

INSTITUTIONAL DEVELOPMENT PLAN



NAAC 3rd Cycle



CGPA- 3.06



Dhakuakhana College

Dhakuakhana, Lakhimpur, Assam -787055

Academic Year: 2024-25 to 2034-35

Prepared by
NEP Task Force
Dhakuakhana College

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Institutional Development Plan

Dhakuakhana College

For the period: 2024-25 to 2034-35

1. Introduction to IDP:

The National Education Policy 2020 aims to develop good, thoughtful, well-rounded, and creative individuals. According to it, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and also develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st-century capabilities across a range of disciplines Including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.

Keeping this view in the front, Dhakuakhana College decides to have a plan to materialize the all-round development of all of its stakeholders, namely the students, faculties, staff, and as a whole of the larger society. The plan, named as Institutional Development Plan (IDP), has been prepared by the unit '*NEP Task Force*' of the college by designing different development aspects as per the '*UGC Guidelines for Institutional Development Plans for Higher Education, February, 2024*' for a period of ten years commencing from the Academic Year 2024-25 to 2034-35.

2. Objective of IDP:

The IDP needs to reflect an integrated, comprehensive and holistic approach that is mindful of the institution's unique vision and mission, context, location, character, resources, environment, target group of students/learners, other stakeholders and overall aspirations. The overarching objectives of the IDP is to achieve excellence and holistic growth. It aims at -

- **Aligning** the vision and mission of the institution with the National Education Policy 2020.
- **Assessing** institutional developmental needs through wide consultative processes.
- **Identifying** the institutional capability (human, material and financial) and organizational gaps in the context of the institutional goals and priorities.
- **Developing** Annual Capacity Building initiatives to build capacity and remove gaps.
- **Improving** the quality of Education through updated curricula, teaching methods and faculty development initiatives.
- **Expanding** academic programmes and interdisciplinary approach, introducing new undergraduate and post graduate programmes that align with job markets and students interest.
- **Establishing** a transparent system for holistic, inclusive growth through the application of relevant tools, technological integration and opportunities (esp. Digital Technologies) for ensuring optimal utilization of resources for overall balanced growth.

- **Fostering** research and innovation by providing necessary support and establishing linkages.
- **Improving** infrastructure and upgrading campus facilities for conducive learning environment.
- **Expanding** students' service to enhance students' life to inculcate the ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship.
- **Promoting** inclusivity and diversity among students, faculty and staff.
- **Developing** soft skills, leadership ability and employability.
- **Developing** an operative framework for collaboration and internationalization of education, academic and cultural exchange of faculty and students.
- **Promoting** community engagement through outreach programme and partnership, service learning community
- **Strengthening** alumni relations to create supportive network.
- **Enhancing** governance and leadership to ensure effective decision making and strategic planning to quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation Plans.
- **Undertaking** Periodic Reviews and appropriate measures for continuous course corrections and further improvements.
- **Seeking** diversify funding sources, efficient resource management and credible financial practice to achieve financial sustainability.
- **Encouraging and Ensuring** meaningful engagement of all stakeholders in materializing the IDP.

3. The Institution at a Glance:

Dhakuakhana College, situated at the heart of the sub-divisional head quarter of Dhakuakhana under the district of Lakhimpur, Assam has a glorious journey with its mission to venture higher education in a region encompassed by the mighty Brahmaputra and Subanshiri which was once recognized as remote and economically disadvantageous. To materialize the dreams of the foregoers of the culturally rich society, this college was established in 25th July, 1966, by the way of public donations and mass participation. The History of the college is a reflection of the keen and earnest desire of the people of Dhakuakhana to establish an institution of higher education, where most of the inhabitants belong to the underprivileged sections of the society, viz., the Scheduled Tribes, Scheduled Castes and Other backward classes. Since its inception, the college has been playing a major catalytic role in socio-cultural transformation and imprinting several success stories in its history. Dhakuakhana College is affiliated to Dibrugarh University, Dibrugarh, and recognized by the UGC under sections 2(f) and 12(B). The college has celebrated the glorious golden jubilee in the year 2016-17 and is re-accredited by National Assessment and Accreditation Council (NAAC) in 2023 with Grade A.

Situated on the northern bank of the river *Charikoria*, presently this co-educational institution offers courses from Higher Secondary to Degree level in both

Arts and Science streams. It is equipped with a pool of facilities, viz., digitalized library, spacious classrooms, well equipped laboratories, playground, indoor stadium, auditorium, separate girls' and boys' hostels, etc. harbouring a club of nearly about 1700 students annually. The peaceful homely setting of the college campus with 14.95 acre land, blessed with a green scenic beauty and blown refreshing air of the river bank, make the atmosphere favourable for an efficient teaching-learning environment.

The institution has the following features.

- Fourteen full-fledged departments offering Four Year Under Graduate Programmes (FYUGP) in Choice Based Credit System (CBCS) in Science and Humanities.
- Also offers Higher Secondary Courses (10+2 level) in Arts and Science streams.
- Presently the student enrolment is about 1700 in the Under Graduate and Higher Secondary courses (combined).
- Class rooms equipped with teaching facilities like Smart Board, LCD projector, etc.
- Common Digital Hall for effective teaching-learning activities, to organize seminars, lectures, etc.
- Modern Conference Hall for meetings, discussions, etc.
- There is an Alternative Learning Centre, The Lyceum.
- Separate Hostels for both girls and boys.
- Outdoor and indoor sports facilities include Football and Cricket ground, Volley Ball Court, Handball Court, Indoor Stadium with Badminton Court, Table Tennis Court and an attached Gymnasium, and one well equipped Yoga Centre.
- Auditorium with permanent stage.
- Regular assessment of students through sessional examinations, seminars, group discussions, home assignments, etc. for Under Graduate level, and terminal examinations for Higher Secondary level.
- A D Space digital library (Central Library), along with Departmental Libraries and a Street Library.
- Modern Language Laboratory with sophisticated facilities.
- Institutional Biotech Hub for research facilities in the relevant fields.
- It also runs a study center under the Krishna Kanta Handique State Open University (KKHSOU) & Centre for Distance & Online Education, Dibrugarh University.
- Green campus with recreational importance, which includes an Orchidarium, a Botanical Garden, an Insect Garden and patches of greenery.
- Two productive units under the venture of the college fraternity: Vermicomposting Unit and Mushroom Culture Unit.

