

Revised Strategic Plan
2022-2032 A.D.

Tribhuvan University
Diktel Multiple Campus
Khotang Diktel
Diktel Rupakot Majuwagadhi Municipality-2
Province No.1

Forwarded

Diktel Multiple Campus (DMC) was set up in 2037 B.S. by the keen interest of community of Khotang and address to it by the then leaders and senior officials. They realized an essence of a higher educational institute in this remote district to let the poverty and reality stricken people involve in the course of education on and development of the society. If this campus had not been established, these people would not have gone to the cities to precede their education. Only those who had high affordability went to the cities to further higher education Diktel Multiple Campus became, has become and will be an eraser to remove the chasm between the educated rich and undulation poor.

During the first 5-6 years the then proficiency Certificate Level (PCL) in Humanities was run, perhaps, because of shaky financial condition the lack of manpower and infrastructure. B.A. was initiated in 2042 B.S., I. Com. in 2048 B.S., B.Ed. in 2052 B.S., BBS in 2062 B.S., M.A. (Nepali 2070, Sociology-2074), and M.Ed. (Nepali and EPM-2075) B.S. It has been making efforts to initiate Master level in all the faculties Education, Management too. DMC is struggling for the necessary manpower, strong financial condition, and infrastructural development.

We would like to honor our gratitude towards the community who contributed for the establishment of this campus by donating, different things—land, money, wood, stone, and moral supports-suggestions and advices, etc. Also goes our acknowledgement to TU, UGU, Office of the controller of Examination, District Development Committee, Khotang, Political parties, local bodies, business community, British Welfare center Diktel, FSU, existing students unions, Nepal Army Mude Barrack, Diktel Campus Management Committee, the lecturers, officials, the others who involved directly or indirectly for the preparation of this report the participants of the workshop and helped to prepare this strategic plan.

Hira Kumar Rai
Campus Chief
Diktel Multiple Campus

Contents

Forwarded	I
Table of Content	li
Abbreviations	lii
Section-1: INTRODUCTION	1
1.1 Context and Rational	2
1.2 Purposes	2
1.3 Process Adopted	2
1.4 Participants of the planning Workshop	2
1.5 Expectation of the Plan	3
Section-2 INSTITUTIONAL PROFILE	4
2.1 General Introduction of Campus	4
2.2 Geographical Location	4
2.3 Physical Infrastructure	5-7
2.4 Academic Programs	7
2.5 Human Resource Management	8-9
2.6 Institutional Management	9
2.7 Teachers Student Union	10
2.8 Economic and Financial Management	10
2.9 Documentation, Research and Publication	10
2.10 Extra-Curricular Activities	10
2.11 Students Welfare and Scholarship	10
Section 3: Development Trend	11
3.1 Physical Infrastructure Trend	11
3.2 Academic Development	11
3.3 Faculty Development Trend	11
3.4 Human Resource Development Trend	11-12
3.5 Operational And Expenditure Trend	12
Section-4: SWOT Analysis	13
Strength	13
Weaknesses	13
Opportunities	13
Threats/Challenges	13-14
Section-5: Strategic Plan	15
5.1 Vision	15
5.2 Mission	15
5.3 Goals	15
5.4 Objectives	15
5.5 Guiding Principles	16
5.6 Values/Commitments	16
5.7 Strategic Areas/ Sectoral Priorities	16
5.8 Strategic Areas, Objectives and Activities	17-20
Section-6 Financial Sustainability Development Plan	21-26
Section-7: Implementation Of Strategic Plan	27
Review Analysis	27
Oncluision	27
Annex-1	28
Annex-2	28
Annex-3	28
Annex-4	29

ABBREVIATIONS

Abbreviations

A.D.
Asst.
B.A.
B.B.S.
B.Ed.
B.S.
CMC
DDC
DMC
etc.
F
FSU
I.Com.
Km
LOI
M
M.A.
M.B.S.
M.Ed.
Mphil
No.
NP
QAA
SSR
SWOT
SHEP
S.No.
SLC
TU
UGC
VDC

Full Forms

Anno Domini
Assistant
Bachelor of Arts
Bachelor of Business Studies
Bachelor of Education
Bikram Sambat
Campus Management Committee
District Development Committee
Diktel Multiple Campus
etcetera
Female
Free Students Union
Intermediate in Commerce
kilometer
Letter Of Intent
Male
Master of Arts
Master of Business Studies
Master of Education
Master of philosophy
Number
Not Published
Quality Assurance and Accreditation
Self Assessment Team
Strength Weakness Opportunity and Threat
Secondary Higher Education Project
Serial Number
School Leaving Certificate
Tribhuvan University
University Grants Commission
Village Development Committee

Section-1 : INTRODUCTION

1.1 Context and Rationale

Diktel Multiple Campus (DMC) has been serving the educational needs of Khotang district since more than three decades. As there were no any government campus and other affiliated campus in Khotang and its neighboring districts at that time, the local people of the district realized the need to establish a campus in Khotang, (Diktel). The access to higher education in Nepal had been limited to urban areas a few decades ago. Eastern development region is remote development region of Nepal. Among the sixteen districts of eastern development region, Khotang is known as 'Kalikot of East'. So it had a very poor state of higher educational facilities.

In the whole Sagarmatha zone there were no other campuses except in Saptari and Siraha till 2037 B.S. That is why the people of the whole hilly districts (Okhaldhunga, Solukhumbu and Khotang) and Diktel multiple campus was established in 2037 B.S. after the affiliation of T.U. In Khotang district alone, there are six community campuses till now. Most of the campuses established through community initiative have poor physical infrastructure base. T.U. constituent campuses of Sagarmatha zone fulfill only a small portion of the local higher educational demand.

Diktel multiple campus has been trying to fulfill the educational need of Khotang district since its establishment in 2037 B.S. However, the infrastructure constraint has been the major limitation towards its development. The Second Higher Education Project (SHEP) had supported Diktel Multiple Campus to develop the infrastructure of it. After the selection of the Campus by Higher Education Reform Project (HERP) for performance grant and matching grant support, the campus has taken initiative to formulate five-year strategic plan. In addition to campus is keen to join in Nurturing Excellence in Higher Education Program (NEHEP) for its betterment. To make equitable, inclusive and qualitative education, the support of The University Grants Commission (UGC) will be a milestone for the campus. In developing the condition of higher education in Khotang district, the strategic plan document provides a framework to advance the DMC's vision, mission and goals envisioned by its stakeholders.

The plan document represents the educational aspirations and expectation of the people of Khotang, strategic planning is an important tool of achieving the organizational goals. In fact, strategic planning is a visionary process to achieve the goals. Based on the strengths, Weaknesses, Opportunities and Threats (SWOT) analysis. Core competencies of the organization are identified and plans are formulated. on the basis of long term goal, several sectoral goals are formulated. The former strategic plan of DMC has achieved many goals but there are other several goals, which are remaining to be achieved. So this strategic plan has been formulated to fulfill these incomplete goals of the campus.

