

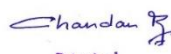


RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## CRITERION 6 – GOVERNANCE, LEADERSHIP AND MANAGEMENT

**6.2.1 The Institutional Governance and Leadership are in Accordance with the Vision and Mission of the Institution and it is Visible in Various Institutional Practices such as NEP Implementation, Sustained Institutional Growth, Decentralization, Participation in the Institutional Governance and in their Short Term and Long Term Institutional Perspective Plan.**

### DOCUMENT

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## **STRATEGIC PLANNING AND DEPLOYMENT DOCUMENT**

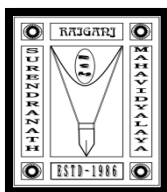


## **RAIGANJ SURENDRANATH MAHAVIDYALAYA**

*Sudarshanpur, Raiganj  
Uttardinajpur, West Bengal  
Pin Code: 733134  
Affiliated to The University of Gour Banga, Malda  
Recognized By UGC  
NAAC Accredited College with "B+" Grade (December, 2016)  
Website: <https://rsmraiganj.in>  
E-Mail - [mda\\_sunam@yahoo.co.in](mailto:mda_sunam@yahoo.co.in)  
Call: 8945954418*

*Chandan*  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

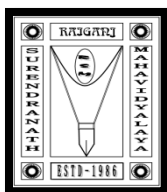
## ❖ ABOUT THE COLLEGE

Raiganj Surendranath Mahavidyalaya was established in 1986 with the intention of meeting the educational needs of rural and suburban youth in the surrounding area. The land of the College was donated by Mr. Shailendra Narayan Sen in loving memory of his father Surendranath Sen and hence the College was named as Raiganj Surendranath Mahavidyalaya. Although initially planned as a Women's College, it later evolved into a coeducational undergraduate degree college affiliated under the University of North Bengal. In 2008, the college became affiliated with the University of Gour Banga. It is currently the largest college in the district, with a student population exceeding 5000. In 2016, the college received accreditation from NAAC at the B+ level. The college now offers four-year Bachelor of Arts (B.A.) and Bachelor of Science (B.Sc.) programs under the New Education Policy of 2000. Situated in the northern part of Raiganj town, the campus features a modern three-storied building with top-notch facilities, including five well-equipped and modernized science laboratories, a library with e-resources, and two air-conditioned auditoriums, one Teachers' Common Room, separate departmental cubicles, office space equipped with unfaltering wifi network, two guest Room, music room, Computer Training Centres, Boys' Common Room & Girls' Common Room, two Canteens with one Dining Room, one Cheap Store, Learning Support Centres of two Open Universities (Rabindra Bharati University & Netaji Subhas Open University) etc. The college has shown a significant dedication to promoting academic excellence in Raiganj and its surrounding areas. It is currently enhancing opportunities in important undergraduate programs. The College offers Certificate Courses in Photography and Journalism & Mass Communication as well as Add-on courses such as Early Childhood Development, Communicative English, Folk Culture and Karate- Do the Excellence. In recent years, the college has seen substantial growth in various activities, creating new opportunities in multiple areas.

*Chandan K*

Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D

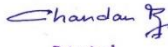




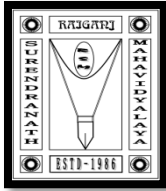
RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## ❖ HISTORY OF THE COLLEGE