4. Guiding Principles of IDP, Dhakuakhana College:

While formulating the IDP the following guiding principles are kept in mind.

Vision of the College

“Dhakuakhana College envisages socio-cultural upliftment through Higher Education and shall strive for academic excellence, community mobilization and

empowerment of unprivileged sections, upholding local culture and heritage and deepening democratic and national ideals.”

Mission of the College

- Learner Centric Programmes for development of literary and cultural activities along with meaningful exercise of curricular activities.
- Promotion of leadership qualities.
- Awakening the sense of unity, national-integrity and environmental awareness.
- Promotion of Games and Sports and creative activities.
- Promoting extension activities through different forums and means.

5. SWOC analysis:

The Dhakuakhana College has identifies its Strength, Weakness, Opportunity and Challenges (SWOC) in its journey towards excellence.

(a) Institutional Strength:

- *Eco-friendly environment and biodiversity rich campus.*
- *Plural, multicultural and gender friendly environment.*
- *Cordial and Peaceful atmosphere.*
- *Big campus to support new initiatives.*
- *Strong coordination and active participation of different committees.*
- *Enriched library and laboratories.*
- *Under Graduate and Post Graduate (distance mode) courses, certificate courses at minimal cost.*
- *Steady progress and ever increasing enrollment.*
- *Transparent internal assessment and reliable examination process.*
- *Energetic and dedicated teaching staff acquainted with latest modes in teaching, learning and evaluation process.*
- *Periodic Professional Development Programmes.*
- *Blended mode (Online and Offline) of curriculum delivery*
- *Availability of Add-on courses.*
- *ICT facilities and learner centric teaching-learning exercise.*
- *Language Lab.*
- *Remedial teaching for slow learners/coaching for advanced learners.*
- *Value inculcation initiatives through yoga camp, motivational speech, exposure to real life situations, observation of important days and events.*
- *Platforms for nurturing budding talents in sports, culture, etc.*
- *Hostel facilities.*
- *Functional MOUs with various institutions and organizations.*
- *Stakeholders' contribution towards physical and academic growth of the institution: The open stage, approaching wall to the gate, conference room, infrastructure for digital*

(b) Institutional Weakness:

The institutional weaknesses are identified through periodic assessment and evaluation of feedbacks attained from the stakeholders. They help in constituting new policies and best practices that will enable the institution to function more effectively.

- *An ideal infrastructure and support base is yet to be achieved for PG and other emerging courses.*
- *Poor language proficiency of students especially in English among the first generation learners from economically disadvantaged agrarian families of SC, ST, OBC and other rural communities is a glaring shortcoming.*
- *The college lags behind in terms of effective skill development initiatives for generating employment.*
- *Dearth of industries in the district has led to lack of industrial linkage and collaboration.*
- *The college is yet to initiate on campus placement as very few opportunities for such programmes are on offer.*
- *Sports infrastructure is limited only to a few events.*
- *Majority of the students belong to economically weaker section and hail from rural areas where power supply is not reliable. In such a prevalent situation teaching with ICT tools and online platforms is a real task in itself.*
- *Shortage of technically sound support staff.*
- *Less number of externally funded research projects.*
- *Lack of residential facilities.*
- *HS classes and extra workload thereof.*

(c) Institutional Opportunity:

- *The college can contribute immensely towards the dynamics of social transformation and growth.*
- *It can design and implement futuristic assignments, perspective plans utilizing its young and vibrant teaching staff and other available resources.*
- *Opportunities are there to introduce more PG courses.*
- *To introduce area specific Add-on courses for self-reliance such as sericulture, piggery, poultry, horticulture, fisheries and handicrafts.*
- *To play a motivating role in popularizing Mushroom Culture thereby creating avenues of self-employment.*
- *With enriched Library facilities through digitalized process and a functional N-List the college can utilize the global domain of knowledge for its overall growth.*
- *Initiative of opening Skill Hub under the directive of PMKVY will create opportunity to enhance the skill of the students.*
- *The practice and use of Vermicompost can be made more extensive which will reduce dependence on chemical based fertilizers and contribute towards a sustainable ecosystem.*

- *The functional MOUs with different institutions for collaboration and Exchange programmes are expected to enhance the skill and knowledge base.*
- *The Research and Development Cell of the college can play a lead role in addressing the local issues and prospects.*
- *The college has opportunities to look into various placement avenues.*
- *The existing green campus of the institution will sustain an eco-friendly atmosphere where alternative sources of energy can be explored.*
- *The college can play a crucial role in preventing huge migration of students to other places for higher studies by offering more courses in distance mode.*
- *The encouraging involvement of alumni in developmental activities will pave the way for further growth of the institution.*

(d) Institutional Challenge:

- *Developing a satisfactory level of research culture and inculcating innovative practices among the college fraternity are yet to be achieved.*
- *The college has to acquaint and motivate the students to cope with the increasing trends of e-learning.*
- *The college has to work towards expansion of infrastructure and ICT facilities to support new and emerging courses.*
- *Poor economic background of the students and early marriage among the girls are pertinent issues which hinder the continuation of studies of certain students. Sensitization programmes and awareness drives are organized to nullify this problem, a lot more is to be done in this context.*
- *Introduction of more certificate and vocational courses in emerging areas engaging skilled persons is an urgent task to be accomplished.*
- *To increase interaction and establish collaboration with industry to groom research culture.*
- *To reduce dropout rates.*
- *To introduce a structured consultancy service.*
- *To establish cultural museum and biodiversity hub.*
- *To introduce productive Entrepreneurship ventures and campus recruitments.*
- *To introduce Tourism information desk.*
- *To de-link HS programmes.*
- *To obtain autonomous status.*

6. Parameter wise Strategic Plan:

(A) Governance Enablers:

