

# Strategic Development Plan 2025-2029



Far-Western University  
Durgalaxmi Multiple Campus  
Attariya, Kailali

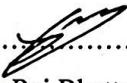
24 June 2025



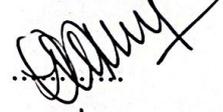
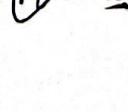
**Far-Western University**  
**Durgalaxmi Multiple Campus**  
**Attariya, Kailali**  
**Strategic Development Plan 2025-2029**

**Prepared by:**

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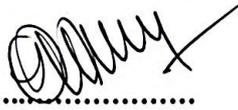
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Member, IQAC

This five-year strategic development plan is endorsed by **Internal Quality Assurance Committee (IQAC)** of Durgalaxmi Multiple Campus, Attariya Kailali:

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**Campus Chief**

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Far-Western University  
**Durgalaxmi Multiple Campus**  
Attariya, Kailai  
24 June 2025

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# Strategic Development Plan 2025-2029

## 1. Introduction

### 1.1 Background of the Campus

Durgalaxmi Multiple Campus, located at the gateway of Far Western Region (Sudurpaschim Province), Godawari Municipality Ward no. 2 of Kailali District of Nepal, is one of the leading educational institutions in the entire Far Western region. It is one of the constituent campuses of Far-Western University. The campus was established in 2063 B.S (2006 A.D.) with the combined effort of local community, representatives of political parties, teachers, students, different social groups/ organizations and other stakeholders of Attariya and peripheral areas. In the initial point, the campus had permission for one faculty in Bachelor's level from TU: Education. In 2063 B.S. the campus got permission to run Management faculty and in 2065 B.S. the campus got permission to run Humanities (B.A.). Recently, the campus is providing education to the students of Far Western region in B.Ed., B.A., B.B.S., B.B.A., B.C.A. and CSITE in Bachelor's level and M.Ed. (TESOL, CPL, Health Education and Nepali Education), M. A. (Sociology) and M.B.S. in Master's level. Over six hundred students enroll in the campus annually to study different programmes in Masters and Bachelors in different faculties in this campus.

### 1.2 Current Situation of the Campus

Durgalaxmi campus is equipped with required physical infrastructures. The campus is running its all the academic programmes, administration, library and other activities in its own building. Currently the campus has three-story academic building, a separate building for CSITE programme, a separate building for library and administration purposes, a newly constructed building and a canteen building constructed in about 1 *bigaha* of total 5.5 *bigaha* of land. There is a separate room for library, a store room, an administration room, a teacher-staff room and a main office room for campus chief and separate rooms for Assistant campus chiefs and Teaching committee heads. There are separate rooms for different committees and sub-committees of the campus. The building is covered by concrete wall and wire-fence for security. There are 2 gates in the front and 1 gate at the back side of the campus. The campus has a separate building for toilet for girls, boys, teachers and staff with sufficient water supply. The campus has facility of pure drinking water and sanitation system. At the south corner of the campus building there is a tube well for alternative drinking water supply to entire campus. The campus premises include playground for volley ball, football and badminton. Similarly, the campus has maintained greenery through tree and flower plantation around campus premises.



The detailed information of teachers, staff, students, faculties, and available subjects is presented in the following tables.

### 1.3 Academic Programmes

Currently, Durgalaxmi Multiple Campus is offering the following programmes and optional subjects:

Faculty	level	Programmes	Optional Subjects Offered
Education	Bachelor's	B. Ed.	(1) Economics Education, (2) English Education, (3) Nepali Education, (4) Maths. Education, (5) Health Education, (6) Population Education
		CSITE	All mandatory courses
	Master's	M. Ed.	TESOL, CPL, Health Education and Nepali Education
Humanities	Bachelor's	BA	(1) Economics, (2) English, (3) Nepali, (4) Sociology, (5) Political Science (6) BCA
	Masters's	M. A.	Sociology
Management	Bachelor's	BBS	(1) Account, (2) Finance, (3) Marketing
		BBA	All mandatory courses
	Master's	MBS	(1) Account, (2) Finance, (3) Marketing

### Teaching Staff

Teaching Staff	Lecturers	Asst. Professors	Asso. Professors	Total
Permanent Teachers		10	9	19
Temporary Teachers	8			8
Part Time Teachers	7			7
Total	15	10	9	34

### Admin. Staff

Admin. Staff	Officer Level	Non- Officer Level	Total
Administrative Staff	2	8	10

### Student Composition (as of 11 June 2025):

Level	Faculty			Total
	Education	Humanities	Management	
Bachelor	537	201	709	1371
Masters	57	19	79	61
Total	594	220	788	1620



## **2. Vision, Mission, Guiding Principles and Goals**

### **2.1 Vision**

The vision of Durgalaxmi Multiple Campus is to be a nationally recognized educational institution of quality education through making contribution on intellectual, social, cultural and economic development of Far Western region as well as the entire nation incorporating the vision of Far-Western University, Nepal.

### **2.2 Mission**

The mission of Durgalaxmi Multiple Campus is to provide access to quality higher education by providing skill-based, career-based, vocational, technical, research-based and general education to the people of Far Western region and the whole nation emphasizing the participation of ethnic, Dalit, Janajatis and the people of different social strata and marginalized groups incorporating the mission of Far-Western University, Nepal.

