and students in applying modern pedagogy consistently.

3.17 Other activities as part of learning

Short Term Goals (0-2 Years)

- Involve students to lead and present different institutional programmes.
- Organize internal Talent Shows.
- Organize competitions like debate, essay writing, local music or dance
- Short sessions on communication, teamwork, hygiene, etc.
- Create 3–5 member groups mixing strong and weak students to help each other.

Mid Term Goals (2-5 Years)

- Introduction of Community Service Projects
- Organize activities involving local artisans, elders, or performers to teach traditional crafts or music.

Long Term Goals (5-10 Years)

- Build a Student Resource Room
- Alumni Network Formation

3.18 Earn while learn facility & flexibility

Short Term Goals (0-2 Years)

- Conduct needs assessment to understand students' interest and financial backgrounds.
- Start with simple campus-based jobs (e.g., library assistant, lab assistant, admin support).
- Introduce flexible class timings or modular classes for students with part-time work.

Mid Term Goals (2-5 Years)

- Collaborate with local enterprises to offer part-time job opportunities to students.
- Introduce short-term skill development programs (e.g., computer literacy, accounting, digital marketing).
- Offer academic credit or small stipends for work done under the earn-while-learn scheme.

Long Term Goals (5-10 Years)

- Create a dedicated cell to manage and expand the program.
- Embed work-based learning within UG/PG curricula (like internships or co-op programs).
- Build a sustainable model that includes government and NGO partnerships for funding and support.

3.19 Flexibility and multidisciplinary

Short Term Goals (0-2 Years)

- Form a committee to identify and suggest interdisciplinary modules within existing departments (e.g., Environmental Studies + Economics).
- Introduce short-term add-on courses (e.g., basic computer skills, spoken English, Assamese literature appreciation, Assamese, Hindi DTP) during vacations or weekends.
- Allow students to choose between morning/evening batches for some general subjects or skill courses.

Mid Term Goals (2-5 Years)

- Partner with nearby institutions for resource sharing and offering joint certificate programs.
- Train faculty to design and handle multidisciplinary and flexible course content.

Long Term Goals (5-10 Years)

- Implement flexible credit systems allowing cross-disciplinary credits and project-based learning.
- Reorganize departments into broader schools (e.g., School of Social Sciences, School of Natural Sciences) to promote cross-disciplinary learning.
- Develop and adopt an online portal where students can access recorded lectures, course materials, and choose from interdisciplinary online courses.

3.20 Opportunities to develop & utilize Research & innovative thinking skills

Short Term Goals (0-2 Years)

- Form Innovation & Research Cells in each department to guide students.
- Organize local-level project exhibitions using low-cost or recycled materials.
- Conduct hands-on workshops on basic research writing, Google Scholar use, and idea development.

Mid Term Goals (2-5 Years)

- Objective: Strengthen student involvement and build institutional culture
- Launch an Annual "Rangapara Innovation Day" to showcase student ideas and models.
- Start small-scale research funding for selected student groups.
- Involve local community/NGOs in real-world student research (agriculture, health, education).
- Organize inter-department problem-solving events.

Long Term Goals (5-10 Years)

- Set up a Research & Innovation Resource Centre with basic tools, computers, and internet.
- Apply for government/UGC funding (e.g., DST Inspire, ICSSR minor research).
- Establish MoUs with research bodies or industries for student internships or innovation trials.
- Introduce college research journal and e-magazine.
- Publish student research in college journals or e-magazine.

3.21 International Exposure

Short Term Goals (0-2 Years)

- Form a dedicated team to handle international collaborations.
- Organize webinars, guest lectures, and panel discussions with foreign faculty.

Mid Term Goals (2-5 Years)

- Invite 1–2 visiting professors for collaborative teaching or research.
- Encourage and support faculty and students to attend international academic conferences.

Long Term Goals (5-10 Years)

- Begin collaborative research in partnership with international institutions.
- Host international conferences and publish joint research papers.

4 Research and Intellectual Property Enablers

The Rangapara College (Autonomous), through its Research and Development Cell, encourages researchers to engage in collaborative initiatives in diverse fields. With a multi-disciplinary approach to research, the college fosters an environment of generating ground-breaking ideas which yield valuable intellectual property.

Quality Research Programmes to be introduced

The college will look into the development of several innovative and quality research initiatives in all programs, driven by global trends, societal needs, and advances in technology. These programs shall align with the college's goal to remain a leader in education, research, and collaboration. Here are some potential research programs the college will focus upon in the coming few years:

4.1 Implementation of a Research-Based Curriculum:

Implementing a research-based curriculum and increasing student intake closely aligns with the introduced Undergraduate Curriculum Framework under the National Education Policy - 2020 (NEP-2020). This framework promotes a multidisciplinary approach, equipping students for advanced academic and professional careers. To enhance the academic and research experience, the project work integral to both undergraduate and postgraduate programs need a more streamlined and effective process.

Short-term Goals (0-2 Years)

- Upgrade and expand research infrastructure at the undergraduate level, ensuring access to basic research tools, laboratories, and facilities to promote early-stage research engagement.
- With increasing global focus on climate change, student projects at both undergraduate and postgraduate levels may focus on climate resilience, sustainable agriculture, and water resource management.
- Embedding interdisciplinary projects shall empower students to translate theoretical knowledge into real-world challenges, enhancing problem-solving and critical thinking.
- Strengthen the mentorship programs where senior researchers and faculty provide guidance to students on research topic selection and methodology, fostering early-stage involvement in research activities.

Mid-term Goals (2-5 Years)

- Strengthen research infrastructure within departments by modernizing labs, acquiring advanced equipment, and providing dedicated research spaces for faculty and students to support ongoing and interdisciplinary projects.
- Research on alternative energy sources, with a focus on energy-efficient technologies shall be a critical area for faculty members and UG 4-year students. Incorporating live projects and case studies into courses shall give students hands-on experience in research methodologies, fostering a research mindset early on.
- Promote interdisciplinary research by strengthening collaborations between departments and external institutions, while ensuring the continuous upgrading and maintenance of infrastructure and resources to support innovation in areas addressing national and societal challenges.
- Expand the mentorship programs by formalizing structures for ongoing support, including assistance with grant writing, publication strategies, and research collaborations, ensuring a robust pipeline for student researchers.

Long-term Goals (5-10 Years)

- Establish a comprehensive, state-of-the-art research ecosystem across all academic levels, from undergraduate to Departmental, positioning the college as a hub of innovation and research excellence both regionally and nationally.
- Establish the Departments as a centre of excellence in research and innovation, producing high-impact scholarly work and patented technologies, while maintaining and enhancing infrastructure to support sustained academic and industrial advancements.

- Research on fisheries, waste management, and urban biodiversity shall be undertaken which shall be essential to address the challenges of India's rapid urbanization.
- Institutionalize mentorship programs across all Departments, creating a sustained culture of research excellence where students receive continuous mentorship from experienced faculty, positioning them for success in securing grants and contributing to impactful research.

4.2 Undertaking quality research projects:

Carrying out high-quality research projects requires a structured approach that aligns with the college's existing strengths, resources, and goals. The thrust research areas identified by the college are aligned with the mission of the Government of India, particularly through the newly established Anusandhan National Research Foundation (ANRF). The college has outlined the following minor/major research themes for the coming years:

- Language, Translation and Literary Studies
- Cryptography and security system
- Recent aspects of number theory
- Heritage, Culture, Music and Arts

Short-term Goals (0-2 Years)

- Future work shall focus on emerging research areas such as Artificial Intelligence (AI) and cultural preservation. Integrating the traditional Bhartiya Gyan Parampara (BGP) into modern agricultural practices, like precision farming and smart systems, is crucial. The college may also support these cutting-edge research areas.
- To support research, the college shall regularly update and disseminate clear research guidelines and conduct workshops on proposal writing, grant applications, and ethical compliance.
- Conduct a comprehensive audit of existing research facilities, equipment, and labs to assess current capabilities, strengths, and immediate needs, establishing a baseline for future improvements.

Mid-term Goals (2-5 Years)

- Future plans shall include establishing Centres of Excellence in key areas like Techno-Humanities Research, and Cultural Heritage Preservation to foster interdisciplinary research and attract fundings from various agencies.
- Investing in research infrastructure, including new labs and advanced technology, is essential to support cutting-edge research.
- Additionally, community-driven, mid-scale projects shall be initiated to address regional challenges and demonstrate the college's societal impact.

Long-term Goals (5-10 Years)

- The college shall implement a Longevity Research Program, focusing on extending, and enhancing quality of life through interdisciplinary research in Mathematic, Life sciences, Chemical sciences, Physical sciences, and social sciences. This would position the college as a leader in longevity research with significant societal benefits.

- Sustaining long-term research funding is crucial, with efforts to secure regional and national grants and create a dedicated fund for cutting-edge projects.
- Develop a strategic plan for ongoing evaluation and enhancement of research facilities, ensuring that infrastructure remains aligned with emerging research trends and institutional goals, ultimately fostering a robust research environment.

4.3 Targeted and Collaborative Research:

The college research community envisions a system prepared to take up future research and developmental challenges. The college aims to centre for multi-disciplinary research by making disciplinary boundaries permeable. This necessitates a tripartite collaboration among the college, government agencies, and the private sector, aimed at revitalizing efforts to skill and equip students and researchers to keep pace with and drive technological advancement. To succeed in the mission, we need to unshackle our research resources and approach government agencies and the private sector for funding opportunities, which are important in achieving this task. Over the past five years, several research-oriented collaborations have been established, with the potential for further expansion based on future needs. The college has contributed significantly towards research in various disciplines. The college is actively engaged in identifying and supporting new fields of research across various disciplines. With a focus on interdisciplinary collaboration, it is working towards enhancing its research infrastructure, including providing necessary resources such as laboratories, equipment, and research assistants.

Short-term Goals (0-2 Years)

- Identify key areas for targeted research by analysing current trends and institutional strengths and collaborating with different departments to undertake such projects.
- Conduct workshops or brainstorming sessions with faculty to identify emerging fields in various disciplines. Analyse trends in research funding and industry needs to pinpoint high-potential areas.

Mid-term Goals (2-5 Years)

- Encourage interdisciplinary collaboration by forming teams that include faculty from different departments. Facilitate partnerships with industry and other research institutions for joint research projects.

Long-term Goals (5-10 Years)

- Ensure ongoing funding and resources for research initiatives through grants, partnerships, and endowments. Establish a long-term plan for the growth and evolution of the identified research fields.

4.4 Research-Oriented Experienced Faculty Members:

Short-term Goals (0-2 Years)

- Implement a process to identify faculty with strong research inclinations using performance metrics like publications, grant applications, and ongoing projects. Engaging adjunct/expert faculty in research to enrich the research environment.

- Establish a mentorship program pairing junior research-focused faculty with experienced researchers to enhance their skills and ideas.

Mid-term Goals (2-5 Years)

- Encourage collaboration among research-oriented faculty, both within the institution and externally, to promote joint research projects and resource sharing.
- Provide leadership opportunities for faculty members with research inclinations, empowering them to play a significant role in shaping the college's research agenda.

Long-term Goals (5-10 Years)

- Support research-inclined faculty in becoming thought leaders in their fields, enabling them to gain global recognition through ground-breaking contributions to academia and industry.

4.5 Undertake Basic and Applied Research:

Short-term Goals (0-2 Years)

- Foster intra- and inter-departmental collaborations to enhance diverse research perspectives and drive cross-disciplinary innovation.

Mid-term Goals (2-5 Years)

- Foster partnerships with national and international research institutions to leverage expertise and share resources for applied research initiatives.

