# KATHMANDU UNIVERSITY

## Annual Plans and Programs

### (Academic Year: 2080/81)

Related to: Proposal No: 416/080

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# Executive Summary

Main Highlights:

i. Solidify the position of Kathmandu University as the top University in the country, with quality teaching being promoted through innovative methodologies, professional development opportunities for faculty, engaging with local communities, and adapting the curriculum and pedagogy to meet industry demands.

ii. Enhance the central operations, increasing student enrollment, adding new academic programs, expanding existing programs, and fostering accreditation, collaboration, cooperation, and partnership.

iii. Strategic interventions to increase student enrollment targeting the programs or gradual phasing out of academic programs with very low admission.

iv. Construction and development of physical facilities to align with the strategic initiatives and approved plans of the university. Acquisition of land and facilities at different locations as per the need and available opportunities.

v. Infrastructure development with building extensions, lab upgrades, and the incorporation of green infrastructure and promotion of electric vehicles.

vi. Graduate Employment to address low unemployment and high outmigration in Nepal. The plan aims to provide employment opportunities within the university to exceptional graduates, supporting them after completing their studies and fostering a strong alumni network.

vii. Complete the QAA process for all schools, implementing and strengthening QAA in schools that have completed QAA process, expediting the assessment for schools currently in the process, and encouraging affiliated colleges to begin the QAA process.

viii. Expansion of Endowment funds and effective use of this resources to provide scholarships and other academic benefits to the students.

ix. Collaborations with foreign universities to enhance brand recognition, demonstrate a commitment to excellence, and expand the organization's global network.

x. Bridge the gap between academia and industry in collaborations with different industries and companies to provide students with practical exposure, internships, and potential employment opportunities upon graduation.

School and Unit wise Summary

1. During the Academic Year, the university has allotted a total of 6,186 seats in 129 programs that are run across the seven schools of the university. In total, 4376 seats are allotted in Undergraduate programs, 105 seats in Post Graduate Diploma Programs, 165 seats in One-year Masters Programs, 1240 seats in Masters Program, 160 seats in M.Phil. Programs and 140 seats in Ph.D. programs of the university.  For the effectiveness of the academic programs, the Academic Council of the university has made some key decisions. Firstly, a 10% foreign student quota and 10% reserved quota for staff, local community, and inclusion have been allocated for the programs, as mandated by the Constitution of Nepal. If

these quota seats are not filled, they will be transferred to the 'Open' category. Secondly, any program with student enrollment below 50% (excluding readmissions) will be suspended in the next academic year. Thirdly, if the number of enrollments exceeds the allocated seat capacity, the school must seek approval from the Academic Council, except for programs that require approval from other councils. Finally, schools are encouraged to introduce new programs that are non-redundant in the upcoming year, with no obligation of approval from professional councils. These policies aim to ensure diversity, program viability, and effective academic management of the university.

2.  The School of Arts focuses to improve academic excellence, expand programs, develop infrastructure, enhance human resources, mobilize financial resources, strengthen external engagement, foster research and innovation, adopt technology, and consolidate the school's brand. The plan includes measures to ensure academic excellence such as adhering to a strict academic calendar and updating program curricula and introducing new programs like Masters in Economics. Multidisciplinary collaborations with the constituent schools in the University will be sought, completing the Quality Assurance and Accreditation (QAA) second cycle will be prioritized. Running BSW program in partnership with another institution, and allocating a budget for each new Masters level program are other integral parts of the school's annual plan. The school also aims to expand its operations, increase student enrollment targeting the programs with low enrolment rates such as BCD, BMS, BMus, BYSW, MMS, and MUS, and establish collaborations and partnerships. Human resources will be developed through recruitment and training, while infrastructure will be improved with ongoing construction projects and digital enhancements.

3.  The School of Education has outlined a comprehensive plan to enhance its educational offerings, expand programs, improve infrastructure, and strengthen its position in the field of education. The plan focuses on producing better graduates, conducting high-quality research, modeling effective pedagogy, and fostering partnerships. The school aims to enroll a significant number of students in various programs. In addition, students will be enrolled in short courses through a credit accumulation framework. The school aims to recruit qualified faculty and staff members, establish resource centers, promote green infrastructure, create a digital infrastructure, and focus on emotional infrastructure development. Financial resources will be mobilized through student fees, research funding, and franchising opportunities. The school also plans to establish outreach centers, promote academic collaborations, enhance online connectivity, and engage in policy initiatives. The school aims to provide fieldwork support to students facilitating their research. The school will also plan the necessary strategy to increase student enrollment targeting the programs or close the academic programs with very low admission.

4.  The School of Engineering annual plan encompasses various aspects to meet the evolving needs of the industry and provide quality education. The plan includes an expansion of program offerings, collaborations with other institutions and industries, curriculum revisions, and the development of physical and digital infrastructure. The school plans to introduce new undergraduate and master's programs in fields such as Geoscience and Mining Engineering, Rock and Tunnel Engineering, Construction Technology and Management, Information and Communication Technology, Chemical Engineering, Health

Informatics, Digital Governance and Policy Development, and Cybersecurity. The curriculum will be designed to meet international standards and provide practical training opportunities through collaborations with industry partners. The school also emphasizes interdisciplinary learning and collaboration through joint supervision and course collaborations with other schools. For infrastructure, the plan includes building extensions, lab upgrades, and the incorporation of green infrastructure such as rooftop solar panels and promotion of electric vehicles. One important initiative for the School of Engineering will be to sign MoU with LMTC for the use of its land and construct necessary infrastructures there.

5. The School of Law is focused on enhancing student enrollment and expanding program offerings to align with the strategic objectives outlined in the Kathmandu University Strategic Plan 2022-2027. The school plans to introduce several new programs such as Ph.D. in Law, LL.M in Commercial Law and BSW-LL.B. To ensure quality education, KUSoL will review and adjust its curriculum, promote practical learning through assignments and moot court competitions, and evaluate student performance. The school aims to actively participate in national and international events, organize talent shows, offer scholarships, and facilitate student exchange programs. Research and publication activities will be supported through access to relevant literature, seminars, and conferences. Infrastructure development includes new offices, classrooms, a legal clinic, a computer lab, and efforts to acquire land for Law and Architecture programs. KUSoL is committed to sustainability, implementing green infrastructure, sustainable pedagogy, and engaging in the zero-waste movement.

6. The School of Management aims to provide quality management education with a focus on financial sustainability and a student-friendly environment. The expansion plan includes increasing student enrollment, improving academic programs, and introducing new offerings such as the Master's program in Business and Data Analytics. Collaboration, partnership, and human resource development are prioritized, along with infrastructure development and strengthening the digital infrastructure. The school will engage with municipalities, SMEs, and business organizations, explore additional revenue streams, and enhance brand visibility through quality teaching, social responsibility initiatives, and international collaborations. Policy engagement, research, innovation, and technology adoption are emphasized, and initiatives are in place to engage with alumni and international organizations for knowledge creation and community development.

7. The School of Medical Sciences' annual plan encompasses academic activities, services and physical facilities, research, human resources development, and international collaborations. The plan includes expanding higher-level D.M., M.Ch. and Ph.D. programs and introducing new master's programs in Nursing, enhancing the undergraduate experience, upgrading technical facilities, and improving internet connectivity. In terms of services and physical facilities, the plan involves establishing specialized centers such as Orthopedics and trauma Centre, Mental Health Research Centre and Lung Centre, upgrading existing units such as Cardiovascular Unit, Oncology Unit and other existing unit, constructing an academic building, and introducing mobile healthcare services and starting

various other healthcare initiatives. The school also emphasizes research support, seeking collaborations, and securing funding. Human resources development includes training courses, conference presentations, and educational visits, while international collaboration focuses on exchanges, joint research, and capacity building.

8.  The School of Science has developed an expansion plan to address the growing demand for computational skills and industry requirements. New programs, including Graduate Program in Computational Mathematics and Undergraduate Program in Data Science, are being introduced in the Department of Mathematics, while the B.Sc. Applied Physics program will resume in the Department of Physics. The Department of Environment Science and Engineering will introduce new undergraduate and M.Tech. ENE programs focused on energy and environmental professionals, and the Department of Pharmacy will be introducing an M.S. by Research program. Geographical expansion is also planned, with programs being extended beyond the Kathmandu Valley. Curriculum reviews and updates will ensure programs align with market needs, emphasizing practical learning outcomes and project work. Faculty and staff development programs will be implemented, and infrastructure development will include the construction of new blocks, lab renovations, and the establishment of specialized research laboratories. The focus is on promoting environmental sustainability, enhancing digital resources, and improving academic facilities to support the expansion and meet the needs of the industry.

9.  Monitoring and Evaluation Division of Kathmandu University will improvise the target measures, and verification methods to assess and improve the quality of education and academic programs. The directorate will conduct an annual meeting for reflection, assessment, and decision-making. Academic activities across schools are assessed, including faculty performance, infrastructure evaluation, and identifying areas for improvement. Research projects will be evaluated for their practical and social contributions, while best practices from reputable universities are studied to develop a tailored monitoring and evaluation system. Operational policies and standards are recommended for consistency and effectiveness. Monitoring indicators and evaluation parameters aligned with university goals are established. Collaborations with other divisions ensure progress in construction projects, quality assurance, global and community engagement. Quarterly and comprehensive evaluations assess program performance and achievements, identifying areas for improvement and adjustments for the future.