Sl. No.	Type of Parameter	Current Status	Strategy/Plan	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	BoG/ Senate/ Syndicate	<ul style="list-style-type: none"> Fully Functional and staffed Governing body with defined roles and responsibilities 	<ul style="list-style-type: none"> Promote active involvement of members of governing body 	√		
2	Quality Assurance	<ul style="list-style-type: none"> IQAC is ensuring and smooth functioning for quality enhancement of the institution Academic and Administrative Audit (AAA) 	<ul style="list-style-type: none"> Regular monitoring and maintenance through IQAC 	√		
3	Financial autonomy	<ul style="list-style-type: none"> Striving for self-sustainability Generating external revenue sources from Vermicompost, mushroom cultivation and organic farming 	<ul style="list-style-type: none"> Generate revenue from self-funded, skill development courses and other projects 	√		
4	Leadership	<ul style="list-style-type: none"> Effective leadership Strategic management Effective Trainings program 	<ul style="list-style-type: none"> Prevalent of Leadership through both hard work and smart work Promote and motivate for leadership qualities through workshops and personality development trainings 	√		
5	Vision, Mission and Roadmap for the HEI	<ul style="list-style-type: none"> Well defined vision mission and objectives Detailed discussion with stakeholders for improvement of the institutions in terms of quality and quantity Well developed perspective plan 	<ul style="list-style-type: none"> Encourage to follow and persuade upon the plans for development of the institution 	√		
6	Close monitoring by IT/Web-based management information system	<ul style="list-style-type: none"> Parameters are defined from UGC/affiliated University 	<ul style="list-style-type: none"> Plans to develop an IT/Web-based management information system for close monitoring 		√	

7	Risk Management Analysis	<ul style="list-style-type: none"> meeting with stakeholders to discuss scenarios for mitigating risks at regular interval 	<ul style="list-style-type: none"> Promote meeting with stakeholders to mitigate risks at regular interval 	√		
8	External Advisory Boards	<ul style="list-style-type: none"> Existence of fully Functional Governing body with external members Meet of governing body members through various functions at regular interval 	<ul style="list-style-type: none"> External advisory boards will to be constituted 		√	
9	Student Feedback	<ul style="list-style-type: none"> Web based online Feedback system Awarding/Acknowledging the faculty from the feedback retrieved Monitoring and decision making needs to be instituted from the feedback retrieved 	<ul style="list-style-type: none"> Motivate faculty members for improvement on the basis of student feedback 	√		

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

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Financial Policies	<ul style="list-style-type: none"> The institution is a government-aided college and abides by the policies designed by the government. The institution has adapted policies for few revenue generating activities like Mushroom cultivation, Vermicomposting, Certificate Course in Computer 	<ul style="list-style-type: none"> The institution is planning to introduce more Self-Financed courses like ITEP, BCA etc. 	√		
2	Action Plan and Budgets	Furnished on Page no. 33				
3	Main sources of revenue to be developed	<ul style="list-style-type: none"> The sources of revenues are funds by the government and philanthropic 	<ul style="list-style-type: none"> Approaches for more government grants are 	√		

		contributions made by local autonomous bodies and alumni	made through PM-USHA <ul style="list-style-type: none"> Self-finance courses to be introduced 			
4	Close liaison with GOI ministries/ agencies and others for funding and Access to external grants and funding	<ul style="list-style-type: none"> A few of the faculty members have acquired fundings for their research projects from few government bodies 	Emphasis on receiving more research funds from different government bodies	√		
5	Financial/ Investment Committee	<ul style="list-style-type: none"> A Purchase Committee is constituted to purchase products and make decisions regarding construction works. 	A monitoring body is to be constituted to maintain the transparency	√		
6	Staff providing financial services	<ul style="list-style-type: none"> The Accountant appointed is responsible for the documentation of the resource mobilization and the records are audited by a local Government Audit and CA at the end of every financial year 	To continue the process	√		

(C) Academic Enablers:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Courses catering to professional/future requirements	<ul style="list-style-type: none"> The Institute provide a varied choice of relevant programs as designed by the parent university along with a few Add-on courses designed by the faculties Multidisciplinary courses and skill-based courses are provided to meet the demands of the present time 	<ul style="list-style-type: none"> Increase the number of Add-on courses Design multidisciplinary courses to meet the demands of the current time. 	√		

2	Curriculum-updated as per industry requirements	<ul style="list-style-type: none"> • The curriculum is prepared by the Parent University and gets updated with time. • The current curriculum is developed by the university in consideration with the National Education Policy 2020. 	<ul style="list-style-type: none"> • Multiple Entry-Multiple Exit options are to be provided to the students as per NEP 2020 • To work on industry linked/internship/apprentice ship programs 	√		
3	Curriculum embedded with Employability Skill	<ul style="list-style-type: none"> • Skill-based curriculum is provided to enhance the employability of the students • A variety of co-curricular and extra-curricular activities are available for building skills needed for workplace and everyday life. 	<ul style="list-style-type: none"> • To introduce more training based certificate courses • To conduct workshops for skill development 	√		
4	Curriculum embedded with Skill Enhancement Courses	<ul style="list-style-type: none"> • The curriculum tries to foster critical thinking and problem solving; innovation and creative thinking; analytical thinking; adaptive thinking; social intelligence and cross-cultural competency; Conflict resolution and negotiation etc. 	<ul style="list-style-type: none"> • Expand the number of skill-based courses 	√		
5	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> • There is a lack of industry-linked courses as per the current age. 	<ul style="list-style-type: none"> • To introduce industry-linked courses as per the requirements of the present time 		√	

