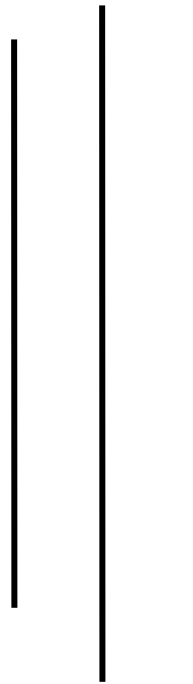


STRATEGIC PLAN

2022-2026



Lampantar Multiple Campus

Lampantar-4, Sindhuli

Plan Formulation-2021

Foreword

Education is the key to unlock the destiny of the nation. Quality education suited for the requirement of the state ensures the potentiality of all round development of the nation. So, skilled and capable human resource of the nation is the herald of nation's prosperity. In the global market, Nepal has high possibility to export qualitative manpower as it is supplying labor aboard. At the same time the country needs to output skilled human power to transform the nation from least developed county to a developed country. Quality education is inevitable to develop nation's proposed knowledge based economy.

In the 21st century, it is necessary to draft policy to ease education to all on behalf of the nation. But the present policy implemented by the nation explicitly prioritizes the commercialization and privatization the education. It is certain to hinder the promotion of the education. Privatization of education deprives of large portion of population from acquiring education. And hence the nation slacks off its important responsibility. Privatization in educational sector creates unbalance between the quality offered by private sector and public campuses. Private campuses center in urban area and target to well to do middle and upper class groups. Poor people of rural area are beyond the reach of their education. As a result of it, many students from poor economical background reluctantly force to quit educational journey.

After the restoration of democracy, education started to spread to rural area targeting the underprivileged and marginalized population. Lampantar Multiple Campus too was established in remote area with the sole aim to access higher education to those who have been excluded from the reach of education.

The five year plan produced by the Campus reflects a clear road map and effort to enrich academic infrastructure in order to enhance quality. I hope that our action guided by the plan will help the campus to foster infrastructure development and deliver quality education.

Campus Chief
Lampantar Multiple Campus

Institutional Motto

Education for Innovation

Abbreviation and acronyms

LMC	Lampantar Multiple Campus
UGC	University Grants Commission
TRM	Tinpatan Rural Municipality
TU	Tribhuvan University
EMIS	Education Management and Information System
CMC	Campus Management Committee
HoD	Head of the Department
SPDC	Strategic Plan Drafting Committee
FSU	Free Student Union
HR	Human Resource
PCTA	Public Campus Teacher's Association
NPC	National Planning Commission
ECA	Extra Curricular Activities

Institutional Profile

Name of campus: Lampantar Multiple Campus

Establishment: 2062 B.S.

Affiliated to: Tribhuvan University

Address: Tinpatan Rural Municipality, Lampantar-11, Sindhuli

Land area owned: 0-16-01Kattha

Streams: Education, Humanities and Social Sciences,
Management

Academic Programs: B.A., B.Ed, BBS, M.A. M.Ed.

Chairperson: Mr. Pradeep Kumar Katwal

(Mobile No.:9851095560)

Campus Chief: Mr. Ananta Raj Shrestha

(Mobile No.:9807874157/9861001880)

e-mail: lampantarcampus11@gmail.com

Website: lmctinpatan.edu.np

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Section One: Introduction

1.1 Context and Rationale

LMC is a community Campus established by the community effort to bring the educationally marginalized people within the catchment area in the mainstream of higher education accessing quality and time tested education at a very affordable expense who would have reluctantly bound to stop their educational journey. The campus was established in 2062 B.S under the affiliation of Tribhuvan University.

Lampantar Multiple Campus has set firm VMGO and is working with all its efforts to materialize the set goal. As it is a community campus, the campus is entirely driven by service ethics and nonprofit ethics. LMC is the second higher education institution established in the district and the first higher educational institution established beyond the district head quarter in the rural backdrop.

Geographically, Lampantar Multiple Campus is situated about 40 k.m eastward from the district headquarter in Tinpatan Rural Municipality. In the initial stage, Campus had no sufficient physical infrastructure. The Campus was run in the building of Shree Secondary school Lampan Batase. Strong support of the concerned local authorities and the stakeholders accelerated the institution toward its vision and mission.

As we trace the developmental trend of the institution, in a short span of time what role the campus has played in transforming society through quality education cannot be under estimated. In the short history of its establishment campus has made distinct legacy in imparting quality education. Campus had been dedicating to give practical based applied education to explore and nurture the inner potentials of the learners who can compete not only locally but globally. Campus gradually spreads its wing wider extending the education faculty as

per the interest of the students and the need of the community and the nation as well. LMC received affiliation to run bachelor level programs in Education and Humanities and Social Sciences (Arts) faculties in 2062 B.S. Campus offered English, Mathematics, Population, Health and Nepali elective subjects in both streams. Latter campus started M.Ed in elective Nepali form 2065. BBS and M.A. Program in Population studies were started from 2070/08/24 and 2070/11/27 respectively.

So far as the quality in higher education is concerned LMC has been striving for quality education since establishment. Modern aids in education, introduction of latest pedagogical practice, student centered research based education, professionalism development of both teaching and non teaching faculties, well facilitated educational infrastructure and sound academic environment for all round personality development of the learners have been always at the top priority of the campus.

Support received from local organizations, local government, province government, locals and UGC in the campus' mission of educating under privileged and educationally disadvantaged community within its service coverage area plays great role. Financial support and institutional counseling offered by the UGC to the campus as an institution selected for scheme D under SHEP and HERP have made immense contribution to develop maturity in physical development and managerial competence of the institution.

As LMC is guided by its VMGO, it is inevitable to move on to meet the set goals and vision by the implementation of effective plan and policy. To

materialize the vision, mission, goals and objectives of the campus, campus has been preparing periodic plan with strategies and has been implementing since 2011A.D. Our past experience has been proved that effective strategies and plans are very important to bring out expected output. Since the campus has been able to achieve the set goal from the three previously completed plans, LMC is excited to implement this strategic Plan for the next five year from 2022-2026 A.D.

1.2 The Purpose of the Plan

The strategic plan for 2022 to 2026 is drafted for the overall development of campus towards the goal to meet set VMGOs of the Campus. The strategic plan consists of all activities ratified by the stakeholder in various meetings, interactions and discussions conducted to collect opinion of the stakeholders and concerned.

The main purpose of the plan is to enhance the all round development of the Campus indentified in the VMGOs of the. The plan is one step ahead to meet the predetermined VMGOs of the Campus. The plan also sets strategies to capitalize the opportunities identified by the campus.

1.3. Procedure

In Lampantar Multiple Campus, IQAC has been formed as prime body conducting and regulating internal quality management. The committee is led by the executive head of the campus. IQAC has formed a task committee to draft strategic plan 2022-2026 on the recommendation of the comprehensive meeting of the LMC and the faculties. The meeting nominated a four member strategic plan drafting committee under the leadership Of Mr. Khem Prasad Dhakal. In course of preparing the draft of the plan, the committee conducted various meetings, interactions, discussions with all concerned stakeholders to collect their opinion and advices. Genuine and important

recommendations are considered to give priority in the planning. Besides, strategic plans of leading academic institutions and corporate houses were consulted via internet. Strategic planning template provided by UGC is followed in course of preparing this plan. After the consultations of all stakeholders of the campus and the experience of some experts, strategic planning committee came with an initial draft of strategic plan 2022-2026. It has been reviewed and finalized by the strategic planning committee and approved by Campus Management Committee.

The valuable advices and recommendations suggested by the stakeholders and experiences shared by the experts, rightful demands of the students raised time and again, vision, mission institutional goals and value identified by the campus are considered as the guiding components for the planning process of the strategic plan. In presence of all stakeholders, the college administration called a comprehensive and interaction and discussion workshop to develop the next five year institutional strategic plan. The SPDC consisting of faculty engaged with all stakeholders of the college to take advantage of our collective creativity dedication and expertise. With a tacit approval of LMC, the plan has got its final shape. Examples of the consultation and the engagement events include:

- ❖ LMC briefing to consider emerging themes and directions
- ❖ Consultation of leading academic institutions found in Internet.
- ❖ Collect experience and recommendations of experts working in the related sectors.
- ❖ Consultations of students for exploring their rightful demand.
- ❖ Collect recommendation and concern of the community leaders.
- ❖ Consider the aspirations of the local government.

