



NEISSR

V I S I O N 2 0 3 0

INSTITUTIONAL PERSPECTIVE PLAN

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Foreword



Dr. Fr. C.P. Anto
Principal

It is with great honor and anticipation that I present the Institutional Development Plan (IDP) vision 2023 of North East Institute of Social Sciences and Research (NEISSR). This document stands as a testament to our unwavering dedication to promoting peace, academic excellence, and social responsibility, while embracing our vision for international collaboration, autonomy, and university status. In a world characterized by rapid change and complex challenges, NEISSR remains committed to its foundational principles. The IDP 2023 has been meticulously developed through a collaborative process involving our esteemed faculty, staff, students, and community partners. This plan outlines our strategic approach to achieving our mission and vision in the coming years.

Promoting Peace: Peace is central to NEISSR's identity. We aim to foster a culture of peace and understanding through education and community engagement, nurturing leaders who can address conflicts and promote harmony globally.

Academic and Social Mission: We strive for academic excellence and social impact, providing holistic education that instills values of integrity, inclusiveness, and social justice. We enhance our academic offerings, adopt innovative teaching methods, and support faculty development, engaging with our community to address societal issues through research and service.

Vision for International Collaboration: Recognizing the importance of global connections, NEISSR aims to build strong international partnerships, enriching academic programs, facilitating exchanges, and promoting joint research to broaden the perspectives of students and faculty.

Autonomous and University Status: NEISSR aspires to autonomy and university status, enabling innovation in academic programs, research, and responsiveness to student and societal needs. This transition will help us uphold high standards of excellence and position NEISSR as a leading institution.

As we embark on this ambitious journey, I am confident that the collective efforts of our dedicated NEISSR community will propel us towards new heights of success and fulfillment. I extend my heartfelt gratitude to everyone who has contributed to the development of this plan. Your dedication, passion, and vision are the driving forces behind our progress.

Together, let us embrace the opportunities ahead and work towards realizing our shared vision of peace, academic excellence, social responsibility, international collaboration, and institutional autonomy.

Vision of the future

North East Institute of Social Sciences and Research (NEISSR) stands at a pivotal moment in its history, as we embark on an ambitious journey towards 2030. Our vision is to transform NEISSR into a premier institution recognized for its excellence in social work education, research, and community engagement. This Institutional Development Plan (IDP) serves as a strategic roadmap, outlining our goals, strategies, and initiatives to achieve this vision over the next decade.

The IDP 2030 is designed to address the dynamic and evolving landscape of higher education and social sciences. It aims to strengthen our academic programs, enhance research capabilities, foster innovation, and deepen our engagement with the community. This plan is comprehensive, encompassing all aspects of institutional growth, including infrastructure development, faculty advancement, student support, and partnerships.

To realize our vision, the IDP 2030 focuses on several strategic priorities:

1. **Academic Excellence:** Enhancing the quality and relevance of our academic programs through curriculum innovation, faculty development, and student-centered learning approaches.
2. **Research and Innovation:** Expanding our research capacity by fostering a culture of inquiry, supporting interdisciplinary projects, and securing external funding.
3. **Infrastructure and Technology:** Upgrading our facilities and leveraging technology to create a conducive learning and research environment.
4. **Community and Global Engagement:** Strengthening our ties with local communities and forging international partnerships to broaden our impact.
5. **Sustainability and Resilience:** Implementing sustainable practices across campus operations and building resilience against future challenges.

Core Values and Guiding Principles

Our development plan is secured in NEISSR's core values of peace, excellence, inclusivity, integrity, and social responsibility. We are dedicated to creating an equitable, diverse, and supportive learning environment for all students and staff. Our guiding principles include:

- **Peace and Justice:** Promoting peace, justice, and reconciliation through education and research.
- **Excellence and Innovation:** Striving for the highest standards in teaching, research, and service.
- **Community Engagement:** Building strong, reciprocal relationships with local, national, and global communities to foster peace.
- **Sustainability:** Ensuring that our growth is environmentally sustainable and socially responsible.
- **Collaboration:** Encouraging interdisciplinary and cross-sectoral partnerships to address complex social issues and promote peace.