6	Center for Curricular & Life Skills Development (CCLSD)	NA	<ul style="list-style-type: none"> Center for Curricular & Life Skills Development (CCLSD) to be constituted 			√
7	Faculty/teaching Staff	<ul style="list-style-type: none"> 45 number of qualified and experienced faculty/teaching staff available They are engaged in research activities and different faculty development programs 2 Nos. of vacant positions are yet to be filled up. 	<ul style="list-style-type: none"> More thrust on outcome-based research More importance on different faculty induction programs on NEP and its implementation More emphasis on enrollment of faculties in Ph.D 		√	
8	Center for Faculty Development(CFD)	NA	<ul style="list-style-type: none"> Center for Faculty Development (CFD) to be constituted 		√	
9	Non-teaching staff	<ul style="list-style-type: none"> Adequate and qualified non-teaching staff to support the organizational functioning 	<ul style="list-style-type: none"> To conduct more training sessions for skill enhancement of the staff in the digital era Increase human resource 	√		
10	Session wise teaching plan	<ul style="list-style-type: none"> Session wise teaching plan is prepared 	<ul style="list-style-type: none"> To include extra sessions for competitive examinations in the teaching plan 	√		
11	Learning material Like Study books	<ul style="list-style-type: none"> Number of relevant and updated course materials are provided by the teachers The libraries also provide for relevant books for the specified programme 	<ul style="list-style-type: none"> Frequent updation of study material as per the syllabus To prepare and collect study materials for different competitive examinations of state and national level. 	√		
12	Question bank	<ul style="list-style-type: none"> A collection of old question papers is provided at the Central Library as well as Departmental Libraries Teachers also provide for all the possible question of a specific topic/areas 	<ul style="list-style-type: none"> To increase the resource pool of all subjects concerned A model question repository for the various competitive examinations 	√		

13	Assignments	<ul style="list-style-type: none"> • Relevant assignments of varying types and nature are conducted 	<ul style="list-style-type: none"> • Increase field-based assignment to better learning outcome 	√		
14	Assessments	<ul style="list-style-type: none"> • Assessments are conducted as per the guidelines of the Parent university 	<ul style="list-style-type: none"> • Incorporate innovative ways of assessment 	√		
15	Value added skills enhancement Papers	<ul style="list-style-type: none"> • The present curricula based on NEP 2020 provides a number of value-added courses. 	<ul style="list-style-type: none"> • The number of Value-added courses to be increased 	√		
16	Pedagogy	<ul style="list-style-type: none"> • A balanced mixture of both traditional and modern methods • ICT classes are conducted regularly • Experiential learning methods like mushroom production, vermicomposting, seminar presentations, project and assignments are used as part of learner-centric methods • MOUs are also functional to enhance the learning environment 	<ul style="list-style-type: none"> • More learner-centric approaches to be adapted • More blended teaching learning practices to be encouraged 	√		
17	Other activities as part of learning	<ul style="list-style-type: none"> • Students are encouraged to experience production of products like Mushroom, vermicompost etc. • The group skills are also tried to be developed with different initiatives with NSS 	<ul style="list-style-type: none"> • Activities to support the overall development of students like sports, music etc. to be integrated in the core curriculum 	√		
18	Earn while learn facility & flexibility	<ul style="list-style-type: none"> • Courses on Mushroom, Vermi-compost, Organic farming 	<ul style="list-style-type: none"> • More income generated courses for increase working skill • Entrepreneurial initiatives • Large production 	√		

19	Flexibility and multidisciplinary	<ul style="list-style-type: none"> The courses designed focusing on multidisciplinary and flexibility 	<ul style="list-style-type: none"> Introduction of more certificate and skill-based courses 	√		
20	Opportunities to develop & utilize Research & innovative thinking skills.	<ul style="list-style-type: none"> The curriculum allows students to explore and work independently on projects/research under the guidance of the teachers 	<ul style="list-style-type: none"> Encourage students to pursue more research based activities. 	√		
21	International Exposure	<ul style="list-style-type: none"> A few of the faculties of the college have participated and presented their papers in International Conferences The institution has developed guidelines for foreign students 	<ul style="list-style-type: none"> The institution is to work on international agencies for collaborative activities. 		√	

(D) Research, Intellectual Property, and Supportive Enablers:

Sl. No.	Research and Intellectual Property	Current Status	Strategy	Timeline to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Quality Research	<ul style="list-style-type: none"> Encourage faculty members to quality research for knowledge and welfare of the society 	<ul style="list-style-type: none"> Fostering Research Culture Promote faculty members to have quality Research Project Inter-disciplinary Research Projects on issues for survival Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes 	√		

2	Research oriented experienced faculty members	<ul style="list-style-type: none"> • Research oriented faculty members • Encourage to participation in quality research 	<ul style="list-style-type: none"> • Incentivize faculty members for quality research • Encourage to basic and applied research • Development of technologies for rural masses 		√	
3	API based faculty compensation	<ul style="list-style-type: none"> • Encourage to increase research participation 	<ul style="list-style-type: none"> • Encourage students and faculties to participate in innovative and competitive programme • Initiatives and new parameters to encourage faculty participation in research and publication 	√		
4	Targeted research and collaborative research	<ul style="list-style-type: none"> • Encourage to search research gap for patent 	<ul style="list-style-type: none"> • Support for targeted and collaborative research and publication • Academic support for file patent 		√	
5	More Ph.D. Post-Doctoral research scholar	<ul style="list-style-type: none"> • Engaging retired faculty for teaching-learning process 	<ul style="list-style-type: none"> • Initiatives for engaging retired faculties for guiding students project 		√	
6	More faculty members with Ph.D	<ul style="list-style-type: none"> • Encourage to pursue Ph.D. among the existing faculties 	<ul style="list-style-type: none"> • Encourage to act as mentor for both faculty and students' research projects 	√		
7	Faculty encouragement for Book Publication, Research Publications and Patents	<ul style="list-style-type: none"> • Familiarised IPR among students 	<ul style="list-style-type: none"> • Supportive policies for IPR infrastructure to stimulate research and publication among students and faculty members • Promote IPR among UG students 		√	