1.4 Participants of strategic Planning:

The strategic plan 2022-2026 is authentic documents of the campus representing the collective participation of all directly and indirectly associated stakeholders and well wishers of the campus. Experience of the expertise is shared in preparing the plan. Campus chief, Asst. Campus chief, HoDs, coordinators of the various internal committees and the entire campus staffs who actively engaged in the complete process of drafting the plan. Their active participation facilitated the entire process to the task team

Stakeholders: Our major stakeholders include the following:

- ❖ Founder member
- ❖ life member
- ❖ Privilege member
- ❖ LMC experts consulted during planning process.
- ❖ College administration
- ❖ HoDs and committees' coordinators
- ❖ Teaching and non-teaching faculties
- ❖ Students
- ❖ Guardians
- ❖ Local Community
- ❖ Donor agencies and local organizations
- ❖ Affiliated university.

1.5 Components of the strategic Plan :

The strategic plan includes multiple components with specific purpose. These components are planning tools used either separately or in groups. One of the purposes of the planning process is to ensure these individual components are aligned with each other and mutually supportive elements. In addition to the mission statement, the vision statement, institutional goals, and value statement comprise the supportive references establishing the context for the strategic plan. These supporting components provide specific points of guidance in the planning process. The Vision statement is the expression of institution aspiration and is based on analysis of the institutions environment. Institutional goals provide the mechanism for evaluating progress toward the vision the corresponding objectives and actions will help to achieve defined goals over the specified time.

1.6 Scope of the plan :

The plan is drafted to achieve prioritized goals designed for the coming five year. It covers the all round development of the campus that plans to lead the campus to the progressive direction defined to set the campus in the position to establish as a better higher education institution.

The plan keeps its VMGOs set by the campus at the centre. Quality education through research oriented

pedagogical practice, ensuring institution's Community relationship to impart time tested education are the core of the plan.

The strategic plan 2022-2026 covers the following scope.

- ❖ To prepare plan and policy for the development of the institution.
- ❖ To inculcate sense of ownership and responsibility among the stakeholders.
- ❖ To maintain optimum utilization of the source and materials.
- ❖ To solve the problem.
- ❖ To develop relationship and confide nee
- ❖ To run the institution smoothly and systematically.

Section – Two

Institutional Profile

2.1 Overview of the catchment area

2.1.1 Geographical Backdrop

Lampantar Multiple Campus is located in word no 11, Tinpatan Rural Municipality, the headquarter of the Municipality about 40 km eastward from the district head quarter. The institution is named after the place where it is situated. The Campus is situated in the rural area. Wider rural area in the eastern part of the district is the catchment area of the campus.

Geographically, LMC lies between Mahabharat Range in the North and the Chure range in the South. It is boarded to Fikkal R.M. in the north, Kamalamai Municipality in the west and Dhudhauri Municipality in the south and the east.

TRM is one of the backward local governments from infrastructure development especially road network in the Sindhuli district. Being only

40 k.m. eastward from the district headquarter and technically easy accessible region for road construction, there is no provision of reliable transportation facility. A muddy road is accessible in the dry season. During rainy season transportation is severely affected however, the campus stands at a very beautiful backdrop of nature. Climate is moderate in this region. Except transportation there is facilities of electricity, communication, Internet, health centre, drinking water etc. the campus is at the centre of TRM.

2.1.2. Social cultural, Economic and Political setting

The campus is situated in the centre part of TRM which is normally considered as an advance and accessible place of the rural municipality. The area is relatively the residence of conscious and educated people and community.

The campus stands in a multi-ethnic multi-religious, multi religious and multilingual community. However, majority of the students according to the enrollment record of the campus are Brahmin and Kshatriya. Educationally disadvantaged group and Dalit including Newar, Magar, Tamang etc. have a considerable number of enrollment in the campus.

Majority of the population within the catchment area are economically impaired, culturally rich and cultured, educationally backward, socially marginalized and politically unaware. Considering the weak economical condition of the people of the feeder area of the campus, Lampantar Multiple Campus has been offering very reasonable fees which can easily accessed by the poor parents. This is the main reason that the campus always stumble with difficult financial condition. Subsistence farming is the one and only major area of occupation of the people under the catchment area. Latterly foreign employment is supporting to pop up the ailing economy of the people.

As a result of the rising trend of foreign employment the enrollment and dropout rate of the campus is getting exacerbate in the latter date.

Regarding the economic status of the campus, the general scenario has already been seen from the weak economic condition of the people of

the catchment area of the campus. Sustainable internal source of income of the campus is nominal. Donations and charity collected by the local community is very minimal. However, moral support and social responsibilities taken by the stakeholders cannot be underestimated. Regular grant received from UGC is the main and large portion of economic source of the campus. Besides, financial support received from projects initiated by UGC and latterly the donation received by local government, province government and grants received under Sanshad Bikas Kosh are main source of income of the campus. Another regular internal source of income is revenue collected from Chakmakay Bazaar (TRM endorses campus to collect revenue for the registration of land of the bazaar. Campus has also been getting various support from Shree Secondary School Lampan Batase as per necessary as the school is development partner of the campus.

2.1.3 Educational status and scope

Established in 2062 B.S under the affiliation of Tribhuvan University, Campus has been continuously dedicating in imparting quality education. At the time of establishment campus offered bachelor level programs in Education and Humanities faculties. Later, campus extended educational program as per the need of the student and the community. In course of extending service sectors, LMC started Master level program in elective Nepali in 2065B.S. Likewise BBS Program was commenced in 2070 B.S. Currently, LMC is offering bachelor level programs in Humanities and Social Sciences, Education and Management with high market value elective subjects in job market. Electives offered by the campus are English , Nepali, Mathematics, Population studies. Similarly, Lampantar Multiple campus is running post graduate program in education and Art Faculties M.Ed in Nepali Can M.A in population studies are running in Campus.

Lampantar Multiple is dedicating to imparting quality education introducing all possible latest pedagogical Practices and ICT based teaching learning materials. To make the Higher education based on research, campus is giving high priority in research and applied skill Quality education has been ensured by the tracer study report of the sent up student conducted by the campus. High satisfactory rate of the student and satisfactory access of the student in the job sector indicate the quality

of the education of the campus within the catchment area of the campus. There are five secondary schools and three campuses within the catchment area of the campus. They are as follows;

- I. Shree secondary school Aambote
- II. Shree secondary school Majhuwadovan
- III. Janapremi secondary school syagti
- IV. Shree secondary school lampan batase
- V. Shree secondary school Bangring

Feeder campuses for the post graduate program area.

- I. Tripureshwer Shiksha Campus
- II. Tinpatan Multiple Campus
- III. Saraswoti Shiksha campus Dakaha

Besides campus enrollment register shows that good number of student from neighboring Rural Municipality and district are also enrolled in graduate and post graduate program of the campus.

2.1.4 Stakeholder and their participation

The stakeholders of the campus refer to those individuals and organizations who are directly and indirectly associated to the campus and its activities. They are the one who can affect the campus and affected by it. The stakeholders of the campus are as follows;

1. Campus Assembly
2. Campus management committee
3. Various committees and units composed inter natty
4. Campus staff and Teacher's Association
5. Campus administration
6. T.V
7. Student and Free student union
8. UGC
9. Tinpatan Rural Municipality
10. Donors (individuals and organization)
11. Feeder institutions
12. Media

As campus is a community campus, it always puts its effort build a good relation with the stakeholder to injure the institutional of the campus. In the issue, Campus seems successful to make a good relation with stakeholder. It can be witnessed in the active participation of them in the activities conducted by the campus. Some of the active stakeholders are briefly described below.

1. Parents :

Parents are mostly valuable and inseparable component of any educational institution. Their involvement and concerns in campus and its activities guide to progressive direction. Keeping the fact in mind, campus organizes various activities in the presence of the parents. Their views and genuine suggestions which found valuable for the development of the campus are addressed in policy making process. Parents are invited in each and every activities of the campus. They are consulted prior to make any vital decision of campus.

2. Member of the campus and LMC.

LMC is the prime expansive body of the campus. Administrative and academic activities of the campus are run according to the sentiment and decision of the LMC it is the most responsible component representing the all stakeholder of the institution the table below is the list of LMC members

3. Campus staffs and Teachers Association. The umbrella organization of the campus staff advocating for the eight is public campus teacher association. Three is public Teacher's Association Lampantar campus unit has been in place to address the eight and welfare of the staffs.

The unit holds meeting regularly reflecting on the issues, challenges and agendas related to the Teaching learning and quality enhancement of the campus.

4. Student :

Students of all level are focus of all academic activities of the campus. Students are the immediate beneficiary of the education. Students are not only the source of the problems. They are source of solution for student want fair educational environment. Student's comments are valuable guidelines to drive the campus on the way toward the path paved by VMGOs of the campus. Students are the major development partner of the campus. Students are participated in every activities of the campus including policy making.

5. Teacher

The teachers team of the campus comprise of enthusiastic, dedicated experienced and professional faculties. They are all committed for the development of the campus. Teacher and staffs are positive to take every initiative to accelerate the institution's progress.

