No. B.C / .... / 20 .... Dated, Berhampore, the 21th September 20 23

BERHAMPORE COLLEGE

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2023-2028)

Dr. S. Mandal
Principal
Berhampore College
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742101

Berhampore College began its noble journey way back in the year 1963 , with the dire need for educational renaissance especially among the underprivileged and the educationally deprived in the district of Murshidabad. Thereafter over the last 61 years the College is affiliated to University of Kalyani , and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also Re-accredited by the National Accreditation and Assessment Council (NAAC), Bangalore for 2nd cycle in 2022 and participated in NIRF ranking process. Today our college has been selected as "HUB" college of the District of Murshidabad.

1.INSTITUTIONAL BASIC INFORMATION

1.1. Institutional Profile:

Name of the institution	BERHAMPORE COLLEGE, 20, C.R.DAS, Berhampore , Murshidabad, 742101				
Head of the Institution	Dr. SAMARESH MANDAL				
Contact Details	E-mail: samaresh_bc@rediffmail.com Cell No.: 9474319266				
College website	www.berhamporecollege.co.in		AISHE CODE: **C-7301**		
Name of the IQAC co-ordinator	Dr. Indrani Basu	E-mail: anupriyaindrani@gmail.com		Cell No.: 8017766469	
NAAC Accreditation status					
1st Cycle	2007-B	2nd Cycle		2022-B	
NIRF					
2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Financial status	Govt-in-aid				
National Education Policy (NEP 2020),	Implemented from 2022-2023				

1.2 : Institutional Resources

Sl No	Name	Numbers
1.	Principal	01
2.	Teaching staff	51
3.	Non-teaching staff	03
4.	General Class Rooms	36
5.	SMART class room	12
6.	ICT enabled Seminar & conference	03
7.	Laboratory	01
8.	Computer Laboratory	03
9	Well furnished air-conditioned auditorium	01
10.	Partially automated library	26000 books
11	Number of Computer desktop	76
12	Printer	12
13	CCTV- cameras at different points covering whole campus	
14	Provision of Boy's Hostel- Sampreeti (59 seated)	01
15	Purified water	05
16	.Well maintained cycle & Byke stand	02
17	Air-conditioned- Sick room &. First aid facilities	01
18	Air conditioned NSS room	01
19	Separate washrooms for students (boys and girls)	02
20	Gymnasium	01

Section 2: Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional strength of the college

1.The Institution is endowed with a passionate, experienced, dedicated faculty, recruited as per UGC norms team of teaching faculty with good academic backgrounds, expert domain of knowledge and experience. 6 faculties with Ph. D. as the highest degree, 3 faculties are registered supervisors.

2.Department of Higher Education, Govt. of West Bengal nominated institute as a district mentor of NAAC A&A process. It is also recognised by the said department as HUB college.

3.Along with Devoted faculty members, dedicated librarians and efficient non-teaching staff help to march forward under the surveillance of the competent authority of the college who take care of all the aspects of college, both the academic and the personal.

4.The institute has representation in various Boards of Studies. Faculty members provide a conduit for the review, revision, and improvement of curricula in response to the demands of the rapidly changing modern world.

5.The college maintains a near perfect academic discipline.

6.The College maintains its transparency in its financial, academic, administrative, and auxiliary functions in a very clean and fair manner. Admission is an online process which is strictly on the basis of merit in accordance to the government reservation policies. Results of examinations are regularly posted on the college notice board and corrected answer scripts are shown to students for any clarification. Recruitment of full time teachers falls under the purview of West Bengal College Service Commission (An auxiliary body of State Government). Recruitments of Contractual, Part-time and Guest lecturers are done obeying UGC norms. Important notices regarding college are regularly posted in the college website to ensure complete transparency in all its functioning.

7.Carrying important role of female education in this backward region, average enrollment percentage and percentages of passed female students have been rising during the assessment period. We feel this is a good effort to expand the opportunities of female education in the district of Murshidabad.

8.The cost of education is very low.