Long-term Goals (5-10 Years)

- Leverage applied research outcomes to shape government policy and industry standards, establishing the college as a vital contributor to societal advancement.

4.6 Career enhancement based on academic performance:

Enhance individual faculty development and also strengthen the college's research culture and intellectual property (IP) framework.

Short-term Goals (0-2 Years)

The college will maintain robust measures to ensure performance through a gradient approach:

- Teaching
- Research outcome
- Administrative engagements and contributions.

Mid-Term Goals (2-5 Years)

- Create monetary and non-monetary rewards linked to quality research, encouraging faculty to engage more in research activities.
- Conduct annual evaluations to assess faculty performance metrics where needed for improved fairness and effectiveness.

Long-term Goals (5-10 Years)

- Create a thriving academic environment where research and publications become central to faculty activities for career progression.
- Develop a system where faculty are rewarded not just for national publications but also for contributions to globally recognized journals, conferences, and IP generation.

4.7 Student Involvement in Research

Short-term Goals (0-2 Years)

- Develop undergraduate courses that incorporate research-based learning, encouraging students to undertake small-scale research projects under faculty supervision.
- Organize workshops on innovation, patenting, and intellectual property rights (IPR) to educate students on the importance of protecting their ideas.

Mid-term Goals (2-5 Years)

- Mandate research components in curricula, especially for final-year projects, enabling students to conduct original research with the potential for publications or patents.
- Motivate students to present their research at national conferences, facilitating knowledge sharing and expert feedback, which enhances their communication skills and promotes academic and professional development.

Long-term Goals (5-10 Years)

- Create student led research labs or innovation centres that foster interdisciplinary projects with commercialization potential.
- Provide extra credits for students attending conferences or presenting their research, with established criteria for earning these credits through such activities.

4.8 Faculty Encouragement for Book Publications, Research Publications and Patents:

The purpose is to build a robust intellectual property rights (IPR) infrastructure, fostering innovation and academic growth across various levels of students, researchers, and faculty members.

Short-term Goals (0-2 Years)

- The college shall enhance the existing Institutional Publication Fund by increasing resource allocation for publication fees and ensuring that all researchers have access to this support, thereby fostering a culture of scholarly publishing.
- Create small funding pools to support promising research that can lead to publications or patents. These grants shall prioritize feasibility and immediate impact.

Mid-term Goals (2-5 Years)

- Form interdisciplinary research centres that focus on cutting edge research, fostering collaboration between departments for impactful research outcomes that can lead to patents or book publications.
- Create a digital platform where all the research output (theses, dissertations, publications, patents) of the University is stored and accessible.

- Provide enhanced financial support for research, specifically directing resources to award those who successfully secure patents.

Long-term Goals (5-10 Years)

- Establish centres of excellence in key research areas that can drive long term innovation, producing high-quality publications, patents, and potentially books on ground-breaking subjects.
- Apply for sustained research funding through government programs and private sector contributions, ensuring the long-term viability of the institution's IPR initiatives.

4.9 Organizing more Structured and Purposeful Conferences

Short-term Goals (0-2 Years)

- Organize smaller, regular conferences centred on emerging research areas to maintain ongoing engagement among research scientists, faculty, and students.
- Conduct thematic workshops during these conferences.
- Align project submission processes with conference participation by requiring each student or research group to present their work in a structured format as part of their final project submission, making conferences integral to the academic process.

Mid-term Goals (2-5 Years)

- Expand conference themes to encompass interdisciplinary research, fostering collaboration among various departments.
- Partner with industries and research organizations to co-host conferences, which can provide funding and exposure for researchers.
- Apply for government and private-sector grants to support conferences, especially those focused on cutting-edge research and innovation.
- Start publishing conference proceedings through collaborations with reputed academic journals.

Long-term Goals (5-10 Years)

- Establish an annual international conference series in key research areas, positioning the college as a recognized hub for academic exchange. These conferences can attract global scholars, enhance the University's reputation, and create collaborative research opportunities.
- Organize events aimed at making research accessible to the general public. These conferences shall feature simplified presentations, and interactive sessions, allowing community members to engage with research outputs and fostering a culture of science communication.
- In the long term, aim to create peer-reviewed journals associated with the college's conferences, providing researchers with a high-quality platform for publishing and disseminating their work.

4.10 Industry and Institutional Collaboration & Consultation:

Short-term Goals (0-2 Years)

- Strengthen collaborations with industries that can invest in student-led innovations.
- Establish Memorandums of Understanding (MoUs) with industry partners, outlining clear objectives for joint research initiatives. This shall enable effective collaboration and foster the creation of intellectual property (IP) through shared expertise.
- Host industry-led workshops, seminars, and technical sessions to equip faculty and students with knowledge of the latest industrial research trends and technologies. This shall bridge the gap between academic research and practical application.

Mid-term Goals (2-5 Years)

- Strengthen partnerships with industries to secure funding for joint research in fields.
- Implement structured internship and job placement programs in collaboration with industry partners, providing students with practical experience and enhancing their employability while gathering feedback from employers to renew educational offerings.

Long-term Goals (5-10 Years)

- Create a comprehensive career development framework that includes continuous training, mentorship programs, and alumni networks to support graduates in their career paths, while fostering long-term collaborations with industries to ensure alignment between academic programs and workforce needs.
- Create consortia that include multiple industry partners, government agencies, and academic institutions. These consortia shall focus on high-impact research projects aimed at developing and commercializing breakthrough, patentable technologies.

4.11 College Incubation Centres:

Incubation Centres play a growing role in fostering innovation and entrepreneurship, though their development is still in its nascent stages compared to some other leading colleges.

Short-term Goals (0-2 Years)

- Initiate structured pre-incubation programs to support students interested in entrepreneurship. These programs shall offer workshops, entrepreneurship boot camps, and access to mentors who guide students through idea validation, market research, and business planning.
- Formalize entrepreneurship into internship programs by creating a framework where students can work on industry challenges or problems during their internships and present these as potential business opportunities upon completion.

Mid-term Goals (2-5 Years)

- Establish incubation centres for each faculty.
- Formalize incubation support as part of the academic curriculum by integrating entrepreneurship courses, incubation electives, and credit-based start-up development

programs. This shall ensure that students develop business skills while pursuing their degrees.

Long-term Goals (5-10 Years)

- Develop a college Alumni Network where successful alumni can provide mentorship and financial support to student-led start-ups. This network would serve as a long-term funding source and ensure ongoing support for new ventures emerging from college incubation centres.
- Establish partnerships with international universities and global incubation centres to provide college students access to global markets, cutting-edge technologies, and international mentorship.

4.12 College Publications & Citation Service:

Academic publications and citation services are critical for research development, faculty recognition, and institutional ranking. The college has implemented several measures to support academic publications and citation growth.

- Support for Research and Publications: The college offers various research grants to encourage scholarly output. The college also promotes collaborations and participation in conferences to foster the exchange of ideas and increase publication quality.
- Citation Databases: The college faculty often rely on platforms like Google Scholar, Scopus, and Web of Science for citation tracking and metrics. The college encourages researchers to register on these platforms to increase their research visibility and track citation performance.
- Publication Ethics: The college has set guidelines for ethical publishing, with a focus on avoiding predatory journals and encouraging publication in UGC Care and Scopus indexed journals.

Short-term Goals (0-2 Years)

- Train all faculty members and students on the use of citation databases like Google Scholar, Scopus, and Web of Science, including setting up problems and managing citations.
- Encourage all departments and faculty to consistently upload research papers and projects to the institutional repository, such as the Samarth Portal. Specific metrics can be established to categorize and evaluate departments based on their contribution and engagement with the repository.

Mid-term Goals (2-5 Years)

- Improve the repository's accessibility and functionality by integrating it with global databases like Google Scholar and Open Access platforms. Implement an internal tracking system for citation metrics to monitor and improve the University's academic ranking.

Long-term Goals (5-10 Years)

- Position the college's repository among the top institutional repositories globally, with enhanced digital access and international partnerships.

4.13 Target Patent Claim for Undergraduate and Post-Graduate Projects in Professional Subject Areas

The Research and Developmental Cell of the college serves as a central hub for all IP-related activities. In order to create awareness of Intellectual Property Rights (IPR) and the patenting process for the undergraduate and post-graduate students, the college has organized three short-term.

Short term Goals (0-2 Years)

- The Research and Developmental Cell of the college serves as a central hub for all IP-related activities. It shall guide students and faculty on the patenting process, help assess the patentability of inventions, and provide assistance in filing patent applications.
- Allocate a dedicated budget to cover the cost of patenting for students and faculty. This shall help ease the financial burden of securing patents, which can often be costly.

Mid-term Goals (2-5 Years)

- The college shall upscale the Research and Developmental Cell to ensure broad access to IP-related services.
- Evolve the intellectual property and patent-related training programs into more advanced programmes.

Long-term Goals (5-10 Years)

- Aim to develop multiple successful start-ups or spin-offs, and license technologies to industries that shall bring substantial financial returns to both the college and its researchers.
- Establish global innovation hubs, attracting international collaborations and investments in research areas with high patent potential. These hubs would serve as centres for interdisciplinary research, fostering continuous breakthroughs in technology and innovation.

4.14 Fostering Innovation through a college Research Fair:

Short-term Goals (0-2 Years)

- Annual Doctoral and Research Fair shall act as a platform for departments to exhibit ongoing research and completed projects. Organizing such events would provide exposure to the research output of students and faculty.
- Initiate an online platform to display research papers and summaries for public and academic access.

Mid-term Goals (2-5 Years)

- The college shall collaborate with other institutes to hold an Inter-institutes research fair once every few years. This would create an excellent opportunity for knowledge sharing between institutions and showcase India's research advancements.

Long-term Goals (5-10 Years)

- Create a dedicated department within the college focused on translating academic research into accessible content for the public and media, fostering a deeper connection between research and society.
- Develop a national platform in collaboration with partner universities to showcase research papers, multimedia summaries, and simplified versions of research, allowing global access and cross-institutional engagement.

5 Human Resource Enablers

5.1 Student and Learner Enablers:

Short-Term Goals (0-2 Years)

- Strengthen of the Mentor - Mentee programme as per the UGC guidelines so that no student is left without support and guidance of teachers.
- Development of internship and job-focused counselling sessions, and get in touch with career advisors in various departments to strengthen the initiative.
- Initiate the use of various teaching aids and technologies to enrich the teaching-learning process and thus make the process a meaningful one.
- Enhance the existing admission portal to provide clear-cut and real-time updates on application status, selection criteria, and seat availability.
- To enhance its effectiveness, the college aims to strengthen data tracking to improve diversity and inclusivity efforts.
- Conduct targeted outreach programs to nearby underrepresented regions, communities, and economically weaker sections, promoting awareness about the college's admission policies and scholarships.

Mid-Term Goals (2-5 Years)

- Initiate alliances with schools and educational organizations to identify talented students from diverse backgrounds, guide them through the courses and syllabi of the college admission process and assist them with the same.
- Start scholarships or financial support systems promoting diversity by providing additional incentives to applicants from under-represented backgrounds.
- Make periodic data review to monitor the progress of students through the years.
- Launch of new scholarship programs for students with academic excellence so as to encourage them for further studies.
- Hire career advisers and organize workshops on stipulated intervals on interdisciplinary career paths, resume building, training on facing interviews.

Long-Term Goals (5-10 Years)

- Utilize data analytic tools to evaluate students' holistic profiles, aiming to identify candidates who excel in both academics and extracurricular activities, while also fostering diversity.
- Assess students' progression in academics and extracurricular activities to measure the effectiveness of holistic admissions and refine admission criteria accordingly.