10. Directorate of Admission, Equivalence, Scholarship, and Alumni aims to provide evidence-based inputs for policy formulation, optimization, and feedback collection in order to maintain a supportive educational environment. The objectives include improving enrollment and admission processes, sustaining educational standards, facilitating scholarship guideline amendments, and establishing an alumni network. The action plan for the Admission and Enrollment component involves reviewing publicity resources, conducting targeted campaigns, integrating financial aid and scholarships, developing online processes, and monitoring progress. The Equivalence component focuses on establishing eligibility and requirement descriptions, ensuring quality assurance and

accreditation, and monitoring equivalence provisions. The Scholarship component aims to define eligibility and requirements, utilize funds effectively, and provide input for guideline amendments. The Alumni component involves developing guidelines, creating a network, engaging alumni in fundraising, and seeking feedback. Indicators include feedback collection, student engagement, applicant and admission numbers, guideline finalization, description visibility, credential recognition, and alumni involvement.

11. Information System Management Section's aims to enhance the university's information system infrastructure and optimize IT operations. The plan includes deploying a new website CMS for all schools and departments, moving existing optical fiber cables underground to improve connectivity, implementing IT policies to ensure security and compliance, introducing user authentication services for enhanced access control, integrating databases and information systems into a centralized platform, upgrading the internal network to 1 Gbps, distributing internet dependency among multiple ISPs for reliability, gradually increasing internet bandwidth based on demand, designing an Information Security Management System (ISMS) structure and hiring staff, and addressing human resource needs through additional hiring. These initiatives aim to strengthen the university's network performance, security measures, and overall efficiency for the benefit of the university community.

12. Human Resources Division will continue the capacity development, productivity, accountability, fairness, involvement, and a quality work environment. The Division's focus this year will be to strengthen and develop the overall HR system and capacity development of non-teaching staff. This involves reviewing and updating HR policies and practices, investing in HR information systems, conducting training needs analysis, designing training programs, and enrolling staff in higher studies. Other activities include orientation, staffing system reform, HRIS upgrade, exchange visits, HR audit, loan management, HR handbook preparation, faculty and staff regularization, HR survey, and regular HR activities.

13. Kathmandu University has developed a Graduate Employment Plan to address low unemployment and high outmigration in Nepal. The plan aims to provide employment opportunities within the university to high-ranking graduates, supporting them after completing their studies and fostering a strong alumni network. The university reallocates funds from external services to internally fund these positions, optimizing efficiency and providing valuable work experience. The plan prioritizes top-performing graduates for employment, offering short-term contracts in academic and administrative roles. Contracts last from 6 months to 2 years, with no renewal or extension, and a total of 74 graduates are estimated to be employed in different positions within the university system.

14. The construction and development of physical facilities will align with the strategic initiatives and approved plans of the university. In order to support these construction efforts, and the expansion of academic programs acquisition of required land and facilities at different locations will be pursued as per the decisions of the university. The renovation works at Tripureswor are expected to be completed. Existing projects, such as the extension of hostel blocks and the construction of Block 'A' at Hattiban Complex, will continue. The

construction of the Center for Mental Health and repair/maintenance activities in the central campus will also proceed.

15. The Central Library has outlined several initiatives to enhance library infrastructure, improve security measures, and expand access to academic resources. These include providing additional reading tables, installing display racks for historical documents, equipping the Meeting Hall with advanced facilities. Library staff will undergo training programs to improve services, and a centralized authentication system will be implemented for secure Wi-Fi access. Bandwidth will be upgraded for faster internet, and dedicated servers will be acquired for data backup. The division also plans to expand the collection of e-books and journal databases and purchase new literature and scientific journals to enrich the physical collection.

16. Directorate of Research, Development, and Innovation aims to foster a culture of innovation, collaboration, and research advancement. Key initiatives include establishing an Innovation and Incubation Center, collaborating with other universities and international research centers, promoting applicable skills and research activities, incentivizing research publications and supporting research centers, fostering academia-industry linkage, collaborating with government bodies and policy makers, allocating research assistants, monitoring project progress, organizing seminars on RDI guidelines, and facilitating interaction programs with PhD scholars. These efforts aim to promote interdisciplinary research, knowledge exchange, and international exposure while encouraging practical skills development and contributing to policy-making processes. Following the establishment of Nepal Technology Innovation Center (NTIC), the directorate will strive to seamlessly incorporate it into the university system.

17. The Directorate of Planning and Development will focus on aligning the university's strategic plan with current priorities, developing a resource allocation framework, assessing and upgrading infrastructure, fostering collaboration and partnerships, and engaging stakeholders through effective communication and feedback mechanisms. The directorate aims to coordinate with Kathmandu University School of Management to launch a Bachelors in Aviation Management Program.  The directorate will coordinate with the stakeholders within and outside the university ensuring funding and employment opportunities.  The Academia Industry Cooperation Unit will is conceived to support technology transfer and commercialization, advise on curriculum development, coordinate internships and industry placements, and work with the Business Incubation Center  to foster entrepreneurial ideas at Kathmandu University and through these efforts. It aims to bridge the gap between academia and industry, benefiting students, the university, and the nation by facilitating knowledge transfer, employment opportunities, and economic prosperity.

18. Technical Training Centre has planned the activities in four main components: academic, training, service, and research. In the academic component, TTC will offer courses, workshops, and student projects in collaboration with various departments, including a program in Electrical Engineering. The training component will provide diverse training programs for different target groups, seeking external funding and facility upgrades. TTC's

service component involves providing technical services, manufacturing goods, and supporting sustainable practices. In the research component, TTC will conduct research on electric vehicles with an industrial partner, focusing on drive cycles, power train models, performance evaluation, energy management, and validation.

19. Global Engagement Division lays primary focus on enhancing the globalization of the university and strengthen international partnerships. The plan includes expanding international collaborations, maintaining good relationships with global partners, increasing the number of international students, and implementing effective database management. Implementation activities involve hosting festivals and meets for international students, facilitating inbound and outbound visits of faculty members, activating MOUs with international institutions, organizing conferences, participating in high-level officials' forums, arranging guest lectures and workshops, and attracting foreign students. The division will conduct regular evaluations to assess performance and address challenges such as limited physical movement across borders, online university systems, limited mobility within the country, and the need for online presence in local events.

20. Community Engagement Division follows guiding principles that prioritize people-based and community-based activities, employ a bottom-up approach, align with local government priorities, bridge the gap between the university and the community, and focus on strengthening and broadening its scope. The division aims to strengthen its own capacity and effectiveness through internal improvements and broaden its scope by expanding activities and collaborations. Specific targets include coordinating with the local government, schools, colleges, NGO Federation of Nepal, FNCCI, UN officials, and PSC Nepal to explore collaboration opportunities, job prospects, and research opportunities for students studying at Kathmandu University.

21. For the academic year, the university will focus on enhancing educational standards and practices in its constituent schools. The plan includes completing the QAA process for all schools, implementing and strengthening QAA in schools that have completed QAA process, expediting the assessment for schools currently in the process, and encouraging affiliated colleges to begin the QAA process. Through these efforts, the university aims to identify areas of improvement, set goals, and enhance the overall quality of education according to UGC guidelines, demonstrating its commitment to quality enhancement across its educational ecosystem.

# 1. Planned Academic Activities at the University

**Annual Seat Allotment for Academic Year 2080/81**
(Approved by the 138th Academic Council, dated, 31 May 2023)

The seats have been allotted to 129 programs distributed over Seven Schools as per the Summary Sheet provided below. The School-wise program list along with the Seat Allotment and Quota Allocation have been attached along.

| School | Undergraduate | Post Graduate Diploma | Master (1year) | Master | MPhil | PhD | Total |
|---|---|---|---|---|---|---|---|
| Arts | 354 | | | 114 | | 15 | **483** |
| Education | 105 | 105 | 165 | 150 | 125 | 18 | **668** |
| Engineering | 480 | | | 130 | | 10 | **620** |
| Law | 132 | | | 20 | | 2 | **154** |
| Management | 590 | | | 190 | 25 | 6 | **811** |
| Medical Sciences | 2390 | | | 501 | | 64 | **2955** |
| Science | 325 | | | 135 | 10 | 25 | **495** |
| **Total** | **4376** | **105** | **165** | **1240** | **160** | **140** | **6186** |

Following are the major decisions made by the Academic Council, applicable for all Schools.

1. 10% Foreign Student Quota and 10% Reserved Quota for staff, local community, and inclusion as per the Constitution of Nepal have been allocated for the programs. If the quota seats are not fulfilled, the seat will be transferred to 'Open' category.
2. If the student enrollment (newly admitted students only, excluding readmission) for any program is below 50%, the program will be suspended in the following Academic Year.
3. If the number of enrollment is greater than the Allocated Seat Capacity, the School will have to take approval from the Academic Council. This will be applicable for all programs except for those that need approval from different Councils.
4. Schools need to explore non-redundant new programs in the following year, with no obligation of approval from Professional Councils.