<u>DATE</u>	<u>HISTORY</u>
1986-10-06	First meeting of Ad-hoc Governing Body
1986-10-21	Date of Establishment
1986-11-07	Second meeting of Ad-hoc Governing Body decided to the formal opening on 14 Nov 1986.
1986-11-14	Date of Class Commencement
1987-01-24	Smt. Pranati Majumdar joined as the first lecturer of the college against a Government approved post.
1986-1987	Student enrolment; First Year- 38 (Male), 08 (Female), Second Year- 19 (Male), 08 (Female).
1988-08-11	Sri Debesh Chakraborty, Sri Samarendranath Raha, Sri Ganesh Choudhury, Sri Pradip Kr. Roy, Sri Bidyut Kr Ghosh, Sri Kailas Rabidas, and Sri Bikash Dutta joined in the office.
1988-12-12	Ad-hoc Governing Body sanctions Rs 150.00 for the purchase of a volleyball.
1992-09-04	Statutory Governing Body was formed; Mr. Siddhartha, District Magistrate of Uttar Dinajpur elected as the first President of the Governing Body.
1995-06-12	Dr.. Dharendra Kumar Das joined as the first Principal of the College.
1997-06-24	UGC Recognition of 2(f) and 12(B): 24/06/1997
2003-06-24	Dr.Prabir Kr. Roy joined as the second Principal of the College.
2016-12-16	Date of NAAC Accreditation
2023-05-16	Dr. Chandan Roy joined as the third Principal of the College.

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## ❖ MISSION AND VISION OF THE COLLEGE

### ● **Mission of the College**

The mission of the College is to impart higher education infused with moral values to every student of the surrounding locality. It combines modern ICT-enabled learning methods with the traditional chalk-and-talk approach. The College values both the competitive spirit that drives students to improve their quality and the compassionate empathy towards others including the animals and environment. It strives to maintain a balance between these two aspects. The Best Practice of the institute is to nurture values, humility and humanities in the hearts and minds of all students.

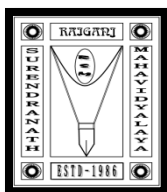
### ● **Vision of the College**

The vision of the College is to nurture genuine and accountable individuals with open-minded thinking free from gender biases, and with a heightened awareness of the environment. The College earnestly aims for the all-round development of its students, encouraging excellence not only in academics but also in various aspects of life, including sports, cultural pursuits, debating, and creative writing. Furthermore, the College is committed to empowering underprivileged local youth by imparting knowledge and enriching them in diverse ways, fostering their growth as responsible citizens of the nation. While implementing these, the spirit of the College is influenced by Swami Vivekananda's ideal i.e., "Arise, Awake and Stop not till the Goal is reached!"

*Chandan*

Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## ❖ CORE VALUES

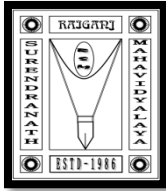
The core values of the college guide the institutional strategic plan.

1. ***Academic Elevation infused with Moral Values:*** Raiganj Surendranath Mahavidyalaya is committed to elevating academic standards while nurturing moral values. Catering to the rural and suburban youth, we employ both online and offline teaching methods. In a district grappling with low literacy rates, many of our students are first-generation learners. Our mission is to impart higher education while instilling essential moral principles in these young minds.
2. ***Diversity & Inclusivity:*** At our institution, we celebrate diversity in all its forms – be it caste, creed, or religion, alongside economic disparities. Embracing diversity is the cornerstone of our approach to fostering inclusivity among our students.
3. ***Gender Equity & Empowerment:*** At Raiganj Surendranath Mahavidyalaya, we uphold gender equity and empower women without compromise. Our college staunchly prohibits any form of gender discrimination, both within and beyond our campus walls. We maintain a zero-tolerance stance against any gender-based discriminatory actions by any member of our college community. Instead, we actively promote gender equality and empower individuals of all genders.
4. ***Climate & Environmental Awareness:*** Our college aims to cultivate climate and environmental awareness among our students. Understanding the changing global climate and the importance of environmental stewardship are vital for ensuring sustainable progress on Earth. We encourage the increased utilization of biodegradable and renewable resources while minimizing reliance on non-renewable resources and plastic. By adopting these practices, we can mitigate the potential for future environmental disasters.
5. ***Honesty, cleanliness, and diligence:*** These are fundamental attributes for achieving success in life. Cleanliness fosters both physical health and organizational skills of individuals. Honesty builds trust and credibility with others, while diligence is the key to realizing one's goals. At our college, we instill these values in our students to prepare them for a successful and fulfilling future.