11.Apart from that majority of students who come from backward section of society in all respect, have successfully passed their final examination as compared to other colleges of the town.

12.Hon'ble Principal Dr. Samaresh Mandal was rewarded by "Shikhsha Ratna" in 2015 by Government of West Bengal for his sincere effort to upgrade the quality of this educational structure of this institution since his joining.

13.Adequate eco-friendly physical infrastructure in the institution to nurture scholarly pursuits students a considerable number of whom are from rural background of the district of Murshidabad.

14.Systematized accompaniment of mentoring and counselling by competent faculty to facilitate active participation and inculcate a value system among the students.
15.Round the clock CCTV surveillance of the campus premises.

16.Various institutional practices reflect the policy of de-centralization and participative management prevalent in the Institute.

17.Involvement of the faculty in college for executing student and institute related activities through various committees.

18.State-of-the-art facilities for teaching, learning, research, sports, students, recreation, etc.

19.Technology enabled campus with 12 smart classroom, 3 digitised conference room, 24 X 7 Wi-Fi and internet facilities for the staff and students.

20.Extensive incorporation of e-governance to promote less-paper and paperless systems in the institution.

21.Enough provision of Student-centric, experiential learning by adopting relevant pedagogies, field surveys, educational tours, etc.

22.An atmosphere for holistic development of the student by maintaining a balance between curricular, co-curricular and extra-curricular activities. This is quite evident by the participation and awards won by the students at national and state level.

23.A well-run, seamless system that makes it easier to distribute different State and Central Government Scholarships to the eligible students.

24.Organization of national and international conferences, workshops, webinars and Faculty Development Programs mirrors the intent of academic progression of the institute.

25.Availability of platforms to take part in various government led community service activities & programmes, with the aim is to provide hands-on experience to young students in delivering community service. The institute is committed to its social responsibility by organizing blood donation camps and adopting a few villages for hygiene awareness and promoting vigilance for various social-schemes promulgated by the Government, through NSS.
26.NSS responsible for planning, implementing, and evaluating community service activities, motivating student volunteers and coordinating with local communities. Since 2018 more than 560 events was organized including blood donation camps, free -eye check-up and distribution

free spectacles , thalassemia awareness and detection camp, HIV-Aids awareness programme, medican check -up camps,clean the statues in the Berhampore town, food sharing with orphanage, adopted village, distribution new clothe, study material among destitute, planting sapling etc . 15 volunteers joined National level camp. One volunteer invited for pay to homage to the National leader programme in Parliament. Programme Officer was selected as contingent leader of both Pre- RD in Orisha and RD camp, 2024 in Delhi and selected as Governor excellency award, 2024 also. During 2023-24 she was selected as district Nodal officer of NSS also.

27.Regular involvement of Alumni and other stakeholders who provide constructive suggestions for the infrastructural development, improvement in the teaching learning environment, the library facilities, games and sports facilities, strengthening of industry institution relationship etc.

28.Noteworthy 15 active collaborations and MoUs with the teaching, research, industrial and Non- Government institutions.

29. Performances of students in such competitive and entrance examination like NET, SET, Staff Selection Competitive Examination, West Bengal Civil Service examination, School Service Competitive examination have been truly commendable.

30.The college also contains a well-stocked library, which consists of near to 25000 books at aggregate in different departments, many of which are rare books .

31.The library has introduced INFLIBNET and installed KOHA (2018) . The College library is partially automated. **Digitization of the college library is ongoing**. ICT based classrooms teaching has motivated the students to use e-sources for their up gradation of knowledge.

32.Career opportunities are enhanced by providing workshops, seminars, projects; etc. Berhampore College conducts different job-oriented computer courses in collaboration with DOEACC.

33.The College encourages sensitizing all its stakeholders towards "clean and green consciousness. The college undertakes Environmental awareness programs like tree plantation, cleanliness drive, seminars, etc.

