YAGYODAYA DUDHNATH THARU MULTIPLE CAMPUS

Suddhodhan Rural Municipality-3, Farsatikar, Rupandehi
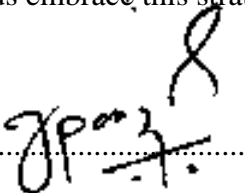

STRATEGIC PLAN

(2022-2026)

FOREWORD

The evolving landscape of higher education has highly signified the existence of community run higher education institutions (HEIs) in Nepal. In the sphere of witnessed opportunities and challenges of higher education, especially in Nepal, Yagyodaya Dudhnath Tharu Multiple Campus (YDMC) stands uniquely with its distinct identity in the region of its operation. Founded with a vision of providing quality education to students from remote areas and marginalized families, YDMC has been steadfast in its commitment to academic excellence and social empowerment.

In our pursuit of academic excellence and institutional growth, it is imperative that we embark on a strategic journey that not only addresses the challenges we face but also harnesses the opportunities that lie ahead. This strategic plan, meticulously crafted through collaborative efforts and insightful deliberations, delineates our collective vision for YDMC's future.

With clear objectives set forth, spanning from enhancing academic excellence to extending our national reach and exposure, this plan charts a course for transformative change. Through a comprehensive analysis of our strengths, weaknesses, opportunities, and threats, we have identified key areas for improvement and outlined actionable steps to achieve our goals.

The time-bound matrix provided herein serves as a roadmap, guiding us through the implementation of specific actions within defined timelines. By fostering stakeholder engagement, promoting research and innovation, and strengthening institutional governance, we aspire to elevate YDMC to new heights of excellence.

As we embark on this journey, I extend my heartfelt gratitude to all stakeholders – faculty, staff, students, community members, and partners – for their unwavering dedication and support. Together, let us embrace this strategic plan as a catalyst for positive change and collective growth.

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Tank Prasad Poudel

Campus Chief

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SECTION ONE:

INTRODUCTION

1. Overview

Yagyodaya Dudhnath Tharu Multiple Campus (YDMC), nestled in Suddhodhan-3 rural area, stands as a community-driven institution affiliated with Tribhuvan University, Nepal. Established in 2060 B.S., the campus is wholly supported and managed by the local community. Its inception was catalyzed by a local group of distinguished academicians and social activists, acknowledging the pivotal role of higher education in community development. Functioning as a non-profitable entity, the campus is dedicated to providing higher education opportunities to students from all backgrounds, including various castes, backward communities, and religious minorities, at affordable fees.

1.1 Context and Rationale

The establishment of YDMC emerged from the collective aspiration of local communities to foster a civilized society through education. Recognizing the communal dream for the campus's growth, the continuous support and active participation of the stakeholders serve as tangible motivations for its prosperity. In response to contemporary needs, the campus endeavors to revolutionize its approach to producing competent human resources capable of not only competing but also leading in various fields.

1.2 Purpose

This strategic plan serves as a guiding inspiration, illuminating the overarching objectives and aspirations of YDMC. Rooted in the community's collective vision for higher education, this strategic plan symbolizes institutional commitment to fostering academic excellence, inclusivity, and socio-economic empowerment. Through meticulous planning and concerted efforts, the campus aim to enhance the quality of education it offers, expand access to underprivileged communities, and cultivate a vibrant learning environment conducive to holistic growth of students. By aligning our actions with the broader mission of serving as a catalyst for positive change, the campus drive towards greater heights of achievement and significance within the educational landscape of Nepal.

1.3 Process

The development of this strategic plan involved a thorough and systematic process. It commenced with the initiation by the Campus Management Committee (CMC), which led to the establishment of a dedicated Strategic Planning Committee tasked with overseeing the planning endeavor. Extensive consultations were held with a diverse range of stakeholders, encompassing UGC authorities, local entrepreneurs, faculty members, students, and social activists, facilitating a shared understanding and collaborative approach. Subsequently, the Strategic Planning Committee meticulously formulated the comprehensive strategic plan for the campus, ensuring a holistic and well-informed approach to its development.

1.4 Components

This plan encompasses several key components designed to guide its growth and development. At its core, the plan articulates a clear mission and vision statement that embodies the aspirations and values of the institution. Aligned with these guiding principles are specific goals and priorities that outline the desired outcomes and areas of focus for the campus. Additionally, the plan incorporates measures and targets to assess progress and track performance over time. Drawing upon insights from past experiences, input from stakeholders, and best practices in higher education, the plan is comprehensive in its scope and forward-thinking in its approach. With a commitment to inclusivity, excellence, and continuous improvement, the strategic plan serves as a roadmap for realizing YDMC's vision of becoming a example of academic excellence and community empowerment in Nepal's educational landscape.

1.5 Scope

This strategic plan is broad, aiming to optimize the utilization of resources within a dynamic educational environment while meeting the evolving needs of the campus and fulfilling stakeholders' expectations. It extends beyond mere operational considerations to embrace a holistic approach to institutional development, encompassing academic, infrastructural, and community-oriented initiatives. By delineating clear objectives, priorities, and targets, the plan provides a framework for aligning efforts and resources towards achieving sustainable growth and excellence. Moreover, the plan serves as a formal representation of YDMC's commitment to effective governance, continuous improvement, and stakeholder engagement, thereby positioning the institution for enhanced visibility and impact within the higher education landscape of Nepal.