In the case of DMC, it has achieved letter of intent (LOI) ,SSR Report is submitted in 2076/08/30 and the PRT Visit had been completed in 2078/10/22 to 2078/10/24 by UGC under the process of QAA achievement. Several factors in relation to higher education like quality, physical infrastructure, human resource, financial sustainability, Educational Management and Information System (EMIS) and community involvement are needed to be considered. The whole approach toward the higher education of community is changing. Now people are being more conscious toward the quality education than obtaining only a certificate. The campus has tried to include all aspects relevant to higher education in the planning document.

Further as the country is being restructured on a federal model, educational institution of the remote area of the country also need new approach to improve the quality of education. It is favor of the background that the strategic plan of DMC (2022-2032) A.D. has been prepared for the submission to University Grants Commission. The Present strategic plan is revised strategic plan of (2017-2021) A.D.

1.2 Purposes

The strategic plan of Diktel multiple campus has the following purposes.

- i. Improve the infrastructure of the campus,
- ii. Extend the programs,
- iii. Manage efficient manpower,
- iv. Reform the instructional approach, method and techniques,
- v. Standardize the delivery of campus,
- vi. Strengthen the financial situation of campus.
- vii. To Achieve the QAA.

1.3 Process Adopted

The campus strategic plan is prepared in consultation with the campus management committee, teaching staff, non-teaching staff and stakeholders.

After the selection of the campus for the Higher Education Reform Project by the university grants commission, a preliminary meeting of campus management committee was held in 2078/03/26 B.S. as per the requirement of the UGC, initial steps were taken to formulate a 10-year strategic plan. The meeting formed a 5-member campus strategic plan committee (Annex-2) and revised strategic plan committee (Annex-3). The committee organized a one-day workshop, which formulated the vision, mission goals and strategic plan.

The workshop first overviewed the SWOT. After overview, the workshop approved the strength and weaknesses, kept the strengths as it is, and assembled the suggestions to improve the weaknesses. A grand discussion compiled a list of opportunities and threats. In addition, the workshop reformed the necessary statements of vision and mission. At last, it finalized all the points of SWOT.

On the second shift, the participants were divided into groups for the discussion of the following agenda.

- i. Institutional development,
- ii. Infrastructural development,
- iii. Research consultancy and extension,
- iv. Publication and documentation,
- v. Sustainable development of overall institution

On the basis of the outcome of the workshop and consultation with campus management committee, a preliminary strategic plan was prepared. The draft was shared with campus chief, lectures, representatives of the stakeholders for their review and comments. On the basis of feedback and comments of the final draft was prepared and presented to the CMC. The committee approved it after grand discussion. The revised strategic plan was then submitted to the HERP and University Grants Commission.

1.4 Participants of the planning Workshop

The following people were involved on the workshop.

- (i) Campus Management Committee,
- (ii) Teaching staffs
- (iii) Office staff
- (iv) Representative of Student's union

1.5 Outline of the strategic Plan

The structures of the Campus strategic plan consist of the following sections:

Section I: It consists of the background of the plan, , process adopted and the related stakeholders.

Section II: It consists of the institutional profile of the campus. It consists of the developmental trend of the campus, such as physical facilities, student enrollment, human resources, extracurricular activities, financial activity.

Section III: It consists of the development trends. In this section physical infrastructure, academic program, student's enrolment, examination and results, human resources, faculty, operational income and expenditure and student dropout trend .

Section IV: It consists of the strengths, weaknesses, opportunities and threats (SWOT) of the campus are analyzed.

Section VI : It consists the determining major area of Strategic plan.

Section vi: It consists of the implementation of strategic plan.

1.6 Expectation of the Plan

On completion of the implementation of this strategic plan, the campus will achieve most of the purposes and the objectives stated in this very plan.

Section -2 : INSTITUTIONAL PROFILE

2.1 General introduction of Campus

Diktel Multiple Campus is located in the headquarters of Khotang district, Diktel (at present Diktel Rupakot Majhuwagadhi Municipality-2). Diktel bazaar is a more important for Khotang district. Majhuwa Kalika Bhagawati as an important pilgrimage for Hindu culture that is attached with this Bazaar. Likewise Halesi Madevsthan, which is known as eastern Pashupatinath of the west 40 km far from Diktel bazar and a panoramic scenery 'Rupakot' hill on the head in the Diktel Bazaar. The peak 'Tyamke Danda' is situated in the east and Diktel bazar is located at height of 1717 metre.

DMC was established in Asoj 16th, 2037 B.S. through the efforts of the community for enlighten to higher education in local or Khotang people. It has 28-9-2-3 ropanies land. The land was totally purchased by the campus itself. Khotang district has poor in educational facilities, particularly the campus level education. At that time people had to go outside of the district, Dharan, Biratnagar, Dhankuta and Kathmandu for higher education. The lack of educational opportunity after SLC in the district created an urgent social demand for the establishment of campus. Consequently the people of Khotang took the initiative for the establishment of DMC in the district headquarters. Proficiency Certificate Level courses were started in 2037 B.S. with affiliation from T.U., in 2042 B.S. Bachelor Level in the faculty of Humanities, in 2052 B.S. Bachelor Level in faculty of education, in 2062 B.S. Management in Diploma and Master Degree in faculty of Humanity in Nepali subject in 2070 B.S. were started. Along with the addition of new subjects in the continuous efforts, 17 blocks of buildings with 20 classroom, 347 pairs of desks and benches, 2032 various types of books in library. The various buildings are donated by various organizations.

The catchment area of this campus covers the most part of the Khotang district. Besides this it covers certain areas of Solukhumbu, Okhaldhunga, Bhojpur and Udayapur. The area of the DMC is inhabitant by Rai, Kshetri, Brahmin, Tamang, Gurung, Newar, Sherpa, Sunuwar, Dalit etc. They belong to Hindu, Baudha, Kirat and Christian religion. They seem to have been livelihood of majority population of this district is agriculture. Besides this, a significant number of population belong to trade, government service, military of Nepal, India and British and foreign employment too.

Since its establishment in 2037 B.S. DMC has been receiving financial, physical and other supports from Khotang district development committee, office of land registration and land revenue and community people contributing. Thus, present status of DMC has been possible as a result of efforts of political parties, local bodies, business community, government, donors and guardians.