Chandan K

Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D



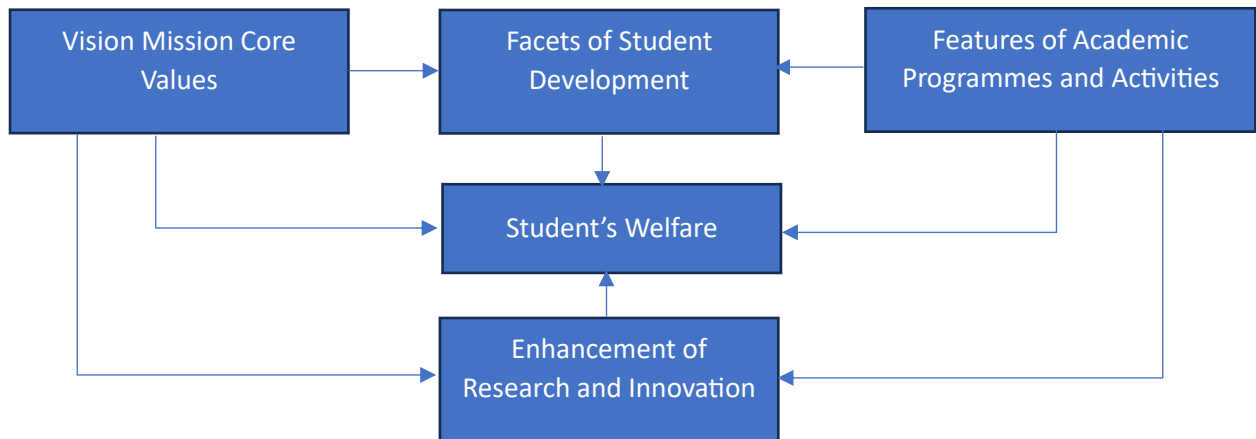


RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## ❖ BASIC PHILOSOPHY BEHIND THE STRATEGIC PLAN

Interlinking the components and their impact on learning along with research and innovation is the basis of the Strategic Plan development.

The following chart will be helpful.



*Chandan*  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D






RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## **STRENGTHS, WEAKNESSES, OPPORTUNITIES AND CHALLENGES (SWOC) OF THE COLLEGE:-**

### ***Strengths –***

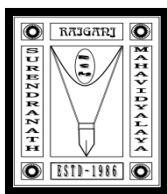
- Reputed & well-known management.
- College runs smoothly independent of interference from any quarter.
- Financial stability
- Admission strictly based on merit.
- Positive social perception with diversity of students
- Good participation of students in curricular and co-curricular activities
- Recognition by UGC under 2f and 12B
- The Curriculum is integrated with ICT to enhance employability
- Secured by 24\*7 CCTV Camera
- Continued assistance to needy and deserving students
- Good in academic performance and academic achievements of students in the University examinations and other platforms
- Collaborative ventures with other institutions for mutual enrichment
- Progression to higher academic studies
- A strong feedback system for students
- Faculty encouraged to pursue Ph.D., research, etc. and programs for career advancement.
- Holistic education - Equal emphasis on co-curricular activities, value-added courses, student activity clubs for all round development and extracurricular activities.
- Alumni participation in various social activities, counselling and outreach programs

### ***Weakness -***

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D







RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

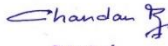
- Space limitation for further expansion of facilities
- Limited scope for updating the course curriculum
- Limited teacher-student ratio.
- Research publications are few in number
- Limited facility for post-doctoral research
- Financial resources are limited. Income generating sources need to be identified
- Add-on Courses are less in number

### ***Opportunities –***

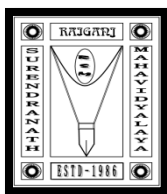
- Scope for inter-disciplinary teaching and research.
- Tie-ups & academic exchanges with reputed institutes
- With significant increase in awareness, career counselling programs and job fairs the institution aims to create a greater number of placements for the students
- To strengthen the College Alumni Association for their involvement in developmental, academic, research and mentorship activities of the students.
- Opportunity for development of E-content by faculty
- Distance learning to be pursued more.
- Focus on Research activities & collaboration with institutes and industries
- Involving more faculty members in research-oriented programs
- Obtaining External funding for research, project and innovative programs
- Introducing more add-on programs to prepare students in more Soft Skill, Aptitude, NET, SET etc. examinations
- More involvement in community services to fulfil institutional social responsibility

### ***Challenges -***

- Taking care of the space problem.