SECTION TWO:

INSTITUTIONAL PROFILE

1. Background

Established in 2060 BS through the collaborative efforts of esteemed academicians and social activists, the campus was conceived with a profound understanding of the transformative power of higher education in community development. Recognizing the challenges faced by residents of *Sau Pharsatikar* and neighboring areas in accessing education outside their hometowns, the campus emerged as a beacon of hope. Its humble beginnings, housed within the premises of Shree Pharsatikar Secondary School, saw an inaugural batch of 32 students embarking on bachelor courses under Faculty of Humanities and Social Sciences and Faculty of Education. The attempt was further driven by the collective efforts of the CMC and social activists, who conducted a significant fundraising initiative known as *MAHAYAGYA*. Subsequent years witnessed the expansion of academic programs, with addition of Faculty of Management in 2063 BS. Similarly, in year 2070, the campus initiated master's degree programs in management, signaling a commitment to academic advancement. Renamed as Yagyodaya Dudhnath Tharu Multiple Campus in honor of a generous land donation by local philanthropist Dudhnath Tharu, the campus was inaugurated by the late Prime Minister Susil Koirala in 2070. Operating as a non-profit institution, the campus remains dedicated to providing affordable education. Through collaborations with internal and external donors and agencies, the campus has continually improved its physical infrastructure. With a focus on nurturing quality education, YDMC continues to uphold its philosophy of community-driven excellence amidst competition from private institutions.

1.1 Geographical Setting

YDTMC is strategically positioned in Suddhodhan Rural Municipality-3, Rupandehi District, Lumbini Province. Situated between the Tinau and Danav rivers, the campus lies approximately 32 kilometers northeast from birthplace of Gautam Buddha, Lumbini. Likewise, nearly 24 kilometers southwest from Butwal, one of the emerging cities of Nepal. The geography where the campus is located primarily relies on agriculture, supplemented by local trade firms and factories.

1.2. Catchment Area

YDTMC draws major junk of its student body from a diverse catchment area, including Suddhodhan Rural Municipality and adjoining municipalities such as Siyari, Mayadevi,

Gaidahawa as well as Butwal Sub-Metropolitan city. Likewise, the campus maintains diversity of students representing various districts of Nepal including Palpa, Gulmi, Nawalparasi, Kapilvastu, Arghakhanchi, Syangja, Parbat, and Baglung.

1.3. Social, Cultural, Economic & Political Settings

Suddhodhan Rural Municipality is characterized by cultural diversity, fostering mutual understanding and religious tolerance among its indigenous and migrant populations. Migrants from hilly districts like Palpa, Syangja, Gulmi, and Arghakhanchi have integrated seamlessly with Brahmin, Tharu, Gurung, Magar, Bishwakarma, Newar, and Madhesi communities. Economic activities span agriculture, services, business, foreign employment, and self-reliant endeavors, reflecting the area's varied economic landscape. YDTMC serves as an inclusive educational hub, welcoming students from all socio-economic backgrounds.

1.4. Educational Status & Scope

YDTMC distinguishes itself within the local academic landscape through its exceptional faculty, robust infrastructure, and conducive learning environment. The campus prioritizes faculty development initiatives, fostering a culture of research and training. Graduates of YDTMC excel across diverse sectors, contributing significantly to their respective fields and upholding the institution's reputation for excellence.

1.5. Stakeholders & Scope of Their Participation

A wide array of stakeholders, including social workers, donors, educators, lifetime members, rural municipalities, community forestry groups, cooperatives, guardians, industrialists, NGOs, banks, teachers, staff, entrepreneurs, and students, actively engage in campus affairs. The Board of Directors and various sub-committees oversee voluntary participation in activities aimed at advancing the overall development of YDMC.

2. Physical Infrastructures

YDMC boasts a comprehensive array of infrastructure resources designed to support its academic and administrative functions effectively. With its own two-story building and a separate library facility, the campus provides dedicated spaces for teaching, learning, and research. Various amenities, including administrative buildings, student union facilities, and canteens, contribute to the overall functionality of the campus. Adequate furniture and accessories, such as desks, benches, and electronic equipment, cater to the needs of students and staff. Moreover, the campus prioritizes

essential facilities like drinking water and sanitation, with modern filtration systems and well-maintained toilet facilities available to the campus community. Plans for future development include the construction of hostels to accommodate students, the expansion of sports facilities, and improvements in transportation accessibility, ensuring a conducive learning environment for all stakeholders.

2.1. Buildings & Rooms

YDMC boasts its own two-story building dedicated to academic pursuits. Additionally, a separate library building is in place, with an administrative building currently under construction. Various other facilities, including a student union building, gatekeeper building, canteen, and parking area, contribute to the campus infrastructure. While ample land is available, effective management strategies are needed to optimize parking space. The campus has devised a master plan for physical development, with plans to erect a protective concrete wall around the premises.

2.2. Furniture & Accessories

YDMC is well-equipped with a diverse array of furniture, including desks, benches, tables, chairs, sofas, cupboards, and rostrums, catering to both classroom and office needs. The campus boasts a significant inventory, comprising chairs, tables, desks, benches, sofas, cupboards, racks, rostrums, and various electronic equipment such as projectors, printers, photocopiers, and computers. Plans are underway to ensure the proper utilization and maintenance of these resources.

2.3. Drinking Water

The campus relies on the Pharsatikar drinking water supply system and has installed two modern filtration systems supported by the UGC Nepal to provide clean drinking water to students. These systems contribute to the health and well-being of the campus community, ensuring access to safe drinking water at all times.

2.4. Toilet Facilities

YDTMC prioritizes hygiene and sanitation, with separate toilet facilities available for students and staff. Newly constructed buildings include modern toilet facilities, enhancing the overall sanitation infrastructure of the campus. The campus remains committed to maintaining clean and well-equipped restroom facilities to meet the needs of its occupants.