### **2.3 Goals**

In order to achieve the vision and mission of the campus, under the goals of Far Western University Nepal, the campus will strive to achieve the following goals:

- Programme extension in line with the educational demand of local community and Far Western region.
- Continued efforts towards quality improvement.
- Strengthening infrastructures base and human resource development
- Qualify for Accreditation from the UGC and maintain accreditation status.
- Improving internal academic and administrative efficiency.
- As a socially responsible educational institution, maintaining good relation with the community.
- Achieving sustainability by expanding the financial resource base.

### **2.4 Objectives**

Durgalaxmi Multiple Campus has the following strategic objectives which will be achieved with in the coming 5-year period.

#### **2.4.1. Infrastructural Development**

- Construction work
- Procurement of goods and services

#### **2.4.2. Quality Improvement**

- Human resource development
- Student performance



- Incorporation of technology

#### **2.4.3. Program Expansion**

- Expansion of Bachelors programs
- Expansion of Masters Programs

#### **2.4.4. Community Involvement**

- Provide volunteer support to public and government schools
- Student-teacher-guardian interaction
- Networking with social organizations
- Maintaining campus -community- industry relationship
- Field work focused on social issues like Dalit, Freed Kamaiyas, Janajati, drug abuse, girl trafficking, HIV/AIDS and women empowerment
- Social responsibility and awareness

#### **2.4.5. Equity Establishment**

- Priority to female, local, disadvantage group in staff
- Support to EDJ, Dalit, women, poor and disadvantaged Students

#### **2.4.6. Fiscal Sustainability**

- The campus will maintain fiscal sustainability through the funds allocated by Far-Western University, mobilizing local and government funds and financial support from University Grants Commission, Nepal, support from national and international sector, donation and support from public and private sector

### **3. Strength, Weakness, Opportunity and Threats (SWOT)**

#### **3.1. Strengths**

- Located at the capital city of Sudurpaschim Province of Nepal
- Near medical university, trade gateway, airport, bordering to India
- Only one constituent campus of Far-Western University in this territory.
- Dedicated, energetic, qualified and dynamic teaching and non-teaching staff
- Peaceful environment, sufficient land with strong building and physical infrastructures.
- Support from Far-Western University, University Grants Commission, Government of Nepal, Local Government, political parties and local society.
- Increasing rate of students enrollment (more female students)
- Increasing population, social and cultural diversity



- Three faculties of Bachelor level Management, Humanities and Education and in Masters level in MBS, M. Ed. and M. A
- Separate library, academic and administration building, canteen, seminar hall
- Harmonious relationship between teachers and students
- Possibility of land expansion
- Opportunity to get higher education for *Dalit*, female, EDJ and disadvantage group students
- Opportunity of teacher/staff- professional development and higher studies

### 3.2. Weaknesses

- Lack of separate exam hall, and auditorium
- No facility of E-library
- No sufficient parking
- Insufficient drinking water and sanitation
- Insufficient teaching and non-teaching staff
- Lack of playground
- No temple
- Difficult road connectivity
- Lack of Sufficient reference books and journals
- No ownership certificate of land
- Less programmes and faculties of technical courses
- Difficulty in human resource development due to policy related issues.

### 3.3. Opportunity

- Many feeder secondary schools in its surrounding
- No other government funded constituent campus in its catchment area
- Increasing rate of population density in this area due to migration
- Possibility of expansion (Academic programmes, infrastructure and land)
- Possibility of science, law and technical education
- Tourism, security, and urbanization (going to be metropolitan city)

### 3.4. Threats

- Decreasing interest of student towards general Education
- Lack of financial resources for science and technical education
- Fully dependent on Far-Western University
- Unnecessary political pressure



- Low-income level of parents
- Massive outward migration of students

#### 4. Plan Making Process

- This strategic development plan (2025-2029) of Durgalaxmi Multiple Campus clearly incorporates the Far-Western University Act, bylaw and regulatory rules of Far-Western University. The plan also strictly follows the vision, mission, goals and objectives of the Far-Western University, Nepal.
- The strategic plan of Durgalaxmi Multiple Campus is the shared vision of the stakeholders of the campus. It is prepared in consultation with Far-Western University, Internal Quality Assurance Committee (IQAC) of Durgalaxmi Multiple Campus, teachers, non-teaching staff, students and other stakeholders.
- The preparation of strategic plan of Durgalaxmi campus 2025 to 2029 began in 2025. The draft preparation committee led by Dr. Narendra Bahadur Air, the campus chief, held consultation with the stakeholders and identified the major issues and challenges facing the campus and the measures to be taken to address them. Likewise, the areas of intervention through performance grant and matching fund were identified.
- To make strategic plan more participatory process and create ownership, Internal Quality Assurance Committee (IQAC) of Durgalaxmi Multiple Campus, faculty members, other staff, guardians, representatives of different student organization, FSU, SQC, other stake holders and former campus management committee were formed to review and comment on the draft. On the basis of the feedback received, final draft was prepared on 23 June 2025 and subsequently it was presented in staff meeting of Durgalaxmi Multiple Campus. After a detailed discussion the draft was approved by Internal Quality Assurance Committee (IQAC) of Durgalaxmi Multiple Campus for forwarding the draft to Far Western University for final approval and providing matching fund for all of the programmes mentioned in the Plan.

#### 5. Situation Analysis/ Need Assessment

(Based on consultation meetings with teachers, staff, students and other stakeholders.)