NEISSR Institutional Development Plan 2030 is a bold and forward-thinking blueprint that seeks to elevate our institution while promoting peace and justice. By adhering to our core values and focusing on strategic priorities, we aim to cultivate an academic community that is innovative, inclusive, and impactful. Together, we will build a brighter, more peaceful future for NEISSR, our students, and the communities we serve.

Vision:

Achieve transcendental life through holistic development.

Mission:

- Contributing to building a new social order based on human dignity and social justice.
- Work with a preferential option for the vulnerable and exploited, both locally and globally.
- Building a cadre of young and competent professionals having a global perspective and a strong value base of compassion, personal integrity, tolerance, and self-respect.
- Motto: ‘Excel in Knowledge & Service’

Objectives

- To establish, maintain, take over management, and administer, educational institutions, such as Graduate and Master’s Degree in the professional and non-professional certificate and diploma programs relevant to the context, education, and private universities engaged in the imparting of education to the students up to any level that may be found necessary and desirable without a profit motive for the benefit of the general public irrespective of race, caste, or creed.
- To critically analyze and understand the social system, ideologies, methodologies, and Social Work practices in various settings, along with Social Work values, ethical principles, and evidence-based practices while working with individuals, groups, and communities (Amended 2017).
- To strengthen the theoretical understanding, expand the knowledge base, and inculcate relevant values, attitudes, and skills required for professional social workers through the practicum.
- To develop an interdisciplinary and specialized professional outlook, uphold the dignity and esteem of the Social Work profession, and achieve individual self-actualization.
- To employ participatory, action, and evidence-based practices in the fieldwork settings.
- To engage the system through collective actions and a demand-driven approach to ensure social justice and equity for the marginalized, vulnerable, and weaker sections of the society.
- To understand and design effective strategies to evaluate and monitor progress over time in development and change action that is appropriate for specific interventions and various target groups.

- To acquire professional skills to work in industries, hospital settings, AIDS prevention Centres, family counselling Centres, De-addiction Centres, Rural, Urban and Tribal Communities, Correctional institutions, State and Central Government Departments, academic institutions, sponsored research, action-oriented projects undertaken by National and International Agencies.

Our Dream:

Our dream is to be a globally recognized institute (University) of Social Work professional courses and humanities, dedicated to advancing peace education, social entrepreneurship and preserving indigenous knowledge systems for harmonious living, and implementing sustainable development goals.

Vision 2030: Strategic Goals

1. Curriculum Development

By 2030, NEISSR envisions a comprehensive curriculum development plan that aligns teaching and learning with its vision and mission. This plan includes the enhancement of existing MSW and BSW syllabi and the introduction of new programs such as MSc in Counselling & Psychology, MBA in Tourism & HR, MA in Journalism, AI, and PhD programs. Embracing the digital age, NEISSR will offer online courses to broaden access to education. The institute aims to achieve autonomous and university status, fostering a culture of continuous improvement. Regular orientation programs for students, staff, and faculty will be implemented, alongside a focus on student-centered learning and faculty development.

To ensure academic excellence, NEISSR will establish robust assessment and evaluation mechanisms for both faculty and students. In addition, the institute will provide civil services training (UPSC/NPSC) to equip students for competitive exams. The establishment of a Professional Progressive Circle (incubation center) will support innovative ideas and entrepreneurial initiatives. NEISSR will develop unique teaching-learning methods tailored to its institutional ethos, ensuring continuous improvement in educational delivery. The preparation for NAAC accreditation will be a critical milestone, reflecting the institute's commitment to quality education and institutional excellence by 2030.

2. Student Support Services

By 2030, NEISSR aims to cultivate a vibrant and inclusive campus environment that supports students through a variety of services and initiatives. The vision includes robust student support services and active community engagement, ensuring that learners have the resources they need to succeed both academically and personally. Professional development programs will be expanded, providing research support and fostering continuous growth for students and staff. A dedicated Health and Wellness Centre will promote physical and mental well-being, while inter-cultural exchange programs will enrich the educational experience.