2.2 Geographical location

Diktel campus is situated in the north east of Diktel Bazaar, the headquarters of Khotang. It is situated at an altitude of 1530 m. from the sea level. It is situated on 27° 13' 36"/E 086° 47' 14.80" Election 1728M in province No.1 of Nepal. It is located on the top of a foothill of Rupakot. It is a view point of Diktel Bazaar. It covers the area of 35 ropanies, 01 anas, 2 paisa and 3 dams (about 17947 square meters). It faces to the east-south wards. The land of this campus is divided into two portions: the main portion- 24 ropanies, where the administration and the teaching buildings are situated, the smaller portion -5 ropanies, where there is wood now and remaining 5 ropanies are donated by public in different part of the municipalities.

And other supports from Khotang district development committee, office of land registration and land revenue and community people contributing also. Thus, present status of DMC has been possible as a

2.3 Physical Infrastructure

❖ Land

35-01-02-03 Ropanies of land registered in the name of DMC in the then Diktel and Bamrang VDC, Khotang and now in Diktel Rupakot Majhuwagadhi Municipality ward No. 2 .

❖ Buildings and Rooms

At present, there are 17 separate blocks of buildings, which are using as given bellow purposes:

S.No.	Rooms used for	Rooms
1. Buildings and Rooms	Classroom: earthquake free blocks-3	6
	one story Building-7	14
	two story RCC building-1	8
	three story old hostel blocks-2	15
	administrative blocks-1	2
	Program Hall-1	1
	Library-1	1

❖ Furniture and accessories

The campus has furniture and accessories like bench, desk, table, chairs, rack, cupboard, whiteboard etc. to meet the basic requirement of the campus. Though the campus has four computer, two photocopy and four printer etc. But these are not sufficient to meet the requirement of the campus. Which has been shown in the table below?

S.No.	Description	No of Furniture and accessories	Remarks
1	Desk/Bench	305	
2	Plastic Chairs	300	
3	Chair (wooden)	45	
4	Rack	15	
5	Cupboard	14	
6	Whiteboard	20	
7	Table	18	
8	Notice board	4	
9.	Long Chair	4	
10.	Revolving Chair	12	
11	Computer table	6	
12.	Meeting Hall table	52	

❖ Computers, Laptops, Photocopy machines and other

S.No.	Descriptions	Numbers
Computers	Desktop Computers	49

	Laptops Computers	7
	Printers	10
	OHP Projectors	14
	CC Camera	15
	Camera	1
	Intercom	1
	WiFi Devices	2

❖ **Drinking Water and toilets:**

S.No.	Description	Numbers	Capacity
1	Reserve big tanks	1	15000Ltrs
2	Hill tanks	4	2500 Ltrs
3	Automatic Water Purifier(Euro Guard)	1	1 minutes 3 litres
4.	Toilet	6	16 rooms

❖ **Library Books**

Types Of Books	Numbers
General Section	12586
Reference Section	8941
Journals	150
Magazines	201
Others	321

❖ **Hostel**

Diktel campus has two buildings with 15 rooms, one toilet and one tap. One has donated by British welfare Diktel, Khotang and one has constructed by itself. One of them need to be repaired so that it is not in use. And in another building ten students are residing now.

❖ **Sports Facilities**

There is a volleyball court, within the campus premises. Similarly, there is provision of indoor games like chess, carom board, Chinese checkers etc.

❖ **Road and Transportation Facilities**

DMC has constructed road inside the campus premise for vehicle movement with support of local community efforts' which is linked with 'Eastern Hilly Democratic Road' (Madhya Pahadi Lokmarga) 2 km far.

❖ **Library**

The library of the campus is housed in hall. There are 21527 (reference- 8941 and text books- 12586) books in the library. Besides text books local and national level published newspapers, magazines also available in the library. Although, the numbers of various books in the library is very low to meet the need of the students and teachers. The campus has been continuously trying to add new book in the library through different sources.

❖ **Drinking water**

The provision of drinking water facility has been made inside the campus premises. At the campus one reserve water tank and hill-tanks have been managed for water supply.

❖ **Toilet Facilities**

The campus has 9 toilet rooms for girls and 7 for boys.

2.4 Academic Programs

DMC has launched the following mentioned academic programs:

S.N.	Level	Faculty	Major Subject	Approved Date	Remarks
1	P.C.L.	Humanities and Social Sciences	Nepali, Political Science, Economics	2037 B.S.	Add. History and Culture in 2042 B.S. Now phase-out
2	Bachelor	Humanities and Social Sciences	Nepali, Political Science, Economics, History and Culture	2042 B.S.	Add. English and Sociology in 2069 B.S.
3	P.C.L.	Management	All subjects are compulsory	2947 B.S.	Now phase-out
4	Bachelor	Education	English, Nepali and Mathematics	2052 B.S.	Add. Population Education in 2069 B.S.
5	Bachelor(One year B.Ed)	Education	English, Nepali and Economics	2052 B.S.	
6	Bachelor	Management	Compulsory subjects	2062 B.S.	
7	Masters	Humanities and Social Sciences	Nepali	2070 B.S.	
8.	Masters	Humanities and Social Sciences	Sociology	2074 B.S.	
9	Masters	Education	Nepali and EPM	2075 B.S.	

2.5 Students Enrollment

Student's enrollment of the last three year is given below

Present Status of Student Enrollment (2077/078)

Level	Program	Numbers Of Students Per Year				Total
		First Year	Second Year	Third Year	Fourth Year	
Bachelor	B.A.	168	86	66		320
	B.Ed.	156	61	37	27	281
	B.B.S	73	38	25	26	162
Master		First Semester	Second Semester	Third Semester	Fourth Semester	Total
	Humanities	22	9	12	13	56
	Education		6	11		17
	Management					
Total		419	200	151	66	836

Annual Graduate (Last Three years)

Humanities Faculty

Level	Appear and Success rate in annual final Examination							
BA	2074		2075		2076		2077	
1st	81	22	87	47	67	9	170	-
2nd	61	11	66	11	75	22		
3rd	21	15	60	23	59	48		
4th								

Management Faculty

Level	Appear and Success rate in annual final Examination							
BBS	2075		2076		2077		2078	
1st	35	10	26	10	60			-
2nd	24	13	32	12	32			
3rd	25	1	16	8	27	23		
4th	24	6	23	5	17	13		

Education Faculty

Level	Appear and Success rate in annual final Examination							
B Ed	2075		2076		2077		2078	
1st	41	17	42	6	139			-
2nd	46	17	32	5	60			

3rd	44	10	41	12	27	12		
4th	42	10	42	10	36	28	25	

Master Level (Humanities Faculty)

Level	2019		2020	
MA	Appear	Pass	Appear	Pass
1st sem.	18	13	9	9
2nd Sem.	13	13	8	7
3rd Sem	15	10	17	14
4th Sem	42	39	15	12

Master Level (Education Faculty)

Level	2019		2020	
M Ed	Appear	Pass	Appear	Pass
1st sem.	12	5	6	6
2nd Sem.	12		5	

❖ Teaching Learning Method

On the overall, lecture method is the most commonly used for teaching in the campus. However, other methods like group discussion, project work, assignment, field observation, teaching practice are used to as per the requirement of the course. The methods of instruction are used in Nepali and English.