The list of new programs offered this Academic Year are as follows:

1. Bachelor of Craft and Design
2. Bachelor in Yogic Science and Well Being
3. Bachelor of Psychology
4. Master in Development Studies-International
5. Master in Indigenous Education and Development
6. Master of Education in School Counseling
7. Master in Writing and Literacy Studies
8. BE in Mining Engineering
9. M.Tech. in Energy Systems (Joint program with IIT-Madras)
10. Master in Health Informatics
11. Master in Energy and Infrastructure Law
12. Masters of Law in Energy and Infrastructure Law
13. Executive MBA-International
14. B.Sc. in Bioinformatics

## School of Arts
### Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | | | | College | Quota | | Open |
|---|---|---|---|---|---|---|---|---|---|
| | | Total | Constituent Program | Affiliated | Extended/ Partnership | | Foreign | Inclusion | |
| | Bachelor Level | | | | | | | | |
| 1 | Bachelor in Music (BMUS) | 30 | 30 | | | | 3 | 3 | 24 |
| 2 | BA (Buddhist Studies) | 30 | | | 30 | | 3 | 3 | 24 |
| 3 | Bachelor in Media Studies (BMS) | 30 | 30 | | | | 3 | 3 | 24 |
| 4 | Bachelor of Fine Arts (BFA) | 30 | 30 | | | | 3 | 3 | 24 |
| 5 | Bachelor in Community Development (BCD) | 20 | 20 | | | | 2 | 2 | 16 |
| 6 | Bachelor in Economics (BECON) | 30 | 30 | | | | 3 | 3 | 24 |
| 7 | Bachelor in Yogic Science and Wellbeing | 24 | 24 | | | | 2 | 2 | 20 |
| 8 | Bachelor of Craft and Design | 20 | 20 | | | | 2 | 2 | 16 |
| 9 | Bachelor in Development Studies (BDEVS) | 40 | | 40 | | National College | 4 | 4 | 32 |
| 10 | Bachelor in Development Finance (BDFIN) | 40 | | 40 | | National College | 4 | 4 | 32 |
| 11 | Bachelor of Social Sciences (BOSS) | 30 | | 30 | | National College | 3 | 3 | 24 |
| 12 | Bachelor of Psychology | 30 | | | 30 | National College | 3 | 3 | 24 |
| | **Total students in Undergraduate program** | **354** | **184** | **110** | **60** | | **35** | **35** | **284** |
| | Master Level | | | | | | | | |
| 13 | Master in Human and Natural Resources Studies (HNRS) | 15 | 15 | | | | 2 | 2 | 11 |
| 14 | MA in Music | 10 | 10 | | | | 1 | 1 | 8 |

| # | Program | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 15 | MA in Buddhist Studies | 10 | | | 10 | | 1 | 1 | 8 |
| 16 | MA in (Translation & Philology) | 10 | | | 10 | | 1 | 1 | 8 |
| 17 | Master in Development Studies (MDEVS) | 25 | 25 | | | | 3 | 3 | 19 |
| 18 | Master in Development Studies (MDEVS)-International | 10 | 10 | | | | | | 10 |
| 19 | Master in Urban Studies | 24 | 24 | | | | 2 | 2 | 20 |
| 20 | Master in Media Studies | 10 | 10 | | | | 1 | 1 | 8 |
| | **Total students in Graduate program** | **114** | **94** | | **20** | | **11** | **11** | **92** |
| 21 | Research Fellow (RF)/PhD | 15 | 15 | | | | | | 15 |
| | **Total students in Graduate program** | **15** | **15** | | | | | | **15** |
| | **Total Annual Intake Capacity** | **483** | **293** | **110** | **80** | | **46** | **46** | **391** |

Note: The seat capacity for MA Preparation Program for Buddhist Studies will be managed by the Dean Office. It is not required to be approved by the Academic Council.

# School of Education
## Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | | | College | Quota | | Open |
|----|----------------|-------|-----------------------|-------------------------|---------|---------|-----------|------|
| | | Total | Constituent Program | Extended/ Partnership | | Foreign | Inclusion | |
| | Bachelor Level | | | | | | | |
| 1 | B.Tech.Ed. in Information Technology | 30 | 30 | | | 3 | 3 | 24 |
| 2 | B.Tech.Ed. in Information Technology | 30 | | 30 | Aspire | 3 | 3 | 24 |
| 3 | B.Tech.Ed. in Information Technology | 15 | | 15 | SCTI | 2 | 2 | 11 |
| 4 | B.Tech.Ed. in Information Technology | 15 | | 15 | Janaki | 2 | 2 | 11 |
| 5 | B.Tech.Ed. in Civil | 15 | | 15 | SCTI | 2 | 2 | 11 |
| | **Total students in Undergraduate program** | **105** | **30** | **75** | | **12** | **12** | **81** |
| | Post Graduate Level | | | | | | | |
| 6 | Post Graduate Diploma in Educational Management (One Year) | 30 | 30 | | | 3 | 3 | 24 |
| 7 | Post Graduate Diploma in STEAM Education (One Year) | 30 | 30 | | | 3 | 3 | 24 |
| 8 | PGDE ECD and Primary Education | 30 | 30 | | | 3 | 3 | 24 |
| 9 | Graduate Diploma in Higher Education | 15 | 15 | | | 2 | 2 | 11 |
| | **Total students in Post Graduate program** | **105** | **105** | | | **11** | **11** | **83** |
| | Master Level (One Year) | | | | | | | |
| 10 | Master in Training and Development (One Year) | 25 | 25 | | | 3 | 3 | 19 |
| 11 | Master in Indigenous Education and Development (One Year) | 25 | 25 | | | 3 | 3 | 19 |
| 12 | Master of Education in Leadership and Management (One Year ) | 25 | 25 | | | 3 | 3 | 19 |
| 13 | Master of Education in | 25 | 25 | | | 3 | 3 | 19 |

| # | Program | | | | | | | |
|---|---------|---|---|---|---|---|---|---|
| | Early Childhood Development (One Year) | | | | | | | |
| 14 | Master of Education in School Counseling (One Year ) | 25 | 25 | | | 3 | 3 | 19 |
| 15 | M Ed in ELT (One Year) | 15 | 15 | | | 2 | 2 | 11 |
| 16 | Master of Education in STEAM Education (One Year) | 25 | 25 | | | 3 | 3 | 19 |
| | **Total students in Master program (One Year)** | **165** | **165** | | | **20** | **20** | **125** |
| | <u>Master Level</u> | | | | | | | |
| 17 | Master in Sustainable Development (2-year) | 25 | 25 | | | 3 | 3 | 19 |
| 18 | Master in Technical and Vocational Education and Training  (2-year) | 25 | 25 | | | 3 | 3 | 19 |
| 19 | Master of Education in Leadership and Management  (2-year) | 25 | 25 | | | 3 | 3 | 19 |
| 20 | Master of Education in English Language Teaching (2-year) | 25 | 25 | | | 3 | 3 | 19 |
| 21 | Master in Writing and Literacy Studies (Two Year ) | 25 | 25 | | | 3 | 3 | 19 |
| 22 | Master of Education in Mathematics Education (2-Year) | 25 | 25 | | | 3 | 3 | 19 |
| | **Total students in Master program (Two Year)** | **150** | **150** | | | **18** | **18** | **114** |
| | <u>MPhil/PhD</u> | | | | | | | |
| 23 | Master of Philosophy (Development Education) | 25 | 25 | | | 3 | 3 | 19 |
| 24 | Master of Philosophy (Educational Leadership) | 25 | 25 | | | 3 | 3 | 19 |
| 25 | MPhil in English Language Education (August Cohort) | 25 | 25 | | | 3 | 3 | 19 |
| 26 | MPhil in English Language Education | 25 | 25 | | | 3 | 3 | 19 |
| 27 | Master of Philosophy (STEAM Education) | 25 | 25 | | | 3 | 3 | 19 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | **Total students in MPhil program** | **125** | **125** | | | **15** | **15** | **95** |
| 28 | Doctor of Philosophy (PhD) | 18 | 18 | | | | | 18 |
| | **Total Annual Intake Capacity** | **668** | **593** | **75** | | **76** | **76** | **516** |

Note: The programs Chinese Language Teaching, B.Tech.Ed. In Mechanical (General) and B.Tech.Ed. In Livestock/Agriculture/Horticulture are suspended for the Academic Year 2080/81.

## List of Partner Colleges:
  i.   Aspire College, Biratnagar
  ii.  Sindhuli Community Technical Institute, Sindhuli
  iii. Janaki College of Professional Studies, Janakpur

# School of Engineering
## Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | Quota | | Open |
| --- | --- | --- | --- | --- | --- |
| | | | Foreign | Inclusion | |
| | Undergraduate Programs | | | | |
| 1 | BE (Civil Engineering) | 60 | 6 | 6 | 48 |
| 2 | B Arch (Architecture) | 30 | 3 | 3 | 24 |
| 3 | BE (Geomatics Engineering) | 60 | 6 | 6 | 48 |
| 4 | BE (Electrical and Electronics Engineering) - Communication | 30 | 3 | 3 | 24 |
| 5 | BE (Electrical and Electronics Engineering) - Power and Control | 30 | 3 | 3 | |
| 6 | BE (Computer Engineering) | 60 | 6 | 6 | 48 |
| 7 | B.Tech. in Artificial Intelligence | 30 | 3 | 3 | 24 |
| 8 | BE (Chemical Engineering) | 30 | 3 | 3 | 24 |
| 9 | BE (Mechanical Engineering) - Automobile | 30 | 3 | 3 | 24 |
| 10 | BE (Mechanical Engineering) - Energy Technology | 30 | 3 | 3 | 24 |
| 11 | BE (Mechanical Engineering) - Design and Manufacturing | 30 | 3 | 3 | 24 |
| 12 | BE (Mechanical Engineering) - Hydropower | 30 | 3 | 3 | 24 |
| 13 | BE in Mining Engineering | 30 | 3 | 3 | 24 |
| | **Total students in Undergraduate program** | **480** | **48** | **48** | **360** |
| | Masters | | | | |
| 14 | ME (Structure Engineering) | 10 | 1 | 1 | 8 |
| 15 | ME (Land Administration) | 10 | 1 | 1 | 8 |
| 16 | ME (Geoinformatics Engineering) | 10 | 1 | 1 | 8 |
| 17 | ME (Electrical Power Engineering) | 10 | 1 | 1 | 8 |
| 18 | ME (Communication Engineering) | 10 | 1 | 1 | 8 |
| 19 | M.Tech. in AI | 10 | 1 | 1 | 8 |
| 20 | M.Tech. (Information Technology) | 10 | 1 | 1 | 8 |
| 21 | ME (Mechanical Engineering) | 10 | 1 | 1 | 8 |
| 22 | Master in Health Informatics | 20 | 2 | 2 | 16 |
| 23 | M.Tech. in Energy Systems | 20 | 2 | 2 | 16 |
| 24 | MS by Research | 10 | | | 10 |
| | **Total students in Graduate program** | **130** | **12** | **12** | **106** |
| 25 | PhD | 10 | | | 10 |
| | **Total Annual Intake Capacity** | **620** | **60** | **60** | **476** |