34.The college has been conducting various professional examinations on holidays

Institutional weakness

The institution has a lot of strength, but there are also some areas where it struggles to keep up with the fast-paced, dynamic environment. Following is the enumeration of the key avenues that need to be catered to:

1.The College is finding to challenging to effectively facilitate the large academic system compatible with NEP, 2020 with its insufficient infrastructure (especially lack of sufficient class rooms, computer labs, space constraint, etc which are required for smooth functioning of NEP systems). Furthermore, the paucity of teaching and especially non-teaching staff is one of

the major weaknesses of the college. Shortage of non-teaching staff creates obstacles and generates burden on the existing faculty due to the huge work load of the new education system

2. Student enrolment is not up to the mark. Last two years has witnessed a downward trend in the enrolment ratio. Lack of reputed international journals and dearth regular financial grant from Govt. and other National agencies are other impediments in the institute's progress.

3. Absence of full digitisation of library has created problems in getting information through e-resources which hinder the process of upgrading of all stakeholder.

4. As the college is affiliated to University of Kalyani, its contribution in curriculum designing and modification remains limited.

5. Absence of a critical discipline like hard Science is the reasons behind poor enrolment in programmes, like BSc. General, which are closely associated with science.

6. Inadequate incubation and startups.

7. Placement opportunities are less due to inadequate growth of industries in local area.

8. Alumni Association needs strengthening in terms of financial support from alumnus and eventual provisions from the institute in general and students in particular.

9. Not being a residential campus is one of the weaknesses of the college. This is due to the limitations imposed by the physical and financial resources.

Institutional Opportunity

The ability to profit by higher education is spread among all classes of people. There are great reserves of untapped ability in society. Being a government-aided institute providing education at affordable -cost, with proficiency, we have an opportunity for working up on novice scholars who are out in the world with an aim to get educated. The apparent opportunities for the institute includes:

1. Commencement of others main disciplines of science & commerce (like Physics, Chemistry, Biology, etc) will increase the enrolment of students into science programmes like BSc & B.Com programmes.

2. To organize more number of faculty development workshop, student development programme, seminar and conferences. Obtain research grants from government agencies

3. Scope for self-financed or industry funded projects.

4. The College library along gives the opportunity to the students and staff of the to access various text books, reference books, story books and books for preparing for various competitive examinations. Also, there is ample opportunity through library blog for various e-resources to promote research works as well as career related information.

5.Opportunity in the promotion of sports/cultural events.

6.Opportunity to the students in the preparation of competitive examinations including NET/SLET.To provide coaching of competitive examination..

7.Monitoring learning outcome and planning accordingly for individual level mentoring and adaptive student based learning. Strengthening of remedial/tutorial classes to improve results at UG level.

8.Offering courses in Indian Knowledge system in the framework of new NEP-2020 curriculum.

9.Strengthening the two way connection between the institution and the community for making the education more comprehensive and all-encompassing.

10.Exposing the students to online distance learning and access to online content.

11.Setting up a learning path leading to employability and Industry connect by making use of the forums for experiential learning.

12.Conjunction with the alumni to tap the unharnessed potentialities for student progression and inculcating employability skills.

13.Obtaining the position in NIRF.

14.Addition of the PG Courses, Online Courses, certificate courses provisions of the selective courses from SWAYAM, NPTEL and other platforms will offer complementary knowledge and skill component to the students.

15.Implementation of various health counselling (both physical and mental) will motivate the students to keep healthy. College gymnasium furnishes additional benefit in this sphere.

16.Celebration of important events will expand students' general awareness in different areas.

17.Aspirants may achieve genuine social awareness through socio-cultural & NSS programs.

Challenges

1.To enhance the stretch of vacant space and to expand the infrastructural built of the college.