❖ Use of Teaching Materials

The campus has been using some teaching materials as per the need of the course. Educational materials are used in subject wise like population B. Ed. program etc. The campus has the provision of overhead projector, teaching practice book, which can be used for educational purpose.

2.5 Human Resource Management

There are altogether 34 teaching staff and administrative staff in the campus. Among them 26 are teachers and 8 are administrative staff. Among the teachers 20 are full timer and 6 are part timer.

2.6 Institutional Management

The campus is an autonomous, community based educational institution. It is managed by a 15 to 21 member management committee under 'Diktel Bahumukhi Campus Sanchalan Bidhan, 2075 B.S.' which has been formed undergoing the TU Act, Rules and Regulations. The management committee includes the representative of T.U., president elected by campus assembly and accepted by TU, nominated members through campus assembly, president of campus unit of teacher's association, Diktel Rupakot Majhuwagadi Municipality Khotang, Ward chairperson of existing ward of DMC and representative of association of campus staff. The campus chief is the member secretary of CMC.

To support the administrative and academic activities of the campus, subject committee, research committee. Extracurricular activity committee, hostel management committee, library committee and prize and scholarship committee have been formed in the campus. Likewise three faculties: arts, education and management. Are formed under assistant campus chief. Teachers' union and students' union have been playing important roles in development of DMC. To address

the quality education and improvement of administrative, academic, physical, social performance, the organizational structure of the Diktkel Multiple Campus is restructured. (Annex No 4) .

2.7 Teachers/Students' Union

DMC has formed free students' union and campus unit association of teachers. Association of teachers and students union have been playing important role in the development of the campus.

2.8 Economic and Financial Management

❖ Income and Expenditure of the Campus

Description	2075/076	2076/077	2077/078
	Income	16,354	13,337
Expenditure	16301.781	65,118.415	11,428.348

❖ Sources of Income

DMC receives income from various sources. The regular sources of income are student's fees, interest on bank deposits, annual grants received from UGC, government and non-government donations. Besides these campus receives financial supports and donations from local bodies of Khotang district's different government Organizations, INGO and organizations.

❖ Financial System

The financial transactions of the campus are maintained according to double entry system. Campus accounts are audited by a registered audit annually.

2.9 Documentation, Research and Publication

The campus has a system of documentation of campus records. However, the documentation practice currently in use needs to feeling to be upgraded and modernized through the computerization of the office procedures. Research activities are very limited in the campus.

Teacher are writing and publishing their books as text book like Krishna Bahadur Rai has written for grade 11& 12 English (Linguistics) books and campus chief Suka Raj Rai has been research in humorous literature in the topics of "Adhunik Nepali Nibandhama Hasyabyangya" and hold the Ph. D. from TU. Occasionally some teachers publishing their articles in various aspects in papers or journals.

DMC annually have been publishing its own 'Naya Kadam' as master piece of campus.

2.10 Extra-curricular Activities

Besides the regular academic activities different extra-curricular activities are held in the campus on a regular basis. The extra-curricular activities are: (1) Games like volley ball, football, chess etc. (2) Publication of campus souvenir (3) Poetry and quiz contests, (4) Cultural programs, (5) Educational tour, (6) Participation in different contests (7) Different activities done by free student Union and other active union related with political parties.

2.11 Students welfare and scholarship

The campus provides scholarship or free ships for disadvantaged groups, dalits and students from poor family . Similarly, the campus provides around 80 to 90 percent or free ship to the students of martyrs and physically disabled family.

Section- 3: Development Trend

3.1. Physical Infrastructural Trend

DMC has 17 buildings block. Among them one 8 rooms RCC building is a two storey building. All the rest are single storey ones of them 19 rooms are well lighted and the rest rooms lack proper lighting, All instructional rooms are spacious enough. Most of the furniture is traditional. Now a days modern type of classroom furniture armed chairs with side mini-tables have been built. Must of the instructional classrooms accept the RCC rooms, have plank ceilings. One playground has been but recently, Students can play volleyball, badminton etc. one this ground.

Of the buildings 2 are hostel buildings, one of them one consist 8 and another 7 rooms. One of floor is concretized and another is paved. Recently a two story RCC administrative building had been constructed with cost Rs1,99,00,000.

There is managed drinking water at campus. It is reserved in reserve tank. There are water sealed 14 toilet rooms: 7 male and 7 female. But they are not completely feminine and handicapped friendly.

There is supply of electricity at campus. It is supplied to most of the buildings but not in all the rooms. Permanent wiring has not been made in all the classrooms.

3.2 Academic Development

DMC was established in 2037 B.S. From the then certificate level of humanities faculty with special Nepali, economics, political science and history. It is initiated bachelor's degree in the same faculty and subjects. Specialization in sociology and English begun from 2070 B.S. and master's in Nepali has been running since 2070 B.S.

This campus introduced the faculty of education with math, Nepali and English specialization since 2054 B.S. It introduced population specialization in 2070 B.S. and the second years of 4 year program has been running now. It is intending to launch the master's in education in the near future..It has also 1 year B.ED. programmed in Nepali, English and Economics.

3.5 Faculty Development Trend:

DMC was established with the faculty of humanities in 2037 B.S. A separate humanities Department was established under the head of Mr. Paban Thapa / Ajaya Kumar Jha in 2052. there were the programs of Nepali, economics, political science and history. The programs of sociology and English were initiated in 2070 B.S.

Education faculty 2054 B.s. with English, Nepali and math specialization at first was a joint faculty with Humanities. The Program of population letter separate faculty was established in 2058 B.S. under the head of Mr. Ram Prasad Rai was initiated from 2070 B.S. The faculty of education is running with these four subjects in course of its 26 years.

The program of management was introduced in 2048 B.S. from certificate level(I.Com). The B.Com (and BBS now) was introduced in 2062 B.S. A separate department was established after 2062 under the head of Mr. Harka Bir Rai . Now every depart is managed by faculty wise assistant campus chief and every faculty depart runs in the separate office.

3.6 Human resource Development Trend:

Diktel Multiple Campus lacks proper human resource development trend. Diktel Multiple Campus participates in different seminars, workshops, meetings and discussions organized by T.U. and other related organizations and institutions. It sometimes organizes informal meetings and discussions including the members of management committee, political parties, representatives of

students organizations, campus staff and other stakeholders. But all these are non-scheduled. We have not yet made operation calendar and put into practice.