- Take a dynamic approach in reviewing and expanding scholarship programs based on evolving student needs and demographics.
- Continuously improve the mentorship program by addressing gaps and ensuring alignment with students' academic and professional goals.
- Build a well-established career counselling infrastructure that continuously adapts to changes and helps students transition smoothly into a working professional.
- Develop and refine the mentor-mentee system so that learners can get constant guidance in navigating their educational paths successfully.

5.2 Staff Empowerment Enablers:

Short-Term Goals (0-2 Years)

- Automated application screening to ensure quick and unbiased shortlisting based on required competencies and qualifications.
- Provide clear communication to applicants at every stage of the recruitment process with real-time updates.
- To ensure equal representation of responsibilities, the structured rotation system should be reinforced so that faculty members regularly take on different roles within committees and societies.
- Enhancing teaching methods, research skills, and digital literacy can be achieved through organizing targeted workshops and training programs.
- Encourage faculty to attend professional development programs and provide necessary support for the same.

Mid-Term Goals (2-5 Years)

- Involve 'specialization' at the advertisement for new recruitment with the aim to diversify the expertise base of a particular department.
- Implementing a dedicated communication link (email and/or phone number) to provide immediate answers to common inquiries.
- Promote faculty exchange programs in collaboration with regional and national institutions, facilitating knowledge sharing and exposure.
- Support cross-departmental teamwork by involving faculty in projects and research that span multiple disciplines.

Long-Term Goals (5-10 Years)

- Position the college as a regionally competitive employer by adopting best practices in recruitment and engaging top talent from the academic and research communities of the state.
- Encourage faculty members to take on roles that align with their professional growth and leadership development goals.
- Include leadership programs and advanced certifications as part of career development pathways.
- Hosting Faculty Development Programs (FDP) individually as well as collaboratively.
- Collaborating with funding agencies to host national level conferences to enable a vibrant research environment.

5.3 Faculty Recruitment and Responsibilities

Short-term Goals (0-2 Years)

- Use an online system for recruitment to make the recruitment process faster, more transparent while reducing paperwork.
- Organize regular workshops for teachers on topics like ICT, new teaching tools etc.
- Hold orientation sessions to help faculty understand the latest promotion rules (UGC 2018, Govt. of Assam rules).
- Share updates regularly about available faculty development programs like UGC-HRDC, PMMMNMTT, SWAYAM, and NIPUN Bharat.
- Introduce a rotation system so that faculty members switch roles to ensure fair sharing of duties.
- Motivate teachers to join online training courses through platforms like MOOCs to enhance their knowledge and skills.

Mid-term Goals (2-5 Years)

- Set up a grievance redressal mechanism for applicants.
- Move completely to an online platform for recruitment to make the process easier and faster.
- Partnering with institutions like NCTE, NEUPA etc to strengthen competencies of teaching staff.
- Digitize performance records and feedback mechanisms.
- Form a Research and Publication Cell to guide and support faculties for project proposals (ICSSR/UGC minor/major).

Long-term Goal (5-10 Years)

- Use automated tools to ensure quick and unbiased shortlisting based on required competencies and qualifications.
- Use virtual assistants to answer frequently asked questions from applicants.
- Encourage faculty to take up roles that support their growth and leadership development.
- Explore national level collaborations for visiting faculty.
- Establish linkages with colleges in urban areas for inter-institutional faculty interaction.

5.4 Cross-Functional Enabler

Short-term Goals (0-2 Years)

- Provide incentives like research funding, reduced teaching load, and research leave to support research work.
- Conduct workshops to create awareness on stress management, mental health, and emotional quotient.
- Promote collaboration between departments and encourage teachers to take up multidisciplinary research works.

Mid-term Goals (2-5 Years)

- Provide leadership opportunities for faculty members with research inclinations, empowering them to play a significant role in shaping the institution's research agenda.

- Form a grievance redressal mechanism based on feedback.
- Build links with various research institutions to share resources and expertise.

Long-term Goals (5-10 Years)

- Support research-inclined faculty in becoming leaders in their fields, enabling them to gain recognition through their contributions to academia and industry.
- Start a digital wellness platform to address issues related to work-life balance, mental health and stress management.
- Offer online wellness programs, such as meditation and stress management workshops, and expand the platform's functionality to address holistic well-being.

5.5 Strategic Funding and Emotional Support

Short-term Goals (0-2 Years)

- Bring in professionals to deliver lectures and conduct workshops on emotional intelligence.
- Organize workshop and training programs on emotional intelligence and coping skills.

Mid-term Goals (2-5 Years)

- Conduct training programs for faculty members to incorporate life skills teaching into their courses, ensuring a holistic approach to student development.
- Organize student-led activities to help improve personal growth, communication, public speaking, and other critical life skills.

Long-term Goals (5-10 Years)

- Partnerships with industries to create experiential learning opportunities where students can apply life skills in a practical setting.
- Collaborate with academic departments to develop interdisciplinary course that combine life skills with academic knowledge.

5.6 Pedagogical Innovation

Short-term Goals (0-2 Years)

- Organize workshops and training programs to enhance teaching methodologies, research capabilities, and digital proficiency.
- Encourage faculty to attend professional development programs and provide necessary support for the same.
- Encourage faculties to promote diverse instructional strategies such as blended learning, project-based learning, and case studies to keep pace with global educational trends.
- Foster inter-institutional faculty visits under existing MoUs for collaborative research projects, and knowledge exchange.
- Provide faculty with greater incentives for engaging in research.

Mid-term Goals (2-5 Years)

- Promote faculty exchange programs in collaboration with national colleges, facilitating knowledge sharing and exposure.

- Promote cross-departmental collaboration by encouraging faculty to participate in inter disciplinary / multi-disciplinary projects and research initiatives.
- Ensure faculty have the resources and training to integrate new technologies into their teaching practices, preparing students for future industry needs.

Long-term Goals (5-10 Years)

- Channelizing funds for faculty empowerment, enhancing academic prowess and innovation.
- Position the College as a hub for academic excellence, for faculty development through interactions with different academicians.
- Introduce incentive-based schemes for faculty who engage in activities like content creation, student projects etc.

5.7 Accessibility/Proximity:

Short-Term Goals (0-2 Years)

- Designate specific times each week when college leaders are available to meet with faculty, staff, and students for open discussions.
- Ensure leadership attends regular classroom visits, student events, and staff meetings to build presence and trust.
- Include students, faculty, and administrative staff to advise leadership and co-create solutions to institutional challenges.
- Introduce suggestion boxes (physical or digital) for anonymous feedback, with leadership committing to respond to those queries and concerns monthly.
- Hold formal meetings where the institution will listen to the concerns, issues of students, faculties and administrative staff.

Mid-Term Goals (2-5 Years)

- Introduce short-term leadership roles or committees where different staff and faculty can participate in decision-making.
- Involve all major stakeholder groups in setting academic calendars, policy revisions, and infrastructure priorities.
- Hold annual retreats where leadership evaluates its approach based on feedback and charts the way forward with community input.
- Train faculty and staff in collaborative leadership, conflict resolution, and decision-making skills.

Long-Term Goals (5-10 Years)

- Develop policies that formally embed participatory leadership in governance structures.
- Create a space or program to continuously nurture leadership talent from within the institution.
- Encourage and recognize peer-led initiatives, both academic and extracurricular, that reflect shared responsibility.
- Align institutional self-assessment with collective leadership benchmarks.
- Collaborate with other institutes of the state to share leadership practices and foster cross-institution learning.

5.8 Rich Communication:

Short-Term Goals (0-2 Years)

- Set up a centralized email and messaging platform for faculty, students, and administration.
- Ensure clear, physical and audible communication channels on campus for important announcements.
- Organize short-term training sessions for students and staff on effective verbal and written communication.
- Launch a biweekly or monthly digital newsletter to share updates, achievements, and upcoming events.

Mid-Term Goals (2-5 Years)

- Include news updates, contact forms, downloadable resources, and student/faculty portals.
- Set up labs equipped with audio-visual tools to improve English and local language fluency and presentation skills.
- Encourage students to produce digital content like blogs, videos, and podcasts to enhance communication skills.
- Add communication-based modules in existing subjects or introduce an elective focused on professional communication.
- Create online/offline systems for students and staff to share concerns or suggestions and receive timely responses.

Long-Term Goals (5-10 Years)

- Incorporate local languages alongside English for inclusive communication across diverse student populations.
- Facilitate partnerships for regular interactions with external stakeholders, alumni, and industry professionals.
- Use the college as a communication bridge to spread awareness and education in surrounding rural communities.

5.9 Role Model:

Short-Term Goals (0-2 Years)

- Identification and Recognition of Potential Leaders: Selection of faculty, staff and students who exhibit leadership potentiality.
- Organizing training sessions on vision-building, communication, and ethical leadership.
- Forming micro committees to start drafting shared visions aligned with the growth of the institution.

Mid-Term Goals (2-5 Years)

- Establish structured mentorship between experienced faculty and emerging leaders.
- Assign leadership tasks to foster responsibility.

- Publicly celebrate achievements of internal leaders through newsletters, events, or awards.

Long-Term Goals (5-10 Years)

- Develop a self-sustaining ecosystem where leadership is cultivated at every level.
- Strategic Leadership in Growth Plans: Ensure that internal leaders actively contribute to long-term institutional strategies.

5.10 Institutional Values (Core Values):

Short-Term Goals (0-2 Years)

- Clearly articulate the college's core values and display them across campus and online platforms.
- Integrate sessions on ethics, discipline, and institutional mission during student and faculty inductions.
- Organize events to promote specific institutional values through activities.
- Develop and disseminate a code of conduct for students, faculty, and staff aligned with the college's core values.
- Launch clubs focused on service, equality, and environmental awareness to promote values through peer learning.

Mid-Term Goals (2-5 Years)

- Embed ethics, civic responsibility, gender sensitization, and environmental awareness into academic courses and co-curricular activities.
- Promote values like social responsibility and empathy through NSS/NCC-led rural outreach, awareness drives, and clean-up campaigns.
- Introduce awards or certificates recognizing students and staff for exemplary behavior or community service.
- Invite speakers to discuss topics such as academic integrity, nationalism, and professional ethics.
- Include evaluation of ethical conduct, punctuality, and teamwork in staff and student assessment systems.

Long-Term Goals (5-10 Years)

- Develop long-term leadership training programs focused on values like empathy, accountability, and servant leadership.
- Set up a dedicated center for research, training, and outreach on value education and ethics.
- Ensure that decision-making processes, faculty recruitment, and resource allocation reflect institutional values.
- Partner with organizations that promote rural development, education equity, and ethical governance.
- Work toward accreditation, certifications, or awards that recognize the college's commitment to its core values and rural development mission.

5.11 Vision Statement

To emerge as a center of excellence in higher education rooted in the heart of Assam's tea estates, empowering rural and indigenous communities through inclusive, innovative, and value-based learning. Nurturing socially responsible, environmentally conscious, and globally competent individuals who contribute to the sustainable development of the region and beyond.

5.12 Trust Among Stakeholders and Outsiders

Short Term Goals (0-2 Years)

- Operational Transparency: Information on academic programs, policies, grading, and governance, audited reports for transparency, comprehensible documentation of the autonomy status and its significance.
- Academic Distinction: consistently improve curriculum through industry-friendly, outcome-based education, ensure quality faculty recruitment and retention, emphasis on research and innovation
- Student-Centric Approach: grievance- redressal mechanisms, career services and mentoring
- Keeping stakeholders informed through websites, public meetings and other means.
- Open channels for feedback and suggestions.
- Maintaining standards and seeking accreditation by NAAC.
- Participating in NIRF or international rankings to augment authenticity.
- Outreach programs for the local community.
- Sustainability initiatives and social responsibility projects.