6. Campus administration

Daily activities are conducted under the leadership of campus chief as the campus statute has made clear provision of job responsibility and duty of campus chief. Major responsibility of campus chief is the smooth operation of the overall management of the campus mobilizing the available human resource of the campus. Implementing decision of LMC, Recruit and manage staffs, Produce and implement operational calendar, build good relationship with concerned authority and community, perform defined duties and others are main area of administration.

7. Students and FSU.

T.U. Act has made Provision of the Free Student Union (FSU) in all campus and fair election of FSU in every two years. The union coordinates student, provide suggestion and

put demand of necessary facilities as it is required. FSU. is the advocator for the welfare of student and take action to maintain quality education campus.

8. Tribhuvan University

TU is the supreme body of all affiliated campus. All campus affiliated to TU run as per the directive and curriculum developed by T.U. LMC is also abide by the rules and regulations of TU.

9. UGC

UGC is the prominent partner and major donor for the development of the campus. UGC has been regularly supporting the campus in various ways.

2.2 Description of institution

Lampantar Multiple Campus in a community managed campus established to with and objective of generating capable and skilled human resource to fulfill the need of the community and the nation as well. It was established in 2062 B.S. Campus is affiliated to Tribhuban University. As the history of higher education in the context of Sindhuli district is traced, Lampantar Multiple Campus is found the second campus established in the district. Geographically, the campus is situated about 40 k.m eastward from the district head quarter on the lap of Mahabharat range. The need of the campus arose when the +2 graduates from the catchment area wanted to continue their study. But it was difficult for the majority of the student to pursue expensive education offered by the campus established in Janakpur and Kathmandu due to the lack of poor economic condition. This bitter reality compiled lots of enthusiastic students to stop their educational journey reluctantly. All stake holders including pioneering leadership of the community, parents, conscious youths came to the consensus to establish a campus. Due to the tireless effort of the entire community, LMC established in 2062 B.S.

At the time of its establishment, campus ran education and art faculties in bachelor level. Addressing the need of the students and parents, campus is gradually widening its service in higher education field. In course of upgrading its service, campus started M.Ed program in

2065. Similarly BBS and M.A in population started in 2070/08/24 and 2070/11/27 respectively. In a short period of time campus has made an impressive position among the students and parents in the eastern part of the district. Campus is practicing the application of modern pedagogical practices such as application of modern audio visual methods of instructing student using latest technology in education which has been proved effective to ensure the quality in education. Besides students centered teaching and research based education is at the top priority of the campus.

2.2.1 Physical infrastructure

Keeping the fact in the core that teaching learning cannot be carried out smoothly to ensure quality in education without physical infrastructure development LMC is taking initiative to maintain infrastructure. The table below shows the physical infrastructure managed in the campus.

Infrastructure	Quantity/details
Administrative building	1(8(room))
Academic building	3(class rooms 15)
Research lab	1
Health Desk	1
Changing Room	1
Counseling desk	1
Library	1
Canteen	1
Toilet	12
Hostel	1
Drinking water	10 (taps)
Guest Room	2
Seminar hall	1 (under construction)
LMC Meeting Room	1

2.3 Academic Programs and curriculum Management

2.3.1 Academic Programs

Besides implementing curriculum developed by Tribhuvan University, Lampantar Multiple Campus adopts various strategies for quality enhancement. Campus conducts two internal examinations. Boost up classes are conducted for the weakly performed students in internal examination. Group activities and project work are assigned to make student more active in teaching learning activity. Campus is planning to conduct classes through audio visual mode with certain weightage.

2.3.2 Student enrollment and composition

Student enrollment and composition of the student of the last three academic year is as follows;

Year	Program	Male	Female	EDJ	Dalit	Total
2075	B.Ed.	25	48	37	1	73
	B.A.	15	3	4		18
	BBS	10	22	14	2	32
	M.A.	12	8	6	-	20
	M.Ed.	9	5	7	-	14
2076	B.Ed.	93	176	99	26	269
	B.A.	14	17	11	1	31
	BBS	23	38	17	4	61
	M.A.	6	8	1	-	14
	M.Ed.	9	8	8	-	17
2077	B.Ed.	92	177	99	23	269
	B.A.	10	12	8	1	22
	BBS	21	40	13	4	61
	M.A.	15	5	5	2	20
	M.Ed.	7	6	1	2	13

The table shows the progressive trend in enrollment in all faculties and all level.

2.3.3 Curriculum Management and support

As LMC is affiliated to Tribhuvan University the campus is abided to execute the curriculum designed by CDC of T.U. To make the teaching learning effective to enhance students' quality and achieve

expected objective of the course, campus implements the curriculum creatively. Campus encourages all faculties to complete course at least 3 week earlier the defined schedule and conduct 3 weeks classes from exam oriented point of view. Students are encouraged in group activities and project work to make the teaching learning student centered. Considering the convenience of the majority of the student classes are run in morning shift. HoDs and subject departments are made functional for the effective implementation of the curriculum. Teaching plan and annual plan has been prepared and approved by the respective HoDs Prior to the academic session.

2.3.4 Teaching Learning Management and Practice

Teaching Learning Management and Practice are vital for any education institution. Effective management and practice ensures the quality of education. LMC has been adopting effective teaching learning practice since establishment. Campus has made lesson plan and annual plan mandatory. Various committees, sub- committees, units and cells are functional to create sound teaching and learning environment. Campus conducts orientation, interactions and discussions with stakeholders in regular basis to make teaching learning effective as in the interest of the students. In the present context, innovative pedagogical practice and application of ICT based teaching learning activities are globally recommended. To follow the global trend of modern method of teaching, campus has maintained resourceful classroom equipped by latest technology. Campus has provided trainings on ICT skill to make the faculty trained in using ICT based teaching materials. Teachers are encouraged to take part in national and international level seminars, symposiums to improve professional excellence.

If the learner has not learned the teacher has not thought. In LMC teachers pay focus to where the students do not understand. Teachers focus on what to teach, how to teach, why to teach and whom to teach in the class. Basically teaching is managed in the following ways in this campus.

- ➔ why to teach means students must have knowledge in the subject matter after teachers have taught team

- ➔ whom to teach means which class, what age of student, what sorts of students (talent, dull etc... are to be taught)
- ➔ How to teach suggest which learning methods is to be followed, who types of teaching materials are more effective.
- ➔ What to teach means the teacher should teach the student being based on the prescribed curriculum

2.3.5 Teaching Learning Resource and Support

Teaching learning activities stand as the key factor of any educational institution. LMC is taking due initiative to provide with sufficient resource and support to conduct teaching and learning in a very effective way by providing necessary resource and sound academic environment in the campus.

Major part of the teaching learning methods adopted by the campus is traditional lecturing method. Besides, campus has been made two classrooms resourceful for conducting teaching and learning activities used modern methods and means of teaching. The two classrooms are fully equipped by smart board, multimedia projector, computer internet, etc. Students are encouraged in project work and group activities. Thesis writing is highly encouraged in master level. Students who conduct thesis and research are provided with seed money for encouragement. Central library of the campus has been developed as a very important learning resource. Library has been enriched with sufficient collection of books of various disciplines. Open space for self study will be expanded soon. Library access will be accessed to the all stakeholders. Library service has made automated for the smooth delivery of service provided. The concept of e-library has been included in strategic planning of campus. A well managed research lab has been set up in the campus. The lab is very supportive to link teaching learning to research and innovation.

2.3.6 Examination system and Result

LMC is TU affiliated community campus. It follows TU regulation regarding examination and evaluation system. Besides LMC monitors overall performance of the students periodically. It is done by conducting two internal examinations in both bachelor and master level. To conduct examination and evaluation, campus has formed internal examination committee. The committee manages over all activities of internal

examination and analysis report. Practice teaching in education faculty and practical examination of various subjects are conducted internally and externally as provisioned in TU regulation. Students' performance in extension activities and extracurricular activities is observed and kept record of it for their evaluation.

2.4 Human Resource Management

Quality of education delivered by a campus depends largely on the quality of human resource particularly quality of academic staffs and managerial capacity of the administrative staff for managing support services required for quality higher education.

As per the record, LMC has 21 teaching faculties having long teaching experience and service. All are trained teachers. Administrative staffs have expertise in the respective area of their job responsibility. Campus organizes soft skill trainings and professional development trainings for the staffs. Campus statute has made clear provision for human resource development in campus. An IQAC guideline has made provision of HRM. LMC has three types of human resources.