8	More conferences (at least two conferences per year college)	<ul style="list-style-type: none"> • Faculty members are engaged in periodic organization of seminars, workshops and FDPs 	<ul style="list-style-type: none"> • Proposed more seminars and workshops for recharging students and faculty • Academic discussion to increase networking with other academics 	√		
9	Student involvement in research	<ul style="list-style-type: none"> • Students are engaged in research activities through curriculum 	<ul style="list-style-type: none"> • Discipline wise project monitoring cell for guidance students project • Involve students in IPR infrastructure 		√	
10.	Industry and institutional collaboration & consultation	<ul style="list-style-type: none"> • Organised seminars to promote collaboration based research for IPR 	<ul style="list-style-type: none"> • Effort will be made for industry-academic research • File patent 	√		
11.	University Incubation centres	<ul style="list-style-type: none"> • Organised programmes through IIC and Entrepreneur and Development Cell 	<ul style="list-style-type: none"> • Effort will be made for innovative idea generation and patent 			√
12.	University publication through its own press	<ul style="list-style-type: none"> • Online and digital Publications are prevailing 	<ul style="list-style-type: none"> • Initiative will be taken for own publishing Press 		√	
13.	University publication & citation service	<ul style="list-style-type: none"> • Media and Publication Cell 	<ul style="list-style-type: none"> • Citation service will be created 			√
14.	Target patent claim for UG&PG projects in professional subject areas	<ul style="list-style-type: none"> • Setting goals for under graduate students in terms of internship and mentoring 	<ul style="list-style-type: none"> • Encourage students through Institution Innovation Cell, Research and Development Cell for invention outcome 	√		
15.	Faculty Ranking (annual) system	<ul style="list-style-type: none"> • Best Teacher Award • Faculty Performance feedback 	<ul style="list-style-type: none"> • New parameters will be taken to provide more support to faculty members for their academic achievements and involvement in community services 	√		

16.	Chief Technology Officer (CTO) Research Monetization	<ul style="list-style-type: none"> • Research and Development Cell 	<ul style="list-style-type: none"> • Processes and guidelines for Technology transfer, licensing and royalty structure • Training programmes on IP protection, licensing and Technology Transfer • Research Monetization 		√	
17.	Value added skills enhancement papers	<ul style="list-style-type: none"> • Value added courses under broad areas of Science and Social science discipline 	<ul style="list-style-type: none"> • Modules on general skills for enhancing student employability • Add on courses for skill development • Teaching-learning pedagogy with experiential learning • Governmental schemes for up-skilling and re-skilling for enhancing employability 	√		
18.	Other activities as part of learning	<ul style="list-style-type: none"> • Traditional and cultural skills • Activities for collective responsibility 	<ul style="list-style-type: none"> • Increase design thinking abilities among students • Encourage team working skills among students • Support for EWS students 	√		
19.	Earn while learn facility and flexibility	<ul style="list-style-type: none"> • Courses on Mushroom, Vermi-compost, Organic farming 	<ul style="list-style-type: none"> • More income generated courses for increase working skill • Entrepreneurial initiatives • Large production 		√	
20.	Flexibility and multidisciplinary	<ul style="list-style-type: none"> • Certificate courses • Student projects 	<ul style="list-style-type: none"> • Additional multidisciplinary certificate courses in collaboration with industry-academia • Guidance to explore and work independently on student's project 		√	

21.	Opportunities to develop & utilize Research & innovative thinking skills	<ul style="list-style-type: none"> • Individual and team work • Encourage to raise skills, attitude and confidence 	<ul style="list-style-type: none"> • More academic support for innovation • Talent search and competition for innovative idea • Support to enhance innovative ability 		√	
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(E) Human Resource and Supportive-Facilitative Enablers:

(a) Human Resource Enablers:

Sl. No.	Type of Human Resource Enablers	Details of Human Resource Enablers & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Student and Learner Enablers	Holistic Admissions Framework	The College has streamlined the student selection process with holistic process as per Govt.'s directive in online mode	<ul style="list-style-type: none"> • To continue the process in more possible transparent way. 	√		
2		Merit and Equity-Based Financial Aid: Awarding of merit-based scholarships and financial aid for underrepresented groups	Such a system is in place having scholarships like UGC-IshanUday, PM-scholarship etc.	<ul style="list-style-type: none"> • To spread awareness by streamlining different cells like Placement/ Entrepreneur Development etc. 	√		
3		Academic Success Programs: Mentorship programme	Institute has robust mentoring programs that provide tailored support to the learners so that they end-up educational paths successfully.	<ul style="list-style-type: none"> • To continue this programme with adoption of more components. • To organize Psychological counseling programs regularly. 	√		
4	Staff Empowerment Enablers	Competency-Based Recruitment: Adoption of a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	Staff are recruited as per their competency under Govt.'s existing guideline	To continue the process	√		

5		Professional Development and Growth: Continuous professional development opportunities	Staffs are encouraged and given opportunities to develop their professional skills	To organize more Professional Development Programms	√		
6		Transparent Recruitment and Appointment: Implementation of transparent procedures for faculty recruitment	Appointments are made in a transparent way prioritizing excellence, research expertise, and pedagogical skills	To continue this practice as per Govt.'s existing guideline	√		
7	Faculty and Researcher Enablers	Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	This process is continuing	To incentivize the faculties for development of their skills	√		
8		Recognition and Reward Systems: Introduction of comprehensive recognition systems that celebrate a wide array of achievements		To introduce a cell for recognition and reward to competent staff	√		
9	Cross-Functional Enablers	Leadership and Collaborative Opportunities: Development of leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects.		To introduce a cell dedicated to offer opportunities for leadership development to staff and faculty	√		

(b) Supportive- Facilitative Enablers:

Sl. No.	Type of Emotional Strength Enablers	Details of Emotional Strength Enablers & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Institutional Values (Core Values)	A belief system of the institution which forms the foundation to guide the behaviour and decisions of all stakeholders.	The College has incorporated such a system of core values	To update the system with latest inputs and challenges/opportunities	√		
2	Vision	A well-articulated and ambitious vision to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	The College has incorporated such a vision of moving forward.	To work keeping this vision in mind.	√		
3	Goal setting in every student	Encouraging students to set and work towards their goals by creating awareness about opportunities.	The College has been working in this field by organizing awareness programs from time to time.	To engage different cells like Career Counseling cell, Entrepreneur Development cell, Placement cell etc. in a clear cut focused direction.	√		
4	Legacy of the system	Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals	The College has been organizing such programs regularly to maintain these traditions.	To make aware of these traditions by engaging students to organize programs on their own.	√		
5	Mental Health	Ensuring students mental health, providing appropriate infrastructure and support	Through different forums and cells by way of counseling, this aspect is being looked into.	To have a dedicated cell to look into this aspect.	√		