Mid Term Goals (2-5 Years)

- To engage stakeholders in curriculum development
- To conduct regular training for faculty and administration staff.
- To support student clubs, councils and leadership
- Develop alumni network and involve them in mentoring, internship etc.

Long Term Goals (5-10 Years)

- To build a track record of excellence in academics, placements, and research
- Make stakeholder engagement a formal part of decision-making processes.
- Develop long-term MoUs with industries for research, internships, and placements.
- To make stakeholder engagement a formal part of decision-making processes.

5.13 Institution Tradition Rituals

Short Term Goals (0-2 Years)

- A welcome event and orientation programme for first-year students to familiarize them with the college.
- Curriculum Planning and BOS Meetings to regularly update syllabi.
- Celebrates the establishment of the institution.
- Organize cultural performances, award distributions, and exhibitions.
- Organize blood donation drives, cleanliness campaigns, and social outreach programs.
- Green Initiatives like tree planting, plastic-free campus drives, and energy conservation campaigns.

Mid Term Goals (2-5 Years)

- Annual Academic Planning Retreat with all departments.
- Mid-year curriculum review meeting.
- Biannual IQAC meetings with stakeholder reports.
- Annual Alumni Meet with recognition of notable alumni
- Annual Strategic Review Meeting (academic council, board of studies)

Long Term Goals (5-10 Years)

- Institutionalize an annual Convocation Ceremony with academic regalia
- Annual event to reflect on history and vision, with talks, awards, and publications.
- Annual Research Day or Innovation Festival with papers, exhibits.
- Formal launch of an Annual Report (academic, financial, achievements)

5.14 Alternative Strategy & Support Network:

Short Term Goals (0-2 Years)

- Introduction of interdisciplinary course/paper for students to take courses across departments heightening variety and inclusiveness.
- Introduction of Skill-Based Courses to enhance employability and life skills like communication, coding, finance, etc. ensuring success.
- Introduction of Continuous Internal Evaluation (CIE) focusing the overall growth of the students and supplement end-semester exams with project work, case studies, and open-book tests.
- Encouraging peer & self-assessment to take ownership of their learning and also to constructively feedback and support.

- Introduction of hybrid teaching models combining in-person and virtual learning to provide flexibility and engagement to learners.
- Flipped classrooms to encourage active learning.
- Faculty Mentor-ship to support each student.
- Introduction of remedial coaching for weaker students or those from disadvantaged backgrounds.
- Introduction of well-equipped language labs & soft skills training for students.
- Career Guidance Cell for goal setting, resume building, and interview prep encouraging students to explore new avenues.
- Internship Cells for real-world learning and industry experience for further opportunities.
- Introduction of Grievance Redressal Cell to help students in issues related to academics, faculty, or infrastructure.
- Anti-Ragging Committee to ensures safe academic environment.
- Gender Sensitization Cell / ICC for addressing issues related to harassment or discrimination in the college campus.

Mid Term Goals (2-5 Years)

- To introduce interdisciplinary and skill-based electives and engage industry experts and alumni in BoS committees.
- To hire adjunct/visiting faculty from industry and research centers.
- To develop bridge courses for underprepared students.

Long Term Goals (5-10 Years)

- Establish research incubators and patent facilitation centers.
- Participate in global rankings.

5.15 Goal setting in every student:

Short-Term Goals (0-2 Years)

- Organize sessions on personal goal setting, career planning, and the importance of vision.
- Provide structured templates or digital tools to help students define academic, personal, and career goals.
- Training of mentors/class teachers to guide students in setting realistic short-term and long-term goals.

Mid-Term Goals (2-5 Years)

- Implementation of regular attendance or reflection activities to track student progress on goals.
- Inclusion of goal-oriented tasks or self-assessment modules in coursework and assessments.
- Organizing motivation programme featuring the alumni or senior students who achieved their goals through college platforms.

Long-Term Goals (5-10 Years)

- To create a system where students build a comprehensive profile tracking their goals, skills, achievements, and growth.
- To cultivate an environment where goal setting becomes a norm—celebrated and expected across all years.
- Establish linkages with industry, NGOs, and universities to provide platforms for students to pursue their goals beyond college.

5.16 Safety & Security:

Short term goals (0-2 Years)

- To identify poorly lit areas, broken fences, isolated spots, and insecure entry/exit points.
- To add solar-powered street lights in key areas.
- To set up fire extinguishers and mark emergency exit in buildings.
- Assign trained guards at gates during college hours.
- Introduce entry registers for visitors and vehicles.
- Organize sessions on personal safety, cyberbullying, and harassment.
- Organize self-defence workshops for female students.
- Form a committee with faculty, students, and hostel wardens to raise safety issues and provide feedback.
- Display important contact numbers across the campus.

Mid-Term Plan (2-5 Years)

- Cover key zones with CCTV like main gate, hostel entry, library, corridors, and exam halls, strong room entry and exit points and monitor even during off hours.
- Issue ID cards to all students and staff with visible badges and use ID verification during entry into hostels or sensitive areas.
- Appointment of night-time caretakers for Hostels.
- Provide basic first aid kits in departments and hostels.

- Set up a confidential grievance box and an email ID for reporting safety issues or misconduct.

Long-Term Plan (5-10 Years)

- Form an official Safety & Security cell under the IQAC or administration.
- Gradually upgrade to motion-sensor lights or AI-based CCTV.
- Add panic buttons in hostels or isolated areas linked to guard stations.
- Integrate safety modules into orientation programs.

5.17 Search for proximity:

Short-Term Goals (0-2 Years)

- Host welcome events showcasing different communities
- Arrangement of local cuisine tasting events in the canteen in every semester.
- Encouragement of new enrolment in clubs like Cultural Society, Eco Club, Literary Club, Heritage Club

Mid-Term Goals (2-5 Years)

- To organize an annual inter-community festival highlighting traditions, language, and art.
- To offer workshops on soft skill related to indigenous culture.
- To Encourage teamwork in community service or environmental projects that involve students from diverse backgrounds.

Long-Term Goals (5-10 Years)

- To integrate regional literature, culture, and history into the syllabus.
- To establish a formal policy to maintain equity and celebrate cultural heritage.
- To create a diverse alumni mentorship program for career and cultural support.
- To initiate studies or publications on the impact of cultural diversity at the college.

5.18 Legacy of the system

Short-Term Goals (0-2 Years)

- Collect and archive the college's cultural practices, key events, and milestones.
- Organize annual cultural programs, foundation day, and departmental fests with emphasis on traditional values.
- Introduction of first-year students to the college's heritage and values through induction programs.

Mid-Term Goals (2-5 Years)

- Establish a student-led groups to promote and manage cultural events, preserving traditional formats.

- Organize sessions on respecting organizational structure and roles in student leadership and administration.

Long-Term Goals (5-10 Years)

- Develop an online portal showcasing Rangapara College's journey, notable alumni, and traditions.
- Publish a formal guide capturing the ethos, customs, and leadership structure of the institution.

5.19 Legacy of the System

Short-term Goals (0-2 Years)

- Create a culture of respect, belonging, and institutional identity among current students and staff.
- Strengthen of communication and engagement with alumni.
- Organize department-specific awareness programme to ensure active participation of stakeholders.

Mid-term Goals (2-5 Years)

- Alumni involvement through formal networks and collaborative events.
- Organize community outreach programs that connect the college to the local culture and development.

Long-term Goals (5-10 Years)

- To position the college as a symbol of academic and social transformation in Assam.
- To build an inter-generational tradition of pride and legacy through alumni endowments, memorial lectures, scholarships, and mentorship.

5.20 Openness

Short Term Goals (0-2 Years)

- Update course syllabi and program structures are published on the college website.
- Information about statutory bodies like Governing Body, Academic Council, BOS (Board of Studies), IQAC will be published on the college website.
- Annual reports and audited statements (as per norms) will be shared with stakeholders.
- To make available all the student-centric information on college website

Mid Term Goals (2-5 Years)

- Publish annual IQAC reports and institutional data.
- Publish analysis and action taken on student/faculty feedback.

Long Term Goals (5-10 Years)

- Publish accreditation results, SSR (Self-Study Report), and action plans

5.21 The Ability of the Institution to Deliver on Promises:

Short-Term Goals (0-2 Years)

- Define realistic academic, administrative, and outreach goals for each department with clear timelines and responsibilities.
- Publish a calendar outlining schedules for classes, exams, events, and meetings to set clear expectations.
- Form a small team to track progress on institutional commitments and ensure timely implementation of plans.
- Set up an accessible and prompt system for handling student and staff concerns, enhancing trust in college responses.
- Use of notice boards, WhatsApp groups, emails, and meetings to keep stakeholders informed of actions and updates.

Mid-Term Goals (2-5 Years)

- Establish SOPs for tasks like admissions, exam conduction, procurement, and maintenance to ensure consistent delivery.
- Develop a mechanism to regularly analyses, set accountability, and take necessary measures to rectify any gap in delivering promised outcomes.
- Train administrative and academic staff in time management, planning, and use of digital tools for effective delivery.
- Regularly collect feedback to measure how well the college is meeting its commitments and identify improvement areas.

Long-Term Goals (5-10 Years)

- Work towards NAAC or NIRF recognition as a reflection of consistent delivery and quality assurance.
- Display the progress on major institutional goals on college website.

5.22 Accountability

Short Term Goals (0-2 Years)

- Strategize pertinent, rationalized, and industry-aligned curricula, confirming quality education.
- Monitoring teaching efficacy, research aids, and faculty development.
- To create a transparent authority.
- Appropriate application of funds, audited financial reports will be compliance with funding rules.
- Ensuring timely grievance redressal, scholarships, placements, and support services.
- To create a transparent and reliable examination system with apparatuses to prevent abuse.
- Timely and error-free publication of results with provisions for revaluation and appeal.

- Regular feedback from students, alumni, employers, and faculty to guide institutional improvements.

Mid Term Goals (2-5 Years)

- To introduce new interdisciplinary courses, skill-based electives, and value-added programs.
- Teaching-Learning Enhancement
- Shift from teacher-centric to learner-centric methods.
- Introduce flipped classrooms, experiential learning, and project-based learning.
- Implement rubrics and question paper moderation for fairness and transparency.
- Encourage student research, internships, and industry-linked projects.
- Establish student research cells and innovation hubs.

Long-Term Goals (5-10 Years)

- Align learning outcomes with national qualification frameworks.
- Achieve excellence in curriculum development, teaching methods, and assessments independently.
- Seek autonomy renewal with a higher degree of academic freedom.

5.23 Mental Health

Short-term Goals (0-2 Years)

- Create awareness and reduce stigma around mental health through sensitization campaigns.
- Set up a basic wellness and counselling corner within campus using existing infrastructure.
- Collaborate with local PHCs or mental health professionals for support.

Mid-term Goals (2-5 Years)

- Integrate mental health topics into co-curricular and NSS activities.
- Organize workshops on stress management, addiction, exam anxiety, gender sensitivity, emotional intelligence, etc.

Long-term Goals (5-10 Years)

- Facilitate regular health check-ups including mental wellness screening, especially for students from tea tribe communities.
- Establish a Student Wellness Centre with a visiting psychologist/counsellor.
- Form an alumni-led mentorship group for emotional and academic support.

6 Networking and Collaborations Enablers

6.1 Strategic Collaborations

Short-term Goals (0-2 Years)

- To make a list of industry leaders, academic institutions, and community organizations to collaborate with.
- To make a plan for small and impactful projects such as internships, skill-building workshops, or pilot research initiatives.
- Establish strong communication systems for collaboration, such as regular meetings or platforms like Slack or Teams.
- To Set MoU for research collaboration and curriculum inputs.