3.7 Operational Income and Expenditure Trend:

DMC has appointed an accountant to handle the income and expenditure of campus. It keeps the record of all the income and expenditure. It has opened accounts in Rastriya Banijya Bank, Diktel, Bank of Kathmandu, Jyoti Bikas Bank, Salpa Bikas Bank, and all the expenses are made through banks. Also there is a standing finance committee under the chairmanship of management committee member. It keeps an eye on the monetary transactions. Every year an auditor is appointed to look into the system of transaction.

Section -4 : SWOT ANALYSIS

The Strength, Weaknesses, Opportunities and Threats as identified by the stakeholders of Diktel Multiple Campus are given below:

Strengths

- 1) Adequate land property, nearby Diktel district headquarter (municipality) with land area of 35-01-02 Ropanies in Campus's ownership in Diktel Rupakot Majhuwagadhi Muinicipality the district headquarters of Khotang district.
- 2) Regular support of local bodies and UGC.
- 3) Support and commitment of all political parties and good relationship with local communities.
- 4) Encouraging number of students (800+) with over a half female students
- 5) Nearby from road connectivity (accessibility)
- 6) Availability of sufficient drinking water
- 7) Scholarships for 10% students, and encouragement of enrolment of disadvantaged groups and affordable fee structure
- 8) Development and endorsement of necessary policies to run the campus

Weaknesses

1. Inadequate number of teachers according to the student's number and offered elective subjects.
2. Inadequate number of administrative staff.
3. Majority buildings are old and ruined, and the furniture are also old
4. Lack of capacity development program to the teachers and staff
5. Lack of E- library
6. Lack of sustainable sources of financial sources
7. No compound wall/fencing
8. Inadequate playground for sports requiring larger courts
9. Competitiveness of faculties is not justifiable
10. Almost invisible research work, and allocated research budget is not spent for research activities
11. Availability of modern technology and equipment is not sufficient

Opportunities

- 1) Only DMC has been running Master level programs in the district.
- 2) Three faculties Humanities, Education and Management are in operation.
- 3) May provide educational leadership to eastern hill / mountain districts such as Khotang, Bhojpur, Okhaldhunga and Solukhumbu districts
- 4) Possibility of receiving performance-based funding/support from the government, local bodies, donors, and community
- 5) Possibility of increase in student's number since there are large numbers of marginalized communities who aspire for reasonable fee, and there are a large number of feeder schools
- 6) Can provide educational leadership in higher education, particularly through Master degree as there are five feeder campuses offering UG programs.
- 7) Prospects of getting benefit from coordination and cooperation with district-level authorities
- 8) Federal education system may open new opportunities for community campuses through the provincial governments

Challenges

- 1) Strengthen and enhance the quality to attract more students from nearby several colleges offering Bachelor's degree programs
- 2) Landscape planning and maintaining slope-stability
- 3) Repair and maintenance of old infrastructure/building/furniture
- 4) Challenge of providing quality education by charging affordable amount of fee.

- 5) Lack of clear policy of the government towards the public campuses and management of 11 and 12 grades in the same premises running higher education.
- 6) Challenge to recruit and retain qualified teaching faculties
- 7) Challenge of addressing the needs and interests of diverse students and community
- 8) Challenge of educating students to make them competent enough in ever-changing, advanced, and complex world
- 9) Challenge of meeting the requirements to maintain the quality of education
- 10) Difficulty to provide technical and skill-based education
- 11) Minimizing high dropout ratio

Section -5 : STRTEGIC PLAN

5.1 Vision

Diktel Multiple Campus will be developed as a centre of excellence in higher education.

5.2 Mission

To produce efficient and qualified educational manpower through technology friendly, research oriented, professional, vital, interactive, competitive teaching and learning for building sustainable quality educational institution.

5.3 Goals

1. Development of technology friendly, research oriented and vocational education to address modern education trend.
2. To produce highly qualified, skilled manpower for the educational and administrative sector.
3. To build a technically and skilled manpower that can make a high contribution to the country and society.
4. Continuity of the relation with government and non-government organizations, community, and stakeholders.
5. Creation of learning friendly infrastructure and environment.
6. Look for pipeline income resource.
7. Development of tactful leadership for balanced and dynamic management of leadership at campus.
8. To develop as a university.
9. Conduct the program to attain the objectives of NEHEP.

5.4. Objectives:

- 1) Achieve long term financial stability
- 2) Well equip the existing library an e library
- 3) Strengthen partnership in local and national level
- 4) Construct and improve the quality of physical infrastructure
- 5) maximize the strategic and appropriate utilization of technology
- 6) Invest in the professional and leadership development of all staffs
- 7) Develop and enforce students centered and student first processes policies, decision and culture
- 8) Encourage and support creativity, innovation and flexibility
- 9) Increase access and successes to meet changing needs of the students and society
- 10) Improve students pass out rate by adapting best practices.
- 11) Minimize the student dropout rate.
- 12) Prepare efficient manpower (to meet the need of contemporary society).
- 13) Equip the collage with modern technology and the other equipment.
- 14) Extend new programs and subjects in Bachelors and Masters degree.
- 15) Involve the deprived (privileged and socially excluded group people) group people in the educational stream.
- 16) Establish mutual relation with the community.
- 17) Manage educational environment marginalized people, ethnic groups, Dalits.
- 18) Effectiveness of EMIS.
- 19) Implement the program associated to NEHEP.

5.5 Guiding Principles

The following guiding principles have been considered while formulating the strategic plan of DMC.

1. Development of human resources tending to the contemporary society and the nation.
2. Extension of programs in Bachelors and Master degree.
3. Creation of conducive academic environment.
4. Assurance of quality education at reasonable fees.
5. Creation of conducive academic opportunities, encouragement and inclusion of privileged and socially excluded group people in the main stream of education.
6. Improvement of relation among the campus and community, and the campus and the other government and non-government agencies.
7. Explore the viability of commercial use of land owned by the campus for resource generation.
8. Accountable and transparent administration.
9. Addition of vocational courses.

5.6 Values/Commitments

The values/commitments of DMC are as follows:

- (i) We are committed to all round development of the campus through quality education.
- (ii) As a 'not-for-profit' academic institution, we are committed towards serving the community and we are accountable to the community for our performance.
- (iii) We believe in transparency and good governance.
- (iv) We believe in participatory decision making process, all major decisions of DMC will be taken with consultation of the stakeholders.
- (v) The campus commits itself to provide educational opportunities to all irrespective of caste, creed, religion, ideology, ethnicity or gender.
- (vi) DMC is committed to develop the sense of national unity among students.
- (vii) We strive unity aiming at students rich culture and tradition of Eastern region.