# School of Law
## Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | Quota | | Open |
| --- | --- | --- | --- | --- | --- |
| | | | **Foreign** | **Inclusion** | |
| | Bachelor Level | | | | |
| 1 | BBM-LL.B | 44 | 4 | 4 | 36 |
| 2 | BBM-LL.B | 44 | 4 | 4 | 36 |
| 3 | BEc-LL.B | 44 | 4 | 4 | 36 |
| | **Total students in Bachelor program** | **132** | **12** | **12** | **108** |
| | Master Level | | | | |
| 4 | Masters of Laws in Energy and Infrastructure Law | 12 | 1 | 1 | 10 |
| 5 | Master in Energy and Infrastructure Law | 8 | 1 | 1 | 6 |
| | **Total students in Master program** | **20** | **2** | **2** | **16** |
| 6 | PhD | 2 | | | 2 |
| | **Total Annual Intake Capacity** | **154** | **14** | **14** | **126** |

# School of Management
## Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | | | | College | Quota | | Open |
| | | Total | Constituent Program | Affiliated | Extended/ Partnership | | Foreign | Inclusion | |
|---|---|---|---|---|---|---|---|---|---|
| | Undergraduate Programs | | | | | | | | |
| 1 | Bachelor in Business Administration (Hons) | 120 | 120 | | | | 12 | 12 | 96 |
| 2 | Bachelor in Business Information System | 80 | 40 | 40 | | LACM | 8 | 8 | 64 |
| 3 | Bachelor in Business Administration | 80 | | 40 | 40 | LACM | 8 | 8 | 64 |
| | | 120 | | 80 | 40 | NCM | 12 | 12 | 96 |
| 4 | Bachelor in Hospitality Management (BHM) | 30 | | 30 | | LACM | 4 | 4 | 22 |
| | | 30 | | 30 | | NCM | 4 | 4 | 22 |
| | | 40 | | | 40 | NATHM | 4 | 4 | 32 |
| 5 | Bachelor in Professional Hospitality | 30 | | | 30 | GATE | 4 | 4 | 22 |
| | | 30 | | | 30 | Aspire | 3 | 3 | 24 |
| | | 30 | | | 30 | Glacier | 3 | 3 | 24 |
| | **Total students in Undergraduate program** | **590** | **160** | **220** | **210** | | **62** | **62** | **466** |
| | Master/PhD Programs | | | | | | | | |
| 6 | Master in Business Administration | 80 | 80 | | | 40+40 (2 Sessions) | 8 | 8 | 64 |
| 7 | Master in Business and Economics | 30 | 30 | | | | 4 | 4 | 22 |
| 8 | Executive MBA | 30 | 30 | | | | 4 | 4 | 22 |
| 8 | Executive MBA - International | 20 | 20 | | | | | | 20 |
| 9 | Master in Public Policy and Management | 30 | 30 | | | | 3 | 3 | 24 |
| | **Total students in Master program** | **190** | **190** | | | | **19** | **19** | **152** |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | **MPhil/PhD** | | | | | | | | |
| 10 | MPhil | 25 | 25 | | | | | | 25 |
| 11 | PhD | 6 | 6 | | | | | | 6 |
| | **Total Annual Intake Capacity** | **811** | **381** | **220** | **210** | | **81** | **81** | **649** |

## List of Affiliated and Partner Colleges

1. Little Angels' College of Management, Hattiban
2. Nepal College of Management, Sanepa
3. Nepal Academy of Tourism and Hotel Management, Bardibas
4. Global Academy of Tourism & Hospitality Education, Mandikatar
5. Aspire College, Biratnagar
6. Glacier College, Banepa

# School of Medical Sciences
## Proposed Seat Capacity for 2080/81

| S.N. | Programs | Total Seat Capacity | KUSMS | Affiliated Colleges | MCOMS | COMS | NGMC | KMC | NMC | NOMC | KDC | LMC | Scheer | DMC | BMC |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Bachelor Level | | | | | | | | | | | | | | |
| 1 | MBBS | 975 | 100 | 875 | 100 | 100 | 100 | 100 | 100 | 100 | - | 100 | - | 75 | 100 |
| 2 | BDS | 280 | 50 | 230 | - | 40 | - | 50 | 50 | 40 | 50 | - | - | - | - |
| 3 | B.Sc. Nursing | 390 | 40 | 350 | 40 | 40 | 20 | 40 | 40 | 40 | - | 40 | 30 | 20 | 40 |
| 4 | BNS | 180 | 30 | 150 | 20 | 20 | - | 40 | 20 | 30 | - | - | - | - | 20 |
| 5 | B-MID | 40 | 20 | 20 | | | | 20 | | | | | | | |
| 6 | BPT | 220 | 40 | 180 | 20 | 40 | - | 30 | 20 | 30 | - | 20 | - | - | 20 |
| 7 | B.Sc. Lab Med. | 210 | 20 | 190 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | - | 10 | 20 |
| 8 | B.Sc. MIT | 95 | 15 | 80 | 10 | 10 | 10 | 10 | 10 | 10 | - | 10 | - | - | 10 |
| | **Total students in Undergraduate program** | **2,390** | **315** | **2,075** | **210** | **270** | **150** | **310** | **260** | **270** | **70** | **190** | **30** | **105** | **210** |
| | Master Level | | | | | | | | | | | | | | |
| 9 | MD/MS | 389 | 46 | 343 | 35 | 45 | 33 | 63 | 56 | 49 | - | 24 | - | 5 | 33 |
| 10 | MDS | 31 | 10 | 21 | - | - | - | 5 | 5 | - | 11 | - | - | - | - |
| 11 | M.Sc. Nursing | 36 | 20 | 16 | 4 | - | - | 6 | 6 | - | - | - | - | - | - |
| 12 | MPT | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - |
| 13 | M.Sc. Medical Biochemistry | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - |
| 14 | M.Sc. Medical Microbiology | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - |
| 15 | M.Sc. In Public Health | 30 | 20 | 10 | - | - | - | - | - | - | 10 | - | - | - | - |

| # | | Total | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Total students in Graduate program** | **501** | **111** | **390** | **39** | **45** | **33** | **74** | **67** | **49** | **21** | **24** | **-** | **5** | **33** |
| | <u>Post Graduate Level</u> | | | | | | | | | | | | | | |
| 16 | DM/M.Ch. | 49 | 4 | 45 | 3 | 10 | 1 | 11 | 5 | 11 | - | 1 | - | - | 3 |
| 17 | PhD in Medical Sciences | 15 | 15 | - | - | - | - | - | - | - | - | - | | - | - |
| | **Total students in Post Graduate program** | **64** | **18** | **43** | **3** | **10** | **1** | **10** | **5** | **10** | - | **1** | **-** | - | **3** |
| | **Total Seats Allocated** | **2,955** | **444** | **2,508** | **252** | **325** | **184** | **394** | **332** | **329** | **91** | **215** | **30** | **110** | **246** |

Note: The final seat capacity will be in coordination with the Medical Education Commission.

## List of Affiliated Colleges

1. Kathmandu University School of Medical Sciences, Dhulikhel (KUSMS)
2. Manipal College of Medical Sciences, Pokhara (MCOMS)
3. College of Medical Sciences, Bharatpur (COMS)
4. Nepalgunj Medical College, Kohalpur (NGMC)
5. Kathmandu Medical College, Kathmandu (KMC)
6. Nepal Medical College, Kathmandu (NMC)
7. Scheer College of Nursing, Scheer Memorial Hospital, Banepa
8. Nobel Medical College, Biratnagar (NOMC)
9. Kantipur Dental College, Kathmandu (KDC)
10. Lumbini Medical College, Palpa (LMC)
11. Birat Medical College, Biratnagar (BMC)
12. Devdaha Medical College, Devdaha, Rupandehi (DMC)

# School of Science
## Proposed Seat Capacity for 2080/81

| SN | Subject /Level | Student Capacity | Quota | | Open |
|---|---|---|---|---|---|
| | | | Foreign | Inclusion | |
| | **Undergraduate Program** | | | | |
| 1 | BSc in Environmental Science (ES ) | 20 | 2 | 2 | 16 |
| 2 | B.Tech in Environmental Engineering (ENE ) | 35 | 4 | 4 | 27 |
| 3 | Bachelor of Pharmacy (BP) | 60 | 6 | 6 | 48 |
| 4 | B.Tech in Biotechnology (BT) | 40 | 4 | 4 | 32 |
| 5 | BSc in Bioinformatics (Bioinfo) | 30 | 3 | 3 | 24 |
| 6 | BSc in Computer Science (CS) | 60 | 6 | 6 | 48 |
| 7 | BSc in Computational Mathematics (CM) | 30 | 3 | 3 | 24 |
| 8 | B.Sc. in Agriculture | 30 | 3 | 3 | 24 |
| 9 | BSc in Applied Physics | 20 | 2 | 2 | 16 |
| | **Total students in Undergraduate program** | **325** | **33** | **33** | **259** |
| | Masters | | | | |
| 10 | M.Sc. in Physics | 10 | 1 | 1 | 8 |
| 11 | M.Sc. in Environmental Science | 10 | 1 | 1 | 8 |
| 12 | M.Sc. in Computational Mathematics | 10 | 1 | 1 | 8 |
| 13 | M. Tech Environmental Engineering | 10 | 1 | 1 | 8 |
| 14 | M. Tech Biotechnology | 10 | 1 | 1 | 8 |
| 15 | M. Pharm (Industrial Pharmacy) | 15 | 2 | 2 | 11 |
| 16 | M. Pharm (Pharmaceutical care) | 15 | 2 | 2 | 11 |
| 17 | M. Pharm (Pharmacognosy and Phytochemistry) | 15 | 2 | 2 | 11 |
| 18 | M. Pharm (Pharmaceutical analysis) | 15 | 2 | 2 | 11 |
| 19 | PharmD (Postbaccalaureate) | 10 | 1 | 1 | 8 |
| 20 | M.Sc. in Analytical Chemistry | 15 | 2 | 2 | 11 |
| | **Total students in Graduate program** | **135** | **16** | **16** | **103** |
| 21 | M. Phil | 10 | | | 10 |
| 22 | PhD | 25 | | | 25 |
| | **Total Annual Intake Capacity** | **495** | **49** | **49** | **397** |