2.5. Hostel Facility

Recognizing the need for accommodation, plans are underway to construct a well-facilitated hostel building on campus premises. This initiative aims to broaden the campus's catchment area and accommodate students from diverse backgrounds, fostering inclusivity and accessibility in higher education.

2.6. Sports Facility

While the campus features an open field for sports activities, financial constraints have hindered the development of a fully-facilitated playground. However, existing facilities, including a badminton court and table tennis room, cater to the recreational needs of students. Future plans involve the construction of a well-equipped playground with basketball and football courts, further enhancing sports infrastructure on campus.

2.7. Roads & Transportation Facilities

YDMC's accessibility is facilitated by a blacktopped road connecting it to Pharsatikar Bazar, easing the commute for local students. However, students from rural areas face transportation challenges due to gravel roads. To address this issue, the campus operates buses, with plans to expand the fleet based on demand. The recent acquisition of a campus bus from the Indian embassy marks a significant step towards improving transportation accessibility for students.

2.8. Library

YDMC features a well-stocked library catering to the educational needs of students and staff. Boasting an extensive collection of books, journals, newspapers, and other reference materials, the library serves as a hub for academic research and study. Plans are underway to enhance the library's facilities, including internet access, to further support teaching, learning, and research endeavors.

2.9. Laboratory

The campus houses a computer lab equipped with internet access, primarily utilized by B.Ed. fourth-year students and accessible to all students for academic purposes. Plans are in place to

establish additional laboratory classrooms to facilitate technical subjects such as hotel management, public health, and social work at the graduate level, further enriching the educational experience at YDMC.

3. ACADEMIC PROGRAMS AND CURRICULAR MANAGEMENT:

Yagyodaya Dudhnath Tharu Multiple Campus (YDTMC) maintains a robust academic and curricular management system, offering Bachelor's and Master's programs affiliated with Tribhuvan University. The campus actively engages in organizing extracurricular activities, seminars, and workshops to complement its academic curriculum. Through yearly curricular plans and ongoing support mechanisms, faculty members ensure the effective implementation of teaching-learning practices. YDTMC emphasizes student enrollment from diverse backgrounds, with a focus on co-education and gender balance. The examination system is structured to prepare students thoroughly, with internal assessments conducted regularly to reinforce discipline and academic rigor. With a well-equipped library and access to teaching-learning resources, the campus prioritizes providing students with a conducive learning environment. The management team, led by the Board of Directors, ensures efficient manpower management, contributing to the overall success and growth of the institution.

3.1 Programs:

The campus has been currently offering Bachelor's programs in Business Studies (B.B.S.) and Education (B.Ed.), along with a Master's program in Business Studies (M.B.S.), all affiliated with Tribhuvan University (T.U.).

3.2 Students Enrollment & Composition:

The campus has currently enrolled a total of 726 students across different programs and levels it offers. YDTMC practices co-education, with a higher proportion of female students enrolled compared to males.

3.3 Curricular Management & Support:

In consistent with the academic calendar of affiliating university, YDMC too develops its own calendar, which guides the academic and curricular execution in the campus. Furthermore, each faculty members develop yearly plan, lesson plan and unit plan which are implemented effectively. Activities such as counseling sessions for new students, career-oriented programs

for graduating students, and periodic extracurricular competitions are conducted as per the operational calendar.

3.4 Teaching Learning Management & Practices:

The campus actively engages in organizing seminars, workshops, and encourages faculty participation in national-level events to enhance academic quality. Faculty members participate in various events and activities, leveraging appropriate resources to improve teaching-learning practices.

3.5. Teaching Learning Resources & Support:

YDTMC maintains a well-equipped library with reference books, textbooks, research journals, newspapers, and internet facilities. Efforts are underway to upgrade the library to an E-library. Additionally, the campus receives support from government higher secondary schools and private colleges in managing teaching-learning resources.

3.6. Examination System & Results:

The examination committee conducts internal assessments at least twice a year to prepare students for final examinations. A fine system is in place to encourage attendance for internal exams, with absent candidates subject to penalties to foster discipline.

4. Human Resource Management

YDTMC demonstrates effective human resource management practices to support its educational mission. The campus appoints administrative personnel and staff through transparent and competitive processes, ensuring the selection of qualified individuals. Key leadership positions, such as the Chairperson and members of CMC and the campus chief, are filled based on established protocols and recommendations. Additionally, faculty members are recruited based on rigorous selection criteria, including their competence and performance in relevant subjects. The campus emphasizes the importance of continuous professional development for its staff, encouraging participation in workshops, seminars, and other academic activities. By prioritizing competent and dedicated personnel, YDTMC ensures the smooth functioning of its academic and administrative operations, contributing to its overall success and reputation as a community-based educational institution.

4.1. Administrative Personnels & Staff:

The campus ensures efficient manpower management through a competitive selection process overseen by the CMC. Administrative personnel and staff are selected through public announcements of vacancies on platforms like newspapers and the campus's official Facebook pages.

4.2. Management Personnels:

The appointment of the Chairperson of the CMC follows the provisions outlined in TU acts, with an understanding reached among various stakeholders regarding the formation of the Board.

4.3. Faculties:

Faculty members are selected based on established staff selection rules and procedures, with competence and performance in related subjects serving as key selection criteria. Faculty members are organized into faculties and departments under the supervision of faculty and department heads, respectively.