Mid-term Goals (2-5 Years)

- Launch collaborative academic courses and joint research.
- Track key metrics and outcomes to ensure partnerships achieve the intended goals.
- Implementation of community-focused initiatives like training programs and local projects.

Long-term Goals (5-10 Years)

- Formalize partnerships by creating permanent committees.
- Ensure that initiatives become self-sustaining and generate long-term value.
- Evaluate the long-term impact of these partnerships on research, education, and the community.

Alumni Networks

Short-term Goals (0-2 Years)

- Build a comprehensive database of alumni with details like areas of expertise, career achievements, and willingness to contribute.
- Establish communication platforms such as alumni portals, newsletters, or social media groups for regular updates and engagement.
- Organize events like alumni meetups, webinars, or guest lecturers to foster initial connections and discussions.
- Highlight influential alumni who can act as ambassadors or champions for networking and collaborations.

Mid-term Goals (2-5 Years)

- Develop structured mentorship programs where alumni guide current students.
- Launch campaigns to encourage alumni to contribute towards funding research projects or infrastructure development.
- Create systems to gather regular feedback from alumni to improve engagement initiatives and collaboration strategies.

Long- term Goals (5-10 Years)

- Form alumni committees or boards to oversee and sustain the network's activities.
- Establish endowment programs supported by alumni for sustainable funding of research and development.
- Expand alumni networks internationally to access a diverse pool of expertise and collaborations.
- Evaluate how alumni contributions have strengthened strategic collaborations in research, curriculum, and infrastructure growth.

6.2 Academic and Research Excellence

Short-term Goals (0-2 Years)

- List institutions with complementary strengths for collaboration.
- Establish MoUs for co-research, shared curricula, and student exchange programs.
- Initiate small-scale research projects involving faculty from partnering institutions.
- Begin sharing libraries, laboratories, or online platforms for initial joint usage.
- Identify and onboard institutions and researchers with aligned interests.
- Establish access to shared databases, libraries, and initial co-authored research projects.
- Set up platforms or tools for effective collaboration and data sharing.

Mid-term Goals (0-5 Years)

- Design shared courses or modules that cater to both institutions.
- Enable students to take courses or internships at partner institutions.
- Formalize dual degree structures offering qualifications from both institutions.
- Collaborate on advanced facilities like innovation labs or research centers.
- Involve more institutions and experts in the consortium for wider participation.
- Focus on emerging research areas with high-impact potential through joint efforts

Long- term Goals (5-10 Years)

- Broaden the scope of dual degree programs across more disciplines.
- Build long-term co-research frameworks addressing global challenges.
- Periodically assess the success of the synergy in academic and research outcomes.
- Ensure sustainable funding for shared resources and projects.
- Achieve recognition through impactful publications and contributions to international research.

6.3 Practical Exposure and Experience

Short-term Goals (0-2 Years)

- Design initial programs combining live projects with hybrid learning models.
- Collaborate with industries to provide paid live project opportunities.
- Launch small-scale pilot projects.

Mid-term Goals (2-5 Years)

- Increase the number of live projects and include more industries and domains.
- Align programs with industry-required skills and certifications.
- Collect feedback from participants to refine program structure.

Long- term Goals (5-10 Years)

- Ensure the program's self-sustainability.
- Introduce various partnerships for diverse project opportunities.
- Evaluate the initiative's success in enhancing employability and professional growth.

6.4 Community Engagement and Service

Short-term Goals (0-2 Years)

- Collaborate with local NGOs, social service organizations, and government bodies like Unnat Bharat Abhiyan.
- Launch small-scale rural fieldwork projects focusing on education, health, or skill development.
- Train students and volunteers for effective participation in community initiatives.
- Connect with municipal authorities, panchayats, and community leaders.
- Launch small-scale, field-based programs focused on sustainability and awareness.
- Create channels for regular dialogue and collaboration with local bodies.

Mid-term Goals (2-5 Years)

- Scale up outreach initiatives to involve more communities and diverse social challenges.
- Develop multi-stakeholder projects combining NGOs, academia, and government efforts.
- Create mechanisms to gather feedback from communities for program improvement.
- Scale up programs to involve multiple communities and cover diverse development areas.
- Implement joint initiatives like sanitation drives, environmental conservation, or vocational training.

Long- term Goals (5-10 Years)

- Establish long-term partnerships with NGOs and government schemes.
- Align initiatives with broader sustainability goals for societal impact.
- Evaluate long-term outcomes to measure effectiveness and scalability.
- Formalize collaborations with local bodies for sustained engagement.
- Align initiatives with regional development goals for measurable long-term benefits.
- Assess the effectiveness of partnerships in fostering community growth and education.

6.5 Professional Development and Employment

Short-term Goals (0-2 Years)

- Identify key industries and sectors aligned with student skill sets and career goals.
- Build connections with industry HR professionals through placement cells.
- Launch small-scale internship programs with partner organizations.

Mid-term Goals (2-5 Years)

- Collaborate with additional industry sectors to broaden placement opportunities.
- Organize regular placement drives and campus recruitment events.
- Partner with industries to align training programs with their specific needs.

Long-term Goals (5-10 Years)

- Formalize industry partnerships for sustained placement opportunities.
- Expand placement networks internationally for diverse career prospects.
- Evaluate employment rates and industry feedback to refine placement strategies.

6.6 Quality and Credibility

Short-term Goals (0-2 Years)

- Assess current practices against accreditation standards to identify gaps.
- Begin compiling necessary data, reports, and evidence for the accreditation process.
- Identify and adopt recognized quality assurance frameworks from agencies.
- Conduct internal audits to assess current standards and areas for improvement.

Mid-term Goals (2-5 Years)

- Conduct sessions to align faculty and staff with accreditation requirements.
- Develop standardized practices aligned with quality frameworks.
- Implement strategies to improve student learning outcomes and institutional efficiency.
- Conduct regular reviews and updates based on feedback and evolving standards.

Long-term Goals (5-10 Years)

- Regularly review and enhance processes to sustain accreditation standards.
- Pursue additional accreditations and certifications for broader credibility.
- Embed quality assurance processes into the institution's core functions.
- Create systems for ongoing enhancement of standards and outcomes

6.7 Innovation and Entrepreneurship

Short-term Goals (0-2 Years)

- Set up initial incubation spaces with mentorship and basic resources.
- Organize brainstorming sessions, hackathons, and networking events to encourage ideas.
- Create small-scale funding programs or connect startups with angel investors.

Mid-term Goals (2-5 Years)

- Collaborate with industries, venture capitalists, and academic institutions for funding and expertise.
- Launch structured programs offering business development support, training, and mentorship.

Long-term Goals (5-10 Years)

- Institutionalize the startup ecosystem with self-sustaining funding and programs.
- Attract international investors and expand networking opportunities globally.
- Regularly assess startup success rates and overall ecosystem impact.

7 Physical Enablers

Short term goals (0-2 Years)

- Installation of projectors, smart boards, Wi-Fi-enabled classrooms for swift teaching-learning activities.
- Proper arrangement of lighting, acoustics, and ergonomics should enable students to use the facilities in a safe, comfortable, and efficient manner.
- Modern equipment has been installed in the science labs (physics, chemistry, biology (botany and zoology), allowing students to learn using the latest and appropriate technologies.
- • Computer labs equipped with modern gear, software, and internet connection to ensure that every student is computer literate.
- The implementation of e-library systems and the digitization of resources allow students to access books from the convenience of their homes.
- Reading zones with comfortable seating and extended hours.
- Establishment of research cells/centres with tools and space to uplift the research mindsets of the faculties and students.
- Dedicated faculty cabins for research work.
- High-speed internet and also to make the campus-wide Wi-Fi.
- Updating the College website and student portal for information dissemination.
- Updating some already existed smart classrooms for hybrid learning.

- Ramps, lifts, and accessible toilets for differently-abled students.
- Campus CCTV surveillance (including the hostels), fire safety installations to all the buildings and hostels.
- Updating First-aid and medical room by appointing a trained staff.

Mid-term goals (2-5 Years)

- Integration of digital tools such as Biometric attendance, e-files.
- Training space for staff on IT-enabled services.
- Secured rooms for examination materials.
- Digitized records and evaluation support systems.
- Departments are allotted with their designated rooms to smoothly conduct the departmental activities and also to manage the departmental information properly.
- Solar panels for energy efficiency.
- Rainwater harvesting and waste management systems.
- Tree plantation and green zones for biodiversity.
- Ramps, lifts, and accessible toilets for differently-abled students.
- Campus CCTV surveillance, boundary fencing, fire safety installations.
- First-aid and medical room with trained staff.

Long term goals (5-10 Years)

- Separate hostels for boys and girls with adequate amenities.
- Safety systems (CCTV, fire safety, secure gates).
- Canteen and Dining: hygienic and affordable food options.
- Proper waste disposal and maintenance.
- Well-furnished common rooms for boys and girls.
- Group study rooms and lounge areas.
- Fully equipped hall for cultural events, seminars, workshops.
- Indoor & outdoor sports facilities (badminton court, football ground, etc.).
- Gymnasium or fitness center for students and staff.
- Adequate parking for staff, students, and visitors.
- College buses or tie-ups for student transportation.

8 Digital Enablers

Rangapara College (Autonomous), through its Institutional Development Plan, is committed to enhancing digital infrastructure and fostering technology-enabled education. The college empowers faculty and students to integrate digital tools into teaching, learning, and research, promoting innovation and academic excellence in a digitally evolving landscape.

8.1 Internet Usage:

Recognizing the importance of digital connectivity in the 21st century, Rangapara College (Autonomous) emphasizes the role of internet usage in connecting its stakeholders—students, faculty, and administrative staff—to the external world. By leveraging internet-enabled devices, the institution aims to create seamless access to global knowledge systems, online learning resources, digital libraries, and collaborative platforms. This initiative supports the broader vision of fostering a technologically empowered academic environment that aligns with the National Education Policy (NEP-2020) and promotes inclusive, learner-centric education.

Short-term Goals (0-2 Years)

- Rangapara College will ensure uninterrupted and secure internet connectivity throughout the campus, including classrooms, laboratories, libraries, and hostels, by strengthening Wi-Fi and LAN infrastructure.
- Digital literacy initiatives will be launched by the college to equip students and faculty with skills for effective and ethical use of the internet in academic and research settings.
- Access to national and international digital platforms such as SWAYAM, NDL, and Coursera will be facilitated to promote self-paced and flexible learning.
- Smart classrooms integrated with internet-based teaching tools will be introduced to enhance interactive and blended learning experiences.

Mid-term Goals (2-5 Years)

- The college will establish a centralized digital resource center with high-speed internet, providing access to research databases, e-journals, and open educational resources.
- Online collaboration platforms will be promoted for research, faculty development, and national/international academic networking.
- To ensure safe digital engagement, Rangapara College will strengthen its cybersecurity infrastructure and implement standard digital safety protocols.

- Remote access to institutional resources will be expanded, allowing faculty and students to connect with academic tools and services from off-campus locations.

Long-term Goals (5-10 Years)

- The college will build a fully connected digital ecosystem incorporating virtual labs, online assessments, and AI-powered learning support systems.
- Rangapara College will work towards digital inclusion by providing subsidized internet-enabled devices and data support to students from rural and underserved communities.
- Strategic partnerships with technology providers and digital learning platforms will be pursued to upgrade infrastructure and introduce adaptive educational technologies.
- The college will regularly assess and update its internet systems to meet the dynamic needs of a technology-driven academic environment.