5.7 Strategic Areas/Sectoral Priorities

On the basis of the outcome of the planning workshop, interaction with the campus management committee and teachers, priority assigned to different strategic development areas in the strategic plan is as follows. The priority areas are based on the projected expenditure on each sector.

S.No.	Development areas	Priority
1.	Assure Quality	1
2.	Develop the infrastructure	2
3.	Resources mobilization and use for better operational development	3
4.	Promoting stakeholders networking and partnership	4
5.	Provision of EMIS	5
6.	Re Designing the organizational structure of the campus	6
7.	Ensuring the social Equity	7
8.	Financial Sustainability Development Plan	8

5.8 Strategic Areas, Objectives and Activities:

Strategic Area 1: Assure Quality

Objectives:

1. Enhance the quality of Faculty members
2. Promote the active participation of students in learning process and make them competent and proficient
3. Development of academic environment
4. Management of well equipped library
5. Use of technology in teaching
6. Use of new and modern teaching material with apt teaching methods.
7. Monitoring, supervision and evaluation

Objective 1: Enhance the quality of the Faculty members:

Activities:

- i. Applying proper reward and punishment system
- ii. Arrangement of workshop, seminar, training for faculty members
- iii. Providing opportunities for teaching staff in service higher studies like M.Phil, Ph. D
- iv. Conduct the exposure visit for teachers to renowned college and universities
- v. Publishing annual research based peer reviewed journal and encouragement to write article in national and international magazine forum
- vi. Well management of promotion policy of campus effectively
- vii. Provision of research management committee and conduct research oriented activities,
- viii.

Objective 2: Promote the Active Participation of student in learning process and make students competent and proficient.

Activities:

- i. Managing educational tour regular basis
- ii. Conducting the classes from senior visiting professors of universities
- iii. Conducting extra remedial classes to the students who secures less marks in internal exam.
- iv. Conducting the extra coaching classes according to the demand of students and need base
- v. Conducting regular co curricular and extracurricular activities
- vi. Report collection from faculty members of students
- vii. Building enthusiasm in students in new innovation and technology
- viii. Taking regular attendance of students for regularity in class
- ix. Conducting internal assessment, pre board exams and timely evaluation
- x. monitoring and mentoring students as per their overall performance at campus.

Objective 3: Development of Academic Environment :

Activities:

- i. Preparing annual academic plan and effective execution
- ii. Making college surrounding neat and clean
- iii. Management of proper numbers of students in each class
- iv. Discouraging the unnecessary political activities
- v. Proper management of classroom
- vi. Abiding the code of conduct of the campus
- vii. Receiving the job description

Objective 4: Management of well equipped Library:

Activities:

- i. Improvement of the

- ii. library system
- iii. Managing the sufficient reference material
- iv. Standardization of computer lab
- v. Increment the numbers of library book and computers
- vi. Management of sufficient reading room in library
- vii. Proper operation of library system
- viii. Training for library staff

Objective 5: Use of Technology in teaching

Activities:

- i. Use of modern teaching ad like computer, Overhead projector
- ii. Management of well equipped computer lab
- iii. Management of well equipped e- library room
- iv. Management of necessary electronic devices used in teaching

Objective 6: Monitoring , Supervision and Evaluation

Activities:

- i. Formation of monitoring and evaluation team and activate by guidelines
- ii. Provision of periodic assessment system
- iii. Timely evaluation and feedback
- iv. Monitoring and supervising the whole process

Strategic Area 2: Develop the infrastructure of Campus:

Objectives:

1. Construction of basic infrastructure:

Activities:

- i. Construction of new physical infrastructure to meet the need of research program, well furnished room for students and administrative bodies.
- ii. Compounding of campus premises
- iii. Systematize the entry into campus
- iv. Constructing parking area
- v. Construction for hostel ladies and gents separately
- vi. Managing alternative sources of power backup
- vii. Extension of playground
- viii. Management of well equipped furniture in classroom
- ix. Management of computer lab with sufficient numbers of computer
- x. Management of E - library room with sufficient numbers of computer connected to internet
- xi. Well management of sanitary toilets, clean drinking water
- xii. Management of beatification of campus area
- xiii. Well managed canteen
- xiv. Enlargement of UGC matching fund building

Strategic Area 3: Resource Mobilization and Use for Better operation Development:

Objectives:

- 1. Internal Resources
- 2. External Resources

Objective 1: Internal Resources:

Activities:

- i. Extension of general assembly membership with increased membership fee
- ii. Utilization of land of the college by rent, lease
- iii. Establishing a provident and welfare fund to employees
- iv. Increasing the enrollment of students
- v. Increment fee
- vi. Initiation of vocational courses

Objective 2: External Resources

Activities:

- i. Making serious request to provide grants from central government, province government and local bodies local government
- ii. Encouragement to public for donation
- iii. Requesting for grants to NGOS, INGOS, Alumni, UGC Nepal and TU
- iv. Identifying the individual donors and requisition for donation
- v. Strengthening the participatory fund policy for the promotion of the campus

Strategic Area 4: Stakeholders Networking and Partnership

Objectives:

1. Develop public relation, networking and partnership

Activities:

- i. Conducting campus general assembly every year
- ii. Formation of Parents Teacher Association and conduct meeting at regular basis
- iii. Interacting with the guardians regularly about activities and achievement of the students
- iv. .Co-coordinating with other educational institutions
- v. Promoting regional networking through seminar, workshop
- vi. Proceeds for affiliation of different program
- vii. Organizing the stakeholders meeting for public disclosure

Strategic Area 5: Management Information System:

Objectives:

1. Promote Information and Communication Technology
2. Personal Information System

Objective 1: . Promote Information and Communication Technology

Activities:

- i. Updating electronic data base of the students and budgetary system
- ii. Updating the website of campus including all the educational, physical, historical, financial and environmental environment
- iii. Distribution of campus prospectus
- iv. Publishing campus bulletin every year
- v. Preparation of academic and operational calendar every year
- vi. Managing enquiry desk and complain box in campus
- vii. Other required activities set by advertising sub committee

Objective 2: Personal Information System:

Activities:

- i. Publishing annual report
- ii. Provision of internet, email and web page
- iii. Managing information desk
- iv. Preparing separate profile of teachers, students and management committee members
- v. Advertisement through papers and electronic media
- vi. Managing laptop for every faculty member
- vii. Preparation of operational and academic calendar
- viii. Effectiveness of EMIS Unit

Strategic Area 6: Re engineering the Existing Organizational Structure of the Campus:

Objectives:

- i. Reviewing charter and formulation by law
- ii. Study of organizational development/ structure and preparation of job Description for each staff
- iii. Reconstruction, repair and maintenance of the physical properties of the campus

Objective 1: Reviewing charter and formulation by law:

Activities:

- i. Reviewing the existing charter of the campus
- ii. Re -engineering the existing organizational structure of the campus

Objective 2: Study of Organizational Development/ Structure and Preparation of Job Description for each staff:

Activities:

- i. Provision of board recruitment and selection process
- ii. Provision of different sub committees
- iii. Provision of monitoring and evaluation team
- iv. Formulating the by-laws for teaching and non teaching staff, formulating financial by-laws and formulation of committees for it
- v. Making and reviewing job description for assistant campus chief, faculty heads, department head subject committees

Objective 3: Re-construction, Repair and Maintenance of Physical Properties:

Activities:

- i. Policy development for reconstructing, repairing and maintaining physical properties of the campus
- ii. Formulate the repair committee and guided by guidelines
- iii. Allocate the budget in each fiscal year
- iv. Make the list of necessary premises to be repaired
- v. Make up-to-date the old infrastructure
- vi. Recommend the premises which are to be destroyed and reconstructed
Supervision of the task

Strategic Area 7: Ensuring the Social Equity

Objectives:

1. Promoting equity and equality

Activities:

- i. Providing equal opportunity for all in overall campus activity
- ii. Avoiding gender biasness in employment process of this campus
- iii. Giving the priorities to girls while providing scholarship
- iv. Providing Scholarship to the marginalized groups
- v. Making the provision of Uniform
- vi. Ensuring the equal participation of boys/girls in co-curricular activities.
- vii. Ensuring the equal candidacy in the selection of class monitor, representative as student quality circle, Red cross members etc.

Section -6 Financial Sustainability Development Plan

2023 to 2028 B.S.

SN	Purposed Fund Raising Activities	Justification and Recent Status	Methodologies	Target Fund Raising Plan in'000,					Total
				Year 1	Year 2	Year 3	Year 4	Year 5	
1	Utilization of unused land	Campus has nearly 35 ropanies, 01 anas, 2 paisa and 3 dams (about 17947 square meters) of lands which has been divided into two portions. The campus also has received additional 10 ropanies of land as a donation from the local communities however, it has not been used as of today.	The plan for the unused land will be developed and utilized as per the income generating plan more specifically demonstration plots, nursery, fruits and vegetable (kiwi, walnut, lemon..)	200	500	1000	1500	2000	5200
2	Renting program hall and buildings	The campus has two well equipped program and seminar halls that never been charged any cost while organizing various programs. In the same way, the campus has enough buildings and rooms that required for various examinations (civil service commission and so on).	The campus will make an operational guidelines for rental procedures and do accordingly.	150	200	200	200	200	950
3	Increasing tuition fees	Campus has been charging very nominal tuition fees which is considered as the cheapest community campus in eastern Nepal.	Campus will prepare a fee increment plan incorporating logics behind the fee increment plan	1160	1218	1278	1342	1409	6407
4	Scale up contributions of Alumni	DMC has established an Alumni Association last year. DMC established Alumni Association to	Campus will share the sustainability plan to campus alumni association in order to get the maximum support from ex-student	300	500	1000	1500	2000	5300

		optimum utilize alumni students and mobilize them for raising the funds required for the campus and its educational betterment	channeled through DMC Alumni Association.						
5	Scholarship sponsorships from local governments	An execution of federal system disseminated political authority at local levels. The district consists of 10 local governments. Diktel campus is the one and only higher educational institutions in the district. Building a strong relationship with the local government is the primary roles of the community campus.	DMC will work closely with all ten the local governments. The campus will share the idea of scholarship by sponsorship program. Campus will submit separate proposal to each local governments highlighting sponsorship and sponsorship schemes. Each local government is expected to provide scholarship sponsorship to at least 10 students/year.	800	1000	1200	1500	1500	8500
6	Identify charitable group or people	The identification of the people are having philanthropic aspirations plays a key role for raising funds. Diktel Multiple Campus may capitalize by getting touch with philanthropists.	Campus will explore the list of possible philanthropists available in the district and beyond. The campus will identify their interest in supporting and proceed accordingly.	300	400	500	550	650	2400
7	Exploring Income Generating Activities(IGA)	Activities that generates incomes can be the best way for raising the fund for the campus. DMC has never been done the jobs that generate incomes. Identifying IGA activities and its execution could be a significant role for the betterment of community-based institutions.	The campus will conduct a baseline survey or meetings in order to find income generating activities. Technical experts will be hired for this work and make an operational plan to execute	100	100	100	100	100	500
8	Linkages and	Several Local NGOs	Campus will identify	500	600	700	800	1000	3600

	coordination with I/NGOs	and INGOs have good linkages not only with the development partners but also with the communities. Diktel Multiple Campus already have built a strong linkage with local NGOs but would be great to identify INGOs and development partners for building the partnership in uplifting educational qualities.	possible INGOs working in the field of education and lobby for the financial assistance based on the identified activities and priorities.						
9	Lobby with provincial and federal government	Still provincial and federal governments holder financial resources in the good volume. The campus has received few support from the provincial government but has not been received the significant support from the federal government.	The campus will reach out to the provincial and federal governments by showing them infrastructural as well as educational goals and objectives.	5000	10000	15000	18000	20000	70000
10	Prepare fundraising products	The campus has not been paid much attentions to produce and commercialize the possible souvenir items utilizing local products.	Campus will organize training on making souvenir items such as handicraft, woodcarving (chudara) fine arts, shocks, scarf's, shopping bags, show-bags, face mask, T-shirt, hat, toys etc. giving a brand name "DMC". Such products will start push selling by preparing students (who prepared the product) profile. The possible souvenir will be provided to Member of parliaments, businessman, professor, teacher, civil servants, etc.	100	150	250	400	500	1400
11	Distribution of seed kits	Khotang is considered as the district consuming	Campus will provide a seed kits to their parents on seasonal basis. The	20	30	40	50	60	200

		high portion of imported food and vegetables. The district send very limited items and volumes of agricultural products to outside the districts.	packages of seed kits will be traditionally preserved, organic and endangered seeds of fruit and vegetables. The campus will determine the reasonable price for each seed kits.						
12	Class wise fundraising plan and campaigning through social media	Social media campaigning is the best way to reach out the people instantly. Students are yet to be oriented in raising funds.	Each cases will prepare a collective plan based on their existing reality and genuine plan to achieve targeted goals. Genuine plans prepared by each class will be shared through social media and media campaigning	200	300	350	400	500	1750
13	Cook books and branding of traditional/or ganic recipes	Traditional food/recipes such as gundruk, gundruk ko achar, kodo, gahu, fapar ko roti, dhido, raksi, jaad, akabare ko achar, makai bhatamas, etc. are overlooked and undermined since the encroachment of imported/ junk foods.	An execution of cook books of traditional recipes will be prepared and designed by the campus and student will be mobilized (on campus or off campus for making such recipes and its branding and marketing.	20	30	40	50	60	200
14	Per HHS/year NPR 50 collection plan for “community foundation” or “DMC Akshyakosh”:	Campus has made several efforts in reaching out to the community however, yet to be reach out to all households in the district. This concept will not only contribute to raise the funds but also rebuild the linkages of the campus with local communities.	DMC will work by making fund raising plans for raising funds by collecting NPR 50/household/year. The campus will mobilize student’s club/s for executing fund raising plan thought social and media campaigning.	250	-	-	-	-	250
15	Sponsorship plan:	Campus has been providing scholarships to the ultra poor,	The campus will make a profile of each ultra poor/vulnerable and look for getting sponsors from	500	550	600	700	900	3250