2.4.1 Administrative personnels

- Mr. Ananta Raj Shrestha
- Mr. Tara Nath Koirala
- Mr. Gyan Bahadur Magar
- Mr. Utam Kumar Chaulagain
- Mrs. Mana Maya Ruwale
- Mr. Mohan Bahadur Shrestha
- Campus Chief
- Asst. Campus Chief
- Accountant
- Administrative personnel
- Computer operator
- Office Assistant

S.N	Name	Citizenship NO. Date	Gender	Qualification	Type of Service (Permanent/Temporary/Contract/Full Time/Part Time)	Teaching Subject	Faculty	No of Hours Teach
1.	Anantaraj Shrestha	37	M	M.A/M.ED	Permanent	Nepali	Edu/Arts	4
2.	Tara Nath Koirala	3415/118	M	M.Ed.	Permanent	English	Education	4
3.	Som Prasad Ghimire	20157/7642	M	M.Phil.	Permanent	Nepali	Education	4
4.	Jit Bahadur Karki	931	M	M.Ed.	Permanent	Nepali	Edu.	4
5.	Bhim Bahadur Baniya	12105/289	M	M.A/M.ED	Permanent	Population	Education	4
6.	Gauri Shankar Shrestha	3457	M	MBA	Permanent	Accountant	BBS	4
7.	Khun Bdr. Thapa		M	M.Sc.	Permanent	Physics	Edu.	4
8.	Netrahari Dulal	877/9711	M	M.B.A.	Full time	Marketing	BBS	4
9.	Sunil Thapa		M	M.Sc.	Part time	Math	Science	3
10.	Sunlal Tamang	3761/043	M	M.A./M.Ed	Full time	Economics/Edu.	Edu/Arts	4
11.	Buddhiman Tamang		M	M.A/M.Ed	Full time	Economics/ Education	Education/Arts	4
12.	Khem Prasad Dhakal	370/na	M	M.A.	Full time	English	Edu.	4
13.	Tika Ram Dhulal	200/6790	M	M.A.	Full time	English	Edu.	4
14.	Suresh Prasad Phuyal	2119/6044	M	M.Ed.	Full time	Nepali	Edu/Arts	4
15.	Ganga Bahadur Purbachhane Magar	546/4866	M	M.A./M.Ed	Full time	Population	Population	4
16.	Mohan Bdr. Ale		M	M.Ed.	Part time	Population	Population	4
17.	Tek Bahadur Pulami		M	M.Ed.	Part time	Maths	Edu/Arts	3

18.	Thaman Dhana Magar		M	M.Ed.	Part time	English	Education	3
19.	Moti Lal Shrestha		M	M.Ed.	Part time	English	Education	3

2.4.2 Teaching Faculty

2.4.3. Technical Staff

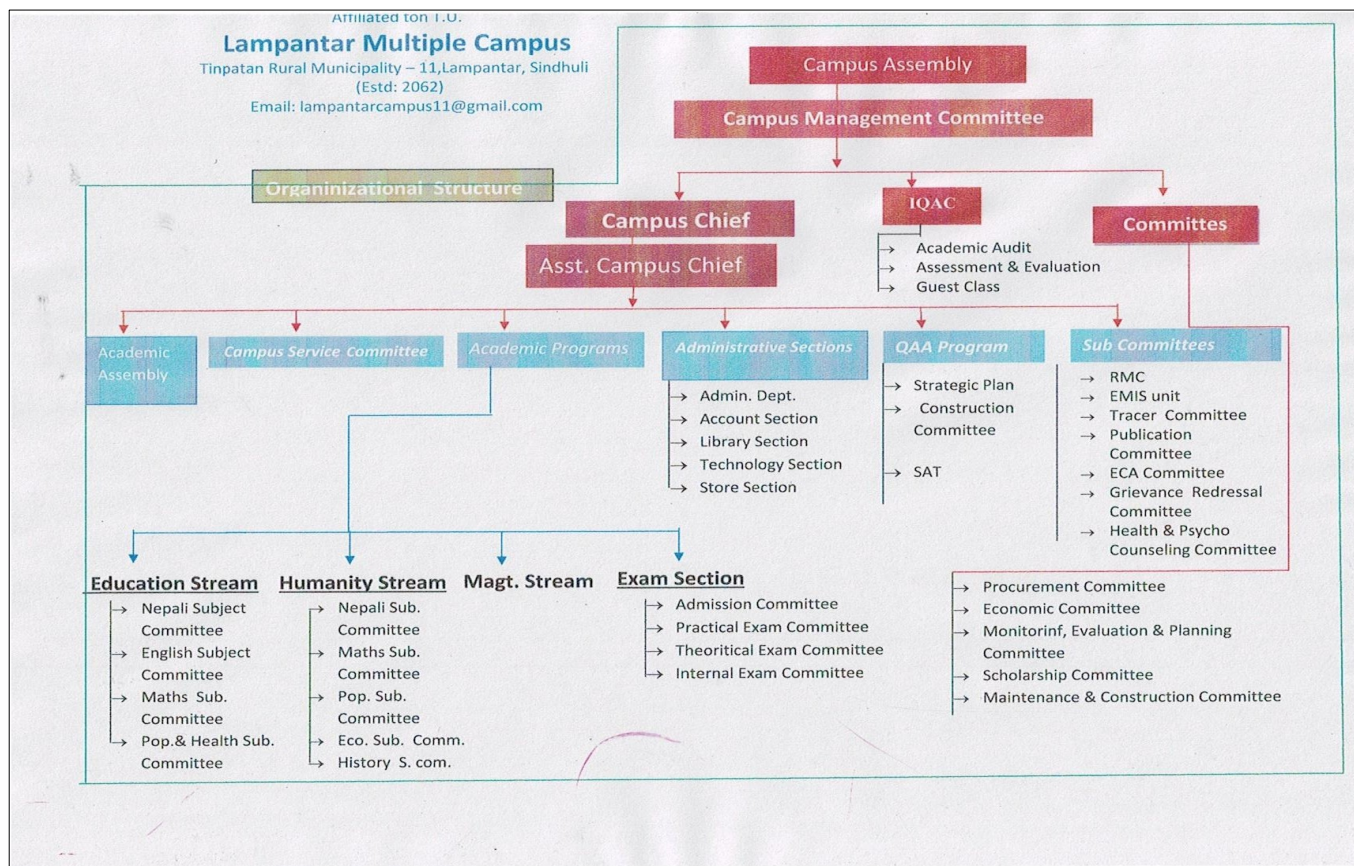
→ Khadga Bahadur Shrestha – Technical Assistant

2.5 Institutional Management

Lampantar Multiple campus is the Community campus. Community is the main stakeholder of campus. Campus Management committee is the prime legislative body of the campus. Campus statute has provision of campus chief as administrative chief of the campus. Asst campus chief is appointed to assist the administrative work of campus chief for the smooth and effective execution of academic and administrative activities various committees units, cells with responsible personnels are functional in the campus.

2.5.1. Institutional Structure of the campus.

The following chart shows the organogram of the campus. This is the revised organogram of the campus as recommended by the PRT Visit.



2.5.3. Administration

Administration refers to mobilize all the resources setting policy and efficient implementation of the policies toward the betterment of the institution. Campus chief is the chief executive administrator of the campus. Asst. campus chief is executive post recruited to assist campus chief in academic management. Campus will draft HR strategy to enhance working efficiency of the staffs of the campus. Currently, there are five administrative personnels in campus:

- Campus Chief
- Asst. Campus Chief
- Examination branch officer
- Computer operator
- Librarian

The major administrative function of LMC as per campus statute is as follows;

- ➔ Administration will ensure the quality in education by efficient mobilization of resource and maintain transparency in overall activities of the campus.
- ➔ Administration will monitor the performance of the staffs and give necessary directive if their work found unsatisfactory.
- ➔ It formulates estimated budget and get it approved by LMC
- ➔ It maintain sound academic environment in the campus.
- ➔ Campus administration will draft strategic plan for the systematic development of the campus.
- ➔ Administration will be liable to keep record and protect all the properties of the campus.
- ➔ It will extend relationship and collaboration to the community and organizations
- ➔ Administration will be responsible to implement the policies and directive of higher authority like TU and LMC.
- ➔ Administration will draft development plan and implement it.

Academic Management

The prime concern of an academic institution is to maintain sound academic environment by effective academic management. It concerns with sound and quality education implementing effective teaching learning process. LMC follows both annual system and semester system LMC adopts the practice of continuous evaluation of the students' performance. In LMC, There is practice of monitoring overall academic management by Asst. Campus chief. Teachers are encouraged to conduct teaching learning activities implementing modern teaching method and materials. In the latter date campus is prioritizing ICT based class teaching. Campus is planning to allocate certain weightage of course content to be taught through latest audio visual mode. Campus conducts two internal examinations to maintain quality to enhance students academic performance.

2.5.5 Association (Faculties, Staffs, Students)

Teaching and non teaching staffs as well as the students enrolled in the campus associated to organizations working for their right and welfare. The campus has unit of all these national level organization. Teaching faculties of the campus are associated with Public Campus Teacher's Association (PCTA). The organization is the umbrella organization representing the collective voice of all teachers engaged in teaching in public and private campuses across the nation. Campus has formed campus level unit of PCTA. The unit also works in solving the problems of the teaching faculty in the campus. Presently PCTA Lampantar Campus unit is chaired by Mr. Taranath Koirala.

