

# Kamla Nehru Institute of Physical & Social Sciences

(Accredited 'A' Grade by NAAC)



## Perspective Plan



<http://knipss.ac.in/>

2021-25



# INTERNAL QUALITY ASSURANCE CELL



**INSTITUTIONAL**

**PERSPECTIVE PLAN FORMULATION**



# Introduction

*“Quality is Not a Destination, but a Journey to Improve”*

**Kamla Nehru Institute of Physical & Social Sciences (KNIPSS)** is the only educational Institute in North India whose foundation was laid by the then President **Dr. Fakhruddin Ali Ahmed**. When there comes any discussion on quality education in Eastern UP, KNIPSS stands first imparting since its inception in 1972, and it has been one of the top performing institutions affiliated to Dr. Rammanohar Lohia Avadh University, Ayodhya. Unique in its structure, methods, and goals, the Institute is strongly consistent with the philosophy of education and training, and is continuing its journey. The Institute did growth by leaps and bound in just five decades period and provided way to rise into a multi faculty Institution.

Further, to cope with the demand of large number of students in professional and technical subjects, in the year 2004 a well-developed campus on 75 acre land which touches on Faridipur village at a distance of 4 Km from the main campus, has been established under the dynamic leadership of Shri. Vinod Singh, the son and successor of the founder Late Sri. K. N. Singh. The Institute has lush greenery, splendid array of edifices, and adequate state of facilities for the constructive learning experience.

The Institute was **accredited** with **‘B’ Grade by NAAC** in the year **2004** followed by **‘A’ Grade** in the year **2019**. The Institute offers **26 UG** and **14 PG** programmes in addition to courses offered by the IGNOU Study Centre and U.P. Rajarshi Tandon Open University on campus. The Institute offers **Ph.D. programmes in 11 disciplines**.

KNIPSS has a systematic, participatory and inclusive management committee to make sure smooth functioning of the institute. It has a strong track record of more than 50 years of governance and accountability promoting the sense of unity and integrity among its stakeholders. The past and present well-known performance and functioning of the institute is its sensible response and adaption to the changing academic and societal environment.

It's the IQAC of the institute which is responsible for timely, efficient and progressive performance of all academic affairs through the implementation of policy/plan constituted under guidance of the Principal. To meet the demands of upcoming trends, IQAC formulates the quality assurance framework so that the Institute could get accredited and strengthened to meet the National standards.

In order to achieve the institute's mission and to raise the caliber and standards, Kamla Nehru Institute of Physical & Social Sciences drafted out its

Perspective plan through IQAC and other executives. The IQAC Perspective Plan team was constituted in the year 2021 with following members;

1. Dr. Radhey Shyam Singh (Principal)
2. Dr. Sushil Kumar Singh (Vice-Principal)
3. Dr. Praveen Kr Singh (Director IQAC)
4. Dr. Ovaid Akhtar (Deputy-Director IQAC)
5. Shri. Pulkit Singh (Member, Kamla Nehru Memorial Trust)
6. Dr. Bihari Singh (Member)
7. Shri. Anil Kumar Singh (Bursar)

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## Vision

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The aim of establishing Kamla Nehru Institute is not only building a campus for imparting education rather, to establish an institution for fight against poverty with the double resolve to translate the intention of the inhabitants of the region who fought for the struggle of freedom with great zeal and enthusiasm in the revolution of the year 1857. Kamla Nehru Institute shall be the centre for fight of economic freedom with its avowed object for excellence and economic justice”.

## Mission

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- To impart quality education to students, without any caste, racial, social, economic and gender discrimination.
- Use of modern technology for both innovative and effective teaching.
- To conduct career oriented courses, to prepare them for future opportunities.
- To cultural and environmental enrichment and create disciplined as well as socially responsible citizens.
- To prepare students to face the untimely challenges and, how to successfully overcome it.

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# Core Values

**Hard work** - It is the key to unlock the door of success. Our institute always attempts to motivate all the stakeholders for hard work.

**Discipline** - Hard work is necessary but without discipline no institute can produce desired result. We as an organization attempt to create a disciplined academic environment.

**Excellence** - Our aim is to produce excellent students who can take the society and country forward and make better future.

