

Five Year Strategic Plan of TMC (From Jan, 2018 to Dec, 2022)

Vision

The vision of TMC is to make it an educational destination with its comprehensive and integrated learning network and be a major contributor to the intellectual, cultural, social and economic development of the nation.

Mission

The mission of Tikapur Multiple Campus is to serve the students, communities and the region through quality, affordable and accessible academic and career oriented education by enabling them to lead more informed and skilled lives and to have enhanced career with its competent, multi faculty, technical and general programs coupled with research activities.

Core values and norms

- Excellence
- Life-long learning
- Diversity and respect
- Sustainability
- Collaboration, service and community involvement

Commitments

- We commit to embrace excellence in all that we do
- We believe in creating dynamic environments that enhances teaching and learning experiences.
- We encourage collaboration, teamwork and cooperation in promoting collaboration, service and community involvement.
- We value the contribution and worth of all for succeeding in a global society.
- We believe in diversifying our financial resource for economic sustainability.

Strategic areas and priorities

1. Infrastructural development
2. Quality improvement
3. Fiscal sustainability
4. Equity establishment
5. Program growth
6. Community connection/involvement

Strategic Areas in details

1. Infrastructural development

- Construction/civil Work
- Procurement of Goods and Services
- Landscape Development

2. Quality improvement

- Human resource development
- Students performance enhancement
- Incorporation of technology

3. Fiscal sustainability

- Increment of corpus fund up to 50 million
- Utilization and generation of resources
- Collaboration with Public and Private Organizations

4. Equity establishment

- Priority to females, Dalits and EDJs for the staffs of TMC
- Support to EDJs students

5. Program expansion

- Expansion of bachelor programs
- Expansion of Masters programs
- Upgrading of RCSC as a regional research wing

6. Community Involvement

- Provide financial and volunteer support to public and governmental school
- Provide volunteer service to the victim of natural disaster
- Collaboration with local organizations
- Service to the community on need basis
- Students-Teachers-Guardians Interaction.

- Provide consultancy service to local government bodies.

Strategy Area 1: Infrastructural Development

TMC was initiated in 2001 with its 15 roomed building and land of 80 bighas built and handed to it by Tikapur Development Board (TDB). Later on, It was further provided with additional 300 Bighas of land by the TDB to ensure the educational programme expansion to meet the increasing demand for higher education. At present, TMC has two blocks of building with 55 rooms all together and a separate Library building. It has a computers lab, science laboratory, research management cell, playground, canteen, one motorbike stand and two cycle stand and other infrastructures. The required infrastructural development activities of TMC of next five year are given in details in the table below.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
1.1	Construction and Civil Work	<ul style="list-style-type: none"> • Construction separate Building and Laboratory for Ag. And forestry by 2019 AD. • Construction of barbed wire to fence campus agriculture field lab. By 2020 AD. • Construction of separate building for Civil Engineering by 2021AD. • Construction of hostel for student of technical education by 2022 AD. • Construction of multiple purposed guest houses by 2018AD. 	Campus Administration s, construction sub-committee/ management committee	- Building proposal and submission to UGC and donor agencies with the contribution of TMC.	- Political instability. -Inadequate budget provision for the higher education. - Government has no policy to support community college. - Communication gap.	<ul style="list-style-type: none"> • To make conducive academic environment. • Later of Interest (LOI) from Ministry of Education for B. Sc. Ag. programme has already been acquired. • Hospitality of frequently visiting guest from academic sector. • For smooth functioning of various public programme. • Games and sports activities are

		<ul style="list-style-type: none"> • Construction of covered hall for indoor games by 2020A.D. • Construction of Teacher quarters by 2022 				<p>necessary for all round personality development of students.</p> <ul style="list-style-type: none"> - Technical education is the mile stone for rapid economic development and it also foundation for sustainable development.
1.2	Procurement of Goods and Services	<ul style="list-style-type: none"> • Purchases of computers, laptops, multi-media, printer, sound system, LCD Monitor, Photo copier, solar system as alternative energy source, Smart board for class rooms. • Purchase of Reference books and text books. • Lab equipments purchase for science, B.Sc. Agriculture and civil engineering programme. 	Campus Administration and Procurement sub-committee. Library sub-committee	-As per Public Procurement act 2063 and Public Procurement Regulation 2064.	- Problem in Technical Specification, cost estimation and procurement due to lack of quality bidders.	<ul style="list-style-type: none"> - A computer lab is already installed and further improvement is required. - Computer is necessary for B.Ed. ICT and B.Sc. CSIT - B. Sc. Ag. programme is expected to run in near future. - New textbook and reference books are necessary for library. - Alternative energy sources are desirable.