5. INSTITUTIONAL ORGANOGRAM:
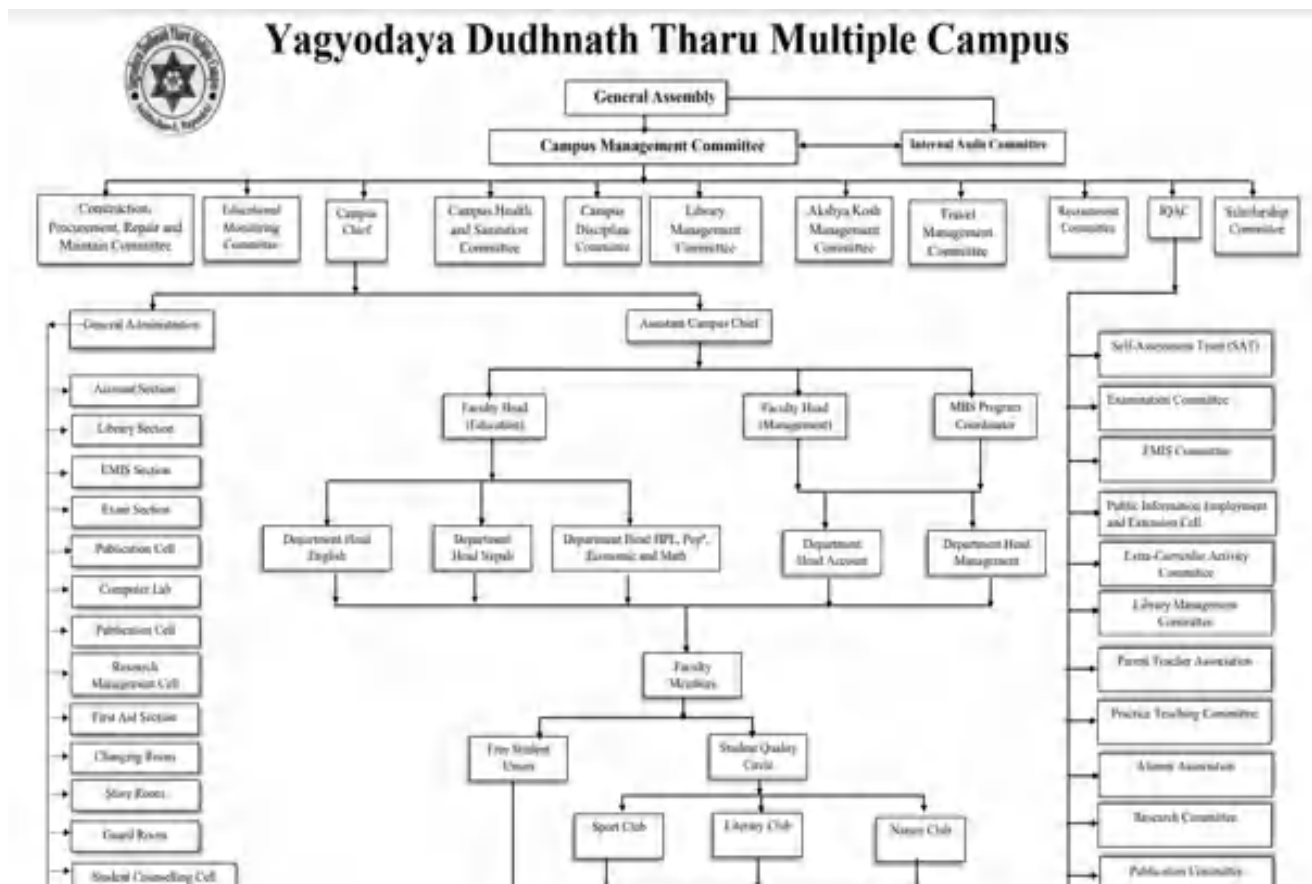
6. Financial Derivatives:

The financial management of YDTMC is characterized by careful stewardship of resources and proactive efforts to ensure sustainability and growth. With notable fixed assets and judicious financial practices, the campus maintains a strong foundation for its operations. Despite the rising operational expenditure driven by the increasing student population, the campus effectively manages its finances through a combination of internal funds and external support, including grants from the UGC and other government sources. The campus diligently tracks its income and expenditures in accordance to national laws and regulations, ensuring transparency and accountability in financial matters. Moreover, the campus is committed to seeking additional grants and resources to support its multidisciplinary development and infrastructure expansion initiatives. Through strategic financial management and a focus on sustainability, the campus aims to continue providing quality education and fostering growth opportunities for its students and the broader community.

6.1. Fixed Assets:

The campus possesses significant fixed assets, including 02-06-06 land together to the campus building and an additional 03-00-00 land donated by Suddhodhan-5 (Manpakadi VDC-8) for the purpose of establishing technical facilities. The campus has constructed a building with five rooms and a toilet on the donated land. The total value of fixed assets, as per the audit report of 2077/78, amounts to Rs. 6,23,40,095.53. Additionally, the campus has deposited Rs. 48,33,803.93 in various banks.

6.2. Operational Expenditure & Trends

With the increasing student population, the campus observes a rise in operational expenditure. The campus incurs expenses on stationary supplies, repair and maintenance, advertisement, telecommunications, water supply, internal examinations, training, and student programs. These expenses are managed through both internal funds and external resources.

6.3. Sources of Income:

YDTMC's primary internal source of income is student fee collection. Additionally, the campus receives regular external support from the UGC in the form of grants. The UGC also provides resources for purchasing physical materials and constructing buildings. It also seeks grants from local, state, and federal governments to sustainably develop its physical infrastructure.

6.4. Cost per Student:

The unit cost of total annual expenditure budget per enrolled student is Rs. 26843, while the unit cost excluding the salary component is Rs. 11013.10as per the audited budget of FY 2079/080.