Issues/ Challenges	Existing Situation	Suggestion/ Reforms Needed
<ul style="list-style-type: none"> <li>• Classes hamper due to examinations</li> </ul>	<ul style="list-style-type: none"> <li>• The campus is the only center in the Attariya area for conducting TU and Far-Western University examination</li> </ul>	<ul style="list-style-type: none"> <li>• Separate building for examination purposes.</li> <li>• The hall could also be used for training, seminar, cultural program and student functions.</li> </ul>



	<ul style="list-style-type: none"> <li>Annually about 4000 students attend in different examination on 75 shifts</li> <li>As classrooms are used for examination, regular classes are suspended resulting loss of nearly 60 class hours.</li> </ul>	<ul style="list-style-type: none"> <li>Saving 60 class days annually.</li> </ul>
<ul style="list-style-type: none"> <li>Unsystematic infrastructure development</li> </ul>	<ul style="list-style-type: none"> <li>The campus has a three-story building which is used for academic and administrative purposes</li> <li>No separate building for each faculty</li> </ul>	<ul style="list-style-type: none"> <li>A master plan of the campus is needed to be designed and implemented</li> <li>All construction works and beautification of the campus needed to be done under the master plan</li> </ul>
<ul style="list-style-type: none"> <li>Insufficient classroom space</li> </ul>	<ul style="list-style-type: none"> <li>Problem in running classes</li> <li>Large number of students in a class</li> <li>Lack of classroom and office furniture</li> </ul>	<ul style="list-style-type: none"> <li>Purchase sufficient furniture for classroom, office and library</li> <li>Construction of academic buildings for humanities and Education faculties</li> </ul>
<ul style="list-style-type: none"> <li>Hostel facility for students</li> </ul>	<ul style="list-style-type: none"> <li>No hostel facility for students from remote and hilly areas of Far Western Province</li> </ul>	<ul style="list-style-type: none"> <li>Construct 2 separate hostel building for boys and girls</li> </ul>
<ul style="list-style-type: none"> <li>Separate library building</li> </ul>	<ul style="list-style-type: none"> <li>Layout of present library is unscientific</li> <li>Limited space for reading room and book shelves</li> <li>Books lost due to congested space</li> <li>Lack of reference books and journals</li> </ul>	<ul style="list-style-type: none"> <li>A separate building with library, administrative section and seminar hall</li> <li>A separate building as a guest house.</li> </ul>
<p>Separate guest room facility</p>	<ul style="list-style-type: none"> <li>Problem in providing accommodation to the guests as well as the examination observers who have to stay in the campus for longer duration</li> </ul>	
<ul style="list-style-type: none"> <li>Faculty development</li> </ul>	<ul style="list-style-type: none"> <li>Number of teachers with research expertise is very low</li> <li>Lack of opportunities for further studies and research</li> </ul>	<ul style="list-style-type: none"> <li>Financial support and study leave for M.Phil., Ph.D. research Scholars</li> <li>Mini research projects</li> <li>Personal library scheme</li> <li>Exposure visit</li> </ul>
<ul style="list-style-type: none"> <li>Difficulty in achieving various grants for building</li> </ul>	<ul style="list-style-type: none"> <li>Lack of land ownership certificate prevents the campus from getting the grants</li> </ul>	<ul style="list-style-type: none"> <li>Initiating land ownership process</li> <li>Convincing Far-Western University to provide required</li> </ul>



construction	<ul style="list-style-type: none"> <li>• Difficulty in receiving construction grants from Far-Western University</li> </ul>	grants.
<ul style="list-style-type: none"> <li>• Improvement of the library</li> </ul>	<ul style="list-style-type: none"> <li>• Limited books in the library</li> <li>• Proportion of teachers and students visiting the library is low</li> <li>• Low budget allocation</li> <li>• Delay in returning borrowed books</li> <li>• Limited seating capacity</li> </ul>	<ul style="list-style-type: none"> <li>• More books and journals</li> <li>• Establishment of E-library section</li> <li>• Separate reference section and newspaper section</li> <li>• Safety measures against theft and loss of books</li> </ul>
<ul style="list-style-type: none"> <li>• Improvement in the quality of academic programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of student involvement in teaching learning</li> <li>• Lack of home assignment/ field work/Project work</li> <li>• Lecture based traditional teaching method</li> <li>• Less hands out/ reference materials given to students</li> <li>• Too much focus on theoretical aspects</li> <li>• High dropout rate</li> <li>• Examination/evaluation system of the university</li> <li>• Poor Knowledge of English Language among the students</li> <li>• Students use low quality textbooks</li> </ul>	<ul style="list-style-type: none"> <li>• Improving the quality of teaching</li> <li>• Compulsory attendance</li> <li>• Home assignment and project work</li> <li>• Handouts in each subject</li> <li>• Use of audio-visual aids</li> <li>• Monthly assessment system</li> <li>• English Language training for students</li> <li>• Encouraging students to consult library</li> <li>• Capacity development of the teacher</li> <li>• Tutorial classes</li> <li>• Lowering teachers' work load</li> </ul>
<ul style="list-style-type: none"> <li>• Extracurricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Campus lacks annual action plan for extracurricular activities</li> <li>• Lack of initiatives on the part of teacher</li> <li>• Lack of fund to conduct extracurricular activities</li> <li>• Fewer student participation</li> <li>• Time constraint due to irregular academic calendar</li> <li>• Lack of creative writing and speaking opportunities for the students</li> </ul>	<ul style="list-style-type: none"> <li>• Appointment of a teacher as head of extracurricular activities</li> <li>• Formation of Annual Action Plan</li> <li>• Budget allocation to run extracurricular activities</li> <li>• Extracurricular activities like essay and literature competition, Quiz contest, sports competition, folk songs, yoga classes to be made an integral part</li> <li>• Campus annual function celebration</li> </ul>
<ul style="list-style-type: none"> <li>• Revisiting the administrative and</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of office space</li> <li>• Less use of computer in</li> </ul>	<ul style="list-style-type: none"> <li>• Skill development of admin staffs</li> </ul>