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

- Upgrading & updating course curriculum programs in tune with global trends
- Taking added assignments on the prescribed curriculum
- Greater Industry and Academia connect necessary to ensure curriculum and skills in line with requirements
- To achieve good position in the NIRF ranking
- To search for innovative career opportunities for students

## **HOLISTIC PLAN FORMULATION**

**Ensure quality in curriculum delivery and academic support for student success:** Enhance access to quality learning by facilitating the use of innovative and effective teaching methods, including providing ICT tools to teachers.

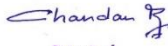
**Engagement with all stakeholders:** By engaging with the industry, government concerns and the society and the community at large, the objective would be to cater to creating a cutting edge, all-round education system. Social outreach programs and community engagements will be encouraged thereby.

**Focus on interdisciplinary research relevant to societal needs:** A proactive approach to addressing the evolving needs of society has sparked a drive for interdisciplinary/multidisciplinary research which is crucial to be practiced in order to bring about a positive impact on Academic Reputation.

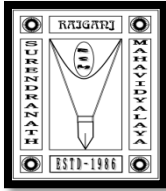
**Organizational Efficiency:** Assess and improve all college operations, programs, and activities; make data-informed decisions to maximize institutional efficiency, integration, and effectiveness; obtain feedback from students and teachers on curriculum design; and introduce formal mentorship to guide students in curriculum preparedness and future academic pursuits.

**Broad use of Technology and Digitization:** For optimizing and to affecting a wholesome learning, technology and its optimum usage is crucial. Therefore use of technology will be encouraged in all areas especially in Library-functioning through automation and bringing about Academic computing.

**Increase professional development for staff:** Organize lectures and workshops to enhance staff skills, student awareness and knowledge.

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

**Ensure effective use of resources:** Fully utilize financial, physical, and technological resources to support student-centric activities and employ technology that best serves the institution's needs.

**Expansion of Campus amenities:** Ensuring greater access to safe drinking water, cleaner toilets and lavatories, health-related facilities, cheap stores, canteens, better equipped laboratories, revamped auditoriums and library facilities. Additionally, gymnasium, ramp facilities for Divyangjan, rain water harvesting and a greener and safer campus space will be created.

**Uphold the institution's value system:** Adhere to the vision and mission of the Founders, with a focus on environmental issues.

## STRATEGIC GOALS

### IQAC

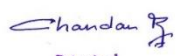
- Promote the Best Practices
- Framing of Quality Policy

### Teaching Learning Process

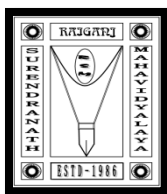
- Using advanced teaching aids and ICT techniques
- Development of E-Learning Resources
- Preparation of lesson plans

### Leadership and Participative Management

- Decentralize academic, administrative and student relative authority and responsibility
- Prescribe duties and responsibilities and accountability
- Establishing functional committees

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## Good Governance

- Vision Mission and their articulation in every key position
- Establishing E-Governance
- Evaluation of Institution's performance

## Staff Development and Welfare

- Staff training and motivation for qualification improvement
- Stable and a healthy working environment.
- Staff feedback
- Staff welfare policies implementation

## Financial Management

- Framing and Implementation of purchase and financial policies
- Budget Planning and Allocation
- Effective Utilisation of funds

## Research and Innovation

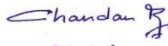
- Extra mural fund generation and collaboration initiatives.
- Developing Research Facilities in laboratories.