		vulnerable and disable students in annual basis. Even though, the campus has not be able to provide adequate scholarship to students as expected.	the interested donors/supporters. The campus will submit the educational progress of each student to the sponsors but the sponsors will not now their supporting students because of ethical issues.						
16	Meet with senior citizens for socialization and building a new culture:	The campus will work for building a reciprocal trust towards the surrounding communities. The students will be mobilized for taking care of the senior citizen, knowing their realities and exploring their experiences by looking at their daily lives as their project work.	This is the fund raising plan but this plan won't directly raise the fund for the campus. Most of senior citizens are neglected from their family members. The campus will work for building a reciprocal trust towards the surrounding communities. The students will be mobilized for taking care of the senior citizen, knowing their realities and exploring their experiences by looking at their daily lives as their project work	20	30	40	50	60	200
17	Buy a brick or build room/buildings for the campus plan:	. The campus will approach to them along with the plan (building a garden, building, room, meeting hall etc.). Sponsor's name will be mentioned in each bricks and the name will be given to rooms and buildings supported by particular sponsors.	The campus will work for exploring sponsors who is interest for funding to community campuses. The campus will approach to them along with the plan (building a garden, building, room, meeting hall etc.). Sponsor's name will be mentioned in each bricks and the name will be given to rooms and buildings supported by particular sponsors.	1000	1500	2000	2500	4000	11000
18	Campus Nursery and demonstration plot:	Campus will run a nursery and demonstration plot within the campus premises or campus owned lands. Campus students will be mobilized for the operation of nursery. Fruit,	Campus will run a nursery and demonstration plot within the campus premises or campus owned lands. Campus students will be mobilized for the operation of nursery. Fruit, vegetables, flowers, herbs, and medicinal plant siblings	20	30	40	50	60	200

		vegetables, flowers, herbs, and medicinal plant siblings will prepare and sell to the surrounding communities.	will prepare and sell to the surrounding communities. Also, the campus start fruit, vegetable, flowers, herbs, and medicinal plant farming at the campus owned lands.						
19	Donate your birth day program	The campus will start establishing a birthday fund and each student, teachers, parents, and well-wishers will encourage donating some money for the campus.	The campus will start establishing a birthday fund and each student, teachers, parents, and well-wishers will encourage donating some money for the campus.	250	250	250	250	250	1250
20	Introducing the Consultancy Service	The campus will start the Consultancy Services.	The Guidelines will be prepared and the expert services will be delivered.	20	30	50	60	80	240
Total				10910.	17418	30,002	29942	35509	122797

Section 7: Implementation of Strategic Plan

The campus Management committee will ensure the effective implementation of the strategic plan to achieve the goals envisioned. On the basis of the overall plan, the campus will formulate annual implementation plan at the beginning of each fiscal year. The participation of the stakeholders will be ensured in each phase of the plan implementation. The campus management committee will form several sub committees to look after the sectoral plans. The following committees are formed to support the overall plan implementation.

Review Analysis:

Sectorial committees will be formed to handle the sectoral programs. The CMC will receive the reports of the programs from the committees and analyze them regularly. It will support and encourage the committees to implement the program smoothly

Conclusion:

The vision ,mission , goals and objectives are clearly mentioned and identified in the strategic plan. Effective implementation of aforementioned activities under each strategic area and objectives will be supported by the management committee, teaching staff s and non teaching staff in co-ordination with concerned stakeholders. For the proper allocation of budget ,warm discussion will be held with concerned department, committees etc. Each and every activities will be carried effectively under scheduled program and time bound. There will be the provision of monitoring activities by the authorized bodies for the quality assurance, infrastructure development, resource mobilization, stakeholders networking, effectiveness equity and equality etc. For the sustainable development of this campus the plan is supposed to be very beneficial so that the vision, mission and objectives will be fulfilled. At last, the activities under the strategic plan will be conducted by the grant provided by Local government, province government, Central government, UGC , INGO, NGO ,Alumni and internal resources as well.

Annex- 1

Diktel Campus Management Committee has been formed as follows :

S.No.	Name	Designation	Sex	Remarks
1	Durga Jayanti Rai	Chairman	F	Elected
2	Purnaraj Rai	Vice-Chairman	M	Elected
3	Prakash Kumar Shreshtha	Member	M	Elected
4	Dhyan Bahadur Rai	Member	M	Elected
5	Dinesh Kumar Ghimire	Member	M	Elected
6	Ram Bahadur Bajgai	Member	M	Elected
7	Tika Khatri	Member	F	Elected
8	Tirtharaj Bhattarai	Member	M	Mayor-D.R.M.
9	Uttam Singh Rai (T.U. Rep.)	Member	M	T.U. Rep.
10	Dhruba Bikram Rai	Member	M	Ward Chair Per.
11	Rajan Prasad Acharya	Member	M	Chairman Khotang Industry & Commerce
12	Lal Prasad Ghimire	Member	M	Teacher's Association
13	Hira Kumar Rai	Member Secretary	M	Campus Chief

Elected by fourth Campus Assembly

Annex- 2

Strategic Planning Committee

S.No.	Designation	Name	Representative from
1	Coordinator	Dip Narayan Rijal	CMC Member
2	Member	Hira Kumar Rai	Asst. Campus Chief, DMC
3	Member	Krishna Bahadur Rai	Asst. Campus Chief, DMC
4	Member	Lila Bahadur Khatri	Lecturer, DMC
5	Member	Krishna Gurung	Asst. Lecturer, DMC

Annex-3

Revised Strategic Planning Committee (Formulated on 2078/06/12)

S.No.	Designation	Name	Representative from
1	Coordinator	Tanka Thapa	Member CMC
2	Member	Hira Kumar Rai	Campus Chief, DMC
3	Member	Harka Bir Rai	Asst. Campus Chief, DMC
4	Member	Krishna Bahadur Rai	Asst. Campus Chief, DMC
5	Member	Dhurba Shrestha	Asst. Lecturer, DMC

Annex-4 Organizational Structure