Peer support programs and a comprehensive feedback loop will be established to create a responsive and adaptive learning environment. The institute will offer various clubs, forums, NSS activities, and career counselling services to enhance student engagement and career readiness. Mentoring and counselling will be integral components, focusing on the holistic development of each student. NEISSR will continue to strive for an inclusive campus, where every student feels supported and empowered to achieve their full potential.

3. Networking and Collaboration

By 2030, NEISSR envisions a robust network of collaboration and partnerships that span national and international boundaries, significantly enhancing its academic and community engagement initiatives. This vision includes identifying and partnering with esteemed institutions and organizations to host joint academic conferences and seminars. These events will facilitate the exchange of innovative ideas, research findings, and best practices, fostering a culture of continuous learning and intellectual growth.

NEISSR aims to establish joint research and academic programs with these partners, promoting the sharing of intellectual resources and fostering groundbreaking research that addresses global and local challenges. Outreach and dissemination efforts will be prioritized to ensure that the knowledge generated from these collaborations reaches a broad audience, including policymakers, practitioners, and the wider community.

Professional development and training programs will be conducted jointly with partner institutions, providing faculty and staff with opportunities to enhance their skills and stay abreast of the latest developments in their fields. Community engagement initiatives will be integrated into these collaborative efforts, ensuring that the benefits of academic advancements are felt beyond the campus and contribute to societal well-being.

The institute will strengthen its internship and job placement programs through these networks, offering students valuable opportunities to gain practical experience and establish industry connections that will support their career aspirations. Alumni engagement will be a key focus, leveraging the experiences and expertise of former students to enrich the current academic environment and provide mentorship to future graduates.

Furthermore, NEISSR will facilitate national and international exchange programs, enabling students and faculty to experience diverse educational and cultural contexts. These exchanges will not only broaden participants' perspectives but also foster a global network of scholars and professionals committed to making a positive impact.

Through these collaborative efforts, NEISSR will achieve its vision of academic excellence, holistic development, and societal contribution by 2030, creating a dynamic and inclusive educational environment.

4. Administration and Leadership

By 2030, NEISSR envisions a well-structured administration and leadership framework that ensures transparency and efficiency in decision-making processes. The institute is committed to regularly updating its strategic plan on a yearly and quarterly basis, aligning institutional goals with emerging educational trends and societal needs. Comprehensive budget planning will be a cornerstone, ensuring financial sustainability and optimal resource allocation to support academic and operational excellence.

NEISSR aims to attract, retain, and develop talented faculty and staff through competitive compensation packages, professional development opportunities, and a supportive work environment. Safety and security measures will be rigorously maintained across campus, fostering a safe and conducive learning environment for all members of the NEISSR community.

The institute plans for strategic expansion, both in terms of program offerings and physical infrastructure, to accommodate growing student needs and enhance academic facilities. Evaluation and continuous improvement mechanisms will be integral, enabling NEISSR to monitor its performance, adapt to evolving educational standards, and innovate teaching methodologies.

Embracing technological advancements, NEISSR will invest in state-of-the-art infrastructure to support modern teaching and learning practices. Quality assurance will be paramount, with a focus on maintaining high academic standards and ensuring student-centric educational experiences. Continuous improvement initiatives will drive ongoing enhancements in all facets of institutional operations, from administrative processes to curriculum delivery.

Through these strategic initiatives, NEISSR aims to position itself as a leader in higher education, recognized for its commitment to excellence, innovation, and societal impact by 2030. The institute's administration and leadership will play a pivotal role in steering NEISSR towards its vision, fostering a culture of accountability, inclusivity, and continuous growth

5. Infrastructure and Technological facilities

By 2030, NEISSR envisions a state-of-the-art campus with enhanced infrastructure and technological facilities designed to support its academic and research objectives. The institute will develop a comprehensive master plan that guides the strategic growth and development of its physical campus, ensuring efficient land use and sustainable expansion. Safety and accessibility will be prioritized, with robust security measures implemented to create a secure environment for all students, faculty, and staff.

NEISSR will invest in modern academic and research facilities, equipped to foster innovation and collaborative learning among students and faculty. A well-resourced library will serve as a hub for intellectual exploration, providing access to a vast array of scholarly resources and supporting research endeavors. Accommodation will be provided through well-maintained guest houses, hostels for students, and quarters for staff, ensuring a supportive living environment conducive to learning.