		<ul style="list-style-type: none"> • Purchase of Furniture 				
1.3	Landscape Development	<ul style="list-style-type: none"> • Expansion and development of existing Garden in campus premise. • Improvement of play ground. • Construction of field and operational Lab for B.Sc. Ag. Such as fishery pond etc. • Landscape management for horticulture and flowery culture. 	Campus Administration and Construction sub-committee.	- As per Public Procurement act 2063 and Public Procurement Regulation 2064.	- Technical Specification, cost estimation and procurement due to lack of quality bidders.	-To enhance the aesthetic requirement within campus premises as an essential requisite for unfolding the inherent talent of students. - Best utilization of existing huge land resources owned by campus.

Strategy Area 2: Quality Improvement

Quality improvement of higher education is ongoing national and global issue. Efficient manpower can only address the challenges of global economic, political, social and environmental issues. The higher education input factors (entrant students, quality of faculties, syllabus, research and publication etc.) and process factors (teaching learning methods and materials, co-curricular activities and extracurricular, evaluation system etc.) are identified as significant determinants for quality outputs. Achieving substantial quality in academic progress the campus is looking forward to upgrade quality benchmarks to ensure placement of TMC graduate in the competitive jobs. It has planned to conduct following activities.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
2.1	Human resource development	<ul style="list-style-type: none"> • Fifteen (15) faculty members will have M.Phil degree and there will be ten (10) Ph.D. degree holders by 2022AD. • Promotion of Faculty members and non-teaching staffs. • Training for faculties and non-teaching staff-05, • Department-wise Workshop and Professional development activities-15. • International Symposium -5. • Refereed journal Publication annually at least one volume. • Provision of visiting professor. 	<p>Campus Administration and Campus Management Committee. HoDs</p> <p>RCSC</p>	<p>- Provision of at most 18 months paid leave for M. Phil. study aspirant faculty members having met the criteria prescribed in the regulation and by-laws of TMC.</p> <p>- Provision fixed grant in-service Ph.D. to encourage Ph. D. aspirant faculty members having met the criteria prescribed in the regulation and by-laws of TMC.</p> <p>- Promotion Provision of faculty members and non-teaching staffs as per the prescribed criteria of TMC by-laws and regulation.</p> <p>-Department-wise seminar; each department at least one seminar annually.</p> <p>- Journal will focus to publish the research works of faculty members of TMC.</p>	<p>-Limited financial resource.</p> <p>- Time constraints.</p>	<p>-In order to make TMC a leading institution in nation and empower and update the professional development of faculty.</p> <p>-Set competitive benchmark</p>