(F) Enablers for Networking and Collaborations:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Strategic Collaborations	<ul style="list-style-type: none"> • MOUs with other institute for research, curriculum design etc. • Collaboration with local and urban local bodies and communities. • Partnership and community involvement for multiple venture. 	<ul style="list-style-type: none"> • To sign more MOUs with industries, Indian Institutes of National Importance (INIs), other institutes, and research bodies. • Collaboration with rural and urban local bodies in order to expand community-based programming. • To engage more thoroughly and effectively with the neighborhood through community radio, social responsibility cells, etc. • Develop and fortify a strong relationship with our local and religious communities through community radio and the community responsibility program. 	√		
		<ul style="list-style-type: none"> • To foster connections amongst alumni by holding alumni meets and alumni conclaves. • Involvement of alumni in teaching learning process. 	<ul style="list-style-type: none"> • Boost alumni engagement by keeping them informed about the institute and each other, as well as by encouraging generosity and alumni involvement in fulfilling the goals of the institute. • Encourage, inspire, and organize the alumni to advance their knowledge and participation in volunteer work. • Introduce student-alumni mentorship programmes. 	√		
		<ul style="list-style-type: none"> • MOU with industries for internship programmes 	<ul style="list-style-type: none"> • To boost industry based internship and apprenticeship. • Industry partnership in the design of curriculum and content across the various curriculum. • Strengthen ties between the academic and industry to provide more projects, training, and part-time and full-time internship opportunities. • To conduct more number of placement drive. 	√		

2	Academic and Research Excellence	<ul style="list-style-type: none"> • Cooperation with other educational institutions that have established core competencies in relevant fields of study for joint curriculum development and research, etc. • Student and faculty exchange program 	<ul style="list-style-type: none"> • International collaboration • Increase the number of student and faculty exchange programme to promote research environment in the institute. • More collaborative educational program for innovative outcomes. 		√	
			<ul style="list-style-type: none"> • Collaboration with research associates for good quality research • Access to scientific journals physical and cloud. • Government funded national and international research project 		√	
3	Practical Exposure and Experience		<ul style="list-style-type: none"> • Live projects for learning and earning opportunities for the students. • Allowing students to participate such hybrid learning models in addition to their regular curriculum. • Collaboration with industries which provides such opportunities. • Introduction of online classes which provides learning and earning opportunities. • To introduce more skill based courses. 		√	
4	Community Engagement and service	<ul style="list-style-type: none"> • Rural outreach and Field work to raise awareness about the rural problems for the students and teachers. • Collaboration with government programs like Unnat Bharat Abhiyan for the above mentioned cause. 	<ul style="list-style-type: none"> • To boost the Rural outreach and Field work program to raise awareness about the rural problems for the students and teachers. • Creating possibility for rural development internship. • Collaboration with national, and international NGOs to identify the key areas which is need to be developed in the neighborhood and promote 	√		

			<p>sustainable development.</p> <ul style="list-style-type: none"> • To motivate the students for their active participation in the rural development program such as camps and workshop. 			
5	Professional Development and Employment	<ul style="list-style-type: none"> • To establish network with local, national and international industries for training, workshop and job opportunities for students. 	<ul style="list-style-type: none"> • To establish network with national and international industries for training, workshop and job opportunities for students. • Faculty based consultation must be encouraged as this makes the faculty up to date with the present industrial practices. • To boost the quantity of consulting partnerships. • To organize awareness program and workshops for professional development. 	√		
6	Quality and Credibility	<ul style="list-style-type: none"> • By using best practices, the institute should raise the caliber of its services. • The quality and credibility of the institute can be assessed by its recognition by national accreditation bodies. • Certification, accreditation and ranking will indeed help in the upgrading the brand value of the institution and make it more aspirational for the students. 	<ul style="list-style-type: none"> • Quality assurance frame work must be adopted by such agencies in order to raise internal standards and enhance learning outcomes. 	√		
7	Innovation and Entrepreneurship		<ul style="list-style-type: none"> • To establish generic and domain specific incubation centers • To monitor startup funding organizations. • Ideation and network broads for startups. • Digital infrastructure for supporting startups. • To Inspire and support entrepreneurship among the students. 	√		

(G) Physical Enablers:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Smart Campus	<ul style="list-style-type: none"> The campus has embraced the smart campus leverage technology to enhances the educational environment via digital infrastructure, e-governance, security system, etc. 	<ul style="list-style-type: none"> promote smart and sustainable campus Continuous upgradation of smart facilities for teaching and learning Enhanced administrative efficiency and resource management 		√	
2	Green/ Sustainable building	<ul style="list-style-type: none"> Involved in eco-friendly environmental impact though energy and water management and sustainable landscaping practices 	<ul style="list-style-type: none"> Promote Sustainable Landscaping Practices Promote management of energy, water and waste Promote healthy indoor environmental quality Green Building Certification 		√	
3	Infrastructure to commute	<ul style="list-style-type: none"> Existence of designated signage, building sign and roadmaps Designated facilities and services for specially-abled 	<ul style="list-style-type: none"> Continuously monitor and maintenance the effectiveness of the commuting infrastructure Ensure the enhancement of the quantity of designated infrastructure and access for specially-abled Promote Green Spaces and Landscaping for parking Encourage the usage of bicycle for commute to mitigate carbon emission 		√	
4	Administrative Block (Admission & Counseling Area)	<ul style="list-style-type: none"> Presence of designated administrative block for admission and counseling activities 	<ul style="list-style-type: none"> Expand departmental resources to enhance quality and service 	√		
5	Library/ Digital resource centre	<ul style="list-style-type: none"> Upgraded the Central Library with latest state- 	<ul style="list-style-type: none"> Expansion of central library space and collection 			√