Classrooms will be outfitted with smart technology to facilitate dynamic and interactive teaching methods, enhancing the learning experience. Monitoring and evaluation systems will be implemented to assess the effectiveness of educational initiatives and inform continuous improvement efforts. An incubation, research, and development center will stimulate entrepreneurial ventures and interdisciplinary research collaborations, driving innovation and practical solutions to societal challenges.

NEISSR will develop both formal and informal learning spaces to cater to diverse educational needs and preferences, promoting holistic development. Facilities such as a prayer room or meditation room will be integrated to support spiritual well-being and personal growth among students and staff. Additionally, a robust waste management system will be implemented to uphold environmental sustainability practices across the campus, demonstrating NEISSR's commitment to responsible stewardship and community leadership.

6. Research and Innovation

By 2030, NEISSR envisions a vibrant research and innovation ecosystem that drives intellectual growth and societal impact. Central to this vision is the establishment of a state-of-the-art Research and Development Centre, serving as a hub for pioneering research initiatives and interdisciplinary collaborations. The institute will identify research priorities aligned with the socio-economic and cultural dynamics of the region, focusing on areas that contribute to community well-being and sustainable development.

NEISSR is committed to fostering community-engaged research practices that directly benefit local populations, leveraging indigenous knowledge systems to address regional challenges and preserve cultural heritage. International collaborations will be nurtured to facilitate cross-cultural research exchanges and access to global expertise, enriching the depth and breadth of scholarly inquiry.

Innovation in the teaching-learning process will be a cornerstone, integrating research findings into curriculum development and pedagogical practices to enhance educational outcomes. The institute will actively conduct participatory action research, involving stakeholders in the research process to co-create solutions and promote inclusive development.

NEISSR will prioritize research capacity building for emerging scholars, offering training and mentorship to foster a new generation of research leaders. Efforts will be made to secure grants and funding from various national and international agencies, supporting ambitious research projects and ensuring sustainable financial support for ongoing initiatives.

Through these strategic initiatives, NEISSR aims to position itself as a hub of research excellence, driving innovation, knowledge creation, and societal transformation by 2030. The institute's commitment to rigorous research standards and impactful outcomes will contribute significantly to regional development and global academic discourse.

7. Community Engagement

By 2030, NEISSR envisions a robust community engagement framework that addresses local needs and fosters sustainable development. The institute will conduct comprehensive community needs assessments and strategic planning to identify key priorities and initiatives. Service learning and volunteer programs will be integral, providing students with opportunities to apply their knowledge and skills while contributing to community welfare.

NEISSR aims to establish strong partnerships and collaborations with local stakeholders, NGOs, and governmental bodies to leverage collective resources and expertise. Outreach and education programs will be implemented to enhance awareness and promote community empowerment on issues ranging from education to environmental sustainability.

Skill development and livelihood programs will be tailored to support economic empowerment, particularly focusing on marginalized groups such as children, youth, and women. The institute will continue its pioneering peace-building initiatives through the Peace Channel, fostering dialogue and reconciliation within communities.

Policy advocacy efforts will amplify community voices on pertinent issues, advocating for positive change and social justice. NEISSR will prioritize community leadership development, equipping individuals with the skills and knowledge to lead effectively and advocate for their communities' needs.

Community health and wellness programs will promote holistic well-being, addressing physical, mental, and social health needs through accessible and culturally sensitive initiatives. Through these concerted efforts, NEISSR aims to create a resilient and thriving community where every individual has the opportunity to prosper and contribute to a harmonious society by 2030.

8. Peace Building

By 2030, NEISSR envisions itself as a beacon of peace-building initiatives, fostering a culture of harmony and reconciliation both locally and globally. Central to this vision is the Peace Centre, a hub of innovation and education dedicated to promoting peaceful conflict resolution. NEISSR will continue to nurture initiatives such as peer mediation, Peace Clubs, and the People's Forum for Peace, empowering individuals to engage in constructive dialogue and mediation processes.