Similarly, non-teaching staffs are associated to Public Campus Worker Association (PCWA) for the right, professional development and facilities .

In all TU affiliated campuses TU has made provision a Free Student Unin(FSU) as a representative organization of all students. Representative of the union are elected from among the student of the respective campus for two years. The Organization generally advocates

the rightful demand of the student regarding the welfare of the student, quality of education and efficient administration.

Beside the above mentioned organizations, LMC has made formal MoU with Tinpatan Rural Municipality, Nepal Red cross society sub branch Lampantar and public Health office, Tinpatan Branch. Campus conducts extension activities and humanitarian services related programs in collaboration with these organizations.

2.6 Economical and Financial Management

Lampantar Multiple Campus is a community campus established in rural area where majority of the population is educationally backward and economically deprived. Campus has initiated to impart quality education at nominal fees. So the economic status of the campus is not so satisfactory since establishment. However LMC is managing to make campus sustained. Main regular source of income of the campus is the fees collected from student. Besides, donations and subsidies received from organizations like UGC, local govt. province govt. etc are supportive to operate the campus smoothly.

2.6.1 Fixed Assets

Campus has its own land. 8 kattha is 1 k.m away from present campus premise. It was donated by Mana Maya Timalina whom campus has given honorific title 'Campus Aama' for her contribution. There are four academic buildings of the campus in Tinpatan Rural Municipality – 11, Sindhuli. Central library of the campus is located on the ground floor of one of the academic building in campus premise. An administrative building has been recently completed and come in operation. A three storied building is under construction from the financial assistance of NPC. One more block has been constructed by the campus. On the ground floor of the block is campus canteen. Frist floor has been on lease.

The class room, space and other equipment of the campus is presented in the table below;

Rooms and space	Number
Class room	17

Computer lab	1
Computer Lab	1
Research Lab	1
Central library	1
Canteen	1
Administrative block	1
LMC Meeting local	1
Auditorium hall	1 (under construction)
HOD	3
Examination Section	1
Health Desk	1
Counseling desk	1
Changing room	1
EMIS, Practice Teaching SAT	1
Guest room	2
Toilet	4(Closed)
Toiled	16 urinals
Drinking water	6 Taps.

Educational Aid

Campus has made provision of varieties of educational aids range from simple traditional to modern audio- visual. Campus has developed the classroom fully furnished with the equipments necessary to run class through audio- visual mode. There is a projector, a smart board, laptop, reference section, Internet, audio-visual aids etc. in these room.

There is a research lab having necessary equipments required to conduct research work. The lab was established last year from the grants received from UGC.

A resourceful computer lab has been set up by shree secondary school from Govt. donation. Campus has made understanding for utilizing the lab in morning shift on the condition of paying certain amount as charge.

Campus has managed books, journals and references materials in the central library. The library has wide range of collections of about 7365 books. Journals are available Library has been fully automated.

Desk 300

Bench	300
Table	25
Chair	85
Cabinet	10
Book rack	50

2.6.2 Operating Expenditure Trend

2.6.1 Campus has few source of income. Main source of regular income is the fees taken from the students. Volume of budget is varies in each fiscal year. Volume rises up when the campus receives donations from different sources. In recent years, local government and province government are donating to the campus. General trend of budget is in progressive.

2.6.2 Cost per Student

Total estimated expenditure/ Number of students

$$28055000/402= \mathbf{69788.88}$$

2.6.3 Financial System / Financial Sustainability adopted

LMC manages its expenditures mainly from three sources: Nepal Government's grants received from UGC, Province Govt, local govt and fees and revenue collected from students. Revenue collected from Chakmake. Apart from above mentioned regular source of income, campus receives grants from different organizations under different title.

LMC adopts financial system followed by all govt. and non Govt. organization of Nepal. Campus practices government system of financing and record keeping. Campus operates its major financial management transaction through banking system. For minor and miscellaneous expenditure campus has pretty cash fund. Double entry book keeping system is adopted in campus. Recently, campus has installed software and is preparing to keep financial transaction through software system. Campus prepares financial report and present in campus assembly to ensure transparency.

Record keeping and expenditure.

LMC has adopted single window system of expenditure. All expenditures are made as per the endorsement of the campus chief. No payment will be made without the endorsement of the campus chief. Posting of journal performed according to date in expenditure ledger and then or cheque is issued for payment.

Bank account is operated in the name of two persons. Generally campus chief and one teacher nominated from among the staffs own the bank account.

All sources of income are deposited in bank account and expenses through banking system. Record of all finance transactions are kept record by the campus adopting national standard accounting system recommended by the concerned authority. Campus has appointed accountant to manage account system

Auditing.

Campus has adopted the following measures to ensure accuracy and transparency of financial transactions.

Internal check and control

Senior officer supervises the financial activities performed by the assistance level staffs.

2.7 Research Documentation and Publications

Research is the highly valued skill in campus level education to measure the quality of education delivered by the campus. In the present scenario of the job market, applicants should submit their development plan based on research along with application. It easily highlights the value of research. Realizing the importance of research work LMC is continuously developing research infrastructure and adopting various strategies to promote research culture in the campus. LMC continuously encourages the faculties and the students to conduct research work. Research Management Cell has been in campus as functioning body to

regulate all research related activities. RMC has prepared its guidelines, strategy and annual plan LMC has recently issued the first volume of research journal. RMC has produced six research papers so far written by the faculty members of the campus.

Faculty Research

S.No	Faculty Member	Year	Research Topic
1	Sunlal Tamang	2077	
2	Ganga Bahadur Purbachhane	2077	
3	Sunlal Tamang	2078	
4	Suresh Prasad Phuyal	2078	
5			

Student Research

Students of different faculties are required to prepare their survey report for the partial fulfillment of their course. Besides, students of Master Level are highly encouraged in thesis writing. M.Ed. student have submitted their thesis. Some are still involving in thesis writing.

Documentation and Publication

- Establishment of RMC to promote research
- Research guidelines prepared
- Annual Report published
- Bulletin published
- Tracer study Report
- Research Journal
- Audit report
- Brochure
- Academic calendar
- Annual Report of various committees.

Extra -curricular Activates

Extra curricular activities are also the inseparable activities to explore students multiple potentials. LMC conducts indoor and outdoor extracurricular activities. Different ECA are scheduled and organized in academic calendar of the campus. Major ECA

conducted by the campus are quiz competition, debate competition, poetry recitation cultural program, essay writing competition, volleyball, badminton competition etc...

Secton-3 Developmental Trend

3.1 Physical Infrastructure Development

As we trace the physical infrastructure development trend of the campus, the campus was entirely depended on the physical infrastructure of SHSSLB in the past. Presently, LMC has made a satisfactory progress in physical infrastructure. Campus has got five blocks of its own. One block is under construction. Physical infrastructure developed in the campus especially the building is almost sufficient to meet the current need. Projected plan for the future is included the master plan of campus.

3.1.1 Academic Infrastructure

Campus has been putting the latest teaching pedagogical practice and teaching learning based on ICT in top priority addressing the unfavorable situation caused by the imposed lockdown due to covid-19 pandemic.

Campus has set up a fully furnished modern research laboratory to promote research culture in campus. Library is planning to develop as a learning centre. Service and facilities delivered by the campus has been made fully automatized for smooth and smart service. In future e-library will be established in campus.

Classrooms are gradually developing into smart classroom enriching with equipments required for audio- visual classes. This year, addressing the plan campus has equipped two classrooms with equipments to conduct virtual class. Campus is planning to develop all classrooms into smart classroom by 2026 A.D. It has been included in the strategic plan 2022-2026.

At the present stage campus is resourceful to conduct effective teaching learning activities. However lots of things have yet to be developed.

3.2 Academic development

LMC was established in 2062. At the starting stage, campus ran B.Ed. and B.A. Gradually the campus extended academic programs as per the interest of the student and parents and the need of the community. The following table witnesses the academic development trend of the campus.

Program	Affiliation date	affiliated University	subject offered for specialization
B.Ed.	2062/05/28	TU	english,maths,nepali,population,health
B.A.	2062/05/28	TU	english,maths,nepali,population,health
BBS	2070/08/	TU	marketing
M.Ed	2068/03/15	TU	nepali
M.A.	2070/11/27	TU	population studies

3.3 Student Enrollment

Campus started classes with 35 students in 2062. The enrollment trend of the campus is found in progressive way except some fluctuation in number in some academic year.

Student enrollment in the last three academic years.