2. Constant persuasion to increase Human resources in Teaching and Support staff strata.

3. To undertake constant urging with higher ups for induction of need-based & interdisciplinary courses.

4. To create more academic space to include all upcoming aspirants as Students of the College.

5. To curb any local backwardness and thus make Students open minded, spirited and forward looking.

6. To strengthen College's efforts in terms of Career Counselling & Placement of Students.

7. To promote more on-campus sports and cultural activities for Students' conscience building.

8. To curb the dependence of Students on private tuition and get back their full confidence in class-room teaching.

9. Encouraging students to undertake competitive examinations and pursue higher studies.

10. Networking and strengthening relationship with stakeholders.

11. To motivate girl students to be career and education oriented.

Institutional Development Plan

3.1. VISION

To evolve skilled and value based resource professional, to provide opportunities to the students without any discrimination, to find space for the exponential growth of personality and character, and to face the challenges of tomorrow successfully through quality education.

3.2. MISSION

In fulfilment of its vision, the Berhampore College is committed to provide higher education to the students in its vicinity by giving equal opportunities to all, equip the student community with academic, social, scientific and spiritual values and to enable them to have an insight into the spirit of transparent governance and public.

We are very much aware of our responsibility to our students and do our very best to provide a most friendly and growth oriented ambience for them. We do everything in our capacity to ensure excellent standards that would secure them leadership in tomorrow's challenging world.

Academically accomplished

Emotionally balanced

Morally upright

Socially responsible

Ecologically sensitive

Professionally dedicated

3.3. Executive Summary

Berhampore College is situated in the Berhampore City which is well-known for its age-old heritage. It was established in 1963. The college is a single faculty co- education college which offers BA and B.Com programme. It is permanently affiliated to University of Kalyani, Nadia. Our college strives for excellence and it is registered on AISHE and NIRF portal. It comes under 2F, 12B category of UGC. College is re-accredited by NAAC for 2nd Cycle in 2022 with B grade with 2.33 CGPA

The college is committed to transparent administration, teaching learning and evaluation system. The college harbors upon reliable research, placement and extensive base to impart higher education in humanities, commerce and allied fields. With education and student-oriented learning, the college supplicates the involvement of all its stakeholders – students, parents, teachers, non-teaching staffs, voluntary organizations, university, UGC and government agencies. The College takes pride in its competent, experienced, and committed faculty with doctoral qualifications and encourages research-related activities. They are persistently proactive in upgrading their knowledge by participating in Orientation Programs, Refresher Courses and organizing national seminars, conferences, workshops, discourses, lectures, publication of research papers, thinking for completing MOOCs and SWAYAM courses. The college faculty is also engaged in mentoring the student's community. The college offers counseling services to the students.

The alumni of the college have carved a niche and have established themselves in various disciplines and professional fields. The college intends to encourage alumni engagement in college activities and also makes use of the linkages for students' internship, placement etc.
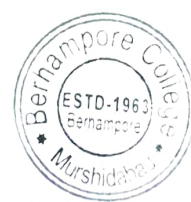
Our aim is to make the institution centre of excellence in education and research. The college also intends to make students global citizens with focus on holistic development. The college strives to achieve the mission of the college to impart quality higher education to students so as to enable them to confidently face global challenges and also to make them socially responsible. The institution intends to impart highest standard education through holistic teaching with blend of integrated traditional and innovative practices like participatory learning, flipped classrooms, blended learning and the like. Collaborations with institutions in the form of industry academia linkages and MOUs with industry can help the college provide a platform of job placements for students. For this the college plans to start several courses in collaboration with industry. To motivate and build the personality of students the college plans to have more educational tours, talks, guest lectures etc. in the future. Furthermore to build a rapport with industry experts and invite top personnel from nearby firms and companies the college plans to have a budgetary allocation for industrial visits, talks and industrial projects by students.

To make the institution a centre of excellence in education and research. The college focuses on imparting education of the highest standard through value-based teaching and learning so as to enlighten, empower and enable the students to face global challenges. The college adopts innovative teaching methodologies and practices to empower students. The college has multiple committees and cells intending to inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible. The involvement of students in most of the committees and giving them responsible positions gives them chance to showcase and upgrade their skills and talent.