6.5. Financial System:

The campus adheres to the national laws, regulations and norms for its financial management. It maintains meticulous records of financial transactions, accounting practices, auditing procedures, inventory management, and updates. Additionally, the campus has an internal audit team to ensure compliance with financial rules and regulations.

6.6. Financial Sustainability Measures Adopted:

Despite facing certain financial constraints, the campus is committed to seeking efficient resource management and sustainable development. The campus is actively engaged identifying additional measures of resources generation for the sake of sustainable institutional growth.

7. Research and Sustenance

RMC of the campus oversees the publication of the campus's peer-reviewed journal, annually offers grants through to support research projects among full-time faculty members.

7.1. Research Management Cell:

The campus has established a Research Management Cell (RMC), recognizing the pivotal role of research in enhancing the quality of teaching and learning . This cell is dedicated to promoting research activities among faculty and students through initiatives such as Research Methodology Training and Data Analysis Workshops. Additionally, it has been organizing orientation programs on field-based research activities like Community Surveys and Mini Research Projects to provide hands-on research experience to students.

7.2. Journal Publication:

RMC of the campus has been publishing its own peer reviewed YAGYODAYA Journal. The latest volume 2, issue 1 .

7.2. Research Funding

The campus through RMC annually offers grants for the research projects among its full time faculties. The CMC allocates 5% of total institutional operating budget for this purpose.

8. DOCUMENTATION & PUBLICATIONS

YDTMC engages in various forms of documentation and publication to disseminate information and promote institutional transparency. The campus regularly publishes brochures, pamphlets, and academic calendars to provide comprehensive information to stakeholders. Additionally, the Education Management Information System (EMIS) cell is tasked with producing periodic reports to facilitate informed decision-making. YDMC maintains meticulous records of institutional data in ledgers and registers, including student information recorded both manually and digitally. Embracing digital technology, the campus is in the process of transitioning towards a comprehensive digital data management system to streamline its administrative processes and enhance efficiency.

9. ECA & CCA

YDTMC offers a diverse range of extracurricular activities to enrich the overall educational experience of its students. Students engage in various co-curricular activities aimed at enhancing their academic and professional skills. These include orientation programs focusing on lesson planning, case studies, community survey report writing, teaching practice, and thesis preparation. Additionally, the campus hosts writing contests, seminars on social research, and debates, speeches, and quiz competitions to stimulate intellectual discourse and critical thinking among students. Similarly, students participate in outdoor sports competitions such as volleyball, table tennis, badminton, and cricket at both campus and district levels, promoting physical fitness and teamwork. Through these activities, the campus fosters holistic development and cultivates a vibrant learning environment for its students.

SECTION THREE:

CRITICAL APPRAISAL

Based on the situational analysis, the following is the critical appraisal of the campus:

Strengths:

➢ The campus is supported and managed by the local community, fostering a sense of ownership and commitment.

➢ Being affiliated with a reputable university enhances the credibility and quality of education offered.

➢ Offering various bachelor's and master's programs caters to the educational needs of a wide range of students.

➢ The campus has its own buildings, library, computer lab, and other facilities, indicating progress in physical infrastructure.

➢ The campus has well designed system for good governance with well-defined set of rules, regulations, and policies.

➢ The establishment of a Research Management Cell and publication of a peer-reviewed journal demonstrate a commitment to academic research.

Weaknesses:

➢ Despite efforts to seek grants and manage finances, the campus faces economic challenges that affect operational capabilities.

➢ Under the grip of overall national scenario of higher education: high drop-out rate and absenteeism of students in classroom.

➢ While there are some outdoor sports facilities, the campus lacks a well-equipped playground for various sports activities.

➢ The absence of certain modern and technical programs may limit the campus's ability to attract a diverse student population.

➢ Though initiated, poses lack of tangible outcomes from research initiatives.

Opportunities:

➢ Introducing new programs such as BBA, BHM, BPH, and BSW can attract more students and diversify the campus's offerings.

➢ Partnering with neighboring institutions or organizations to enhance research opportunities and knowledge sharing.

➢ Further development of physical infrastructure, including hostel facilities and sports amenities to improve the overall campus environment.

➢ Strengthening ties with the local community and alumni networks which can provide additional support and resources for campus development.

Concerns/Challenges:

➢ Ensuring financial stability amidst increasing operational expenses and limited funding sources is a significant challenge.

➢ Maintaining academic standards and ensuring the quality of education amidst resource constraints and rapid growth poses a challenge.

➢ Sustaining and managing existing infrastructure while planning for future development requires careful financial and logistical planning.

➢ Competing with private colleges offering similar programs and amenities may pose challenges in student enrollment and retention.

SECTION FOUR:

VISION, MISSION, GOALS AND OBJECTIVES

Background

Yagyodaya Dudhnath Tharu Multiple Campus (YDTMC) is a community-based educational institution affiliated with Tribhuvan University. Established in 2060, the campus has been serving the educational needs of the local community and surrounding areas, particularly focusing on marginalized groups and providing higher education opportunities for girls. Over the years, YDTMC has made significant strides in infrastructure development, academic programs, and community engagement. However, to ensure sustainable growth and address emerging challenges, it is imperative to develop a comprehensive strategic plan. This strategic plan aims to outline the vision, mission, goals, objectives, and actionable strategies to guide the development and enhancement of YDTMC over the next five years (2023-2028).

Vision

To be a leading educational institution committed to academic excellence, community development, and sustainable growth.

Mission

YDTMC is dedicated to providing quality education, fostering research and innovation, promoting social inclusion, and contributing to the overall development of the community.