# 2. Summary of School wise annual programs and activities

Kathmandu University School of Arts

i.     Vision, mission and Signature features:

In the upcoming year the school's focus will be to ensuring a strict academic calendar, promoting timely completion of courses, and conducting examinations with prompt result publication. To improve the quality of education, program curricula will be updated and restructuring of the BCD and BECON courses will be done. Creating a student-friendly environment will be taken as a priority and to achieve this, establishment of a student counseling cell will be done. The school will generate course completion reports and publish examination results promptly. The school will also seek approval for the restructured courses from the relevant committees, including the Subject Committee, Faculty Board, and Academic Council.

ii.    Expansion Plan:

o   In the upcoming year, the school will focus on enhancing the central operations, increasing student enrollment, adding new academic programs, expanding existing programs, and fostering accreditation, collaboration, cooperation, and partnership.

o   Under central operations, the school will strengthen autonomy to departments and programs, facilitate budget formulation, restructure curricula, and recommend visiting faculties. Departmental budgets will be prepared and presented, ensuring approval from the Subject Committee. Visiting faculties will be recommended by HoDs/Coordinators.

o   To increase student enrollment, the school will target programs with low enrollment percentages, such as BCD, BMS, BMus, BYSW, MMS, and MUS. Improving registration records and allocating a budget will be key strategies for achieving this goal.

o   Planning for the start of Master's program in Economics will begin. Approval from the AC will be sought, and coordination will be done for the allocation of the budget will be allocated for this program.

o   In terms of program expansion, focus will be laid on multidisciplinary collaboration with the schools within the university. Strengthening collaboration with the Department of Mechanical Engineering (DOME) and Department of Craft and Design

and exploring possible collaboration between the Department of Music (MUS) and the Department of Civil Engineering (Architecture) and Graphic Engineering are priorities. Joint involvement of faculties will be facilitated with regular conducting meetings.

- Geographical expansion of programs will be explored by identifying partner institutes to offer the BSW program outside of the Kathmandu Valley. Establishing contact, keeping records of visits and meetings, and allocating a budget will be key steps in this process.

- To customize constituent programs, the course structure of the BMS program will be updated and redesign/restructuring of the BCD and BECON programs will be done. The restructured BMS program will be offered from the upcoming academic session. Discussions will be initiated, and a task force will be formed for the BCD/BECON restructuring.

- Regarding accreditation and collaboration, completing the Quality Assurance and Accreditation (QAA) second cycle will be prioritized. Running the BSW program in partnership with another institution, obtaining approval from the University Grants Commission (UGC) through the submission of a letter of intent, and allocating a budget for each new Master's program are integral parts of this plan.

iii.    Human Resources Development:

- The human resources development and management plan includes the recruitment of four lecturers on a contract basis, conducting training sessions and conferences, and issuing contract letters.

- The school will prioritize hiring qualified lecturers who align with the needs of the programs offered by the school.

iv.    Infrastructure and service development:

- Completion of physical infrastructure development will be prioritized. Focuses will be laid on the completion of ongoing construction projects at Hattiban and Chaukot. The school will actively seek funding for the Sama Centre and Tripureshwor Shivalaya projects. Construction work is currently underway and progressing according to schedule. Regular site visits will be conducted, and reports will be generated in coordination with the CED.

- In line with the school's commitment to sustainability, the school will implement green infrastructure initiatives throughout its premises. This includes the installation of a green policy, declaring KUSOA complexes as no plastic zones, and incorporating solar

systems and tree plantations in new buildings. Notices indicating the no plastic zone will be prominently displayed, solar panels will be installed, and tree plantation activities will be carried out.

o Implementing sustainable Pedagogical approaches will be prioritized by the school. The school will integrate courses on climate change and sustainable development into its relevant programs, engaging students in community-based green projects during fieldwork and internships. To ensure effective implementation, we will provide detailed course information and syllabus for these courses and establish a system for monitoring and evaluation. To this end, engagement of employees and students will be done in zero waste movement. Reduce, reuse and recycle policy will be implemented at the school and initiatives will be undertaken to reduce food waste in canteen. The school will also encourage reduced water and electricity use, stationery use as reflected in reduced bill amounts, and canteen expenses. The canteen staff will be trained to undertake these initiatives.

o For the enhancement of the school's academic infrastructure, the school will establish a counseling cell to provide support for our students. Additionally, dedicated space will be allocated for PhD students, and efforts will be made to improve classroom ambiance based on feedback from students.

o The school's library will undergo a digital transformation. The school will implement the use of KOHA, an online system, for services such as issuing books and providing digital copies of books and journals. Regular updates to the library system and operations will ensure a seamless experience.  Coordination will be done for the allocation necessary budget will by the center.

o To strengthen the school's intellectual property infrastructure, focus will be laid on increasing PhD enrollment and research activities. Monitoring the number of enrolled students and research publications will be crucial, and the school will ensure proper registration and publication of research articles. Additionally, the school will actively seek research grants to support the development of intellectual property.

o In order to foster emotional well-being and transparency within our institution, we will promote regular sharing and communication through faculty/staff meetings, workshops, and seminars. Increased interaction with students will be facilitated, and they will be encouraged to participate in student-related clubs and activities.

o The School will work towards strengthening its network infrastructure by applying for and securing the second cycle of UGC accreditation. The school will establish department and school-level alumni networks to foster engagement and collaboration.

Regular alumni events and activities will be organized, and establishment of alumni cell will be done at the school, and records of these events will be maintained.

v.    Financial resources mobilization:

o   In order to effectively manage and mobilize financial resources, the school relies on three major sources: student fees, project contributions, and grants from the University Grants Commission (UGC). Proper collection and recording of revenue under relevant headings is essential for financial management. The successful collection of student fees and approval from granting agencies are crucial factors in maintaining financial stability. The projected revenue for the upcoming year is estimated to be 157,053,080 from student fees and 166,936,353 from project contributions and UGC grants.

o   To further increase our financial resources, the school will implement various strategies. This includes conducting training and workshops to generate additional income. Another strategy that the school will employ will be to enroll students in non-credited courses.

o   Managing major expenses is an important aspect of financial resource management. This includes budgeting for salaries, allowances, and research and development (R&D) expenses. Proper payment and recording of expenses in R&D will be maintained through a budget sheet.

vi.   External Engagement:

o   Outreach activities will be prioritized with the aim to actively engage with local communities in different Provinces. This includes facilitating students' rural internships and organizing other community-oriented initiatives. Field reports will be generated to document the activities conducted in locations such as Haldibari, and dissemination efforts will ensure the wider sharing of these experiences.

o   To enhance academic collaboration and partnership, the school will focus on increasing the number of Memoranda of Understanding (MOUs) with national and international organizations. The successful establishment of new MOUs and the renewal of existing ones will be recorded, highlighting our growing network of collaborations. The engagement with interested collaborators will be pursued based on shared interests and goals.

o   Connectivity plays a crucial role in external engagement. The school will organize international conferences and ensure the regular publication academic journals. The success of these initiatives will be measured by the attendance of institutions and noted

personalities in the conferences, as well as through news reports and records of the conferences organized.

o Policy engagement is another avenue that the school will actively pursue. The faculty members will be encouraged to undertake research on public policy analysis and to publish their findings in renowned journals.

vii. Research, Innovation and publication:

o Research, innovation, and publication are integral components of the school's academic excellence. The school is committed to fostering a vibrant research culture and supporting faculty members in their research endeavors. Internal research projects will be offered to full-time faculties, and the number of research proposals received will be recorded. Project reports and publications resulting from these research projects will be documented.

o Innovation is another aspect the school aim to promote. Exploration of the processes of patenting arts and music products, recognizing the value of intellectual property in these creative fields will be done. A visit to the Department of Industry, responsible for registering patent rights in Nepal, will provide valuable insights will be done to achieve this objective.

o Publication is a vital means of disseminating knowledge. The school will aim to elevate the status of "Bodhi," the Social Science Review Journal, by indexing it as a starred journal on Nepjol. Articles received by the editorial board of the journal for publication will undergo rigorous evaluation and review. The star rating applied to the published journal on Nepjol will be done to evaluate its quality and impact.

o To improve research publications further, training will be provided training to faculty members, equipping them with the necessary skills and knowledge for publishing in highly indexed journals. Efforts will be made to submit research articles to such journals, and the publication of research articles will be encouraged.

viii. Adoption of Technology:

o Recognizing the need to adapt to changing educational trends and embrace innovative approaches. One of the key priorities of the school will be to prepare blended and online courses to provide flexible learning options to the students. The publishing of EMIS report will be regularized. To support this transition, the school will ensure access to the ISMS data and provide training to its IT personnel on its effective utilization.

- In line with the commitment to technological advancement, the school will focus on the addition of smart classrooms and the strengthening of MOODLE platform, a widely used learning management system. These initiatives will facilitate interactive and engaging learning experiences for the students. Furthermore, the school will prioritize the regular publishing of the Education Management Information System (EMIS) reports.

ix.     Brand visibility and impact:

- To enhance the visibility and engagement of the school and to consolidate the brand position of the school, establishment of strong engagement, partnership and collaboration will national and international communities will be established. Through community engagements, the school will implement Memorandums of Understanding (MOUs) with Lalitpur Metropolitan City, conduct rural internships, field visits, and community awareness campaigns. This will foster a stronger connection between the school and the local community, enabling the school to address societal needs effectively. To encourage student participation in community engagement activities, the school will increase student involvement in these initiatives.