Research and publication efforts will be expanded to advance scholarly discourse on peace-building strategies and their practical application in diverse contexts. The institute will offer specialized degree and diploma programs focused on peace studies, equipping students with the knowledge and skills to become leaders in conflict transformation and peace advocacy.

Annual events like the Peace Knit and Interreligious Meet will serve as platforms for fostering understanding and collaboration across religious and cultural divides. NEISSR plans to establish a Peace Museum and Peace Library, curated spaces that document and celebrate the history and methodologies of peace-building efforts worldwide.

Recognizing outstanding contributions to peace, NEISSR will institute annual Peace Awards to honor individuals and organizations dedicated to promoting dialogue and reconciliation. The institute will actively promote dialogue among conflicting parties, facilitating constructive engagements aimed at resolving disputes peacefully and promoting sustainable peace.

Through these comprehensive efforts, NEISSR aims to cultivate a global community committed to peace and social justice by 2030. The Peace Centre will serve as a catalyst for transformative change, empowering individuals and communities to build resilient, inclusive societies founded on principles of non-violence and mutual respect.

 NEISSR VISION 2015-30: AN INSTITUTIONAL PERSPECTIVE PLAN 'Academic and Social Mission'		
OUR DREAM		Our dream is to be a globally recognized institute (University) of Social Work professional courses and humanities, dedicated to advancing peace education, social entrepreneurship and preserving indigenous knowledge systems for harmonious living, and implementing sustainable development goals.
1	Curriculum & Education Programmes	<ul style="list-style-type: none"> Vision and Mission Alignment in teaching and learning Student-Centered Learning Regular Faculty Development Regular student/staff/faculty orientation programs Develop unique institutional teaching-learning methods Curriculum Development: Develop MSW and BSW syllabus Start MSc Counselling & Psychology, MBA in Tourism & HR Start MA Journalism, AI and Phd Program Online Courses Continuous Improvement Preparation for NAAC Accreditation Assessment and Evaluation (Faculty & Students) Civil Services training (UPSC/NPSC) Professional Progressive Circle (incubation centre) Autonomous & University
2	Students Support Services	<ul style="list-style-type: none"> Community Engagement Mentoring and Counselling Holistic Development Inclusive campus environment. Clubs, Forums, NSS, & Career counselling Professional Development Programmes Research Support Health and Wellness Centre Inter-Cultural Exchange Peer Support Programs, Feedback Loop
3	Networking & Collaboration	<ul style="list-style-type: none"> Identify potential national and international partners Joint Academic Conferences and Seminars Joint Research and Academic Programs Outreach and Dissemination Joint Professional Development and Training Community engagement initiatives Internship and job placement Alumni engagement National & International exchange programmes Intellectual Resource Sharing
4	Administration & Leadership	<ul style="list-style-type: none"> Ensure transparent decision-making processes Regularly update a strategic plan yearly and quarterly Develop comprehensive budget plans Attract, retain, and develop talented faculty and staff Quality Assurance and Continuous Improvement Ensure safety and security for all Expansion Evaluation and continuous improvement Technology and Infrastructure
5	Infrastructure & Technological facilities	<ul style="list-style-type: none"> Master Plan Development Safety and Accessibility Implement robust Security Measures Academic and Research Facilities Develop facilities formal and informal learning Prayer Room / Meditation room Equip classrooms with smart technology Monitoring and Evaluation Incubation, Research and Development Centre Maintain well-resourced library Guest House, Hostel for students and Quarters for staff Waste Management System
6	Research & Innovations	<ul style="list-style-type: none"> Establish Research and Development Centre Research priorities and focus areas of the region Community engaged research for community wellbeing Research capacity building for budding scholars Grant writing and funding from various agencies Developing indigenous knowledge system International collaboration for research Innovation in teaching-learning process Conduct cross cultural research Conduct participatory action research
7	Community engagement	<ul style="list-style-type: none"> Community Needs Assessment and planning Service Learning and Volunteer Program Establish partnerships and collaborations Children, youth and women engagement programmes Community health and wellness programmes Peace building initiatives by Peace Channel Policy Advocacy Community leadership development Outreach and Education Programs Skill development and livelihoods
8	Peace Building	<ul style="list-style-type: none"> Peace Centre Peer Mediation, Peace Club, People's Forum for Peace Annual Peace Awards Promotion of Dialogue among conflicting parties Annual Peace Knit, Annual Interreligious Meet Peace Museum, Peace Library Research and Publication Degree and Diploma certificate programmes