Goals and Objectives

Theme: Enhancing Academic Excellence
Goal One: Enhancing academic quality and relevance.
➢ Revisiting current pedagogical practices of teaching – learning. ➢ Reducing Student Dropout Ratio and Increase Classroom Attendance ➢ Promoting Faculty Development and Engagement in Research ➢ Expanding and diversifying academic programs to meet emerging needs. ➢ Implementing outcome-based education and assessment practices.
Theme: Infrastructure Development

Goal Two: Improving physical infrastructure to support teaching, learning, and research.

- ➢ Upgrading existing facilities and classrooms to enhance the learning environment.
- ➢ Expanding library resources and digital infrastructure for enhancing teaching-learning and research support.
- ➢ Developing sports facilities to promote extracurricular activities and student well-being.

Theme : Community Engagement

Goal Three: Strengthening partnerships and engagement with the local community.

- ➢ Fostering collaboration with local industries for internship and employment opportunities.
- ➢ Enhancing outreach programs to promote education and awareness in the community.
- ➢ Establishing alumni networks and engage stakeholders for support and feedback.

Theme: Financial Sustainability

Goal Four: Ensuring financial stability and sustainability of the institution.

- ➢ Developing diversified revenue streams to reduce dependence on tuition fees.
- ➢ Improving financial management practices and transparency.
- ➢ Seeking external funding opportunities through grants and partnerships.
- ➢ Implementing cost-saving measures and optimize resource utilization.

Theme: Quality Assurance

Goal Five: Maintaining and enhancing quality assurance mechanisms for academic programs and services.

- ➢ Establishing a quality assurance cell to monitor and evaluate academic standards.
- ➢ Enhancing student support services to ensure academic success and retention.
- ➢ Implementing feedback mechanisms for continuous improvement based on stakeholder input.

Action Matrix

Action	Status	Year					Budget Estimation (in NRS)	Budget Source	Responsibility	M&E
		1	2	3	4	5				
Theme	**Enhancing Academic Excellence**									
Goal 1	**Enhance academic quality and relevance.**									
Objective 1	Revisiting current pedagogical practices of teaching – learning.									
Review of existing pedagogical practices	Initiated				█	█	50,000	YDMC	Departments	IQAC
Organizing workshops and training sessions for faculty	Regularized	█	█	█	█	█	1,000,000	UGC, Province, YDMC	RMC & Departments	IQAC & CMC
Adaption of technology-enabled learning tools and platforms	Initiated	█	█	█	█	█	3,500,000	UGC, Province, YDMC	Procurement Committee	IQAC & CMC
Emphasizing experiential learning, group projects, and real-world applications in teaching-learning.	Initiated	█	█	█	█	█	500,000	YDMC	Departments	IQAC
Objective 2	Reducing student dropout ratio and increase classroom attendance									
Analyzing student dropout patterns and factors contributing to absenteeism.	Initiated			█	█	█	100,000	YDMC	Departments, SQC	IQAC
Identifying drop-out vulnerability of students through	Initiated			█	█	█	100,000	YDMC	Departments, SQC	IQAC

Activity	Status						Budget	Funding	Responsible	Monitoring
respective academic department										
Establishing a Student Support Center	Regularized						100,000	YDMC	CMC	CMC
Provisioning scholarship schemes	Regularized						1,000,000	UGC, Province, YDMC, Philanthropy	Scholarship Committee	IQAC & CMC
Reward students with excellent attendance and academic performance.	Yet to be initiated						100,000	YDMC	Departments & Scholarship Committee	IQAC & CMC
Introducing technology based attendance tracking systems and automated notifications to monitor and improve attendance.	Yet to be initiated						1,500,000	YDMC	Procurement Committee + EMIS Committee	IQAC & CMC
Follow-up meetings to monitor the effectiveness of dropout prevention initiatives.	Yet to be initiated						50,000	YDMC	IQAC/Departments/SQC/Others	CMC
Objective 3	Promote faculty development and engagement in research									

Activity	Status	Timeline	Budget	Source	Responsible	Monitoring
Promoting a research culture within the institution by organizing methodology workshops, training sessions, research seminar, symposiums, panel discussions	Regularized		1,000,000	UGC, Province, YDMC	RMC	IQAC
Establishing RMC and offering grants for conducting research projects.	Established & Initiated		1,000,000	YDMC	CMC & RMC	CMC & IQAC
Encouraging faculty to participate in national and international conferences, seminars, and workshops	Regularized (in national context)		500,000	UGC, YDMC	RMC	IQAC
Fostering collaboration and interdisciplinary research initiatives	Initiated		500,000	UGC, Province, YDMC	RMC	IQAC
Partnering with industry, government agencies, and research institutions to collaborate on research projects	Initiated		300,000	YDMC	RMC	IQAC
Objective 3	Expand and diversify academic programs to meet emerging needs					
Identifying emerging trends and demands in the job market	Initiated		250,000	YDMC	RMC, IQAC	CMC

Activity	Status							Budget	Funding Source	Responsible	Monitoring
Preparing a proposal for affiliation of new academic programs (Eg. BBA, BHM)	Yet to be initiated				■			150,000	YDMC	IQAC	CMC
Meeting industry partners, employers, and alumni design soft skill training programs	Initiated			■	■	■		150,000	YDMC	Employment & Placement Cell	IQAC
Offering diverse soft skill trainings to students including resume writing workshops, interview preparation sessions, and career counseling services.	Regularized	■	■	■	■	■		750,000	YDMC, Alumni	Employment & Placement Cell	IQAC
Establishing online and hybrid programs to accommodate diverse student needs and preferences	Yet to be initiated					■		1,000,000	UGC, Province, YDMC	IQAC, Procurement & EMIS	CMC
Objective 4	Implement outcome-based education and assessment practices										
Offering training to faculty members on outcome-based education principles and assessment methods.	Initiated		■	■	■	■		500,000	UGC, YDMC	Department, IQAC	CMC
Implement continuous assessment methods, including formative and summative assessments	Regularized		■	■	■	■		600,000	YDMC	Departments	IQAC