Program	Year		
	2075	2076	2077
B.Ed.	73	269	269
B.A	18	31	22
BBS	32	61	63
M.A	20	14	20
M.Ed	114	17	13

3.4 Human Resource Development

Currently, there are 18 teaching faculties in campus. Out of them 9 are full time faculty members and nine are part time faculty members. Number of non- teaching staffs working in campus is four. One technical staff works in contact basis. The following table shows the particular of non-teaching staffs in campus.

S.No	Name	Post
1.	Uttam Kumar Chaulagai	Examination section staff
2.	Khadga Bahadur Shrestha	Computer operator
3.	Mana Maya Ruwale	Librarian
4.	Garima Thapa Magar	Staff Nurse
5.	Mohan Bahadur Shrestha	Office Assistance

Campus offers opportunity to take participation in trainings and seminars organized and invited by other organizations. Campus itself conducts trainings on various subjects to enhance professional development of the teaching and non teaching staff. Recently a training on " ICT Refreshment Training" conducted by campus with an objective of developing skill in IT for conducting IT based classes and virtual classes. Campus provides opportunity of further study on paid leave to the faculties who want to pursuit further study. Class load is considered to the teachers involved in research project.

3.5. Student Teacher Ratio

Student- Teacher ratio as per the total number of student of this academic year is 21:1 student teacher ration- in post graduate is 8:1

3.6 Institution Development

Established in 2062 B.S. Lampantar Multiple Campus started to impart education in B. Ed and B.A. Overcoming the obstacles came up on its journey ahead, campus has been dedicating in quality education since establishment. Widening its service in education field, LMC is running three academic programs in bachelor level B.Ed, B.A, BBS with range of

elective subjects having high scope in job sectors. Similarly Nepali and population studies are taught in M.Ed and M.A respectively.

LMC first started its service from SHSSLB building. And other infrastructure source of income was nominal. Donor agencies were none. Campus faced very hard time. Gradually, number of student increased. Campus identified some source of income. Local government and agencies supported the campus. At present LMC is the pioneering higher education institution established in the rural area of the district.

SECTION-4 SWOT ANALYSIS

Strength

- Motivated faculty and non teaching staffs
- Inspired Students
- Good networking and support from the community, local government and province government.
- Sufficient academic building separate building for different faculty.
- Amble catchment area and feeder institution.
- Resourceful , well stocked and spacious library
- well- equipped research lab and computer
- practice of teaching in modern way
- sound academic environment
- fully furnished smart class room.
- automated academic and financial management.
- Sufficient resources for introducing technical and vocation subject.
- Quality education at a very affordable rate
- Increasing trend of student enrollment
- Transparent, capable and trustworthy management
- Regular discussion and participatory decision making culture
- Involvement of student in decision making
- Provision of various types of scholarship for the needy student.
- Strong commitment to support research and innovation.
- PRT Completed

Weakness

- Inadequate number of permanent faculty.
- Lack of sport facility
- High dropout rate student research activities.
- Low pass rate.
- Less use of modern teaching aid and materials.
- Lack of functionalizing different mechanism in the campus
- Less involvement of faculty and student research activities.
- Limited source of internal income
- unable to run technical programs.
- nominal participation of student in campus activities.
- Problem to conduct classes using latest technology applied in education sector.
- Inadequate skill of faculty in IT to conduct teaching learning activities applying audio-visual aids.
- Lack of auditorium hall
- Inadequate hostel facility for boy and Lack of hostel for girl.
- Zero women recruitment in teaching faculty.

Opportunities

- Prospect of run extending technical subject in future.
- Opportunity to offer multiple job oriented courses of the aspiring students.
- Strong support of the community to develop the campus as center of excellence in education
- Opportunity to seek funding from the local elite personality and local government.
- Connecting to the local occupational needs.
- Prospect of UGC Support
- Prospect to service QAA Certificate.

Challenges

- Motivating first generation learners.

- Making regularity of the students
- Maintaining quality education at international
- Unnecessary political influence in recruiting staff
- Raising fund to support new programs and to develop infrastructure.
- Difficulty to address growing needs and interest of the diverse community
- Challenge of increasing student fees to make it relevant to time
- Impact of political instability and changes
- Lack of industries and organizations to facilitate student in internship.
- Unfair competition among campuses.

Core Values

Following are the core values and norms of the campus

- Excellence : Attain excellence in academic quality and administrative efficiency (consistency in the
- Student Centered : LMC focus efforts on student centered teaching method for the entire professional development of the students imparting essential knowledge, skill, personality and leadership ability, and foster ethical and moral values.
- Research : Campus focuses on research environment in the campus not among the students but to the faculties to explore the genuine educational potentials. Campus emphasizes on sharing of research findings through the publication of article in campus, national international journals.
- Technology : we are adopting latest modern technology and innovative pedagogical practices based on technology for quality enhancement and effective teaching.
- Inclusion: Campus always promotes equity and social inclusion in all matter to the campus to bring all in the main stream as education and in the field of opportunity/ social responsibility.
- Market oriented : LMC emphasizes on market oriented human resource to fulfill the national need in education sector.

SECTION-5 STRATEGIC PLAN

5.1 Vision

LMC has set firm vision to output capable, competence and creative human resource motivated by positive thinking, moral and ethical values and civic responsibility to accelerate the nation towards development and prosperity

5.2 Mission

LMC is strongly committed to generate qualitative and competence manpower through the well developed academic infrastructure, proficient and capable teaching and non teaching staffs and consistent administration implementing innovative pedagogical practices and research culture.

5.3 Goal

LMC has set the following goals to meet the above mentioned vision and mission;

- Make campus financially sustained by identifying self generating sustainable source of income.
- Make presently offered education more effective, qualitative and time relative by extending technical faculties and introducing innovative pedagogical methods practicing by the leading academic institutions such as digital class room, online assignment, modern teaching aids, students' centered teaching, e-library etc...
- Initiate to motivate teachers and staffs working in the campus in training, skill development and capacity building programs, seminar, workshop and research work for the professionalism development.
- Offer special facilities to the teachers to pursuit further higher education such as M.Phil. and Ph. D.
- Regulate internal evaluation and monitoring mechanism.
- Set firm commitment to receive QAA award for ensuring recognition of the campus as a competence higher education institution.
- Develop physical infrastructure like well facilitated class room, library, canteen, laboratory, toilet and pure drinking water.

5.4 Objectives

LMC has been entirely dedicating to achieve the pre determined objectives to;

- Make the teaching learning activities effective by developing well Facilitated physical infrastructure.
- Maintain play ground and sports materials and equipments for all round personality development of the student.
- Increase student enrollment rate
- Make the campus financially resourceful by collaborating with organizations functioning within the campus' catchment area.
- Make teaching learning activities effective
- Output competitive and capable human resource
- Enhance the proficiency of the teaching and non teaching faculties.
- Motivate teachers in research and innovation
- Make practical examination more managed and organized.
- Keep and update record of students systematically.
- Carry on ECA regularly
- Make EMIS functional to keep educational information systematically applying convenient and appropriate technology.
- Motivate students' in self study.
- Develop reading culture in student and teacher
- Develop skills transforming theoretical knowledge into practical life.
- Make financial and administration management transparent and accountable.
- Nurture problem solving skill of student encouraging research and extension.
- Make provision of sanction and reward.

5.5 Strategies

Goal -1

Extending and amending the statute, regulation, bylaws, guidelines, directives, code of conducted and teaching learning activities as per the necessity for the institutional development of the campus.

Objective 1:

Preparing time tested and need based plan and introduce into practice

Strategies.

- I. Campus will conduct organizational development study and review the existing organizational structure, rules and regulations.
- II. 'A policy amendment and reform' commission will be formed.
- III. IQAC will be made proactive with defined guidelines.
- IV. Campus will draft rules and regulation addressing the recommendation of the commission and concerned stakeholders.
- V. The campus will prepare the required time tasted regulation and directives as well as code of conduct as per need.
- VI. The campus will conduct feasibility study and capacity assessment of the campus.
- VII. The campus will reconstruct the campus organization if needed.

Objective 2

Adopting the measures to control the activities that cause the negative impact on campus.

- I. The campus will identify about the activities that may cause the negative impact on campus development.
- II. The campus will develop guidelines for discouraging such activities.
- III. Campus will create peaceful academic environment in the campus premise.
- IV. The campus will make consensus with students prohibiting activities influenced by political issues.

- V. The campus will develop a mechanism for stopping activities that harm the institutional development of the campus.
- VI. Inclusive participation principle will be put into practice.
- VII. The campus will motivate student keep them neutral from any political activities in campus.
- VIII. The campus will widely disseminate the campus shared values.
- IX. Campus will offer educational programs to faculty and staff on ethics issues.

Objective- 3

Managing advanced education management information system.