**Professionalism** - Institute tries to inculcate professionalism among its students. This professionalism helps them to survive and advance towards bright future



## ***Mandates Impacting the Institute***

- Dr. Rammanohar Lohia Avadh University, Ayodhya, Uttar Pradesh
- Directorate of Higher Education (DHE), Department of Uttar Pradesh
- University Grants Commission (UGC)
- Accreditation requirements of National Assessment and Accreditation Council (NAAC)

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# SWOT Analysis for KNIPSS

## **Institutional Strength**

- ✓ Legacy and brand value in the eastern Uttar Pradesh region, since its inception
- ✓ Committed, efficient and visionary management
- ✓ Availability of good and adequate infrastructure
- ✓ Academically oriented, cooperative and open-minded faculty
- ✓ Freedom of work is available to all faculty and staff
- ✓ High enrolment ratio (83%)
- ✓ Continuous university rank holder in sports and academic performances
- ✓ Job oriented/professional add-on courses, certificate, degree, and vocational courses etc. are also offered
- ✓ Participative stakeholder
- ✓ Large campus area amenable for future expansion
- ✓ Green, eco-friendly and clean campus
- ✓ Safety and security measures in the campus
- ✓ Cultural and sports competitions are being held annually
- ✓ Recreation centre and scientific sound gymnasium for amusement & fitness
- ✓ Yoga centre for physical and mental well-being
- ✓ Implementation of the various schemes/programme announced by government of India
- ✓ Grid connected solar rooftops and electrical grid power supply connection and backup electric supply
- ✓ All weather road suitable for use by motor-vehicle
- ✓ Systematic and periodic process of measuring an individual's work performance
- ✓ Institute is recognized by the state government for the conduction of various competitive examinations

## **Institutional Weakness**

- ✗ Low visibility outside Uttar Pradesh
- ✗ Dependency on fees as funding source
- ✗ Lack of freedom in the design of the curriculum, as it is affiliated institute
- ✗ Delayed sanctioning of permanent teaching positions by the government
- ✗ Low focus on R&D activities and innovation culture
- ✗ Faculty not adequately trained about Pedagogy and their respective domain
- ✗ Limited attention on soft skills including communication and language skills
- ✗ Attention on community service is not adequate

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- ✗ Lack of campus placement
- ✗ Lack of opportunity for industrial/professional training of students
- ✗ Restricted timings of the Library and insufficient books in library
- ✗ Limited e-content
- ✗ No auditorium and multi-purpose indoor sports complex
- ✗ Weak interaction with alumni
- ✗ Lack of diversity in programmes in aided stream due to government policies
- ✗ Lack of core-competency
- ✗ Guest house capacity is insufficient
- ✗ Non availability of food at subsidized rates

### **Institutional Opportunity**

- ☞ Expand the reach of KNIPSS/ Demography expansion in terms of students intake
- ☞ Increased enrolment in existing PG programme
- ☞ Generate more funding opportunity through networks, especially with Alumni and research projects
- ☞ Acquiring full academic autonomy
- ☞ Augment research output through more research projects and publications
- ☞ Introduction of more skill development programs and short term courses as per NEP-2020
- ☞ Conduction of various audits such as academic, green and energy
- ☞ Initiate collaboration with surrounding industry and renowned academic institutions
- ☞ Sponsorship from industry in events, invitation to companies etc. to enhance placement
- ☞ Establish Entrepreneurship and Incubation Centre Cell
- ☞ Promoting employment and entrepreneurial competencies through experimental learning
- ☞ Establishment/Creation of infrastructures like multi-purpose indoor sports complex, lift, auditorium, classrooms, guest house etc. and specific needs of various departments and sections
- ☞ Equipped electronic media production centre (EMPC) can be created to expand the functions of e-learning centre and e-content
- ☞ Involvement of students in various community services
- ☞ Enhancement of an assistive devices for people with disability
- ☞ Modernization and strengthening of Libraries and/or increasing access to knowledge resources

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## ***Institutional Challenge***

- Establishment of new Institutions in the vicinity increases competition
- Fund mobilisation is difficult
- Delay in filling the vacant sanctioned post as well as non-sanctioning of the new post by the government
- Lack of interest for higher education is leading to decline supply of highly qualified faculty
- Academic performance of the students is influenced by peer-pressure, parental pressure, performance pressure and other socio-economic factors
- Research and innovation impedance due to the lack of resource and acknowledgment on time
- Government job aspiring students reduce the number of in-house placements
- The administrative workload of the teachers has increased to the adoption of CBCS system under NEP-2020, which will eventually affect the quality of teaching
- Majority of the students are from rural background so they lack proper communication skills which inhibit their performance
- Inadequacy of time for all the activities necessary to both conduct and manage their research and work-life balance
- The full potential of alumni is yet to be tapped

***As per the UGC Framework-Guidelines for Institutional Development Plan have been prepared to act as an indispensable tool through which higher education institutions will be encouraged to decide their mission, vision, and goals and document those in the form of their Institutional Development Plans (IDP). The institutions will be equipped to face the challenges in progressing towards multi-disciplinary framework in its letter and spirit as mandated in NEP 2020.*** The UGC guidelines outline the key components that must be covered in an IDP. These typically include:

Academic Excellence

Research & Innovation

Infrastructure Development

Governance & Administration

Quality Assurance

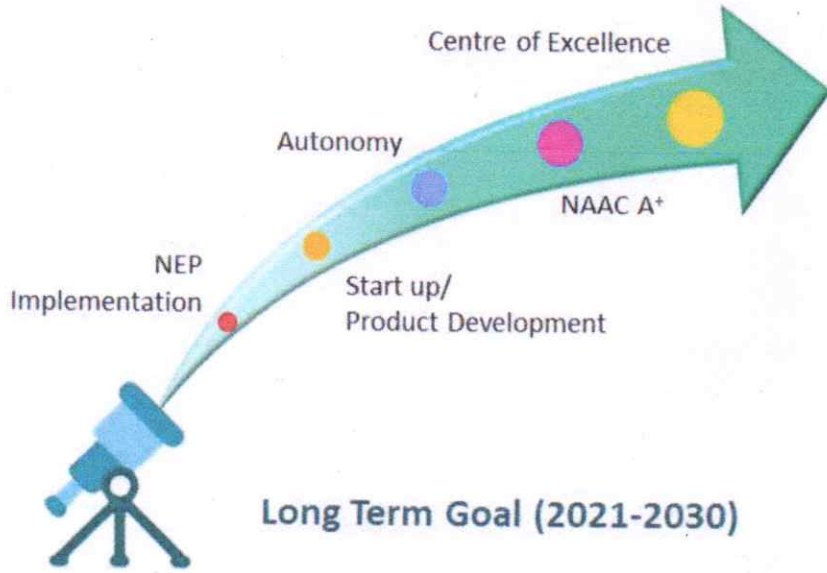
In order to assess the performance of higher education institute in terms of **quantity (increased access) and quality (relevance and excellence of academic programmes offered)** NAAC has been set up. The performance of the institute by NAAC is assessed through vis-a-vis set of seven criteria which are listed as;

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NAAC criteria  
for Assessment

- Curricular Aspects
- Teaching, Learning and Evaluation
- Research, Innovation and Extension
- Infrastructure and Learning Centre
- Student Support
- Governance, Management and Leadership
- Best Practices



The present Perspective Plan is principally based on the Vision and Mission statement of the Institute, DHE, UGC, NAAC, NEP-2020 and affiliating university guidelines for ensuring quality aspects in the higher education and SWOT analysis. The set of key points (KP) are from the quality check points specified by NAAC in terms of various criteria in the NAAC manual and NEP-2020.

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## KP-I: Unify Knowledge through Holistic & Multidisciplinary Learning

- Introduce Outcome-based curriculum
- Enrich student experience through pedagogical innovation, immersive learning, student-centric pedagogy, and living environment
- Sensitization of teachers, institute staff, students, parents and other community members to promote holistic development
- Introduce short-term skill-based vocational programmes and certificate courses
- Integrate skills and values in curriculum for better employment
- Community-based projects and internships to improve and increase students' employability
- Integrate co-curricular and extra-curricular with curricular in all disciplines and programmes
- Optimum use of technology for the purposes of improving teaching-learning and evaluation processes
- Identifying and adopting different effective models of blended learning
- Community-based courses and projects in vocational education programmes
- Optimum use of technology-based education platforms
- Introduction of new UG and PG courses

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## KP-II: To Cultivate Diversity, Inclusion and Equity in Education

- Provide learning opportunities for all irrespective of social, economic or linguistic backgrounds which is in line with the Mission of the Institute
- Expand the institute footprint by having students from around and outside the state enrolling in KNIPSS
- Expanding the range of academic, vocational and professional programme leading to more intake of students
- Make admissions accessible for everyone
- Enforcement of the rule "No-discrimination and No-harassment"
- Courses to be taught bilingually
- Provide academic support, mentoring and suitable counselling
- Enhance and develop sports/recreation facilities
- Augment assistive devices for people with disability
- Make Institute websites attractive, user-friendly, and informative

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### KP-III: Research, Innovation and Extension