		of-the-art integrated library management software (SOUL 3.0) and presence of adequate collections and digital resources	<ul style="list-style-type: none"> Promotion of digital and open access resources 			
6	Lecture Complex, Classrooms	<ul style="list-style-type: none"> Various-sized classrooms, tutorial rooms, and conference rooms with seating configurations ICT based teaching and learning facilities Eco-friendly greenery open classroom “Lyceum” 	<ul style="list-style-type: none"> Expansion of numbers of classrooms and discussion rooms Introduction of video recording facilities for tutoring 			√
7	Examination branch	<ul style="list-style-type: none"> Designated examination branch with strong room and security system 	<ul style="list-style-type: none"> Separate strong room for examination branch 			√
8	Facilities to Faculty and Staff	<ul style="list-style-type: none"> Adequate numbers of chambers to accommodate faculty members Recreational facilities for faculties 	<ul style="list-style-type: none"> Separate chambers will facilities for the faculties of Arts departments Residential facilities for faculty members 			√
9	Meeting and office rooms	<ul style="list-style-type: none"> Conference halls/meeting rooms with modern equipped technologies 	<ul style="list-style-type: none"> Maximum seat capacity meeting rooms with smart display and sound proofing 			√
10	Laboratories and Research Centres	<ul style="list-style-type: none"> Adequate laboratory facilities 	<ul style="list-style-type: none"> Expansion and upgradation of laboratory resources Separate research center for teachers and students with computing facilities 			√
11	Computer Centre/ Multimedia Studios	<ul style="list-style-type: none"> Adequate computer center facilities E-resources corner for students in Central Library 	<ul style="list-style-type: none"> Expansion of Computer laboratory facilities for BCA programme/ITEP courses 		√	
12	Cafeteria/Dining Room/ Mess Facility	<ul style="list-style-type: none"> Available cafeteria/dining room / mess facility 	<ul style="list-style-type: none"> Maintenance of health and hygiene Adopt modern cooking apparatus promoting energy conservation 		√	

13	Games & Sports facility	<ul style="list-style-type: none"> Available indoor stadium, gymnasium and playground with football, volleyball and handball court 	<ul style="list-style-type: none"> Extension of sports resources 	√		
14	Auditorium add conference rooms	<ul style="list-style-type: none"> One Auditorium Two smart conference halls 	<ul style="list-style-type: none"> Renovation of auditorium with modern sound proofing, screen and comfortable seating configuration 		√	
15	Hostels	<ul style="list-style-type: none"> One girls' hostel and one boys' hostel 	<ul style="list-style-type: none"> New hostel building for both girls' and boys' 	√		
16	Parking	<ul style="list-style-type: none"> Separate parking spaces 	<ul style="list-style-type: none"> Expansion of parking space with shade Designated Parking space for female students 			√
17	Exhibition Hall	<ul style="list-style-type: none"> Museum in Anthropology Department 	<ul style="list-style-type: none"> Construction of Museum building 			√
18	Guest Accommodation	<ul style="list-style-type: none"> Guest house 	<ul style="list-style-type: none"> Construction of fully equipped and functional guest house 			√
19	Commercial Shops/ centers	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Plans to construct Commercial shops for the college fraternity 			√
20	Health and well being	<ul style="list-style-type: none"> Health and first Aid Room 	<ul style="list-style-type: none"> Extension of Health facilities 			√
21	Student recreation facilities	<ul style="list-style-type: none"> Boys' and Girls' common room for recreation along with Lyceum (eco-friendly open classroom) 	<ul style="list-style-type: none"> Upgradation of resources Renovation of Boys' and Girls' common room 			√
22	International student centres	<ul style="list-style-type: none"> NIL 	<ul style="list-style-type: none"> Designated international student centre 		√	
23	Incubation centre and Research Park	<ul style="list-style-type: none"> IIC 	<ul style="list-style-type: none"> Upgradation and functional Incubation centre 		√	
24	Botanical Park/ Garden	<ul style="list-style-type: none"> Available Botanical Garden, Orchidarium and Mushroom cultivation house 	<ul style="list-style-type: none"> Requires extension and space and resources 		√	
25	Vocational Education, Training and Skilling infrastructure	<ul style="list-style-type: none"> Skill learning center available 	<ul style="list-style-type: none"> Upgradation with functional materials based on specific course 		√	

(H) Digital Enablers:

Sl. No.	Type of Digital Infrastructure	Details of digital infrastructure & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Internet Usage	<ul style="list-style-type: none"> • Wifi- facilities • Broadband Connectivity 	Adequate Facilities	<ul style="list-style-type: none"> • To provide more high speed service • To setup a sophisticated Computer and Communication Centre • To set up Data Backup Hub 		√	
2	Website	A dynamic website for delivering all relevant information to the stakeholders	A well maintained website has been providing the necessary information	<ul style="list-style-type: none"> • Adding more components for fast delivering information as well as maintaining database. • To develop facilities for web designing and maintenance 		√	
3	E-resource corner	Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching– learning process	The College Website has been working as a medium for providing online study materials.	<ul style="list-style-type: none"> • To upgrade and strengthen this system. • To collaborate for start of MOOC and SWAYAM courses 	√		
4	Paperless Office	Development of academic administrative software for an online office environment	An Office Management Software is in place.	<ul style="list-style-type: none"> • To upgrade the software to make all official communication as paper-free • To work for web-mail development 		√	
5	Online Evaluation	Automated & digitized online evaluation system eliminates the wastage of time of evaluations & speeds up the evaluation process.	Working through platforms like Google Classroom and Google Form	To incorporate this facility in the proposed Learning Management Software		√	