Strategies

- I. The campus will improve the organizational and management efficiency of the campus.
- II. It will improve the service delivery of the administrative unit of the campus.
- III. Campus will offer soft skill training and motivational training to enhance work efficiency of administrative staffs.
- IV. EMIS will be made resourceful.
- V. HoDs will be made more responsible and functional.
- VI. The campus will gradually manage for the construction of technology friendly infrastructure.
- VII. The campus will develop the practice of drafting report of every internal entities and analyzed them.
- VIII. All necessary information of the student will be documented in software system.
- IX. EMIS annual report will be reviewed and analyzed to address in decision making.

Goal 2

Enhancing physical infrastructure facilities ensuring quality education and good governance.

Objective 1:

Developing physical infrastructure as per the need of the campus.

- I. The campus will construct differently able people friendly construction.
- II. The campus will manage to construct stair railing for safety of the student.
- III. The incomplete block will be completed.
- IV. The campus will upgrade and expand the existing physical facilities through repair, renovation and maintenance.
- V. The campus will manage to buy land for the expansion of physical structure to meet the future need.
- VI. The campus will collaborate with donor organizations for the construction of girl's hostel.
- VII. The campus will construct a fully furnished toilet for both male and female student.
- VIII. Separate room will be managed for each subject departments.
- IX. Existing garden will be renovate and make more beautiful.
- X. Concrete furniture will be set for the convenience sitting of student in campus premise.
- XI. A comprehensive master plan consisting the future projection will be developed.
- XII. Pure drinking water facility will be provided.
- XIII. Campus will construct a commercial building in Chakmakay bazaar for the sustainable source of income for the campus.

Objective- 2

Maintaining effective and smart administrative service

Strategies

- I. Student Quality Circle will be formed and represented their voice in decision making body of the institution.
- I. Student centered teaching learning will be conducted
- II. The campus will divide the work load into academic management and administrative management between Asst. Campus chief and campus chief respectively.
- III. Campus will recruit skilled human resource for assisting latest technology in teaching.
- IV. Computer based software system will be used in financial, EMIS and administrative management.
- V. The campus will manage to buy biometric attendance machine
- VI. The campus will regularly update website.

Objective- 3

Creating a time tasted educational environment.

Strategies

- I. Create a friendly working and learning environment enhancing the creation, acquisition and transfer of knowledge.
- II. Campus will make commitment to the collective and inclusive decision making by respecting the opinion of all stakeholders.
- III. Continue to make tutoring and other learning support services available to all students
- IV. Provide advocacy and support to the student as needed.
- V. Develop an advanced evaluation mechanism to promote quality.
- VI. Introduce the short term soft skill training.

Objective- 4

Maintaining greenery, cleanliness, peaceful and hygienic environment in campus premise.

Strategies

- I. Campus will initiate to upgrade the quality of service and food provided by canteen.
- II. Campus will manage proper disposal of wastage without harming environment.

- III. Use of plastic product and smoking will be strictly prohibited within campus premise.
- IV. Campus will mobilize students for managing the existing small garden and greenery of the campus.
- V. The proposed monument of campus Aama and water fountain will be constructed.
- VI. Campus will conduct awareness programs to protect the environment.
- VII. Student will be mobilized student to keep classroom and the premise clean.
- VIII. Campus will manage to keep dust bin to collect waste at proper place.
- IX. Domestic animals will be strictly controlled inside campus premise.

Goal 3

Compete to be the reputed higher education institution by delivering quality education and service.

Objective -1

Applying latest pedagogical practice and modern teaching aids.

Strategies

- I. The campus will gradually transform all classrooms into smart classrooms equipped by necessary equipments required to conduct teaching and learning using modern aids.
- II. The campus will provide laptop to teaching faculties for using in teaching learning purpose.
- III. Adequate teaching materials will be managed in campus.
- IV. Daily teaching plan and annual teaching plan will be made mandatory.
- V. Internal examination and evaluation mechanism will be made effective and regular.
- VI. The campus will allocate certain weightage of syllabus to be taught through ICT based method.
- VII. The campus will encourage adopting student centered teaching learning practice.

- VIII. Campus will develop module for student centered learning.
- IX. Student will be motivated in self- study and group activities to boost up their leadership skill
- X. Guest classes will be conducted by recruiting guest faculties.

Objective -2

Recruiting qualified and motivated human resource.

Strategies

- I. Campus Service Commission will be made functional, impartial and independent.
- II. Guidelines with full authority will be drafted for Campus Service Commission.
- III. Subject expert will be appointed from another campus.
- IV. Recruitment procedure will be made transparent and fair.
- V. Priority will be given to the women candidates.
- VI. Teacher with specialization in the related field will be appointed in master level programs

Objective- 3

Implement appraisal system effectively

Strategies

- I. The campus will develop appraisal system to monitor the performance of the faculties.
- II. Self- appraisal, peer- appraisal and student appraisal mechanism will be developed.
- III. Appraisal report will be analyzed and performance of the faculty will be evaluated.
- IV. Existing evaluation committee will be made fully functional and powerful
- V. Due steps will be taken for improving the performance of the weakly performed faculty.
- VI. Project based assignment system will be developed to boost up students' problem solving and critical thinking skills.

Goal -4

Reduce dropouts and increase enrollment and pass rate.

Objective : To access higher education to all +2 graduates

Strategies

- I. Campus will conduct study about dropouts trend and reasons.
- II. Campus will make the scope of scholarship wider to address the student vulnerable of dropouts.
- III. Campus will conduct counseling to the students and the parents to motivate to keep on study.
- IV. Hostel for both boys and girls will be constructed.
- V. Quality of education will be maintained adopting innovative pedagogical practice and teaching aids.
- VI. Highlights of the campus will be disseminated through website to the perspective students and guardians.
- VII. Remedial classes will be conducted.
- VIII. All textbooks will be provided to all students.
- IX. Number of computer will be increased to meet the recommended ration of 1:5
- X. Students Internship programme will be continued.

Goal- 5

Connecting research to education.

Objective-1

Establish well equipped research laboratory

Strategies

- I. The campus will enrich the existing lab by providing more equipments and facilities.
- II. Number of computer will be increase in the lab.
- III. A new spacious room will be managed for the lab purpose.
- IV. A separate high speed Wi Fi system will be installed only for research lab.

Objective 2

Making RMC functional and active.

Strategies

- I. The campus will give full authority to RMC to conduct all research related activities and regulations.
- II. RMC's guidelines and strategic plan will be developed.
- III. RMC will publish research publication regularly.
- IV. The campus will provide separate room for office purpose for RMC
- V. Fund for RMC will be gradually increased up to 5% of the total budget.

Objective 3

Encouraging faculty and student in research work.

Strategies

- I. The campus will put forward the policy of 'One faculty one research' strategically on annual basis.
- II. Financial support will be provided to the researcher according to the quality of the research product.
- III. Necessary training and refresher training will be conduct on behalf of RMC
- IV. Workload of the faculty engaging in research project will be reduced.
- V. Research student will be allowed to use internet and desktop facilities of RMC
- VI. RMC has made strategy of appointing assistant researcher from the student in the case of faculty research.

Goal -6

Promoting student support and facilities

Strategies

- I. The campus will form employment cell with responsible person to facilitate students' easy access in job market.
- II. The campus will make MoU with local industries and organizations for student facility
- III. Campus will prepare CV of the student to circulate to the job providers.
- IV. The campus will continue the existing trend of ECA
- V. The campus will award the outstanding performers in sports and games.
- VI. Campus will develop the mechanism to include student in campus' decision making and activities.

Goal 7

Extending good relationship with local government and social organizations

Objective 1

Expanding interpersonal relationship among concerned stakeholders.

strategies.

- I. The campus will encourage social gathering for faculty staffs and stakeholders (E.g picnic, observation tour)
- II. The campus will encourage communal activities.
- III. The campus will conduct extension activities
- IV. The campus will interact with other institutions for promoting the interrelationship and quality education.
- V. Campus will promote discussion forums drawing on subjects that engage the campus and community.
- VI. The campus will encourage faculty and staffs to engage with student and parent outside of Campus premise in various programs.
- VII. The campus will visit other campus to promote the mutual cooperation and understanding on a reciprocal basis.

- VIII. The campus will invite the elite personalities of the locality for chairing the various programs conducted by the campus.
- IX. Campus will form alumni and hold gatherings of the alumni regularly
- X. The campus will bring offer for the businessman and elites to sponsor program

Objective 2

Inspiring the donors and well wishers for further contribution of institutional development

Strategies

- I. The campus will conduct different formal programs and invite the donors and elites of the community as the guest to make them feel pride.
- II. The campus will honor the donors honoring their selfless contribution for institutional development of the campus.
- III. The campus will announce the name of the donors in the programs organized by campus.
- IV. The campus will publish the name of the donors in the college publications.
- V. The campus will provide scholarship in the names of special donors and well- wishes.
- VI. Campus will honor the donators by giving privilege membership (Bishista sadasyata) of the campus.