- By forging partnerships with national and international universities, the school will expand its global engagement and networking. This includes increasing the number of MOUs and renewing existing agreements, as well as enhancing student and faculty exchange programs and joint research projects. Through these collaborations, the school will create opportunities for cross-cultural learning and academic growth.

- To contribute to the policy ecosystem, the school will engage in joint policy research with policymakers and policy-making institutions. This collaborative approach will enable the school to address critical societal issues and provide valuable insights for evidence-based policymaking. The success of this strategy will be evaluated through the number of consultation meetings, research work conducted with key policymakers, and the dissemination of research reports.

- Fostering academic innovation is another key objective for the school. The school will prioritize publishing research work in high impact factor journals and ensuring the submission of research articles in reputable platforms such as Google Scholar and ResearchGate. This will contribute to the recognition of the faculty's expertise and enhance the university's reputation as a center of excellence. The school will measure its progress through the publication of research articles and their inclusion in popular databases.

- The school will focus on engaging its primary audience, including students, the community, alumni, and visitors. This involves building a strong sense of belonging and personal growth among faculty members, staff, and current students. The school will

provide training opportunities, support conference attendance, facilitate faculty and student exchanges, and offer counseling and mentoring services for this end.

o To foster a culture of inclusiveness and participation, various student-led initiatives such as extracurricular activities, clubs, and student bodies will be initiated. These platforms will provide opportunities for students to showcase their talents, leadership skills, and creativity. We will document these initiatives through program records, photographs, and short documentaries.

o Alumni Associations will be established at both the school and departmental levels to strengthen the school's alumni network. This will foster connections among alumni, provide opportunities for mentorship and professional development, and enhance the university's reputation. The establishment of alumni cells will be formalized, and visits and interactions with these alumni groups will be recorded.

o Consolidating and standardizing Kathmandu University as a brand for consistency and visibility:

o Activities will be conducted for the broad objective of consolidating and standardizing Kathmandu University as a strong and recognizable brand, ensuring consistency and visibility across all schools and departments.

o To ensure consistent brand guidelines for the school, and in alignment with the university, the school will make it mandatory to use the designated design and color coding of the school and university in all merchandise. This includes ceramic products, Nepali paper products created by fine arts students, notebooks, pens, and other items that will feature the design and color of the School of Arts. In addition, the school will explore opportunities for musical and ethno-musical performances that showcase our cultural heritage. These products and performances will be exhibited and made available to the public, increasing the reach and impact of our brand.

o The school will improve internet access for students and visitors, ensuring that they can easily connect with the school's online services. Additionally, the school will revisit and enhance the university's websites to improve user experience and provide valuable information. The outcome of the implementation will be measured through the number of webpage visitors and the feedback and satisfaction level of students and visitors. The school will also track the frequency of visits to the Frequently Asked Questions (FAQ) section to assess the usefulness of the provided information.

# Kathmandu University School of Education

i.       Vision, Mission and Signature Features:

With the aim of developing clarity on the School's Student Attributes, focus will be laid on four key area (producing better graduates, doing better research, modeling better pedagogy, and learning better through partnership), and faculty attributes. This will be achieved through weekly meetings dedicated to developing these attributes and focus areas, and the subsequent development and publication of related documents on the website.

ii.      Expansion Plan:

- The enrolment of an adequate number of students in good performing programs will be ensured to enhance the university's performance. Target will be set to enroll 20 PhD students, 125 MPhil students, 125 two-year Master students, 125 one-year Master students, and 55 PGD students (including GDHE). Additionally, 500 students will be enrolled in short courses through a credit accumulation framework. In summary around 450-500 new students will be enrolled in various programs at the school.

- The enrollment of students in different academic programs will be increased, adequate efforts will be employed to fulfill the quota on six existing programs, resulting in the enrollment of 150 additional students.

- To keep up with the demands in the market, new academic programs will be launched by the school with the goal of enrolling up to 125 new students.

- With an aim to offer a diverse and comprehensive educational experience to students by combining the expertise of different schools within the university, multidisciplinary expansion of constituent programs through inter-school collaboration will be initiated. As part of this effort, one program is being launched in collaboration with KUSOE (Kathmandu University School of Engineering) with the enrollment target of 30 students.

- Geographical expansion of constituent programs will be facilitated by establishing a satellite center to run a One Year Masters Program. The target will be taken to enroll 25 students in this program.

- To enhance the quality and relevance of the MPhil programs, ensuring they align with current academic standards and meet the needs of students. The M.Phil. programs at

the school will be revised and approved by the AC (Academic Council) and the updated versions will be made available on the university's website.

- o To strengthen partnerships, ensure quality standards, and foster collaborative efforts for program development, accreditation, collaboration, cooperation, and partnerships, the school will prioritize signing new LOAs (Letters of Agreement) with potential partners for training and B.Tech Ed programs. Likewise, academic audit conducted by external audit will be regularized, and a second round of Quality Assurance Agency (QAA) will be scheduled to be conducted. Partners will also receive orientation on the academic audit process.

iii.     Human Resources Development and Management of the school:

To strengthen the faculty and staff team, ensuring the availability of qualified individuals to fulfill academic and administrative responsibilities, tenure of 4 professors, 2 associate professors, and 6 assistant professors, indicating their long-term commitment to the university will be done. Additionally, 3 staff members will be recruited to support various roles. Hiring of 6 lecturers (with 4 more to be added) and 4 assistant professors, as well as 2 associate professors will be done.

iv.     Infrastructure and service development:

- o Infrastructure and buildings will be constructed for the establishment of six resource centers. The resource centers include a STEAM Education center, a Development Lab, a Language Lab, an Editing Lab, a CPEC training room, and a SD and Counselling Lab. These infrastructure developments aim to provide dedicated spaces for specialized education, research, training, and support services, enhancing the overall learning environment and opportunities for the students and faculty.

- o Green infrastructure will be promoted through the installation of solar panels for the exam and IT server purposes. The target will be taken to install solar panels that can generate 25% of the required energy for the exam and IT server operations within this fiscal year.

- o Sustainable pedagogical approaches will be employed within the university. This includes the implementation of at least one community-based project by each program, as well as the inclusion of one course on Sustainable Development (SD) across the school. These initiatives aim to integrate sustainable practices and principles into the curriculum, fostering awareness and engagement with sustainability issues among students and promoting active participation in community-based projects for sustainable development.

- To raise awareness about waste reduction, encourage sustainable practices, and create a more environmentally friendly campus by reducing waste generation and promoting eco-friendly alternatives, engagement of employees and students in a zero-waste movement will be done through various initiatives. This includes implementing EcoSan (ecological sanitation) systems, promoting the use of biogas as an alternative energy source, and minimizing the use of plastic.

- For the creation of a Digital Infrastructure in the School, four hi-tech classes equipped with voice-responsive cameras will be established for four departments, as well as the establishment of rooms with interactive boards will be done. The internet and network infrastructure will be established to facilitate internal and external resource sharing, database management, and the implementation of a school cloud/automation system.

- To enhance the quality of education by ensuring clear learning outcomes, engaging pedagogy, and effective use of technology in course delivery and improve the academic infrastructure of the school by aligning courses with outcomes-based education will be done and interactive teaching methods will be emphasized. The Moodle learning management system will be utilized extensively for online learning and course management.

- As part of the school's digital and physical library strategy enhancing access to information and resources for students and researchers, ensuring a comprehensive and diverse collection that supports the academic needs and interests of the university community, purchase of an online database will be done to expand the library's digital resources. Additionally, priority will be given to acquiring books related to Nepal, strengthening the library's physical collection.

- Development of emotional infrastructure will be done by incorporating yoga and meditation sessions as well as providing counseling and organizing socialization activities. These initiatives aim to support the emotional well-being of students and create a conducive environment for personal growth and social interaction.

- Establishment of a KUSOED Alumni Chapter will be done, as well as organizing conferences and signing LOAs (Letters of Agreement) with local and international communities. These initiatives aim to strengthen the network infrastructure of the university by fostering connections and collaborations with alumni and various communities.

v. Financial resource mobilization and management:

- Existing financial resources will be fully mobilized. The school's major financial resources include student fees, external research project funding, UGC-NEHEP

(University Grants Commission – Nurturing Excellence in Higher Education Project), LOAs for training and consulting fees, and franchising opportunities in school education.

o Strategies involving networking and collectively conveying the university's message to potential funders, reaching out to them within specific timelines for theses and proposals will be employed to mobilize financial resources. Additionally, the plan explores the possibility of developing a School Education franchise, focusing on curriculum, pedagogy, and assessment. Regular meetings and progress reviews will be conducted to ensure the implementation and success of these strategies, ultimately contributing to the university's financial growth and sustainability.

o Some of the major expenses for the school are related to physical infrastructure development. This includes the establishment of 8 labs, the establishment of faculty and staff rooms, the construction of lecture halls, outsourcing hostel facilities, and the creation of guest rooms. These expenses are prioritized to enhance the university's physical infrastructure and provide adequate facilities for academic and residential purposes.

vi.  External Engagement:

o The external engagement plan of the School of Education includes several key components. In terms of outreach activities with communities, the plan aims to establish seven outreach centers in collaboration with partner institutions, with the goal of conducting training and community-based activities.

o For academic collaboration and partnerships, the plan includes organizing four international exchange mobility programs and four collaborative research, presentation, and publication.

o The plan also emphasizes engagement through connectivity, with the implementation of Coursera-style short courses by each department and the establishment of online learning centers in outreach centers.

o Policy engagement will be emphasized through involvement in initiatives such as KIX GPE, UNESCO Chair, and policy conclave. The School of Education aims to actively engage in national educational policies, contribute input on various policy issues, and participate in policy discourse.

vii.  Research, Innovation and Publication:

- The research, innovation, and publication plan of the university consists of several key components. In terms of research, there are four main groundbreaking areas of research planned to be conducted by both students and faculty. Around 25 students will receive fieldwork support from KUSOED to facilitate their research.