2.2	Students performance enhancement	<ul style="list-style-type: none"> • Increasing pass rate by 5-10 percent for raising aggregate pass rate up to 60 percent surpassing current aggregate of 20 percent. • 5 percent students will get merit scholarship. • 5 percent EDJ and differently able students will get scholarship. • Girls' scholarship at bachelor levels for the empowerment of women. • Thesis writing orientation programme for Masters level thesis writing students. • Thesis writing financial grants for master level thesis year students for 6 students annually. • Publication and implementation of academic calendar. • Wall magazine for students. • Conduct Students Centered workshops-20 • Involvement of 	- HODs and CA	<ul style="list-style-type: none"> -Entrance system for student enrollment. -At least annually one Internal exam. - Extra classes for needy students. - Unit test. -Exposure visit, project work, workshop. -Career counseling Continuation of attendance record keeping. -E-library. -Monitor mobilization. - Provision of updated computerized notes for student. - Analysis of exam result. -Extracurricular activities -Access of Internet service -Numbers of journals have increased in library -Computer software record keeping system is installed. - One thesis grant for each department and merit based selection. 	<ul style="list-style-type: none"> - Stakeholders pressure to ease the enrollment procedure. - Lack of regularity in the class on the part of students. - Tendency of not attending the internal examination on the part of student. - Tendency of partially attending the annual examination. 	<ul style="list-style-type: none"> - Existing pass rate needs to be improved. - Provisions of scholarship are ensuring excess of higher education to financially vulnerable. - Reinforce and stimulate the thesis writing student. - Encourage the student to write thesis in genuine issue.
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		<p>students in field based empirical study.</p> <ul style="list-style-type: none"> • Internal exam and evaluation system. 				
2.3	Incorporation of technology	<ul style="list-style-type: none"> • Purchase of laptops, multimedia, smart board, photocopier and other equipments for quality improvement. • Provision of E-library. • Extension the coverage of CC camera. • Provision of Wi-Fi zone. 	campus administration and procurement subcommittee	-Technical Specification , cost estimation and procurement	- Problem may occur in different phases of procurement.	-For faculty and non-teaching staff efficiency enhancement. - For monitoring activities occurring inside campus premises.
2.4	Tracer study	<ul style="list-style-type: none"> • Yearly faculty-wise continuous tracer study. 	HoDs	- Based on the standard format of Tracer study prescribed by UGC Nepal.	- No availability of data and noncooperation on the part of graduated students.	- For the assessment of placement and salability of graduated students in labour market. - Assessing the current socio-economic status of graduated students.
2.5	Establish research culture.	<ul style="list-style-type: none"> • RMC will be upgraded in to a regional research centre in Far West and Mid-West for carrying out research activities in next five years. • Faculty Research -10 • Small Research - 25 	RCSC	<ul style="list-style-type: none"> - Financial Support to faculty research and mini research to TMC faculty. -Research and Development consultancy service to governmental and non-governmental organizations -Publication of research journals 		- Research to solve ongoing problems and issues is one of the important functions of higher education institutions.

Strategy Area 3: Financial Sustainability

Financial sustainability is the backbone of any institution. It will ensure the institution sustainability and continuation of the technical programs. The main financial sources of TMC are tuition fee, lease earning of its land and sales of timber and regular matching and performance grant from UGC Nepal. TMC is stepping ahead from deficit budget in the preliminary years. Thereafter, maintained break even and currently it has marginal surplus of budget, especially after launching the land utilization plan and expansion of programmes. It has planned of carrying out following activities in the next five years for its fiscal stability.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
3.1	Increment of corpus fund	<ul style="list-style-type: none"> Corpus fund will be increased up to 100 millions in next five years. Implementation of plan to utilize the resources within 2022AD. 	Campus Management Committee and sub-committees.	- Execution of resources mobilization plan	<ul style="list-style-type: none"> Land encroachment Lacking of monitoring system of prevailing resources. 	-Land utilization lay out plan has been formulated and sale of timber is ongoing. -
3.2	Generation and mobilization of resources	<ul style="list-style-type: none"> Generation of additional resources for implementing capital expenditure items from external sources. 	Campus Management Committee and sub-committees	- Collaboration with governmental, non-governmental and international governmental organizations.	<ul style="list-style-type: none"> Political instability. Problem to utilize the encroached land of TMC. 	-380 bighas of land needs to be utilized properly for financial sustainability of the college
3.3	Public Private Partnership	<ul style="list-style-type: none"> Public private partnership model will be adopted for the extensive utilization of resources. 	Campus Management Committee and sub-committees	- Collaboration with governmental, non-governmental and international governmental organizations.	<ul style="list-style-type: none"> Political instability. Problem to utilize the encroached land of TMC. 	-380 bighas of land and forest needs to be utilized properly for financial sustainability of the college