<p>accounting procedures of the campus</p>	<p>official work</p> <ul style="list-style-type: none"> <li>• Lack of computer skilled staff</li> </ul>	<ul style="list-style-type: none"> <li>• Separate admin building</li> <li>• Computerized accounting system</li> <li>• Lowering workload of staff</li> <li>• Exposure visit of staff</li> <li>• New staff appointment</li> <li>• Review of the admin and financial policy of the campus</li> </ul>
<ul style="list-style-type: none"> <li>• Institutional capacity in research</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of research skills among faculty members</li> <li>• Lack of initiation among teachers to do research</li> <li>• Lack of sufficient reference materials</li> <li>• No Incentives/ support for doing research</li> <li>• Expert guidance is not available</li> <li>• No professional skills to write good research proposal</li> </ul>	<ul style="list-style-type: none"> <li>• Enrichment of library</li> <li>• Research methodology training</li> <li>• Awarding marks /points for research work done by teacher</li> <li>• Leave/financial support to do field work</li> <li>• Financial support to research activities</li> <li>• Proposal and report writing training</li> </ul>
<ul style="list-style-type: none"> <li>• Lack of linkage between campus and community and extension activities</li> </ul>	<ul style="list-style-type: none"> <li>• Not any formal system of linkage between campus and community</li> <li>• Lack of specific programs directed towards community</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteer students program</li> <li>• Networking with social organizations</li> <li>• Support to student organization</li> <li>• Maintaining relationship with local bodies like DCC, Municipality, Chamber of commerce etc.</li> <li>• Involvement of teacher, staff and students in social activities</li> <li>• Support to a school in poor community</li> <li>• Student-teacher-guardians interaction</li> </ul>
<ul style="list-style-type: none"> <li>• Campus magazine, journal and bulletin publication.</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of fund for publishing</li> </ul>	<ul style="list-style-type: none"> <li>• Regular publication of campus magazine and bulletin</li> <li>• Financial support for publication</li> </ul>
<ul style="list-style-type: none"> <li>• Programme extension</li> </ul>	<ul style="list-style-type: none"> <li>• Far-Western University policy not conducive towards introducing new programs</li> <li>• Unavailability of more technical and vocational courses in Far-Western University</li> <li>• Lack of fund</li> </ul>	<ul style="list-style-type: none"> <li>• Running new courses like B. Sc., BCA, BIM, BBM, B. Sc. BIT, CSIT</li> <li>• Running master degree in Rural Development,</li> <li>• Running mass communication social work and RD in bachelor level</li> <li>• Starting Bachelors level in</li> </ul>



	<ul style="list-style-type: none"> <li>• Insufficient physical infrastructures to introduce new programs</li> </ul>	<ul style="list-style-type: none"> <li>• Forestry and agriculture</li> <li>• Addition of classroom</li> <li>• Orientation programmes for teachers</li> <li>• Opening of science and IT faculty</li> <li>• Networking with other colleges/institutions</li> <li>• More budget allocation</li> </ul>
<ul style="list-style-type: none"> <li>• Administrative reforms</li> </ul>	<ul style="list-style-type: none"> <li>• Centralized management system</li> <li>• Delay in administrative work</li> <li>• Work overload to campus officials and other staff</li> <li>• Most of the office work done manually</li> </ul>	<ul style="list-style-type: none"> <li>• Separate department for each faculty</li> <li>• More authority to Asst. campus chiefs and head of departments</li> <li>• Computerization in office work</li> <li>• Campus (organizational development) OD study</li> </ul>
<ul style="list-style-type: none"> <li>• Monitoring and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Not any formal system of monitoring and evaluation exists</li> <li>• Lack of database system</li> <li>• No system of regular recording of performance</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of monitoring and evaluation cell</li> <li>• Monthly staff meeting</li> <li>• Development of monitoring and evaluation system</li> <li>• Designing forms for monitoring and evaluation</li> <li>• Data collection on regular basis</li> </ul>
<ul style="list-style-type: none"> <li>• Facilities and services available to the faculty members, staff and students</li> </ul>	<ul style="list-style-type: none"> <li>• inadequacy of different facilities provided</li> <li>• lack of timely repair and maintenance</li> <li>• quality improvement needed</li> <li>• Lack of transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Safe drinking water</li> <li>• Cooperative stationery store</li> <li>• Student centre with facilities like photocopy, internet, telephone, fee collection counter, newspaper etc.</li> <li>• Health and fitness centre</li> <li>• Health checkup for poor and needy students</li> <li>• To increase students enrollment campus will purchase the campus bus</li> </ul>
<ul style="list-style-type: none"> <li>• Beautification of the campus premises, maintenance of plantation area, garden and lawns</li> </ul>	<ul style="list-style-type: none"> <li>• No proper plan for beautification around campus premises</li> <li>• Lack of budget for decoration and beautification of the campus</li> </ul>	<ul style="list-style-type: none"> <li>• Making plan and design for beautification</li> <li>• Construction and Maintenance of lawns</li> <li>• Plantation in the remaining area of the campus</li> <li>• Plantation of trees both side of road</li> </ul>
<ul style="list-style-type: none"> <li>• Sports facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of sufficient play ground</li> </ul>	<ul style="list-style-type: none"> <li>• Construction of systematic playground for football, cricket,</li> </ul>