- In the area of innovation, there are eight identified areas of pedagogical innovation through research and research-policy dialogue. This includes the development of prototype manuals for learner-centered pedagogical design in a blended environment. Focus will also be laid on promoting awareness about the research-policy nexus, with each department producing at least one policy brief and the school organizing two policy dialogue events.

- To strengthen publication, the maintenance and expansion of journals will be done. Currently two journals intact and two additional journals in the pipeline. Faculty members are supported in publishing at least one high-impact journal, and collaborative publications between students and faculty as well as among students themselves will be emphasized. The school also plans to standardize publication processes and indexing and promote collaborative writing and publishing through journal club activities.

- Journal publications will be improved by maintaining their frequency and regularity, as well as monitoring their quality. Additionally, two faculties receive training in editorial and journal management.

viii. Adoption of Technology:

The adoption of the technology plan will involve the development of a digital library and database, providing research students with the benefits of easy access to resources and information. Additionally, Educational Management Information System (EMIS) software will be developed and installed to meet the requirements of the Quality Assurance and Accreditation (QAA). An instructional system will be developed and managed to enhance the overall learning experience within the school.

ix. Brand visibility and impact:

- The image and current position of the university will be improved through various initiatives. This includes the development of online pedagogy, increasing community engagement, establishing partnerships, and offering research-based programs in the community. The aim is also to expand outreach across the country and beyond, with the implementation of community-based projects in at least seven different locations.

- Activities will be conducted to attract teachers, teacher educators, educational leaders, researchers, and professionals in educational development to participate in KUSOED activities. This will lead to increased diversity in both regular and short-term programs offered by KUSOED, further enhancing its reputation and impact in the field of education.

- To enhance the visibility of KUSOED through strong engagement, partnerships, and collaborations with both national and international communities, focus will be done on community engagements by establishing 30 partnerships with local communities for training, research, and academic programs. These activities will be institutionalized through MOUs and will contribute to the visibility of KUSOED.

- 15 partnerships will be established with international communities for research, academic programs, and exchange, further enhancing KUSOED's visibility on a global scale.

- Engagement with policymakers will be strengthened to create robust support for the policy ecosystem through the mobilization of the National KIX Coordinatorship and UNESCO Chair in Teacher Education for networking and policy formation. Triple Helix will be vitalized to create industry-academia-policy nexus and to foster economic and social development. Policy dialogues and production of policy briefs will consolidate the research findings of KUSOED researchers.

- To foster a culture of academic innovation, collaboration, and continuous improvement within KUSOED and its partner institutions encouragement will be provided to the academics to engage in research and publish their work by providing research grants, publication support, and capacity building opportunities. This will empower faculty and students to collaborate on research, writing, and publication. Creation and strengthening of networks and Communities of Practice (COPs) will be done to facilitate collaboration and knowledge sharing among academics. "Academic/administrative audit" of partner institutions will be strengthened emphasizing the importance of evaluating and improving their academic practices. KUSOED will support academics in developing their research and publication skills and will continue hosting and co-organizing webinars, conferences, and knowledge sharing events.

x. Engaging the primary audience in substantiating the goodwill of the university:

- A strong sense of community will be built within the faculty, staff, and current students by nurturing their well-being and personal growth by organizing regular meetings, sharing sessions, and faculty development programs for curriculum and blended pedagogy. The plan also includes organizing conferences, seminars, and sharing best practices to engage the audience effectively.

o Students, including alumni, are encouraged to engage in research activities and write research papers that emphasize inclusiveness and democratic values with aim to initiate student-led initiatives to foster inclusiveness and participation. The dissemination of students' research through conferences and publications will be done by the school.

o Interactive programs with alumni are organized, and the KUSOED Alumni Chapter is kept active through various activities. This involves conducting at least four meetings in a year and facilitation of activities by the SW Coordinator.

xi. Standardizing and consolidating Kathmandu University as a brand for consistency and visibility:

o Consistent brand guidelines will be ensured across all schools and departments. Guidelines related to research, teaching, training, consulting, and documentation are developed and implemented, with the goal of creating ten new guidelines and improving pre-existing ones.

o A digital-friendly brand will be built and updated on the school website. The SOED website is updated to accommodate the activities of all centers and departments, while eight different units are responsible for updating their activities on a monthly basis. The overall objective is to create a visible brand identity of the school consistent with Kathmandu University brand.

xii. Strengthening regular school activities:

o Procurement of new materials must follow a specific process, which includes inception/planning, procurement, demo installation, testing, and full installation.

o Weekly meetings with executives, centers, and research assistants will include a review of the annual plan.
o Ensuring KUSOED's representation in relevant national committees is important and highly emphasized.

o Implementing mentoring programs throughout the system to support staff and faculty will be done.

o Promoting the values of "grit" and quality across the entire KUSOED system will be done.

Kathmandu University School of Engineering

i.      Expansion Plan

To meet the evolving needs of the industry and provide quality education in various specialized fields, the School of Engineering plans to undertake several initiatives. The plan includes the initiation of several new undergraduate and masters level programs, curriculum revisions, collaborations with other schools, and industry partnerships.

o   To enhance its program offerings, the School of Engineering will collaborate with Gandaki University to introduce a Geoscience and Mining Engineering undergraduate program. This program will provide students with a comprehensive understanding of geoscience principles, exploration techniques, and sustainable mining practices. The curriculum will be designed to meet international standards and attract students passionate about the field.

o   In response to the increasing demand for skilled professionals in the relevant disciplines the School will initiate the preparations for Master level program in Information and Communication Technology, Masters level program in Chemical Engineering, Masters level program in Digital Governance and Policy Development, MTech program in Cyber Security, ME in Rock and Tunnel, ME in Construction Technology and Management, ME in Water Resources Engineering and Bachelor of Health Informatics.

o   To ensure the curricula remain up-to-date and internationally compatible, the school will undertake curriculum revisions. This will involve reviewing existing programs, incorporating emerging trends and technologies, and seeking feedback from industry professionals and academic experts.

o   The school aims to foster interdisciplinary learning and collaboration by promoting joint supervision and course collaborations with other schools. Specifically, collaborations with the School of Science and Public Policy Program, School of Management, and Urban Studies (School of Arts) will facilitate knowledge exchange and interdisciplinary projects.

o   To bridge the gap between academia and industry, the school will actively seek collaborations with different industries and companies. These partnerships will provide students with practical exposure, internships, and potential employment opportunities upon graduation.

o Additionally, the school plans to offer short-term courses and training through the Technology Training Center (TTC). These courses will cater to the needs of professionals seeking to enhance their skills and knowledge in specific areas.

ii. Human Resources Development:

The School of Engineering recognizes the importance of a skilled and qualified workforce to deliver quality education and support its various programs and initiatives. The human resources plan aims to ensure the availability of competent faculty and administrative staff, provide opportunities for professional development, and create a supportive work environment.

o Recognizing the importance of continuous professional development, the school will provide faculty staff training through tuition fee waivers for higher studies and training programs. This initiative aims to encourage faculty members to pursue advanced degrees, attend workshops and conferences, and enhance their teaching and research skills.

o In addition to professional development, the school also emphasizes staff refreshment. This includes organizing events, retreats, and activities to promote a positive work environment, foster teamwork, and boost morale.

iii. Physical Infrastructure Development:

A modern and well-equipped physical infrastructure to support the school's academic and research endeavors. Recognizing this, the school focuses on expanding the existing facilities, constructing new buildings, and upgrading the lab facilities to create a conducive learning and research environment.

o One of the key aspects of the plan is the extension of the existing building located at Panchkhal. The school intends to expand the current structure to accommodate the growing needs of its programs and provide additional space for classrooms, laboratories, offices, and other essential facilities. This extension will ensure that the school has adequate infrastructure to cater to the increasing student enrollment and faculty requirements.

o In addition to the extension, the school plans to expedite the MoU with LMTC for the use of the land belonging to LMTC, nearby KU and establish necessary facility in the said land. This new facility will serve as a dedicated space for specific programs or departments, providing them with specialized infrastructure tailored to their unique needs.

- To complement the building development plans, the school aims to add furniture to the existing and new facilities. This includes procuring desks, chairs, tables, and other necessary furniture items to ensure a comfortable and conducive learning environment for students and a functional workspace for faculty and staff.

- Recognizing the importance of research and development activities, the school prioritizes the upgrade of its lab facilities. Upgrading the labs will involve acquiring state-of-the-art equipment, instruments, and software to facilitate cutting-edge research and hands-on practical training for students. By providing advanced lab facilities, the school aims to foster innovation, encourage scientific inquiry, and enhance the quality of research conducted within its premises.

- The physical infrastructure development plan is aligned with the school's vision to create a modern and technologically advanced learning environment. It not only addresses the immediate infrastructure needs but also lays the foundation for future growth and expansion. By investing in building extensions, new construction, furniture, and lab upgrades, the School of Engineering ensures that its students, faculty, and staff have access to world-class facilities that support their academic and research pursuits.

- This development plan reflects the school's commitment to providing a conducive and stimulating environment for learning, innovation, and collaboration. It sets the stage for the School of Engineering to continue its pursuit of academic excellence and contribute significantly to the field of engineering and technology.


iv.    Green Infrastructure for the University:

In line with its commitment to sustainability and environmental responsibility, the School of Engineering seeks to incorporate green infrastructure into its facilities.

- To reduce the reliance on conventional energy sources, the school plans to install additional rooftop solar panels. Specifically, the expansion will be made in block 08 and 09. By adding a combined capacity of 20kW or more, the school aims to generate clean and renewable energy to power its operations.

- In addition to renewable energy and recognizing the role of transportation in environmental impact the school is actively promoting the use of electric vehicles (EVs).