Activity	Status							Budget	Source	Responsible	Monitoring
Collecting and analyzing assessment data through EMIS and providing students with timely and constructive feedback.	Regularized							50,000	YDMC	Departments	IQAC
Developing rubrics and assessment tools to evaluate student performance	Initiated							50,000	YDMC	Departments	IQAC
Theme:	**Infrastructure Development**										
Goal Two:	Improve physical infrastructure to support teaching, learning, and research.										
Objective 1	Upgrade existing facilities and classrooms to enhance the learning environment.										
Conducting a comprehensive assessment of existing facilities and classrooms	Re-initiated							25,000	YDMC	IQAC	CMC
Preparing Master Plan	Prepared								YDMC	CMC	CMC
Allocating budget for new construction, renovations and maintenance	Regularized							5,000,000	UGC, Province, YDMC	CMC	CMC
Upgrading technological infrastructure including audiovisual equipment, interactive whiteboards, and internet connectivity	Partially fulfilled							1,000,000	UGC, Province, YDMC	IQAC, Procurement Committee	CMC

Activity	Status						Budget	Source	Responsible	Monitoring
Improving amenities and facilities such as lighting, ventilation, seating arrangements, and accessibility features	Partially fulfilled						1,000,000	UGC, Province, YDMC	IQAC, Procurement Committee	CMC
Monitoring facilities periodically	Regularized						150,000	YDMC	IQAC, CMC	CMC
Objective 2	Expand library resources and digital infrastructure for enhancing teaching-learning and research support.									
Allocation for additional library materials including books, journals, reference materials and digital databases.	Partially fulfilled						1,500,000	UGC, Province, YDMC	CMC	IQAC,CMC
Re-designing the library to provide adequate seating and study areas for students and faculty.	Partially fulfilled						500,000	YDMC	Library Committee	IQAC
Upgrading library technology infrastructure, including computers, internet connectivity, and digital catalog systems	Partially fulfilled						1,000,000	UGC, Province, YDMC	Library Committee, Procurement Committee	IQAC,CMC
Initiating a digital lending system for e-books and online resources	Partially fulfilled						500,000	YDMC	Library Committee	IQAC

Activity	Status						Budget	Source	Responsible	Monitoring
Providing training and support to library staff	Partially fulfilled						100,000	YDMC	Library Committee	IQAC,CMC
Promoting awareness and usage of library resources among students and faculty through orientation sessions, workshops, and promotional campaigns.	Initiated						250,000	YDMC	Library Committee	IQAC
Evaluating the effectiveness of library resources and digital infrastructure	Initiated						25000	YDMC	IQAC	CMC
Objective 3	Develop sports facilities to promote extracurricular activities and student well-being.									
Prioritizing the construction or refurbishment of key facilities such as basketball courts, volleyball courts, badminton courts, cricket/football grounds etc.	Partially fulfilled						10,000,000	UGC, Province, YDMC	CMC, IQAC, Procurement Committee, ECA	CMC, IQAC
Equipping sports facilities with appropriate gear and equipment, such as balls, nets, goalposts, mats, and protective gear, etc.	Partially fulfilled						500,000	YDMC	Procurement Committee, ECA	CMC, IQAC

Activity	Status						Budget		Responsible	Monitoring
Hiring qualified coaches or trainers to oversee sports programs and provide guidance to students	Yet to be initiated						480,000	YDMC	Recruitment Committee, ECA	CMC, IQAC
Organizing internal and external sports leagues, tournaments, and friendly matches	Partially fulfilled						750000	YDMC	ECA	CMC, IQAC
Establishing partnerships with local sports organizations, clubs, and governing bodies	Yet to be initiated						100,000	YDMC	ECA	IQAC
Theme :	**Community Engagement**									
Goal Three:	Strengthen partnerships and engagement with the local community.									
Objective 1 :	Foster collaboration with local industries for internship and employment opportunities.									
Identifying key industries and businesses in the local area	Partially fulfilled						100,000	YDMC	IQAC, Employment Cell	CMC
Establishing partnerships and formal agreements with identified industries	Partially fulfilled						100,000	YDMC	IQAC, Employment Cell	CMC
Organizing networking events and job fair	Yet to be initiated						500,000	YDMC	Employment Cell, SQC	IQAC, CMC

Intensifying performance of Employment & Placement Cell.	Partially fulfilled						250,000	YDMC	IQAC, Employment & Placement Cell.	CMC
Objective 2	Enhance outreach programs to promote education and awareness in the community.									
Identifying targeted groups within the community for outreach programs.	Partially fulfilled						50,000	YDMC	ECA	IQAC
Organizing educational workshops, seminars, and awareness campaigns in collaboration with local organizations and community leaders.	Initiated						150,000	YDMC	ECA	IQAC
Conducting outreach events such as sustainable agriculture, renewal energy, environment protection, cross-cultural workshops, etc.	Initiated						500,000	YDMC	ECA	IQAC
Objective 3	Establish alumni networks and engage stakeholders for support and feedback.									
Identifying and compiling contact information of campus alumni through databases, social media, and records.	Partially fulfilled						50,000	YDMC	EMIS	IQAC