	<ul style="list-style-type: none"> <li>• Lack of indoor game facilities</li> <li>• Lack of sports materials</li> </ul>	<ul style="list-style-type: none"> <li>• volleyball etc.</li> <li>• Provision of coach for different sports</li> <li>• Budget for sports materials</li> </ul>
<ul style="list-style-type: none"> <li>• Bicycle/ motorcycle stand</li> </ul>	<ul style="list-style-type: none"> <li>• Due to lack of cycle stand every year a number of bicycles are lost from the campus premises</li> <li>• Problem in parking</li> </ul>	<ul style="list-style-type: none"> <li>• Construction of motorcycle / Car stand</li> <li>• Expansion of bicycle stand</li> </ul>
<ul style="list-style-type: none"> <li>• Support to students belonging to marginalized groups</li> </ul>	<ul style="list-style-type: none"> <li>• Students belonging to Dalit, Janajati, Freed Kamaiya and poor families have problem in continuing their education as their family cannot afford the expanses</li> </ul>	<ul style="list-style-type: none"> <li>• More scholarship and fee waivers to the poor and needy students and girl students</li> </ul>
<ul style="list-style-type: none"> <li>• Difficulty on course completion on time</li> </ul>	<ul style="list-style-type: none"> <li>• Due to uncertainty of beginning and end of the academic session in several subjects, courses are not completed on time</li> <li>• Irregularity in class running schedule due to external factors</li> </ul>	<ul style="list-style-type: none"> <li>• Preparation of annual calendar of operation</li> <li>• Assigning accountability of course completion to the concerned teachers</li> <li>• Maintenance of single admission deadline</li> <li>• Running extra classes</li> </ul>
<ul style="list-style-type: none"> <li>• Promotion of intellectual atmosphere in the campus</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of intellectual atmosphere</li> </ul>	<ul style="list-style-type: none"> <li>• Lectures by scholars/ Guest lecturers</li> <li>• Seminars/ interactions on issue of far western region</li> <li>• Expertise from different sectors</li> </ul>
<ul style="list-style-type: none"> <li>• Equity Establishment</li> </ul>	<ul style="list-style-type: none"> <li>• Low number of students enrollment from EdJ , <i>dalit</i> and disadvantage group,</li> <li>• Economically poor students have no good access to education</li> </ul>	<ul style="list-style-type: none"> <li>• Giving priority to female and people from local disadvantage group in recruitment of staff in the campus</li> <li>• Supporting the students from EDJ and other disadvantage group</li> <li>• Give more priority in scholarship to financially poor students, EDJ, Dalit, Female and disadvantage group</li> </ul>
<ul style="list-style-type: none"> <li>• Financial Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of proper corpus fund</li> </ul>	<ul style="list-style-type: none"> <li>• Formulating fee policy</li> <li>• Raising fund from local bodies</li> <li>• Formulation of fund management committee</li> <li>• Creating deferment endowment funds</li> </ul>



## 6. Strategies and Expected Outcomes

### 6.1. Strategic area No 1 Infrastructure Development

Strategy	Indicators	Outcome Targets
1.1.1 Physical facility development	<ul style="list-style-type: none"> <li>• Campus master plan</li> <li>• Classrooms and office space added</li> <li>• Number of new buildings constructed</li> <li>• Construction of hostel</li> <li>• Construction of guest house</li> <li>• Other construction works according to campus master plan</li> </ul>	<ul style="list-style-type: none"> <li>• Campus master plan to be constructed within 1 year</li> <li>• Within the next years the class room capacity to be increased from 20 room at present to 26 rooms</li> <li>• Motor cycle and bicycle-stand will be expanded</li> <li>• 2 buildings for boys and girls hostel will be constructed</li> <li>• Car parking will be constructed</li> <li>• Examination Hall/mega hall will be constructed</li> <li>• Construction of temple</li> <li>• Construction of separate building for Arts and Education Faculty</li> <li>• Construction of water tank</li> <li>• Construction of stage for holding programme</li> <li>• Land ownership process</li> <li>• Construction of Guard Quarters</li> <li>• Construction of Hostels for boys and girls</li> <li>• Construction of Guest house</li> </ul>
6.1.2 Procurement of Goods and Services		<ul style="list-style-type: none"> <li>• Purchases of computer, laptops, multimedia projectors, printers, sound system, LCD monitor, photo copier, fax machine</li> <li>• Solar system as alternative energy</li> <li>• Purchases of reference books and textbooks</li> <li>• lab equipment for computer lab, B.Sc. and CSIT programs</li> <li>• Purchases of furniture for classroom, office and library</li> <li>• Campus bus for transportation</li> </ul>
6.1.3 Library improvement	<ul style="list-style-type: none"> <li>• Number of books and journals</li> <li>• Physical facilities added</li> <li>• Computerization of library</li> <li>• E- library</li> </ul>	<ul style="list-style-type: none"> <li>• Reading room, E-library and reference section opened</li> <li>• 10,000 additional books for the library</li> <li>• Subscription of 10 journals</li> <li>• 50 percent increase in the number of students consulting library</li> </ul>



6.1.4 Beautification of campus premises through development of gardens and green belt	<ul style="list-style-type: none"> <li>• Area of tree plantation in the campus premises</li> <li>• Number of gardens and lawns</li> </ul>	<ul style="list-style-type: none"> <li>• 5000 different varieties of saplings to be planted</li> <li>• Greenery to be maintained within campus premises</li> <li>• Lawns in all of the campus blocks will be constructed</li> <li>• Protection of existing plantation inside campus premises</li> </ul>
6.1.5 Establishment of a well-equipped computer lab	<ul style="list-style-type: none"> <li>• Number of computers in the lab</li> <li>• Number of students served</li> <li>• Number of faculty members served</li> </ul>	<ul style="list-style-type: none"> <li>• The number of computers in the computer lab to be raised to 80.</li> <li>• Internet service to 1000 students and 30 faculty members and staff annually</li> </ul>