8.2 Website:

The official website of Rangapara College (Autonomous) serves as a dynamic digital gateway for disseminating institutional information to the public. It acts as a vital communication tool that reflects the college's vision, mission, academic programs, research activities, student achievements, and administrative updates. Ensuring that the website remains user-friendly, informative, and regularly updated is crucial for maintaining transparency and accessibility for all stakeholders, including students, parents, alumni, researchers, and the broader community.

Short-term Goals (0-2 Years)

- The college will redesign and upgrade its website to ensure it is responsive, mobile-friendly, and accessible to users with varying needs.
- Regular updates will be ensured for key sections such as admissions, academic calendar, notices, examination results, and faculty directories.
- Essential public documents, including institutional policies, IQAC reports, NAAC/AISHE data, and annual reports, will be made easily accessible through dedicated web sections.
- The website will feature a clear and organized homepage layout that directs visitors to relevant information efficiently.

Mid-term Goals (2-5 Years)

- Rangapara College will integrate dynamic content such as news feeds, photo galleries, event updates, and student/faculty achievements to enhance public engagement.
- An internal content management system (CMS) will be implemented to enable faster updates by authorized staff and departments.
- The website will include multilingual support to cater to the diverse linguistic backgrounds of users, especially from the Northeast region.
- Analytics tools will be embedded to monitor website traffic and user behavior, helping the college improve content relevance and accessibility.

Long-term Goals (5-10 Years)

- The college will establish its website as a comprehensive digital knowledge hub, incorporating e-learning links, alumni portals, research publications, and community outreach programs.
- A robust web-based feedback system will be introduced to gather suggestions from stakeholders for continuous improvement of college services and outreach.
- Rangapara College will maintain its website in alignment with national digital standards and accessibility norms to ensure inclusivity and compliance.
- Periodic audits and professional maintenance of the website will be institutionalized to ensure security, functionality, and content accuracy over time.

8.3 Online Messaging Stakeholders' Groups:

Rangapara College (Autonomous) recognizes the significance of streamlined communication in ensuring efficient academic and administrative operations. The creation of dedicated online messaging groups for stakeholders—including faculty, students, administrators, alumni, and support staff—will facilitate both vertical (top-down and bottom-up) and horizontal (peer-to-peer) communication. This digital communication infrastructure will promote transparency, collaboration, and timely dissemination of information across all functional levels.

Short-term Goals (0-2 Years)

- The college will establish official messaging groups across platforms such as WhatsApp, Telegram, and institutional email lists for internal communication among departments, student batches, and administrative units.

- Orientation programs will be conducted to familiarize stakeholders with communication protocols, ensuring clarity, accountability, and appropriate use of digital platforms.
- Real-time information sharing on academic schedules, announcements, meetings, and emergency alerts will be streamlined through these groups to ensure prompt communication.
- The college will initiate messaging channels for specific academic and extracurricular activities to enhance coordination and stakeholder engagement.

Mid-term Goals (2-5 Years)

- Rangapara College will implement a unified communication platform integrated with the college ERP or Learning Management System (LMS) to centralize all messaging channels.
- Stakeholder-specific group structures—such as student-faculty groups, department councils, research teams, and administrative task forces—will be formalized for efficient vertical and horizontal information flow.
- Feedback mechanisms will be embedded within these messaging systems to ensure participatory communication and responsive administration.
- Training will be offered to group moderators and departmental coordinators to manage messaging environments effectively and maintain communication discipline.

Long-term Goals (5-10 Years)

- The college will institutionalize digital communication as the primary mode for both internal and external stakeholder interaction, reducing dependency on physical notices or delayed communication chains.
- Advanced platforms with automated updates, calendar sync, and announcement boards will be integrated to support a cohesive communication experience.
- Alumni, parent, and community outreach groups will be developed to strengthen external stakeholder engagement and ensure multi-directional communication.
- The college will regularly audit and update communication protocols to keep them in line with technological advancements and institutional growth.

8.4 Online Blogs & Sites for Every Course:

To enhance transparency, accessibility, and academic engagement, Rangapara College (Autonomous) will implement dedicated online blogs and course-specific websites. These platforms will serve as dynamic interfaces for sharing course-related information, updates, and the day-to-day academic progress of enrolled students. By making these resources accessible to stakeholders—including parents, guardians, faculty, and the general public—the college aims to foster an informed, collaborative, and accountable academic environment.

Short-term Goals (0-2 Years)

- The college will initiate the development of course-wise blogs and microsites for all academic programs, maintained by respective departments.
- Each platform will provide detailed course outlines, syllabi, teaching plans, and weekly progress updates.
- Faculty members will be trained to regularly update these sites with assignments, project work, important notices, and student performance highlights.
- These blogs will act as real-time academic dashboards for stakeholders to monitor learning activities and student involvement.

Mid-term Goals (2-5 Years)

- Rangapara College will integrate these platforms with the central institutional website for streamlined access and better visibility.
- Departments will use these blogs to publish student-led content such as reflections, research snippets, field visit reports, and creative outputs, encouraging student participation and ownership.
- Analytics and feedback tools will be embedded to track engagement and incorporate stakeholder feedback into teaching strategies.
- Regular review mechanisms will be implemented to ensure content accuracy, relevance, and consistency across all course pages.

Long-term Goals (5-10 Years)

- The college will institutionalize course blogs as part of its digital academic infrastructure, making them a permanent feature in every program's design and delivery.
- These platforms will evolve into comprehensive academic archives, documenting teaching practices, curriculum innovations, and student achievements.
- Rangapara College will position these blogs as public academic resources that reflect transparency, continuous progress, and the institution's commitment to academic excellence.
- Over time, selected high-impact course blogs may be developed into interactive MOOCs or knowledge hubs contributing to the college's national academic reputation.

8.5 Wi-Fi Campus:

In pursuit of building a digitally inclusive academic environment, Rangapara College (Autonomous) envisions transforming the campus into a fully Wi-Fi-enabled zone. A seamless and secure wireless network will empower students and faculty to access ubiquitous online information across classrooms, libraries, laboratories, and common areas. This initiative will not only support digital teaching-learning practices but also promote collaborative learning, real-time research, and academic mobility.

Short-term Goals (0-2 Years)

- The college will ensure Wi-Fi coverage in all academic blocks, including classrooms, seminar halls, and faculty rooms, to support on-the-go access to educational resources.
- Students and faculty will be provided with secure login credentials to access authenticated digital content and institutional platforms.
- High-priority academic zones such as the library, computer labs, and research rooms will be upgraded with high-speed wireless connectivity for uninterrupted academic activities.
- The college will initiate awareness and orientation programs to promote responsible and effective usage of campus Wi-Fi among stakeholders.

Mid-term Goals (2-5 Years)

- Rangapara College will extend Wi-Fi coverage to hostels, student activity centers, and administrative buildings, creating a uniformly connected campus environment.
- Bandwidth capacity will be enhanced to handle concurrent users and high-demand academic tasks such as online lectures, video conferencing, and e-content streaming.
- Access to online databases, journals, and e-learning platforms will be integrated with the Wi-Fi system to support a ubiquitous learning experience inside and outside the classroom.
- The college will implement a centralized monitoring system to track performance, usage, and ensure data security.

Long-term Goals (5-10 Years)

- The college will maintain a high-speed, scalable, and future-ready Wi-Fi ecosystem capable of supporting emerging technologies like IoT, cloud computing, and AR/VR-based learning tools.
- Wi-Fi infrastructure will be periodically upgraded in alignment with technological advancements and increasing user needs, ensuring long-term sustainability.
- Rangapara College will establish itself as a model digital campus, where students and faculty can access real-time academic content and collaborate seamlessly within and beyond institutional boundaries.
- Continuous review and user feedback mechanisms will be developed to optimize Wi-Fi service delivery and enhance the overall digital experience.

8.6 Online Study Material:

Rangapara College (Autonomous) recognizes the pivotal role of digital study materials in complementing classroom instruction and promoting continuous learning. In alignment with the National Education Policy (NEP-2020), the college aims to develop and disseminate course-aligned study materials in text, audio, and video formats to ensure that learning is accessible, flexible, and inclusive. These resources, stored digitally and accessible via smartphones, tablets, or laptops, will act as a permanent academic reference and provide ubiquitous learning support to students across disciplines.

Short-term Goals (0-2 Years)

- The college will begin the development of curriculum-based study materials in PDF, audio, and video formats to support the current teaching-learning process.
- All departments will be encouraged to digitize existing course content and upload it to centralized platforms for easy access by students.
- Basic training will be provided to faculty members on creating and editing digital content, ensuring quality and consistency across departments.
- A repository of subject-wise materials will be created and shared with students through the college website, email, or dedicated messaging platforms.

Mid-term Goals (2-5 Years)

- The college will establish a dedicated Digital Content Development Unit to coordinate the creation, review, and updating of online study materials.
- Subject experts and faculty members will collaborate to create interactive e-modules, recorded lectures, and topic-wise revision videos aligned with the curriculum.
- Content accessibility will be enhanced by ensuring materials are optimized for low-bandwidth usage and compatible with mobile devices.
- The college will develop an internal Learning Resource Portal where students can log in to download or stream course-specific materials as per their academic schedule.

Long-term Goals (5-10 Years)

- Rangapara College will institutionalize a culture of digital content creation, encouraging departments to produce semester-wise, multilingual study resources adaptable for both online and offline access.
- Partnerships will be pursued with academic platforms and content providers to enrich the repository with high-quality supplementary resources.
- The college will integrate its study materials with Learning Management Systems (LMS) to track usage patterns and student engagement for future improvements.
- A student feedback mechanism will be established to evaluate the effectiveness and relevance of online study materials, ensuring regular updates and alignment with learning needs.

8.7 Digital Library

Rangapara College (Autonomous) has established a technologically advanced Digital Library system, featuring cloud-hosted KOHA and DSpace platforms with full remote access and cloud backup capabilities. This infrastructure ensures high availability, data security, and scalability—perfectly aligning with the vision of the National Education Policy (NEP) 2020 to democratize access to knowledge and foster a digital learning environment, empowering students and faculty with knowledge anytime, anywhere.

Current Capabilities:

- Cloud-hosted KOHA (Library Management System) with a user-friendly OPAC interface accessible remotely by students and faculty.
- Cloud-based DSpace Repository for managing institutional publications, student projects, faculty research, and seminar proceedings with global access.
- Remote access and cloud backups ensure seamless service, enhanced security, and long-term preservation of academic resources.
- Integration with national platforms like NLIST, NDLI, and SWAYAM, enabling access to a wide range of e-resources.

Short-term Goals (0-2 Years)

- Continue expanding the DSpace repository to include audio-visual content, digitized heritage materials, and interdisciplinary resources.
- Conduct periodic digital literacy workshops to train users in navigating and utilizing digital resources effectively.
- Promote greater student engagement by integrating academic work, creative submissions, and internships into the digital archive.

Mid-term Goals (2-5 Years)

- Develop a unified Digital Library Portal that provides single-window access to KOHA, DSpace, e-journals, open educational resources (OER), and e-learning tools.
- Encourage faculty to develop course resource packages linked through KOHA and DSpace for blended and flipped classroom models.
- Launch student and departmental e-journals hosted on DSpace with DOI assignment and indexing to support scholarly publishing.
- Build multilingual digital collections to support linguistic diversity and regional studies.

Long-term Goals (5-10 Years)

- Integrate AI-based discovery tools and smart search functions for personalized and efficient access to library content.
- Position the Digital Library as a regional knowledge hub, offering access to affiliated colleges, researchers, and the community.
- Collaborate with national and international digital repositories, open access platforms, and scholarly databases for enhanced visibility.