- Create research and innovation culture at both UG and PG levels and enhance activities related to R&D by Including the component of research in curriculum
- Enhance Industry Institute and Alumni interaction
- Conduct research and produce product on an area which aims “Lab to Market” “Field to Market”, respectively
- Submission of research proposal to various agencies
- Specific thrust on deriving at least two Scopus indexed research papers from PhD holders in a year
- To promote the culture of quality multidisciplinary research. Establishment and expansion of activities of the Research Promotion Cell, Intellectual Property Rights Cell (IPR) and Institution Innovation Council (IIC)
- More number of publications in edited books is also expected
- Promoting the culture of cross-disciplinary and interdisciplinary research
- Tie-ups with research labs/institutions/universities for collaborative research
- Sponsored national research exposure of the faculty by devising the appropriate institutional mechanism
- Motivating the faculty and researcher/student for quality research, publications and innovation by way financial incentives, publicity and recognition
- Enhance the facilities to facilitate the teachers and students research activities
- Promote integration of research with teaching
- Augmentation of relevant databases, modern analytical data analysis packages and reputed journals for quality research
- Promote ample autonomy to the Principal Investigators and Simplifying the processes for procurements

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#### KP-IV: To Develop Quality Infrastructure and Resource that Support an Effective Learning Environment

- New auditorium with large seating capacity
- New block and its infrastructure to sustain a large number of requirements arising due to autonomy status
- Multi-purpose indoor stadium
- Maintenance of campus infrastructure
- Development of more sophisticated e-learning centre and e-content
- Providing computers, conferencing facility and adequate ICT support to facilitate the teachers in academic and research activities
- To ensure an adequate supply of books and software in the library and installation of RFID system

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## KP-V: Students Support

- Providing UGC/CSIR coaching for postgraduate students
- Providing more financial assistance and scholarships to Socio-Economically Disadvantaged Groups (SDEGs)
- Strengthening the placement activity on the campus
- Devising the appropriate institutional mechanism to sponsor students for exposure to institutes of higher learning located in India
- Create pool of experts of various categories for academic support
- Mechanism for students' wellness such as physical and mental health, psycho-social well-being
- Give support diverse student groups through creation of various informal platforms
- Establishment of Equal Opportunity Cell
- Support to differently-abled persons at regular intervals through partnership with the Ministries/Organisations/Institutions
- To continue Babu K. N. Singh Memorial lecture series
- Conduct remedial classes and mentor weak students

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## KP-VI: Sustain and Enhance Excellence through Effective Governance, Management & Leadership

- Obtain academic autonomy and create effective institutional structures
- Reduce overdependence on fee income by soliciting donations from alumni, industry and other stakeholders
- Obtain financial aids through projects
- Getting ISO certification and NIRF ranking
- Effective implementation of ERP e-governance to bring agility and efficiency into the various processes
- Working towards the realization of the A<sup>+</sup> grade by National Assessment and Accreditation Council (NAAC) in the third cycle of re-accreditation
- A 'light but tight' regulatory framework
- Faculty with high academic and service credentials and managerial skills may be given special opportunities for professional development and leadership
- Implementation and augmentation of welfare measures for staff to increase their morale and motivation, which in turn raise productivity, efficiency and their retain ability
- Transforming the teaching and non-teaching staff through periodical trainings
- Organization of inter and intra institutional workshops, seminars on quality related themes for teaching and non-teaching staff
- To do continuous review of progress based on sustained research and regular assessment
- Empowering the faculty to adopt innovative methods of teaching to enable them to perform creatively
- Expediting the faculty recruitment (on Contractual basis) against all the vacant seats to maintain ideal student-teacher ratio
- Assessment of professional competency of teaching and non-teaching staff

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## KP-VII: Promoting the Adoption and Use of Best Practices

- Promotion of Indian Knowledge System
- Behaviour modification through awareness of gender equality to eliminate gender discrimination
- Reducing the usage of energy and using alternative sources
- Establishment of various students clubs for up-skilling
- Undertake quality audits on environment and energy
- Educate and train the community and offer services through various initiatives
- Awareness program/activities for environment conservation within the campus and in the society
- Sustaining the activities initiated by Government of India
- Impart essential understanding of rich Indian traditions through celebration of national and international commemorative days, events, and festivals
- Increase awareness of constitutional values, ethics, righteous conduct, scientific temper, universal human values
- Promotion of organic farming and support forward linkage initiatives

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# Conclusion

In conclusion, Perspective planning and on-going developments in the institute by virtue of its inherent advantages and achievements in many respects are crucial. Institute may promote a culture of quality and innovation while proactively addressing the issues presented by a fast-evolving educational context. The Institute, with its quality oriented services delivered during the last 4 decades, has the potential of becoming a centre of excellence with autonomous status. But it requires concerted efforts from the part of all stakeholders including management, staff, students, alumni, parents and the local community, in mainstreaming the given facilities and services towards the ultimate goal of excellence in higher education.

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Bursar

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Director (IQAC)

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