### 6.2. Strategic Area No 2 Quality Improvement

6.2.1 Quality improvement through student focused teaching methods	<ul style="list-style-type: none"> <li>• Pass rate of students</li> <li>• Homework, project work, assignments</li> <li>• Number of students seeking admission in this campus</li> </ul>	<ul style="list-style-type: none"> <li>• The average pass rate of the campus to be raised to 45 present rate.</li> <li>• Increase campus enrollment by 20 percent annually</li> <li>• Increase in project assignments</li> <li>• System of feedback from students developed</li> <li>• Increased research opportunities for the students</li> <li>• Annual review meeting</li> <li>• Handouts prepared in all subjects</li> <li>• The accreditation criteria of UGC fulfilled</li> <li>• Every year at least five guest teachers will be invited</li> <li>• Short term teachers exchange program with other campuses</li> <li>• System of teachers' evaluation by the students will be in place</li> </ul>
6.2.2 Improvement of sports facilities	<ul style="list-style-type: none"> <li>• Number of sports events held</li> <li>• Number of students participating in sports events</li> <li>• Budget allocation of the campus for sports</li> </ul>	<ul style="list-style-type: none"> <li>• Constructing of cricket and football ground</li> <li>• Basketball court will be constructed</li> <li>• Students will participate in at least five local and two national sport competitions annually</li> <li>• More girls will take part in sports activities</li> <li>• Yoga camp once in a year</li> <li>• Coaching for different sports</li> <li>• Sport ground will also be used by other</li> </ul>



<p>6.2.3 Capacity development of the faculty members</p>	<ul style="list-style-type: none"> <li>• Number of teachers completing Doctoral study</li> <li>• Number of mini research project completed</li> <li>• Research methodology training held</li> <li>• Books and research article published</li> </ul>	<p>organization/ schools</p> <ul style="list-style-type: none"> <li>• 5 faculty members will complete Ph.D. study</li> <li>• 10 Faculty Members will be pursuing Ph.D./ M. Phil.</li> <li>• 15. mini research projects will be completed by faculty members</li> <li>• Annually 20. faculty members will be supported for exposure visits to accredited colleges of Nepal and India</li> <li>• Research related trainings</li> <li>• Improvement in the capacity to guide thesis, project work, and field work.</li> <li>• At least four teachers will publish articles in referred journals</li> <li>• Skill development of faculty members for doing consultancy work in their respective field</li> <li>• Annually 15. teachers will be supported to attend training and seminar</li> <li>• Best teacher of the year award will be initiated</li> <li>• Financial support to teachers to write text books and reference books</li> <li>• Separate building for RMC will be constructed</li> <li>• Research Department will be established and made operational</li> </ul>
<p>6.2.4 Administrative reforms and capacity development of the staff</p>	<ul style="list-style-type: none"> <li>• Computerization of office system</li> <li>• Training given to staff</li> <li>• Working efficiency of the staff</li> </ul>	<ul style="list-style-type: none"> <li>• Computerization of office system</li> <li>• Skill development of the staff</li> <li>• Examination Cell established and becomes operational</li> <li>• Employee exposure visits to best campuses of Nepal</li> <li>• Establishment of subject committees and each headed by a Head of the subject committee</li> <li>• More autonomy to subject committees</li> <li>• Outsourcing of some of the office work</li> </ul>
<p>6.2.5 Extra - curricular activities</p>	<ul style="list-style-type: none"> <li>• Involvement of campus students in extra-curricular activities</li> <li>• Number of events organized</li> <li>• Programmes organized by Free Students Union</li> <li>• Programmes organized</li> </ul>	<ul style="list-style-type: none"> <li>• More extra-curricular activities by the Free Students' Union and Student Quality Circle</li> <li>• Student associations like Student Literary Association, English Students Association, Red cross etc. will get more financial support to run their activities and publish annual magazines</li> </ul>



	by other student unions	<ul style="list-style-type: none"> <li>• More students will take part in educational and industrial tours.</li> <li>• Celebration of National days and occasions</li> <li>• More games and other programme during annual function of the campus</li> </ul>
6.2.6 Student Support	<ul style="list-style-type: none"> <li>• Skill training</li> <li>• Picnic and cultural Programmes</li> <li>• Literary and cultural programmes</li> <li>• Celebration of festivals</li> </ul>	<ul style="list-style-type: none"> <li>• Scholarship to 25%. Students</li> <li>• Placement counseling and career cell will be established</li> <li>• Language training</li> <li>• Computer skills</li> <li>• Literary and cultural programmes</li> <li>• Art of living/ yoga classes</li> <li>• Civic responsibility</li> <li>• Encouraging to participate in Jaycees activities</li> <li>• Tracer study report will be completed</li> </ul>

### 6.3. Strategic Area No 3 Program Extension

6.3.1 Programme Extension	<ul style="list-style-type: none"> <li>• Number of new courses offered</li> <li>• Number of students enrolled</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction of BBM, B.Sc., B. Sc.- Agriculture, BSW, Pharmacy and B. Sc.- CSIT, MBA</li> <li>• Introduction of Bachelor's level programme in Journalism, social work, BPH, BCA Hotel Management, Travel and Tourism Management</li> <li>• Feasibility study will be done for all New courses</li> </ul>
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### 6.4. Strategic Area No 4 Community Involvement