8.8 Digital Publication

Recognizing the shift toward digital-first knowledge dissemination, Rangapara College (Autonomous) is committed to fostering a culture of Digital Publication. This initiative promotes academic transparency, accessibility, and creativity by enabling the online publication of scholarly work, student projects, institutional reports, and creative outputs in professionally curated digital formats.

Short-term Goals (0-2 Years)

- Initiate digital publication of college magazines, newsletters, seminar proceedings, and student projects in PDF and web formats.
- Establish basic digital publication guidelines to ensure consistency in design, referencing, and accessibility.
- Build a dedicated digital publication team including faculty advisors, student editors, and technical support personnel.

Mid-term Goals (2-5 Years)

- Launch departmental e-bulletins and thematic e-books featuring student research, creative writing, and academic contributions.
- Promote interdisciplinary publications and encourage student-faculty co-authorship.
- Incorporate multimedia elements such as interactive PDFs, embedded videos, and infographics to enhance the digital reading experience.

Long-term Goals (5-10 Years)

- Institutionalize digital-first publishing practices, minimizing reliance on print and promoting environmental sustainability.
- Develop an e-ISSN registered digital journal to publish original research by students and faculty, adhering to peer-reviewed standards.
- Create a digital publishing lab equipped with software and tools for professional layout design, editing, and content management.
- Ensure long-term digital archiving, metadata indexing, and open-access licensing to preserve and share knowledge beyond institutional boundaries.

8.9 Paperless Office:

To foster environmental sustainability and enhance administrative efficiency, Rangapara College (Autonomous) envisions the transformation of its conventional workflows into a digital, paperless office environment. By adopting comprehensive academic and administrative software solutions, the college will streamline communication, document management, and service delivery to stakeholders—students, faculty, and staff—through a secure, accessible, and transparent digital interface. This initiative supports the broader goal of digital governance and aligns with the vision of modern, responsive institutional administration.

Short-term Goals (0-2 Years)

- Rangapara College will initiate the development and deployment of academic administrative software to digitize essential services like admissions, attendance, examinations, leave applications, and student records.
- Faculty and staff will be trained in using digital platforms for internal communication, file management, and approval workflows, reducing dependency on paper-based processes.
- The college will begin the transition to digital documentation for meetings, circulars, notices, and inter-departmental communication.
- Scanning and archiving of legacy paper documents will be undertaken to build a centralized digital repository.

Mid-term Goals (2-5 Years)

- The college will integrate its digital office systems with Learning Management Systems (LMS), financial software, and library databases to establish a unified institutional management framework.
- An e-governance dashboard will be developed to track performance metrics, resource utilization, and administrative efficiency in real time.
- Stakeholders will be provided with dedicated online portals to access academic records, service requests, and grievance redressal mechanisms without physical paperwork.
- Regular workshops will be conducted to ensure optimal usage of the digital office environment by all departments.

Long-term Goals (5-10 Years)

- Rangapara College will institutionalize a fully functional, cloud-based paperless office ecosystem across all departments and administrative units.
- The college will reduce physical documentation by over 90% and adopt e-signatures, automated workflows, and digital verification methods for all official transactions.
- Continuous upgrades to digital infrastructure will be made to ensure data security, privacy, and compliance with national digital governance standards.
- The paperless model of the college will serve as a benchmark for eco-friendly and technology-enabled administration in the region, contributing to the college's reputation as a forward-looking and sustainable institution.

8.10 Paperless Exams:

Rangapara College (Autonomous) is committed to sustainability and digital transformation in its academic processes. Adopting a paperless examination system will not only reduce the environmental impact by eliminating paper wastage but also enhance efficiency, transparency, and security in the evaluation process. This transition aligns with the college's broader vision of integrating technology into governance and academics, ensuring faster result processing, secure data management, and seamless academic operations.

Short-term Goals (0-2 Years)

- The college will initiate pilot digital examinations for internal assessments and skill-based courses to familiarize faculty and students with the digital format.
- Necessary infrastructure, including computer labs and secure examination software, will be established and tested for reliability and accessibility.
- Faculty and examination cell staff will be trained in administering and managing digital exams through workshops and mock sessions.
- Secure login credentials and protocols will be developed to ensure academic integrity during digital assessments.

Mid-term Goals (2-5 Years)

- Rangapara College will gradually expand paperless exams to end-semester internal evaluations and practical assessments across departments.

- Integration with Learning Management Systems (LMS) will be strengthened to enable auto-evaluation, instant feedback, and digital grade recording.
- The college will establish a central digital examination hub for question paper generation, scheduling, and online result processing.
- Enhanced security measures such as biometric verification and AI-based proctoring tools will be explored to prevent malpractices during online assessments.

Long-term Goals (5-10 Years)

- The college will implement a fully paperless examination system for both internal and external evaluations, ensuring an eco-friendly and efficient academic ecosystem.
- Collaboration with universities and examination boards will be pursued to enable digital submissions and certifications at all levels.
- Rangapara College aims to position itself as a model institution for green practices in assessment and academic record-keeping.
- A long-term digital archive system will be created for safe, accessible, and paper-free storage of exam records and results, ensuring transparency and ease of verification.

8.11 Online Evaluation:

Rangapara College (Autonomous) is committed to adopting an automated and digitized online evaluation system that streamlines the assessment process and eliminates delays commonly associated with manual evaluation. By leveraging technology for continuous and outcome-based assessments, the college aims to ensure transparency, efficiency, and timely academic progress. This initiative also supports the NEP-2020 objective of integrating digital tools into the evaluation framework to make education more learner-centric and responsive.

Short-term Goals (0-2 Years)

- The college will initiate the integration of online evaluation platforms for internal assessments, ensuring quick and transparent feedback to students.
- Digitized evaluation tools will be introduced for assignments, quizzes, and project submissions to reduce turnaround time and minimize administrative burden.
- Faculty members will be trained in using digital evaluation software and platforms to ensure smooth adoption and consistent assessment practices.

- The college will conduct pilot runs of online evaluations in select departments to assess efficiency and gather feedback for broader implementation.

Mid-term Goals (2-5 Years)

- A centralized online assessment system will be established to conduct mid-semester and end-semester examinations securely and efficiently.
- Automated grading tools will be adopted for objective-type and multiple-choice evaluations, reducing human error and time consumption.
- The college will develop a digital question bank linked with the Learning Management System (LMS), aligned with course outcomes and Bloom's Taxonomy.
- Continuous evaluation through digital tools will be encouraged, enhancing student engagement and learning outcomes.

Long-term Goals (5-10 Years)

- The college will fully institutionalize a robust online evaluation framework across all programs, integrating AI-assisted tools for data analysis and performance tracking.
- Digitized evaluation records will be maintained in a secure repository to support academic audits, student progress reviews, and NAAC/NIRF documentation.
- Rangapara College will ensure that its online evaluation system is accessible, inclusive, and adaptive, catering to diverse learner needs and aligning with global assessment standards.
- Collaborations with ed-tech firms and academic bodies will be explored to further innovate and enhance the online evaluation process, ensuring continuous improvement and academic integrity.

8.12 Website-Based Result Announcement:

Short-term Goals (0-2 Years)

- Rangapara College will develop and integrate a secure, user-friendly result publication portal within its official website, enabling students to check results using their roll number or login credentials.
- A notification system will be incorporated to alert students and stakeholders via email or SMS once results are published online.

- The college will ensure that the result server infrastructure can handle high traffic during peak access times, preventing system crashes and ensuring smooth access.
- Digital awareness sessions will be conducted to help students and staff effectively navigate and utilize the online result platform.

Mid-term Goals (2-5 Years)

- The college will link the result announcement system to the student database, allowing seamless record generation for marksheets, transcripts, and certificates.
- A digital grievance redressal mechanism will be introduced on the website to address student queries or issues related to results efficiently.
- Result analytics tools will be incorporated to support departments in monitoring academic performance trends and planning necessary academic interventions.
- The website interface will be regularly updated for accessibility compliance, ensuring mobile responsiveness and availability for differently-abled users.

Long-term Goals (5-10 Years)

- Rangapara College will institutionalize a fully automated digital examination and result management ecosystem, integrated with ERP and Learning Management Systems (LMS).
- The college will enable alumni and future employers to verify academic credentials directly through the website, enhancing transparency and credibility.
- Cloud-based result storage and backup solutions will be adopted to ensure data security and long-term archival of academic records.
- As part of its vision for ubiquitous digital access, the college will collaborate with external digital service providers to introduce multilingual result display options for better regional reach.

8.13 NAD (National Academic Depository) for Mark Cards

Short-Term Goals (0-2 Years)

- Initiate formal communications with NAD authorities to establish a technical framework for integration and sign necessary MOUs.
- Organize workshops to educate stakeholders on the benefits, access procedures, and security aspects of NAD.

- Digitize academic records: The conversion of mark sheets and certificates from the current academic year into digital formats, in accordance with standardized protocols, should be prioritized.
- Form a dedicated unit to manage the technical deployment and address any integration challenges with NAD systems.

Mid-Term Goals (2-5 Years)

- Digitally convert and upload mark sheets from previous academic years in organized batches, ensuring both accuracy and data security throughout the process. Additionally, implement verification mechanisms and maintain backup systems to prevent data loss and support future accessibility.
- Appoint a dedicated NAD coordinator to take charge of regular coordination, timely updates, and grievance redressal concerning matters related to the NAD (National Academic Depository).
- Continuously assess usability and adoption levels of NAD and adapt based on feedback from students and faculty.

Long-Term Goals (5-10 Years)

- To ensure automatic sync of results with NAD after each academic cycle to minimize manual intervention.
- Encourage students to use their verified digital documents for placements and admissions through awareness drives.
- Engage in state and national-level projects aimed at expanding the scope and features of academic digital depositories.

8.14 Education ERP (Enterprise Resource Planning)

Short-Term Goals (0-2 Years)

- Deploy foundational modules to manage student enrolment, personal data, and fee collection digitally with centralized access.
- Organize orientation programs to help office and departmental staff use ERP for daily operations and reporting.
- Assign personnel to troubleshoot real-time issues and support users during the transition phase.

- Digitize and migrate student, academic, and financial data securely to ensure data continuity and accessibility.

Mid-Term Goals (2-5 Years)

- Activate advanced modules for managing internal assessments, employee records, and inventory-related services.
- Enable biometric-based attendance tracking for staff and students with automatic syncing to ERP databases.
- Customize reporting features to create and submit digital reports aligned with external accreditation requirements.
- Create user-friendly mobile interfaces and dashboards for principals, heads, faculty, and students.

8.15 Long-Term Goals (5-10 Years)

- Ensure seamless integration between ERP and other institutional platforms for centralized data management.
- Use ERP-based analytics to forecast academic outcomes and provide intervention support for at-risk students.
- Migrate to secure cloud services to enable remote access and disaster recovery mechanisms.
- Review ERP performance, identify feature gaps, and work with vendors to implement timely upgrades.

8.16 Plagiarism Detection Software Facility

Short-term Goals (0-2 Years)

- Procure and implement licensed plagiarism detection software such as Turnitin, Urkund or enroll in the INFLIBNET ShodhShuddhi program.
- Conduct orientation and training sessions for students and faculty on the ethical use of information and the role of plagiarism detection tools.
- Introduce academic writing workshops focusing on citation practices, paraphrasing skills, and the use of plagiarism checkers.
- Incorporate plagiarism screening as a mandatory step in submission protocols for assignments, projects, and research papers.

Mid-term Goals (2-5 Years)

- Establish a centralized Academic Integrity Cell responsible for managing plagiarism software access, training, and policy enforcement.