6	Website based result announcement	Declaration of examination results in website for fast and long distance reachability		To incorporate this feature in all Internal Examinations' result declarations.	√		
7	Plagiarism software facility	A software facility available to every stakeholder to check plagiarism content in the documents		To adopt a plagiarism software to the help of all stakeholders in research and academic writings			√
8	Online digital magazine & student publication	Online digital magazine & student publication for distant reach	Few departments have been publishing magazines and e-capsules in online mode	<ul style="list-style-type: none"> To make this feature as wide practice in all departments To start an online peer-reviewed journal 	√		
9	Social Media based promotions	Use of social media for academic and administrative promotions	The College and various departments have Facebook pages, X handles etc.	To create brand-building using the services of renowned personalities	√		
10	Learning Management System (LMS)	Use of e-learning software to streamline the teaching and learning process more effective		<ul style="list-style-type: none"> To make use of such a software for Teaching-Learning process To make aware and create opportunities for training/skill development of faculties. 		√	
11	Smart Boards	Use of Interactive Digital Board for better teaching experiences	The College has been using such boards.	To install such boards in each of the departments		√	
12	Digital Library	Digital library for easy access to books, periodicals, study materials online	The College, being a member of National Digital Library (NDL) has been a part of this exercise.	To upgrade the preservation process of own cultural heritage and manuscript	√		

7. Strategic Action Plan for Ten Years:

I. Academic Plan

- The institution is planning to introduce more Self-Financed courses like ITEP, BCA etc.
- The institute will initiate to introduce PG courses in all subjects
- To introduce integrated B.Ed. and UG in Commerce Stream
- To achieve Autonomous College status
- Campus II for Academic and Residential purposes
- To introduce in Major courses in Geography
- Increase the number of Add-on courses
- To work on industry linked/internship/apprenticeship programs
- Expand the number of skill-based courses
- To introduce industry-linked courses
- Center for Curricular & Life Skills Development (CCLSD) to be constituted
- More emphasis on enrollment of faculties in Ph.D.
- The number of Value-added courses to be increased
- Introduce more certificate and skill-based courses
- The institution will work on international agencies for collaborative activities
- Introduction of video recording facilities for tutoring
- Working for boosting alumni engagement in teaching-learning process
- To collaborate for start of MOOC and SWAYAM courses
- To make use of such a Teaching Learning Software (LMS) for Teaching-Learning process
- To install Smart Boards in each of the departments
- To adopt a plagiarism software to the help of all stakeholders in research and academic writings
- To start an online peer-reviewed journal
- To create brand-building using the services of renowned personalities

II. Research and Development

- Fostering Research Culture
- Incentivize faculty members for quality research
- Support for targeted and collaborative research and publication
- Academic support for file patent
- Discipline wise project monitoring cell for guidance students project
- Initiative will be taken for own publishing Press
- Emphasis on receiving more research funds from different government bodies
- To sign more MOUs with industries, Indian Institutes of National Importance (IINIs), other institutes and research bodies

III. Skill Training and Employability

- To generate revenue from self-funded, skill development courses
- To promote and motivate for leadership qualities through workshops and personality development trainings
- Include vocational training to the present curriculum for further employment opportunities for the students
- To conduct more number of placement drive
- To conduct workshops for skill development

IV. Student Support and Progression

- A model question repository for the various competitive examinations
- To organize Psychological counseling programs regularly

V. Faculty Development Programme

- Center for Faculty Development (CFD) to be constituted
- Conduct more training sessions for skill enhancement of the staff
- To increase the frequency of organizing Professional Development Programms
- To introduce a cell for recognition and reward to competent staff
- To introduce a cell dedicated to offer opportunities for leadership development to staff and faculty
- To have a dedicated cell to look into mental health of the students

VI. Physical Infrastructure

- New hostel building for both girls and boys
- Expansion of parking space with shade
- Construction of Museum building
- Renovation of Boys' and Girls' common room
- Renovation and extension of UG Classroom, digital classroom and library
- Upgradation and functional Incubation centre
- Renovation of auditorium and language lab with modern sound proofing, screen and comfortable seating configuration
- Construction of fully equipped and functional guest house
- Plans to construct Commercial shops for the college fraternity
- To setup a sophisticated Computer and Communication Centre
- Expansion and upgradation of laboratory resources
- Expansion of numbers of classrooms and discussion rooms for PG and Skilled based courses
- Separate strong room for examination branch
- Maximum seat capacity meeting rooms with smart display and sound proofing
- Separate research center for teachers and students with computing facilities
- Extension of sports resources

VII. Governance and IT Infrastructure:


- Plans to develop an IT/Web-based management information system for close monitoring
- External advisory boards will to be constituted

- To develop facilities for web designing and maintenance
- To upgrade the office management software to make all official communication as paper-free
- To set up Data Backup Hub

8. Proposed Budget:

Action Plan and Budget

Sl. No.	Details of financial infrastructure	Fund allotment (Rupees in lakh)					Total (Rupees in Lakh)
		2024-25	2025-26	2026-27	2027-28	2028-29	
1	Infrastructure Development, Augmentation & Maintenance						
	(a) Infrastructure for PG and Skill based courses class room	60.22	67.34	68.52	53.22	51.33	300.63
	(b) Infrastructure for Museum	12.5	14.3	16.5	8.7	8.5	60.5
	(c) Roof renovation of UG and digital class room	5.7	6.2	4.4	2.4	1.5	20.2
	(d) Extension of Library reading rooms	10.5	12.2	13.5	7.7	6.5	50.4
	(e)Renovation of Girl's and Boy's Hostel	8.3	10.2	12.4	5.5	4.5	40.9
	(f)Extension and Upgradation of Auditorium hall	23.4	24.9	25.6	15.7	11.3	100.9
	(g)Expenditure for Sound proofing Language Lab.	2.7	2.5	2.1	1.7	1.5	10.5
	(h) Computer and Communication Centre	6	5	6	7	6.5	30.5
	(i) Setting up of Examination Control Room	5	10	8	12	10	45
	(j) Extension of Guest House	5	6	7	5	2	25
	(k) Construction of Cycle Stand	5	7				12
	(l) Construction of Commercial Shop	10	5				15
	2	Recurring Expenditure	11.5	11.8	11.7	12.2	12.9
3	Research, Innovation & Extension	3.5	5.1	5.1	6.35	7.35	27.4
Total:							799.03


 Principal
 Dhakuakhana College
 Dhakuakhana