The institution is keen to ensure that the students studying in the college have sufficient facilities to learn, read, play and showcase their talents. The institution's priority is to build and upgrade the infrastructure like well-equipped ICT class rooms, computer laboratories, playground, an auditorium, spacious and well-equipped library, college canteen, proper sanitation and drinking water facilities. The institution has plans to create functional subject- wise forums in each of its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large. The college also plans to involve the students through NSS and other forums, in collection of data regarding government schemes and facilities. This information in turn will be disseminated through students in their respective villages so that the awareness can be created amongst the villagers. This will provide opportunities to the students to interact with and assist the needy ones. It will also motivate students to set up clubs such as nature club, health club, life-skill club etc. so that the students act as a liason in their respective villages to implement various projects in their respective village under the guidance of faculty. All these community-oriented programmes will provide opportunities for students to serve the society at large thereby making them socially responsible.

The institution also has a plan to impart computer skills to its administrative staff and students and make them techno savvy. So that they can learn more and they can be reachable. Another institutional goal is to see that all the teaching faculty are having a Ph. D. and publish articles in peer reviewed Scopus/ web of science journals. To improve the pedagogical practices and subject specific knowledge of the faculty, certain training programmes will be arranged. Conducting FDPs on topics such as Statistical software packages, on duties and service conditions of teachers, on the framework of NEP 2020, on quality assurance under NAAC and the like are ways to develop professionalism in the institute.

3.4. Teaching & learning

Short Term

- Improve faculty competencies in terms of academic proficiency, research skills and administrative capacity by holding FDPs and deputing faculty for seminars, conferences and presentation of research papers.
- Conduct interactive sessions department-wise for sharing knowledge gained by faculty during workshops – particularly when a new course (paper) is introduced
- To collect students' feedback for appraising the performance of faculty at the end of each semester. Feedback to be communicated to faculty for perusal and improvement.

Mid Term

- To make teaching - learning process more effective, introduce smart classrooms, ICT integrated teaching and train faculty in innovative teaching methodology.
- Encourage minor research projects to be undertaken by faculty.
- Incentivize the excellence of faculty.
- Give adequate time to faculty for interaction with students, for conducting research and for other activities.
- Promote teacher internship programmes.

Long Term

- Empower the faculty to conduct innovative teaching and research.
- Give freedom to faculty to creatively design their own curricular within the approved framework including textbook and reading material.
- Implementation of Outcome Based Education
- Course outcomes and learning outcomes to be clearly specified.
- MOOCs and ODL-Encourage students to register for various online courses of their choice under SWAYAM, NPTL, etc.
- Implement MIS (Management Information System)
- Development of Question Banks Providing Model Answers Innovation centre

3.5 . Research Development and Innovation

Short Term

- Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for government and Non-government agency grants etc.
- Subscribing to UGC care list of journals and E- Resources in the library.
- Statistical software package training for research scholars.
- Training on research ethics for faculty & Ph. D. students
- Developing an institutional research information system for sharing the status of research projects {website/blog /portal}
- Distance learning training courses by SWAYAM / Coursera.
- Organizing online webinar on research paper publications.
- Requisite software for plagiarism check.

<center>**Mid Term**</center>

- Developing research labs.
- Developing a research library/resource platform.
- Developing e-resources by subscribing to e-journals, e-reports from reputed National,

<center>**Long Term**</center>

- Developing research laboratory.
- Developing research Centres.
- Working on major research projects
- Developing incubation & start –up centre.
- Student exchange programme to get wide exposure across universities

3.6.Students' Progress

•Supporting the overall academic success of students including enrolment, retention and timely graduation.

•Ensure more Scholarships for students.

•Conduct remedial classes for weak students/repeaters.

•Conduct bridge courses for students.

•Improve the placement opportunities for students after graduation.

•To promote self- employment /entrepreneurial skills among aspiring students.

•Industrial visits to manufacturing units.

•Organize lecture series of successful local businessmen.

•Encourage students to be members of the various cells, associations, clubs of the college.

•Create opportunities to gain knowledge, skills, and credentials in high demanding fields.

•Providing students opportunities of internships with local industries, businesses, artists, crafts persons.

•Ensure basic medical facilities for all students in the institution.

•Create or upgrade an efficient mechanism for grievance handling.