- Integrate plagiarism detection tools with the college's Learning Management System (LMS) for streamlined submission and evaluation workflows.
- Encourage faculty to design plagiarism-resistant assessments through reflective writing, project-based tasks, and real-world problem-solving.
- Promote the use of academic writing tools like Grammarly EDU, ProWritingAid, or Quillbot EDU to enhance content quality and reduce unintentional plagiarism.

Long-term Goals (5-10 Years)

- Create a Digital Repository of student theses and faculty publications, integrated with the plagiarism checker to detect self-plagiarism and duplication.
- Collaborate with universities and academic bodies to adopt national best practices for plagiarism prevention and research ethics.
- Regularly review and upgrade the plagiarism detection ecosystem in line with emerging standards, AI-based writing tools, and global academic integrity frameworks.

8.17 Online Digital Magazine and Student Publications

Short-term Goals (0-2 Years)

- Launch an online digital magazine portal where students can regularly publish articles, essays, poems, art, and photography.
- Form an editorial board comprising faculty mentors and student editors to ensure content quality and editorial standards.
- Organize workshops on creative writing, digital publishing, and layout design to build student capacity in content creation and publication.
- Encourage contributions in multiple languages to promote inclusivity and linguistic diversity.

Mid-term Goals (2-5 Years)

- Integrate the digital magazine with the college website and social media platforms to expand readership and community engagement.
- Enable theme-based issues (e.g., sustainability, innovation, heritage) and interdisciplinary content to reflect contemporary academic and social concerns.
- Archive all editions in a digital repository, maintaining access for alumni, researchers, and future students.

Long-term Goals (5-10 Years)

- Transform the digital magazine into a peer-reviewed student journal with regular columns for research papers, interviews, reviews, and opinion pieces.
- Partner with other institutions for inter-college publication exchanges, competitions, and collaborative digital magazine editions.
- Recognize and award outstanding student contributions annually to promote sustained participation and excellence in publication.

8.18 Online Placement

Short-Term Goals (0-2 Years)

- Design and launch an accessible portal for students to register, upload resumes, and apply to listed job openings.
- Compile contact details, industry focus, and hiring trends of potential recruiters to inform outreach efforts.
- Host interactive webinars and sessions to equip students with practical tips for digital job applications and interviews.
- Facilitate scheduled interviews and pre-placement talks via platforms like Zoom and Google Meet.

Mid-Term Goals (2-5 Years)

- Allow students to connect their profiles and apply for jobs directly through recognized employment sites.
- Incorporate machine learning to match students' skills and preferences with available job roles in real time.
- Maintain analytics dashboards to record placement rates, salary bands, recruiter feedback, and student satisfaction.
- Deliver tailored training modules for sectors such as IT, finance, retail, and education to improve hiring outcomes.

Long-Term Goals (5-10 Years)

- Create a digital space for alumni to share job openings, refer candidates, and mentor final-year students.
- Collaborate with state and national-level employment initiatives to expand student opportunities.
- Enable a career pathway planner inside the ERP with aptitude tests, internships, and skill tracking.
- Conduct annual analysis to identify changes in industry demand and adjust campus recruitment plans accordingly.

8.19 Video Documentation of Each Course and the College

Short-Term Goals (0-2 Years)

- Nominate faculty and student teams to create brief, engaging introductory videos for each course offered.
- Document academic and co-curricular facilities to help stakeholders understand the college's infrastructure.
- Create a well-organized cloud or internal database where all video content can be easily accessed and updated.
- Conduct hands-on workshops to improve video quality and storytelling, ensuring consistency and professionalism.

Mid-Term Goals (2-5 Years)

- Group videos by department or discipline to help viewers find relevant information easily.
- Include Assamese, Bodo, English, and Hindi captions to cater to a diverse student audience.
- Feature milestones, alumni stories, and institutional growth through narrative video episodes.

Long-Term Goals (5-10 Years)

- Showcase success stories and employer endorsements to build institutional credibility.
- Collaborate with local or freelance media creators to upgrade production value and storytelling.
- Embed curated video content into learning platforms and program pages for academic reference and marketing.
- Leverage videos in NAAC, NIRF, and UGC submissions as visual proof of quality and innovation.

8.20 Video Documentation on Online Public Platforms

Short-Term Goals (0-2 Years)

- Create and verify institutional accounts on YouTube, Facebook, and Instagram for centralized digital outreach.
- Regularly upload short videos that capture the essence of college life, academic programs, and campus activities.
- Establish a content creation committee responsible for filming, editing, and publishing videos on a consistent schedule.

- Develop branded video templates, watermarks, and title cards to maintain consistency and identity across posts.

Mid-Term Goals (2-5 Years)

- Stream cultural events, academic seminars, and guest lectures to increase visibility and community participation.
- Encourage students to create and share engaging videos under faculty guidance for digital learning and peer interaction.
- Feature alumni interviews, placement updates, and faculty achievements in short video formats to build credibility.
- Monitor video engagement metrics such as views, shares, and comments to refine digital communication efforts.

Long-Term Goals (5-10 Years)

- Create curated video content on college culture, academic excellence, rural outreach, and sustainability efforts.
- Engage educational influencers or collaborate with media channels to amplify college activities and announcements.

8.21 Social Media-Based Promotions

To strengthen its digital visibility and connect effectively with students, alumni, and the broader academic community, Rangapara College (Autonomous) is leveraging social media platforms for promotion. Through structured campaigns, regular updates, and creative content, the college aims to showcase academic achievements, cultural diversity, and student success stories. This initiative will support branding, improve engagement, and make information dissemination timelier and more accessible.

Short-Term Goals (0-2 Years)

- Create official pages for the college on Facebook, Instagram and Twitter, and verify them for authenticity.
- Maintain an active social media calendar to share updates about admissions, scholarships, events, and accomplishments.
- Offer workshops to teach basic content design, photography, and caption writing to selected students.

Mid-Term Goals (2-5 Years)

- Organize hashtag-based social media drives during key events to increase participation and reach.
- Engage followers with fun, informative content that promotes participation and highlights student talent.
- Use built-in platform analytics to assess engagement rates, follower growth, and post reach.

Long-Term Goals (5-10 Years)

- Select socially active students to represent and promote college initiatives online with faculty guidance.
- Embed real-time social feeds into the homepage and academic dashboards to enhance visibility.
- Utilize budgeted promotional posts during peak seasons such as admissions or major academic conferences.
- Draft a long-term communication plan to align all digital media content with college goals and NAAC/NIRF positioning.

8.22 Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR

Short-Term Goals (0-2 Years)

- Organize introductory sessions to explain basic concepts of AI, data science, cloud services, and mobile learning platforms.
- Encourage the use of apps like Google Classroom, SWAYAM, and Coursera to enhance classroom learning.
- Promote NPTEL, MIT OCW, and other open educational resources for lecture preparation and student reference.
- Install low-cost VR equipment to simulate lab experiments or 3D visualizations of geographic terrain.

Mid-Term Goals (2-5 Years)

- Collaborate with online platforms or universities to provide skill-based digital certifications.
- Use platforms that assess learning patterns and give insights into student progress and course effectiveness.
- Use AR apps to enhance science practical and virtual site.

- Create visual tools to monitor grades, attendance, and skill development at department and institutional levels.

Long-Term Goals (5-10 Years)

- Establish a dedicated space where students can work on digital solutions and participate in hackathons or start-up ideas.
- Build partnerships with tech providers to co-develop classroom tools or curriculum-specific applications.
- Implement advanced technologies to simulate administrative planning or academic modeling for policy decisions.

8.23 Studio for Online Video Classes

Short-Term Goals (0-2 Years)

- Install a high-definition camera, microphone, lighting system, and backdrop in a quiet room to begin content creation.
- Provide hands-on workshops to help teachers plan lectures, record effectively, and perform basic post-production tasks.
- Allow equitable access by maintaining a time-table for departments to use the studio for their video recording needs.
- Create categorized folders for each subject and semester, ensuring proper naming conventions and security protocols.

Mid-Term Goals (2-5 Years)

- Enhance production quality by incorporating professional equipment to support interactive and dynamic content creation.
- Encourage faculty to record lectures in Assamese, Bodo, English, and Hindi to accommodate the region's linguistic diversity.
- Engage students from relevant backgrounds to support camera handling, editing, and social media promotion.
- Integrate tools like Adobe Premiere or Camtasia for post-production and embed subtitles, animations, and graphics.

Long-Term Goals (5-10 Years)

- Curate recorded lectures as structured courses for broader audiences, in partnership with national learning portals.

- Maintain a permanent repository of all course-related videos to support asynchronous and remedial learning.
- Use recorded lectures as proof of academic excellence, innovation, and ICT integration during accreditation reviews.
- Grow the initiative to include multimedia formats for diverse academic communication and outreach.

8.24 Video Conference Facility

Short-Term Goals (0-2 Years)

- Equip a designated room with conferencing equipment and a reliable internet connection to facilitate seamless meetings.
- Provide tutorials and hands-on sessions for platforms like Zoom, Google Meet, and Microsoft Teams.
- Encourage internal use to build comfort and familiarity with video conferencing tools and etiquette.
- Create protocols to ensure professionalism, privacy, and recording of key academic discussions and lectures.

Mid-Term Goals (2-5 Years)

- Invite industry experts and academicians to share insights and engage students in current global discourse.
- Partner with other institutions to host joint classes, cultural interactions, and online study groups.
- Allow students to attend live lectures, ask questions, and participate in discussions through LMS-linked video sessions.
- Organize capacity-building sessions for staff development and administrative updates in an efficient digital format.

Long-Term Goals (5-10 Years)

- Expand the VC setup into a multifunctional space for offline-online blended conferences and workshops.
- Enhance visibility by broadcasting annual functions, convocations, and research symposiums to the public.

- Create structured programs for alumni engagement and parental feedback sessions through video conferencing.
- Allow flexible use of the VC facility for time-zone-sensitive international collaboration and knowledge sharing.

8.25 Online Open Publication System (OOPS)

Short-term Goals (0-2 Years)

- Set up an institutional open publication portal.
- Publish existing student projects, departmental newsletters, college magazines, and seminar proceedings in digital, open-access formats.
- Establish editorial and technical committees to oversee publication standards, copyright compliance, and open access licensing.

Mid-term Goals (2-5 Years)

- Encourage departments to launch peer-reviewed open-access student journals and digital research bulletins under the OOPS.
- Organize capacity-building sessions for students and faculty on academic writing, copyright literacy, and open-access ethics.

Long-term Goals (5-10 Years)

- Institutionalize the Online Open Publication System as part of the college's research and outreach ecosystem.
- Develop multilingual and multimedia publication capabilities

Concluding Notes

The Institutional Development Plan (IDP) of Rangapara College (Autonomous), Assam, serves as a strategic framework aimed at guiding the institution towards sustained growth and excellence. It reflects the College's vision to enhance its academic standing, research potential, and overall institutional capacity in a structured and progressive manner. The IDP focuses on all the eight key enablers for the comprehensive development of the institution. Each enabler has been carefully considered to ensure that the College remains responsive to the evolving demands of higher education and societal needs. With well-defined short-term, mid-term, and long-term goals, the plan emphasizes the importance of continuous assessment, timely revision, and adaptability to new opportunities and challenges. This dynamic and flexible approach will empower the higher educational institute to improve its institutional effectiveness, foster a culture of innovation and excellence, and contribute significantly to the educational and socio-economic progress of the region. Through committed execution and regular evaluation, this IDP will pave the way for Rangapara College to emerge as a model autonomous institution, setting benchmarks for quality higher education in Assam and beyond.