Strategy Area 4: Equity Establishment

Equity is the concept of social justice and inclusion advocated in modern democracy. Since the educational institutions are the miniatures of the society, TMC has also been bearing the responsibility of bringing the educationally disadvantaged groups such as women, Dalits, Janajatis and others into the mainstream of higher education through its programs like scholarship to the Mukta Kamaiyas, Dalits and disadvantaged students. To establish equity at every sector of the institution, following activities are planned during the next five year.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
4.1	Inclusion and Cross cutting issues to be addressed in Human resource recruitment.	- To give priority to female, disadvantaged and dalits in the recruitment of faculty members and non-teaching staffs in TMC.	Campus Administration	- Reservation program in teacher/staff recruitment - Additional initiatives to EDJ in performance development	- conflicts among EDJ & non EDJ	-In order to make recruitment policy of TMC compatible with current national inclusive policy in all spheres of social life.
4.2	To support EDJ- student	- Preparing the list of EDJ students. - Increment in the enrollment of EDJ student by 5% per year. - Increments of girl student enrollment by 2% per year. - Special scholarship for girls at Bachelor level only.	- Campus Administration - Scholarship sub-committee - Account section	- Notice announcement of scholarship for needy EDJ students - Fair selection on priority basis. - 30 girls (based on proportion of girl student in each department) of TMC of Bachelor first year will be awarded with Rs 2000/- on merit basis.	- Conflicts among EDJ & non EDJ students. - Objection made by students union.	-5 percent of EDJ students have been awarded free ship -Ensure access of EDJ students to higher education significantly. - Ensure access of girls in higher education significantly.

Strategy Area 5: Programs Expansion

TMC started its academic program with a single management faculty in its initial stage. At present, it has 4 year B.Ed. programme with 4 major subjects and 2 minor subjects, 3 year humanities program including three major subjects ; Rural Development, English and sociology, 1 year B.Ed. programme with 4 major subjects, M.Ed. programme with four major subjects and MBS programme. Having perceived the demand of potential students, TMC is planning to expand the additional subject like M A Economics, BBA, BBM, BHM, BPH, B.Sc(Agriculture.), MA (sociology) & MBM in the next five years. TMC will also planning to run some academic program under the academic autonomous launched by the UGC.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
5.1	Expansion of bachelor Program.	<ul style="list-style-type: none"> Additional bachelor programs will be initiated within 2020 AD. 	CMC\CA	- Launch bachelor in public health (BPH) and bachelor in business administration (BBA), Bachelor in Business Management (BBM), Bachelor in Hotel management (BHM), Bachelor in Information Technology (BIT), B.Sc.(Ag.) B.Sc.CSIT , Nursing),B.A.(Economics ,mass-communication\Social work\Gender study), Bachelor in Engineering (B.E.). -	- Difficult to obtain affiliation from concerned higher education institution. - Human resources availability may be problematic.	-TMC needs to launch both technical and non-technical subject as per the demand of time to produce human resources in balanced manner.
5.2	Expansion of master's	- Four master's program will be		- Launch Master of Art (M.A.) in		-The subjects are currently

	Program.	initiated within 2021 AD.		Economics and sociology. - Launch MBA, MBM programme in management.		demanding by higher education aspirants.
5.3	Academic Autonomy	-BBA-BI and other technical program will be launched by 2019 AD				

Strategy Area 6: Community Involvement

TMC is a community based higher education institution. Its programs and activities always have the aim of fulfilling the needs of the society. In this sense, TMC not only collaborates with local based institutions like schools, clubs, banking sectors, hospitals, Red Cross etc but also involves itself in social activities by supporting feeder schools, conducting community awareness programme and providing volunteer service to the community as per their needs.

S. N.	Activities	Details\Targets	Lead role	Approach	Risks/Obstacles	Justification
6.1	Conduction of Community Awareness Programme.	- Annually three public dialogue will be conducted	- Public Relation and Proposal Writing sub-Committee	- Selection of target area on priority basis. - Conducting public dialogue on pertinent issues.	Difficulty in coordination among various organizations	- TMC as a community based organization has big responsibility towards society and this action will raise community awareness.
6.2	Conduction of voluntary activities in community.	- Provide relief activities at natural disaster affected areas of this region. -	- Alumni of TMC. - Youth Red cross Circle of TMC. - Class monitor of TMC.	- Relation development with various social organization - Blood donation program. -Rehabilitation programme.	- Difficulty in coordination among various organizations. - High-expectation of victimized people.	
6.3	Supporting feeder	-Providing teaching \learning materials to feeder schools	- HODs\Practice	Selection of schools\Colleges	Difficulties in cost	-Building up relationship

	schools\colleges	and colleges of its catchment area.	Teaching section. - Public Relation and Proposal writing Sub-Committee (PRPSC).	on priority basis	management	between TMC and its feeder institution to promote the sense of belongingness and interdependency
6.4	Provide technical support for local government	Local government	PRPSC.	-Providing technical consultancy planning, making profile, baseline survey.		-Rapport building with local bodies.