## Community and Societal Outreach and Awareness Activities

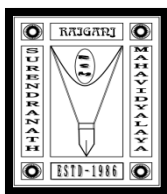
- Conducting social awareness campaign related to community development and sustainability

## Physical Infrastructure

- Renewable Energy Resources, smart classrooms, modernised laboratory, safety and security management and development of other student-centric and staff-centric amenities.
- Green Campus

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

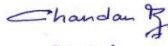
## Student Development and Participation

- Organisation of different student-centric activities
- Rewards and Recognition
- Making avenues for extra-curricular activities to make learning wholesome and a joyful affair.

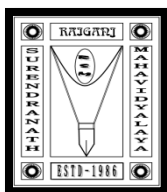
## STANDARD OPERATING PROCEDURE (SOP) FOR IMPLEMENTATION OF STRATEGIC GOALS

Standard Operating Procedure (SOP) prescribes the execution of activities in step-by-step process, involving all levels of managerial hierarchy. The following procedure is followed for implementation of strategic goals:

- i) Discussion: The HOI analyses the requisites through discussion with the IQAC and the different administrative committees and sub-committees.
- ii) Analysis: Analysis is done as per short-term and long-term needs and thereafter addressed meticulously
- iii) Survey: Figures and facts are collected from appropriate forums, are collated and the required list for improvement are chalked out. Feedback analysis is done.
- iv) Improvement: Academic Calendar execution is done, mentorship activity, continuous evaluation strategy is devised. Slow learners are identified and are taken care of departmentally.
- v) Implementation: The HOI with the assistance of the Academic sub-committee sits to approve new activities proposed by the departments, decide on their mettle. It also makes an appraisal of ongoing activities scheduled to be conducted.
- vi) Evaluation: The IQAC meets frequently to assess the success of the major plans and policies undertaken.

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





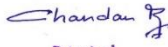
RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## **STRATEGY IMPLEMENTATION AND MONITORING**

After the Strategic Development Plan is devised, it is implemented and thereafter, monitored from time to time by the HOI. The Academic Sub-committee plays a significant role in this. The IQAC takes care of the quality standards and ensures that it is maintained. It gives its inputs so that that internal audits can take place. The corrective actions are recommended in the process and if required more resources are deployed.

### **TIMELINE OF SOME TARGET PARAMETERS IN STRATEGIC PERSPECTIVE PLAN**

<b>PARAMETERS</b>	<b>TARGET KEY PERFORMANCE INDICATOR</b>	<b>PERCENTAGE OF ATTAINMENT BY 2022-23</b>	<b>PERCENTAGE OF ATTAINMENT BY 2023-24</b>
<b>PASS PERCENTAGE</b>	100%	90%	70%
<b>ICT ADOPTION BY FACULTIES</b>	100%	65%	70%
<b>ICT ADOPTION BY STUDENTS</b>	100%	65%	67%
<b>ADMISSION AUTOMATION</b>	100%	100%	100%
<b>LIBRARY AUTOMATION</b>	100%	50%	65%
<b>STUDENT MENTORING AND SUPPORT</b>	100%	70%	85%
<b>PUBLICATION PERCENTAGE</b>	100%	50%	60%
<b>ADD ON/VALUE ADDED/CERTIFICATE COURSE</b>	100%	30%	40%

  
Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D





RAIGANJ SURENDRANATH MAHAVIDYALAYA  
Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B+" Grade (December 2016)

## CONCLUSION

The Strategic Plan aims to achieve the goals set by Raiganj Surendranath Mahavidyalaya. While the plan offers a guiding framework for collective stakeholder efforts, true success and sustainability come from effective implementation over time. This requires dedicated teamwork and a positive spirit. The implementation process should be dynamic, evolving with lessons learned, highlighting the IQAC's crucial role in ensuring quality and success.

*Chandan K*

Principal  
Raiganj Surendranath Mahavidyalaya  
Raiganj, U/D