•Create systems and processes that are required to ensure students' physical health and emotional wellness.

•Instill a work culture among students by making internship a part of the curriculum.

•Create awareness about international days like National Youth Day, Republic Day, International Mother language Day, World environment day etc.

•Celebrate India's culture of National Integration & Universal Brotherhood on campus.

3.7.Industry-Academic Partnership

- To arrange more guest lectures from industry experts on the latest job requirements and skills needed to enhance employability of graduates in the market.

- Plans to sign MOUs with local industry for student internships, training, and placement.
- Planning industrial visits to local industry to give practical exposure to the students while learning.
- Students to conduct surveys or Case studies on local industries and share survey findings with suggestions with the same industries as part of TY project work.
- Having Guest faculty from industry to design and teach add-on courses to students.
- Periodical workshops, special lectures, group discussions to be arranged with the support of local industries.

## 3.8. Institution's Placement Plan for Students

- Talk on career guidance by experts for TY students in each semester.
- To organize workshop on interview techniques.
- Placement of the students to be facilitated through collaboration with Local branches of companies.
- Organizing Workshops on startups for self-employment and developing entrepreneurship skills.
- Coaching classes for various competitive exams.
- Students Internship/project to be a regular part of the syllabus and curriculum.
- College plans to strengthen industry placements through more MOUs with reputed firms and industries.

Incubation and Start-up

- Training students for undertaking minor research through offering of scholarships.
- Developing incubation & start –up centre.
- Provide skill based training and conducive atmosphere for entrepreneurship.
- Establish MoU with Government and Private sector to start new courses and training and financial and professional mentoring to students and alumni.
- Organize apprenticeship planning with local industries for the students

3.9 Achieving the Target for Accreditation

- Orientation programme on NAAC documentation and revised accreditation framework.
- Conduct state and national seminars, webinars, workshops, conferences on topics such as IPR, research methodology, entrepreneurship development and soft skills etc.
- Motivate faculty members for quality research publications in peer referred journals and books.
- Encourage faculty to take up guide-ship and research projects.
- Establish college as a recognized research center .
- Enhance industry academia linkages through MoUs and contractual agreement.
- Starting more add-on-courses, skill-based courses, etc.
- To obtain potential for excellence status from NAAC.
- To obtain autonomy from UGC.
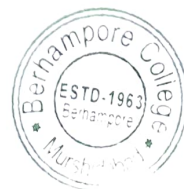
3.10.Alumni Engagement/ Activities plan

Short Term

Develop alumni engagement strategic plan and provide an action plan.

Personal communication with highly engaged ex-students.

To use alumni emails and phone numbers to increase the membership of alumni association.

To identify top engaged alumni players and leveraging their influence to attract more alumni members in the association.

Plan a batch wise and year wise online alumni community and increase collaboration with industry.

Have an alumni social media pages like Facebook, Instagram and Youtube and link it with college website.

Midterm

Offering incentives to alumni by giving them access to our library books to prepare for further

studies or competitive exams.

Inviting alumini who are in high positions to deliver talks to students.

Planning local job fairs, summer internships, workshops, certificate courses, field trips through the alumni network.

Long term

Adoption of weak students (financially, psychologically, physically) and helping them in the form of scholarships and internships by affluent alumni.

Planning Mega reunion events for regular connectivity and motivation between alumni and the college.

3.11.Skill Development of Non-teaching Staff

- Upgrade the IT skills of non-teaching staff by conducting periodic sessions on Microsoft Word, Excel, accounting software etc.
- Conducting soft skill training for multitasking staff.
- Regular FDPs on administrative guidelines and relevant procedures related to RTI, exams, fees, admissions etc. by inviting experts in respective fields.

3.12.INSTITUTIONAL PREPAREDNESS FOR NEP – 2020

Multidisciplinary/interdisciplinary:

The institute itself offers the BA progrmme (English, Marathi, Hindi, English Literature, Marathi literature, Music, Political Science, History, Sociology, Economics, Home-Economics) and certificate courses for the UG programmes. In view of the transformations envisioned in NEP-2020, respective adaptations will be planned under the specially constituted committee.