6.4.1 Improvement of campus-community linkage and extension activities	<ul style="list-style-type: none"> <li>• Community's perception of the campus</li> <li>• Involvement of the campus in social activities</li> </ul>	<ul style="list-style-type: none"> <li>• Networking with social organizations</li> <li>• Networking with Attariya Chamber of Commerce and Industry</li> <li>• Volunteer students to work in the community</li> <li>• Field work focused on social issues like Dalit, Freed Kamaiyas, Janajati, drug abuse, girl trafficking, HIV/AIDS, and women empowerment</li> <li>• A school in a poor community to be assisted</li> <li>• Networking with relief organizations like Red cross, Lions Club, Jaycees</li> <li>• Annual blood donation camp</li> <li>• Relief work during natural disaster</li> <li>• Campus representation in local fairs and festivals</li> <li>• Interaction program on contemporary issues</li> <li>• Student-teacher-guardian interaction</li> </ul>
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### 6.5 Strategic Area No 5 Equity Establishment

6.5.1 Involvement of EDJ, female, other disadvantage group	<ul style="list-style-type: none"><li>• No of staff recruitment</li><li>• Less number of students benefited</li></ul>	<ul style="list-style-type: none"><li>• Giving priority to female and people from local disadvantage group in recruitment of staff in the campus</li><li>• Supporting the students from EDJ and other disadvantage group</li></ul>
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### 6.6 Strategic Area No 5 Fiscal Sustainability

6.6.1 Fiscal Sustainability	<ul style="list-style-type: none"><li>• Fiscal Sustainability</li></ul>	<ul style="list-style-type: none"><li>• Raising fund from local bodies</li><li>• Raising fund from provincial government</li></ul>
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## 7. Action Plan for Implementation and Cost Estimates

### 7.1 Infrastructure Development

Activities	Starting and completion year					Budget in Rs.	Financing Source (Amount in Rs.)		Possible Partners	Responsibility
	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029		Campus/ University contribution	UGC and other Bodies Contribution		
Preparation of campus master plan						800,000	800,000		University/Local Govt.	Campus
Construction of Exam Hall						7,000,000	7,000,000		University	Campus
Construction of Auditorium						40,000,000	10,000,000	30,000,000	Federal, Provincial and Local Governments	Campus
Construction of Girls' hostel						20,000,000	5,000,000	15,000,000	Provincial and local Governments	Campus
Construction of Boys' hostel						20,000,000	5,000,000	15,000,000	Provincial and local Governments	Campus
Construction of Academic building						50,000,000	25,000,000	25,000,000	University	Campus/University
Expansion of Motor cycle stand						1,000,000	0	1,000,000	Municipality	Campus construction committee
Expansion of Bicycle stands						500,000	250,000	250,000	UGC/Other Institutions	Campus construction committee
Construction of Car park						1,500,000	750,000	750,000	UGC/Other Institutions	Campus/ construction committee
Construction of						1,000,000	0	1,000,000	Municipality	Campus/



Temple											construction committee
Construction of Compound Wall					30,000,000	5,000,000	25,000,000	Federal, Provincial and local Governments		Campus/ construction committee	
Construction of common toilet					1,000,000	0	1,000,000	Municipality		Campus/ construction committee	
Construction of Separate building for Science and IT Faculty					50,000,000	0	50,000,000	UGC, Federal, Provincial and local Governments		Campus/ construction committee	
Construction of guard Quarters					2,000,000	0	2,000,000	UGC, Federal, Provincial and local Governments		Campus/ construction committee	
Construction of water tank					2,500,000	0	2,500,000	Provincial and local Governments		Campus/ construction committee	
Construction of Lane and garden in campus premises					2,500,000	1,250,000	1,250,000	UGC, Federal, Provincial and local Governments		Campus	
Construction of stage for holding programme					2,500,000	0	2,500,000	UGC, Federal, Provincial and local Governments		Campus/ construction committee	
Construction of RMC section					1,500,000	500,000	1,000,000	UGC			
Constructing of volleyball and football ground					10,000,000	0	10,000,000	Federal, Provincial and local Governments		Campus/CC	
Basketball,					1,500,000	0	1,500,000	Federal, Provincial and local Governments		Campus/CC	



Tennis court constructed					200,000	200,000	0	University	Campus/Cc
Furniture for classroom and office					10,000,000	5,000,000	5,000,000	Federal, Provincial and local Governments	Campus/Cc
Purchases of computer with LCD monitor					7,500,000	5,000,000	2,500,000	UGC/University	Campus/Cc
Purchases of laptops					5,000,000	3,000,000	2,000,000	UGC/University	Campus
Purchases of multimedia projectors,					1,600,000	800,000	800,000	UGC	Campus
Purchases of printers, photo copier					1,000,000	500,000	500,000	UGC	Campus
Purchase of campus vehicles (Bus and Jeep)					10,000,000	0	10,000,000	Foreign Agency, Federal, Provincial and local Governments	Campus
Installation of Solar System					2,000,000	500,000	1,500,000	Federal, Provincial and local Governments	Campus
Purchases of reference books and text books					6,000,000	3,000,000	3,000,000	UGC/University	Campus
Lab equipment for computer lab, B.Sc. and CSIT programs					3,000,000	1,500,000	1,500,000	UGC Federal, Provincial and local Governments	Campus
Installation and update of software application					500,000	500,000	0		Campus



Plantation								500,000	500,000	0		Campus
Land ownership process								2,500,000	2,500,000	0		Campus
<b>Total Cost Estimate</b>								<b>295,100,000</b>	<b>86050000</b>	<b>214,050,000</b>		