Activity	Status						Budget	Lead	Collaborators	Monitoring
Organizing alumni networking events, reunions, and social gatherings	Partially fulfilled						150,000	YDMC	IQAC, Alumni Association	CMC
Activating an alumni association by creating online platforms, such as social media groups to facilitate communication, collaboration, and support among alumni, students, faculty, and staff.	Partially fulfilled						50,000	YDMC	Alumni Association	IQAC
Developing alumni mentorship programs to provide guidance, advice, and career support to current students.	Initiated						150,000	YDMC, Alumni	IQAC, Alumni	CMC, IQAC
Seek feedback from alumni on their educational experiences, career paths, and suggestions	Regularized						100,000	YDMC, Alumni	IQAC, Alumni	CMC, IQAC
Theme	**Financial Sustainability**									
Goal 4	Ensure financial stability and sustainability of the institution.									
Objective 1	Develop diversified revenue streams to reduce dependence on tuition fees.									
Conducting a feasibility study to identify potential sources of revenue beyond tuition fees, and donations.	Initiated						50,000	YDMC	IQAC, CMC	IQAC, CMC

Activity	Status						Budget			
Establishing partnerships with local businesses, industries, and government agencies for research collaborations, contract training programs, etc.	Initiated		■	■	■	■	150,000	YDMC	IQAC, CMC	IQAC, CMC
Developing market specialized training programs and certificate programs to attract non-traditional learners and generate revenue.	Yet to be initiated				■		300,000	YDMC	IQAC, CMC	IQAC, CMC
Objective 2	Improve financial management practices and transparency.									
Identifying areas for improvement and optimization of financial management.	Initiated		■	■	■		50,000	YDMC	Audit Committee, IQAC	CMC
Implementing financial management software or systems to automate and streamline budgeting, accounting, and reporting processes.	Initiated	■	■	■	■	■	350,000	YDMC	CMC, Audit Committee	CMC
Providing training and professional development opportunities for staff involved in financial management.	Initiated			■	■	■	150,000	YDMC	CMC, IQAC	CMC, IQAC

Regularly review and update financial policies, procedures, and controls	Regularized							50,000	YDMC	Audit Committee, CMC	CMC
Objective 3	Seek external funding opportunities through grants and partnerships.										
Creating a dedicated grant management committee responsible for coordinating grant-seeking activities, tracking opportunities, and managing the grant application process.	Yet to be initiated							50,000	YDMC	CMC	CMC
Ensuring compliance with grant requirements, reporting deadlines, and accountability standards.	Regularized							25,000	YDMC	Grants Management Committee	CMC, IQAC
Objective 4	Implement cost-saving measures and optimize resource utilization.										
Implementing energy-saving initiatives including the adoption of renewable energy sources, energy-efficient technologies, and waste reduction strategies.	Initiated							100,000		Procurement Committee, CMC	CMC, IQAC

Developing guidelines, policies, and training programs to promote resource conservation and responsible consumption practices.	Initiated						50,000	YDMC	Audit Committee, Procurement Committee	CMC, IQAC
Utilizing automated systems, digital platforms, and online tools, to streamline administrative processes.	Partially fulfilled						150,000		EMIS Committee	IQAC
Monitoring cost-saving initiatives and resource optimization efforts using performance metrics, key performance indicators (KPIs).	Initiated						80,000		Audit Committee, IQAC, CMC	CMC, IQAC
Theme	**Quality Assurance**									
Goal 5	Maintain and enhance quality assurance mechanisms for academic programs and services.									
Objective 1	Establish a quality assurance cell to monitor and evaluate academic standards.									
Regular evaluations and assessments of academic programs and services.	Regularized						250,000	YDMC	IQAC	CMC
Providing faculty and staff with periodic training on quality assurance principles, assessment methodologies, and	Initiated						150,000	YDMC	IQAC	CMC

data analysis techniques, etc.										
Fostering a culture of continuous improvement and accountability by promoting transparency, communication, and collaboration among stakeholders.	Regularized						150,000	YDMC	IQAC	CMC
Activating mechanisms to ensure alignment with regulatory requirements, accreditation standards, and industry best practices.	Regularized						150,000	YDMC	IQAC	CMC
Objective 2	Enhance student support services to ensure academic success and retention.									
Identifying gaps and challenges in current student support services including academic advising, teaching, counseling, career guidance, financial aid assistance, disability services, and diversity initiatives.	Regularized						50,000	YDMC	IQAC	CMC
Provisioning and offering guest and	Regularized						250,000	YDMC	IQAC	CMC

visiting lectures to students.											
Enhancing communication and collaboration between faculty, advisors, and support staff to coordinate efforts and provide holistic support to student	Regularized							50,000	YDMC	IQAC	CMC
Equipping students with essential skills, resources, and strategies for academic achievement and personal development.	Regularized							150,000	YDMC	IQAC	CMC
Objective 3	Implement feedback mechanisms for continuous improvement based on stakeholder input.										
Conducting regular surveys, focus groups, meetings, and other feedback sessions to gather input from stakeholders on their experiences, perceptions, and suggestions.	Regularized							150,000	YDMC	IQAC	CMC
Developing online feedback platforms or portals to allow stakeholders to submit feedback, suggestions, and concerns	Regularized							50,000	YDMC	IQAC	CMC

conveniently and anonymously.								
Communicating transparently with stakeholders about the outcomes of feedback processes, sharing summary reports, action plans, and progress updates regularly.	Initiated					50,000	YDMC	IQAC	CMC

42,835,000