To establish MoUs with HEI and research institutes offering some special courses, so that students can opt for these courses.

3.13. Academic Bank of Credits (ABC):

The endeavour of University Grants Commission to open Academic Bank of Credits (ABC) is definitely a revolutionary way to understand the higher education system in India. virtual/digital storehouse will contain the information of the credits earned by individual students throughout their learning journey. The definition of credits in higher education systems may be based on different parameters, such as student workload, learning outcomes and contact hours. As our institution is an affiliated college under University of Kalyani, so students register University's Digi locker, where students have entered necessary details. However, we had been creating awareness among the stakeholders about the ABC facility. In addition an open and distance learning course is in progress since 2009 reflects both the fact that all or most of the teaching is conducted by someone who is away from the learner, and that the mission aims to include greater dimensions of openness and flexibility, whether in terms of access, curriculum or other elements of structure. The affiliating university has already adopted a Choice Based Credit System - CBCS for UG, PG degree programs and NEP , 2020 which permits the student to choose among the number of elective and general courses. The college collaborates with numerous academic and non-governmental institutes and has established MOUs to offer a variety of certificate programmes and faculty exchange programs. The objectives of these MoUs may be extended for earning the credits from the courses offered by either party under MoU. The students are encouraged for enrolling on the SWAYAM portal for courses from where the students may earn credits from renowned HEIs. With multiple entry and exit options, the mechanism of ABC is an obvious choice for any higher education institution.

3.14. Skill Development:

Skills development programme for students is a mean through which we can mitigate the problem of un- and underemployment and improve standards of living by enhancing productivity. Our institution is deliberately trying to open some skill development programmes for its students which should be suitable for its local need by using local resource, not a mere imitation of others. This process of searching suitable schemes became jeopardized during pandemic period. However, after the bad times, we had been constructing some cell which have actively taken initiative to open resource specific skill development programmes. HOI instructed Career Counselling and competitive examination guide cell to take immediate steps and contact with concerned institution to commence such initiatives

with due sincerity under the guidance of IQAC. As the commencement of skilled development programme is one among the important objectives of the IQAC for the academic session since 2022-23 , so in collaboration with Career guidance and placement cell and Competitive examination guidance cell , IQAC have arranged several career counselling sessions as well as conducted mock tests in collaboration with RICE, Airmen Selection Centre, Barrack pore, Nandi foundation, Bandhan Konnagar, Future Guide and some of Skill development NGO who are the part of CSR project of reputed Institutions . College introduces futuristic curricula along with regular curriculum with its MOU partners (DOEAC, K.K.Das College, Pune Institute of Business Management) in a way that enables students to acquire practical skills applicable for their desired professions. Above mentioned initiatives could be able to include opportunities for entrepreneurships, internships, and experiential learning through certificate/Addon/value added courses, field works etc. Our college empowers students with career services through career workshops, practise interviews, and networking opportunities. The College hosts seminars, training camps, free coaching sessions and workshops in collaboration with BSE, George Telegraph, RICE, Bandhan Bank, Nandi foundation, Anudeep Foundation, etc in blended mode for the development of sense of professionalism and a passion for skill within the students. HEI made three MOU with well established job training institutions (RICE, BANDHAN KONNAGAR, DOEAC) . Such initiatives gave the opportunities to students to discover the career opportunities both in public and private sector. Career counselling and Placement cell conducted 42 hourse off line ADD on course in collaboration with Nandi foundation under the patronage of IQAC. Anudeep Foundation run an on-line career counselling course. In library HEI has separate book corner for competitive examination and its preparedness.

Along with this ,the library section has introduced blog with an aim to disseminate the information regarding competitive examinations and their preparedness etc. Students also registered their name in my bharat portal. Life skills like gymnasium, yoga and soft skills programme including programme on Stress management, in collaboration with Office of CMOH and psychological counselling session in collaboration with Adolescense counselling department of Murshidabad Medical college and Hospital also empowers our student with a good mental strength, health and positive approach.