Goal 8

Enhancing employability of the graduates

Objective 1 : make a recognized position as a higher education institution.

Strategies

- I. Campus will offer basic computer training to the student

- II. Campus will make internship program more effective and organized
- III. LMC will set up a career counseling cell in campus.
- IV. Campus will initiate to conduct trainings from experts on tactics of facing job interview.

Goal 9

Enhance professional excellence and capacity development

Objective 1: To ensure quality of education delivered by the campus

Strategis

- I. Campus offers study leave to the staffs and faculties to pursue M. Phil. and Ph. D.
- II. Campus will consider the daily work load of the faculties who are engaged in research and innovation
- III. Campus will organize trainings itself and offer chances to the faculties to take part in trainings hosted by others institution.
- IV. Campus will encourage faculties to teach via ICT based materials and technology.
- V. Campus is planning to make at least one research project mandatory for a teacher.

Gaol- 10

Identifying new source of sustainable income

Strategies

- I. The campus will appeal the local government for allocating certain amount of money on regular basis.
- II. The campus will extend good relation with province and federal parliament members for the financial support.
- III. The campus will increase revenue collected from Chakmakay Bazaar.
- IV. The campus will lobby community forest users group to donate campus regularly

- V. The campus will collect revenue from student in campus development title.

Goal- 11

Initiate to motivate the local elites in physical infrastructure development of campus.

Strategies

- I. The campus will motivate the donors to construct campus building or room in memory of the late member of the family.
- II. The campus will amend the statute to make provision of engraving name of the donors on marble plaque who donate 10 lakhs or more.
- III. Campus will make provision to name the rooms after the name of the donors who construct the room.

Goal- 12

Develop library as a reading center

Strategies

- I. The campus will form Library Development Committee
- II. The campus will expand the library space targeted the increasing number of students in future.
- III. .
- IV. The campus will fully automatize the service delivered from library
- V. The campus will be allowed the stakeholders to use library
- VI. The campus will manage a separate reference library in separate room
- VII. Campus will increase library budget
- VIII. Campus will prioritize to set up e-library
- IX. Campus will initiate to establish organizational relation with NGOs and INGOs which are functional in library support field..

5.6 Implementation Plan

- a) Program preparation
- b) Plan approval and its legal justification
- c) organizing operational units
 - ❖ Co-ordination mechanism
 - ❖ Controlling mechanism
- d) Mobilizing individuals and agencies from the government/non government and private sector as well as business organization and promoting the programs.
- e) Motivation to join the program with the help of community leader

V.7 Provision for monitoring and Evaluation.

1. Developing feedback and evaluation tools with the help of knowledgeable members from community
2. Supervising programs and project involving community leader by setting up a community supervision mechanism.
3. Monitoring and evaluating the programs and projects with the help of community members, campus administration and program co-ordinator

V.8 Assumption/ Limitation

This strategic plan of Lampantar Multiple Campus has been attempting to analyze and point out some of the opportunities, possibilities, challenges and threats that may lurk in the progressive future of the campus. This plan may at least helps the campus to hypothesize in finding the right path of this campus by adding technical subject in its course. Moreover, this plan may lead this campus up to the threshold of building base of a resourceful academic institution in the district according to the above assumption.

Limitation

While preparing the strategic plan (for five years) of the campus, we have hypothesized include may farfetched programs, which may or

may not be implemented in the future due to lack of finance and the programs included in this plan may get changed and replaced which is yet uncertain in that the future is not very clear to anyone to be precise these may be some weaknesses and lapses in the planned program since we have not got time for broad discussion and interaction with the stakeholders while preparing the final draft of the strategic plan. Moreover, plan for the future may be insufficient to meet the need of the student parents, socio-political situation and soon.

Section: 6

Resource Mobilization- Stakeholders concern and commitment

VI.1 Stakeholder's forum

Community leader	<ul style="list-style-type: none"> ❖ Political leaders ❖ Technical leaders ❖ Educational leaders ❖ Social reform campaigners
Campus management committee	
Business sector	<ul style="list-style-type: none"> ❖ Bank ❖ Cooperative ❖ FNCCI Chakmake Sub-branch
Parents/Community	
NGOS	❖ NGOS for social welfare
Student group (Union)	
Alumni	
Community institution	
Government organization	<ul style="list-style-type: none"> ❖ Health works ❖ Rural Dev. Workers
Organization of campus	<ul style="list-style-type: none"> ❖ Public Campus Organization ❖ Public campus lecturer union
UGC/Higher Education Reform Project (HERP)	

6.2 Commitments and concern

LMC was established in a very difficult situation. When the need of campus was strongly felt, resources were almost none. From that dim stage to the present stage of some satisfactory position, community support and involvement is vital. The campus has arrived in this stage facing and overcoming various obstacles, challenges and hardship. For more contribution in the field of education, the campus has to extend academic programs develop physical infrastructure, increase enrollment and improve quality. Therefore the campus is committed to make the best of any support offered to it. LMC has been dedicating to educate the students who have been in outskirts of education.

6.3 Scheme for resource mobilization

As for the way to mobilize and generate the new source and means of the campus the main policy of including the collective minds and concept of the stakeholders and addressing them will be taken forward, in order to move this policy ahead, a scheme will be held by incorporating collective ideology of the program coordinator, source mobilization campus management and campus administration.

Logical framework and 5 years action plan (2022-2026)															
S. N	activities	indicator s	base line data	Targeted data							budget (000)			Partners	Lead responsibility
					2022	2023	2024	2025	2026	Total	Total	Internal	External		
2	Complete the incomplete building		1	1	1					1	14400000	-	14400000	National Planning Commission	CMC
3	Pure Drinking Water		2	4	2			2		6	100000		100000	TRM	CMC,TRM
4	Toilet		2	4		2			2	6	1000000		1000000	TRM	CMC,TRM
5	Manage ICT Classroom		0	15	2	3	4	3	3	15	1500000	1500000			CMC
6	Maintenance														Campus chief
7	Auditorium Hall		0	1		1				1	5000000		5000000	National Planning Commission	CMC
8	Girls/boys Hostel		1	2			1		1	3	10000000		10000000	Province Govt.	CMC/ Campus Chief
9	Increase pass rate		31.1							40%				LMC	IQAC
10	Reduce dropout rate		22.1%							5%				LMC	IQAC
11	Extend of technical program & general subject		3	3		1		1	1	6					CMC/ Campus Chief
12	Research work		6	25	5	5	5	5	5	31	1600000	1600000		HOD	RMC/ Campus Chief
13	Research Publication		1								150000	150000		RMC	RMC/ Campus Chief
14	E-library		0	1			1			1	1500000		1500000	UGC	CMC/ Campus Chief
15	Software Installation		1	1		1				2	500000	500000			CMC/ Campus Chief
16	Teaching & Research Refresh Training			3		1		1	1	3	600000		600000	UGC	IQAC
17	HRM plan		0	1	1						150000	150000			IQAC
18	Play Ground		0	1				1		1	2500000	500000	2000000	Province Govt	CMC
19	Electric attendance machine		0	1	1						50000	50000			CMC

20	Memorial construction		0	1	1					1	1000000		1000000	TRM	CMC/TRM
21	Laptop and Educational Material procurement		10	20	3	5	5	5	2	30	3500000	200000	1500000	UGC	CMC/Campus Chief
22	Sport week		0	5	1	1	1	1	1	5	1500000	1200000	300000	Donors	CMC/Campus Chief
23	Prize Distribution			5	1	1	1	1	1	5	550000	550000			CMC/Campus Chief
24	Extension Activities			10	2	2	2	2	2	10					Campus Chief
25	Observation Tour			2	1				1	2	1000000	0	1000000	UGC	CMC/Campus chief
26	Extension of Library			1		1				1	2000000	2000000			CMC/Campus chief
27	Campus statute amendment														CA
28	Reference Library		0	1			1			1	2500000	2500000			CMC/Campus chief
29	Procurement of Computer		15	20			10	10		35	1200000	600000	600000	TRM	Procurement Commute
30	Continue Internship(Upadhash ya Internship Karyakram)		1	1		1				2				TRM vice-president secreteriat	RMC
31	Recruitment of Teaching Staff		18	7	1	2	1	1	2	25					CSC
32	Recruitment of Non Teaching Staff		6	2	1				1	8					CSC
33	Academic Audit		0	5	1	1	1	1	1	5	15000	15000			IQAC
34	External Academic Audit		0	5	1	1	1	1	1	5	50000	50000			IQAC
35	CC Camera Installation		5	10						15	100000	100000			CMC/Campus chief
36	Scholarship		10%			15%	17%	21%	25%	25%	50000	50000		LMC	Scholarship Commuttee
37	Furniture										500000	500000			Procurement Commute
38	guest classes from the professors				1	1	1	1	1		200000	200000		LMC	IQAC
39	commence bridge							1							LMC