## 7.2. Quality Improvement

### 7.2.1. Resource Development and Quality Improvement

Activities	Starting And Completion Year					Budget in Rs.	Financing Source (Amount in Rs.)			Possible Partners	Responsibility
	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029		Campus/ University contribution	UGC and other Bodies Contribution	University		
support to 5 faculty members for Ph.D. and 10 faculty members to M. Phil. scholars						10,000,000	0	10,000,000	University	Campus/ University	
Research Related trainings						1000,000	375,000	625,000	UGC	CA/RMC	
exposure visit for teachers						1,500,000	750,000	750,000	UGC	CA	
proposal and report writing for faculty members						500,000	250,000	250,000	UGC	CA	
small/ mini research grants for teachers						1,000,000	500,000	500,000	UGC	CA/RMC	
Support to teachers						500,000	250,000	250,000	UGC	CA	





Coaching for games					1,000,000	500,000	500,000	UGC	CA
Yoga camp/ Art of living					500,000	250,000	250,000	UGC	CA
Purchase of sanitary vending machine					100,000	100,000	0		
subject committees operation					1,000,000	500,000	500,000	UGC	CA
Support to students for educational/ industrial tours					1,500,000	750,000	750,000	UGC	CA
Publication of campus magazine, journals and bulletins					1,000,000	500,000	500,000	UGC	CA
Establish of counseling and career cell					500,000	250,000	250,000	UGC	CA
Scholarship					5,000,000	5,000,000	0		CA
Support to free students union and SQC					1,000,000	500,000	500,000	UGC	CA
Sports and annual function celebration					2,000,000	1,000,000	1,000,000	UGC	CA
Publication for Sahitya Sangam					300,000	150,000	150,000	UGC	CA
<b>Total Cost Estimate</b>					<b>37,700,000</b>	<b>15,525,000</b>	<b>22,175,000</b>		

### 7.2.2 Institutional Efficiency Development

Activities	Starting and completion year	Budget in Rs.	Financing Source	Possible	Responsibility
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	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029		(Amount in Rs.)		Partners	
							Campus/ University contribution	UGC and other Bodies Contribution		
Computerization of library						200,000	100,000	100,000	UGC	CA
Staff training						500,000	250,000	250,000	UGC	CA
Computerized accounting, storekeeping and office management training for staff						500,000	250,000	250,000	UGC	CA
Computerization of students records and account keeping						500,000	250,000	250,000	UGC	CA
Establishing EIMS and Examinations Management Cells						1,000,000	500,000	500,000	UGC	CA
Exposure visits for admin. staff						500,000	250,000	250,000	UGC	CA
Review of admin. and financial policy						500,000	250,000	250,000	UGC	CA
Supervision and monitoring						500,000	250,000	250,000	UGC	CA
<b>Total Cost Estimate</b>						<b>4,200,000</b>	<b>2,100,000</b>	<b>2,100,000</b>		

**7.3. Programme Extension and Co-Curricular Activities**

Activities	Starting and completion year	Budget	Financing Source	Possible	Responsibility
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	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	in Rs.	(Amount in Rs.)		Partners	
							Campus Contribution	Other Contribution		
Programme Extension: BSW, BPH, BHM, BCA, BIT						3,000,000	1,500,000	1,500,000	UGC/University	CA
BBM, and BIM						1,500,000	750,000	750,000	UGC/ University	CA
B.Sc. Agriculture						0	0	0		
General B.Sc.						1,000,000	500,000	500,000	UGC/University	CA
<b>Total Cost Estimates</b>						<b>5,500,000</b>	<b>2,750,000</b>	<b>2,750,000</b>		

**7.4 Improving Relation with the Community**

Activities	Starting and completion year					Budget in Rs.	Financing Source (Amount in Rs.)		Possible partners	Responsibility
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024		Campus Contribution	Other Contribution		
Interaction programmes						500,000	250,000	250,000	UGC/University	CA
Student volunteer programmes						500,000	250,000	250,000	UGC/University	CA
Support to students for field study on social issues						500,000	250,000	250,000	UGC/University	CA
Interaction						250,000	125,000	125,000	UGC/University	CA
Blood donation camp / relief work						250,000	125,000	125,000	UGC/University	CA
<b>Total Cost Estimate</b>						<b>2,000,000</b>	<b>1,000,000</b>	<b>1,000,000</b>		



### 7.5 Equity Establishment

Activities						Cost In Rs.	Financing Source (Amount In Rs.)		Possible partners	Responsibility
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024		Campus Contribution	Other Contribution		
	Scholarships for Edj, dalit and disable age group									
<b>Total Cost Estimates</b>						<b>1,000,000</b>	<b>500,000</b>	<b>500,000</b>		

### Summary of Budget and Cost Estimation

Strategic Areas	Total budget in Rs.	Financing Source (Amount in Rs.)		Remarks
		Campus Contribution	Other Contribution	
Infrastructure development	250,100,000	61,050,000	189,050,000	
Quality improvement	37,700,000	15,525,000	22,175,000	
Institutional Efficiency Development	4,200,000	2,100,000	2,100,000	
Programme Extension and Co-Curricular Activities	5,500,000	2,750,000	2,750,000	
Improving Relation with the Community	2,000,000	1,000,000	1,000,000	
Equity Establishment	1,000,000	500,000	500,000	
<b>Total cost estimation</b>	<b>300,500,000</b>	<b>82,925,000</b>	<b>217,575,000</b>	