Future Plan of NEISSR

Institute of Excellence

1. Expansion of Academic Programs
 - Introduce new courses such as MSc in Counselling & Psychology, MBA in Tourism & HR, MA in Journalism, AI, and PhD programs.
 - Develop and implement online courses to reach a wider audience.
 - Continuously update and innovate the curriculum to keep pace with global educational trends.
2. Infrastructure Development
 - Upgrade and expand existing facilities to provide state-of-the-art infrastructure.
 - Create more eco-friendly and sustainable campus initiatives, including organic and herbal gardens.
3. Research and Innovation
 - Establish research centers and laboratories focusing on peace and conflict transformation, social sciences, and community development.
 - Encourage faculty and students to engage in research projects, providing support through grants and partnerships.
4. Faculty and Staff Development
 - Implement continuous professional development programs for faculty and staff.
 - Promote opportunities for faculty to undertake research and consultancy projects with government and NGOs.
5. Student-Centered Learning
 - Enhance student engagement through participative decision-making processes and student-centric programs like 'Sarvodaya' for universal upliftment.
 - Provide mentorship, counselling, and career guidance to students.
 - Foster a supportive learning environment through the Buddy System and Peer Groups.
6. Technology Integration
 - Continuously upgrade ICT infrastructure to support innovative teaching and learning methods.
 - Incorporate advanced technologies like AI in the curriculum and administrative processes.
7. Community Engagement
 - Strengthen partnerships with NGOs, educational institutions, and government departments to work on community development projects.
 - Establish a Professional Progressive Circle (incubation centre) to foster entrepreneurship and community-based initiatives.
8. Quality Assurance and Accreditation
 - Pursue NAAC accreditation to ensure the highest standards of education quality.

- Develop unique teaching-learning methods and rigorous assessment and evaluation processes.

9. Autonomous and University Status

- Work towards achieving autonomous status to have more academic freedom and flexibility.
- Aim for university status to enhance the institution's reputation and attract more students and faculty.

10. Global Collaboration

- Build international collaborations with universities and research institutions to promote exchange programs and global learning experiences.

Contributing Factors in Peace Building

1. Peace and Conflict Transformation Studies

- Offer specialized programs focused on peace and conflict resolution, making NEISSR a leader in this field.
- Conduct workshops, seminars, and conferences on peacebuilding and conflict transformation.

2. Peace Centre Initiatives

- Strengthen the role of the Peace Centre in promoting dialogue, mediation, and conflict resolution at community and regional levels.
- Implement projects through Peace Channel and NEISSR to foster peace and social harmony.

3. Community Outreach Programs

- Engage in community development projects that address root causes of conflict and promote sustainable peace.
- Work with local communities to build capacities in conflict resolution and peacebuilding.

4. Education for Peace

- Integrate peace education across all academic programs to instill values of non-violence, tolerance, and mutual respect in students.
- Develop practical modules and fieldwork opportunities through Peace Lab and other initiatives.

5. Research in Peacebuilding

- Conduct and publish research on peace and conflict issues, providing evidence-based solutions and policy recommendations.
- Collaborate with national and international peace organizations to contribute to global peacebuilding efforts.

6. Youth Empowerment

- Empower students to become peace ambassadors through leadership training and community engagement.
- Promote initiatives that encourage youth participation in peacebuilding activities.

- Cultural Preservation and Dialogue
- Preserve and promote traditional skills and cultural heritage through 'Morung' (Centre for Traditional Skill Development).
- Facilitate intercultural dialogue and understanding to build a cohesive and inclusive society.

By implementing these plans and initiatives, NEISSR aims to establish itself as a center of excellence in education and a significant contributor to peacebuilding in the region and beyond.







NEISSR

V I S I O N 2 0 3 0

INSTITUTIONAL PERSPECTIVE PLAN

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