3.15. Appropriate Integration of Indian Knowledge System (teaching in Indian Language, culture, using online course):

We believe that Indian Knowledge systems have evolved over a millennium and the facilitators emphasize systematized knowledge acquisition through integrating ancient means of knowledge within modern texts and through modern experiences. The college pays its due homage to the oldest compositions of knowledge including ancient scripture, texts, as well as tribal and minority literary works and study of history. Through the incorporation of Sanskrit and Bengali languages within the curriculum and using them as primary modes of instruction outside and inside the classroom, we attempt to honor not just these but all traditional Indian languages. The CBCS syllabus under Kalyani university includes such vital texts as excerpts from Mahabharata and in Sanskrit the syllabus also includes Mricchyakatika and AbigyanamShakuntalam.

These Sanskrit dramas are taught keeping in mind the historical significance of texts within our rich heritageand origins of Indian dance-drama (text of dramatology).Thirty two courses of study are transacted, among which Sanskrit, Philosophy transmit the values of the Vedas, Upanishads, Bhagavad Gita, and other philosophical literatures which serve as the foundation for the Indian knowledge system (IKS). In tune with the principles of IKS, our college has adopted a holistic approach incorporating numerous facets of human life, covering physical, mental, emotional, and spiritual components Discipline like Mathematics teaches Algebra, the decimal system, value of zero etc.. The college intends to set up an IKS-related Research Centre in future. Berhampore College values the spirit of diversity and pluralism, the founding principles of the Indian Knowledge System; Honours courses in Political Science, History, Geography, embrace the knowledge on diversity, enabling variousphilosophical viewpoints and schools of thought to coexist. Department of Economics, Commerce ,Geography and Political Science have taken initiatives to encourage intellectual development in tune with the spirit of IKS, making students to learn about diverse economic and geo-political scenarios. The college has evolved to absorb, and apply fresh concepts, theories and technological advancements into its strategic planning, while keeping strong ties with the core values and beliefs. Programme on Yoga, Programme on Swachhta, Green campus activities, Mural painting and handicraft by NSS volunteers, help the students to attain all round development of mind and body. Furthermore, the college makes it an unfailing practice to observe commemorate days each year to remember something and by doing so to honour it. Dwellers of our adopted village are scheduled tribe artisans. They are producing wooden craft. Our volunteers learned the process of making such craft from them and teach their kids to study and shared food and study kits with them. So it as an coherent initiative to honour Indian Knowledge system. Throughout the year we have organised several cultural programmes where all stake holders of our college took part. Our signature

cultural performance is Agomonee which is prelude of our National festival- Durgapuja. All stake holders belongs to different religious group spontaneously participated and we symbolise it as the triumph of national integration over all evil efforts.
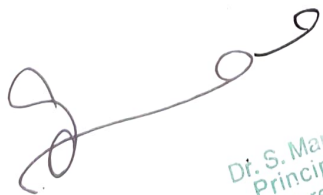
3.16. Focus on Outcome-Based Education (OBE):

NEP -2020 underlies the importance skill enhancement and outcome based education. Under this scheme internship, apprenticeship, and projects are introduced at graduation level. For this purpose HEIs have to approach industry for forming MoUs to provide training and necessary skills to the students. It is our plan to introduce more skill based and outcome based courses for the students. and faculty are encouraged to undertake high quality outcome-based research to produce intellectual property.

3.17. Distance Education/Online Education:

NEP-2020 emphasized distance education / online education. It provides added flexibility, self-paced learning, and online workforce. The Institute has already started working on these aspects. The facility is created for imparting online education and teachers are encouraged to create online add-on and skill courses. Teachers are encouraged to develop e- content and online teaching material. To cope up with the advanced teaching skills and to understand current online teaching trends, teachers are encouraged to participate in advanced pedagogy training programs. The students are encouraged for enrolling on the SWAYAM, NPTEL courses from where the students can earn credits from renowned HEIs.

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