- School will give a high priority on R&D and Projects on Green Infrastructure Development including Renewable Energy and Green Hydrogen.

v.    Implementing sustainable pedagogical approaches:

The School of Engineering recognizes the importance of implementing sustainable pedagogical approaches to provide students with a comprehensive and practical education. To this end, the school aims to incorporate field-based learning, project-based learning, and survey camps into its curriculum, fostering a sustainable learning environment.

o To allow the students to gain hands-on experience and apply theoretical knowledge to real-world scenarios, the school will adopt Field-based learning. The school plans to organize field trips and site visits to various engineering projects and industry sites. These excursions will expose students to different aspects of engineering practice, enabling them to witness the application of sustainable principles firsthand.

o Project-based learning is another key component of the sustainable pedagogical approach that School of Engineering seeks to actively adopt. Students will be engaged in practical projects that require them to tackle real-world engineering challenges while considering sustainability aspects. These projects will encourage teamwork, critical thinking, and problem-solving skills, fostering a holistic understanding of sustainable engineering principles.

o The school plans to organize survey camps to provide students with practical training in data collection, analysis, and interpretation. Survey camps involve students conducting field surveys and measurements to gather data for engineering projects. These camps will focus on sustainability-related topics, such as environmental impact assessments and resource management.

o The implementation of these sustainable pedagogical approaches will align with the school's mission to produce socially responsible and environmentally conscious engineers. Through field-based learning, project-based learning, and survey camps, students will be equipped with the knowledge, skills, and mindset necessary to address the challenges of sustainability in the engineering field.

vi. Engaging employees and students in Zero Waste Movement:

Initiative to promote sustainability and reduce waste within the community will be adopted by the School of Engineering. To achieve this goal, engagement of employees and students in a zero waste movement will be initiated. The plan focuses on providing training in geospatial technology for waste management site selection, promoting efficient building practices, and implementing renewable energy projects.

o The school will offer training programs in geospatial technology specifically tailored to waste management. These training sessions will educate employees and students on

the use of geographic information systems (GIS) and remote sensing techniques to identify suitable waste management sites.

o Promotion of efficient building practices within the school's infrastructure will be done. Employees and students will receive training on energy-efficient design principles, waste reduction strategies, and sustainable construction materials. By incorporating these practices into building projects and renovations, the school aims to minimize resource consumption, reduce waste generation, and create healthier and more sustainable learning environments.

vii. Digital Infrastructure:

Digital infrastructures will be developed and strengthened at the School of Engineering enabling a modern and efficient learning environment. To meet the evolving needs of students and faculty, the school will lay special focus to improve its digital infrastructure. It includes initiatives such as increasing the number of computers, laptops, multimedia projectors, and smart classrooms in the department, implementing online exams and classes, conducting computer-based tests for entrance examinations, and transitioning office work to digital platforms.

o One of the key objectives of the plan is to enhance the availability and accessibility of digital resources for students and faculty. The school will invest in increasing the number of computers and laptops available in designated computer labs and classrooms. This expansion will ensure that students have access to the necessary tools and resources to support their academic endeavors. Additionally, multimedia projectors and smart classrooms will be installed to facilitate interactive and engaging learning experiences, enabling teachers to incorporate digital media and educational technologies into their instructional methods.

o Adoption of online exams and classes will be done. The school recognizes the benefits of remote learning and assessments, and therefore aims to integrate online platforms and learning management systems into its curriculum. Online exams provide flexibility and convenience for both students and faculty, allowing for remote access to assessments and streamlined grading processes.

o In line with digitalization efforts, the school plans to introduce computer-based tests for entrance examinations. This transition will streamline the application and evaluation processes, making it more efficient and reducing the need for physical resources. Computer-based tests not only enhance the accuracy and reliability of evaluations but also provide a seamless and user-friendly experience for prospective students.

o   Digitization of office work will be done through the implementation of Human Resource Information Systems (HRIS) and Financial Management Systems (Finnman). By digitizing administrative tasks and processes, the school aims to improve efficiency, data accuracy, and accessibility.

viii.   Academic infrastructure:

The School of Engineering recognizes the importance of creating a conducive and technologically advanced learning environment to support the teaching-learning process. With objective, the school has focuses on transforming traditional classrooms into smart classrooms.

o   The school aims to enhance the teaching-learning experience by incorporating cutting-edge technology and digital resources into the academic infrastructure. Smart classrooms provide a dynamic and interactive environment that fosters student engagement, collaboration, and critical thinking.

ix.   Digital and physical strategy:

To ensure access to a wide range of resources and promote a seamless learning experience, the school of engineering aims to leverage technology to provide convenient and extensive access to academic resources. One key component of the strategy is the digitization of student project reports and thesis works. By publishing these works online, the school promotes knowledge sharing and enables broader dissemination of research outcomes.

o   Another aspect of the digital strategy is the implementation of an e-book collection. By expanding the digital library's offerings, students and faculty can access a wide range of textbooks, reference materials, and scholarly works electronically.

o   The school's digital strategy also emphasizes access to online journals. By subscribing to relevant academic databases and digital repositories, the school ensures that students and faculty have access to a wealth of scholarly articles, research papers, and industry publications.

o   While the digital strategy plays a crucial role, the school also recognizes the importance of maintaining a well-equipped physical library. The physical strategy focuses on creating a conducive and comfortable learning environment for students and researchers. It involves regular updates and additions to the collection, ensuring that the library houses the latest and most relevant books, journals, and reference materials in the field of engineering.

x.      Intellectual property infrastructure:

- o   The intellectual property infrastructure of the school of engineering will be developed and strengthened fostering innovation, protecting original ideas, and encouraging research excellence. To establish a robust intellectual property infrastructure, the school will implement several key measures aimed at promoting and safeguarding intellectual property rights.

- o   One essential aspect of the intellectual property infrastructure is the use of plagiarism checking software. By employing advanced plagiarism detection tools, the school ensures that students' reports, research papers, and thesis works undergo thorough scrutiny for any instances of plagiarism. This helps maintain academic integrity and encourages originality in scholarly contributions.

- o   The school actively encourages faculty and students to explore and pursue innovative research projects that have the potential for commercialization or practical application. In line with this, the intellectual property infrastructure supports the process of patent application. Faculty members and students are encouraged to identify and protect their novel inventions, processes, and technologies by applying for patents.

xi.     Emotional infrastructure:

- o   The School of Engineering prioritizes the emotional well-being and personal growth of its students, faculty, and staff by implementing various initiatives. These will include organizing refreshment activities such as recreational events, sports competitions, and cultural programs to promote relaxation and work-life balance.

- o   Annual functions serve as a platform to celebrate achievements through awards ceremonies, talent shows, and guest lectures, fostering a sense of belonging.

- o   People making significant contributions will be felicitated with orated. Talk programs will be organized inviting renowned speakers who deliver inspiring talks on personal development, leadership, and innovation, aiming to inspire and motivate the school community.

xii.    Network infrastructure:

The network infrastructure plan of the School of Engineering encompasses various elements to enhance communication, collaboration, and engagement within the school community and beyond. It includes the development and maintenance of a comprehensive website to provide information about the school, its programs, faculty, and research activities.

o   Social media platforms will be utilized to connect with students, faculty, alumni, and the wider public, facilitating real-time communication and updates. The school also utilizes newspapers and other media channels to share news, achievements, and research outcomes.

o   Conference and seminar participation will be encouraged and knowledge exchange and networking opportunities provided.

o   Collaborations with industry partners, other educational institutions, and research organizations will be fostered to promote interdisciplinary projects and research collaborations. The establishment of an IEEE student chapter will be done to encourage student engagement in technical and professional activities.

o   Interaction with alumni will be facilitated to leverage their expertise and experiences for mentoring, guest lectures, and industry connections.

xiii.   Financial Resources Mobilization:

o   The financial resources mobilization plan of the School of Engineering focuses on diversifying revenue streams and optimizing expenses to ensure sustainable funding for various initiatives. The major financial resources include students' fees, externally funded research projects, government support, local government and municipalities, donations, endowment funds, training and consulting fees, and grants from the University Grants Commission (UGC).

o   To increase financial resources, the school adopts several strategies such as actively pursuing research projects and consulting services that generate additional income. By leveraging the expertise of faculty and researchers, the school can attract external funding for research initiatives and offer consulting services to industries and organizations.

o   The expense of capital goods and laboratory expenses are the major expenses of the school. These expenses ensures the allocation of funds for the procurement and maintenance of necessary equipment and infrastructure, enabling high-quality research and educational activities. By regularly assessing and prioritizing the requirements, the school optimizes its expenses and ensures efficient utilization of financial resources.

xiv. Physical infrastructure development plan:

- The physical infrastructure development plan of the School of Engineering involves creating adequate space to accommodate smart classrooms, facilitate lab work, and provide dedicated areas for researchers and faculty members. The plan recognizes the importance of providing an environment that supports innovative teaching methods, practical learning experiences, and scholarly pursuits.

- Establishment of smart classrooms will be done at the school of engineering. These classrooms are equipped with advanced technology, multimedia projectors, and interactive tools to enhance the teaching-learning process.

- The school will focus on establishing well-equipped laboratories. These laboratories are essential for students to gain hands-on experience, conduct experiments, and develop practical skills in their respective fields.

- To facilitate the physical expansion of the school and its infrastructure requirements, MoU will be signed with the Land Management Training Center (LMTC) for the usage of its land by Kathmandu University.

xv. External Engagement:

Kathmandu University School of Engineering's external engagement will focus on fostering collaboration, partnership, and community outreach. The school actively engages with various stakeholders through a range of activities. Outreach initiatives are conducted to connect with local communities, creating awareness and addressing their needs.

- Academic collaborations and partnerships will be established with national and international institutions, industry partners, and NGOs, facilitating knowledge exchange, research collaborations, and funding opportunities.

- The school also emphasizes connectivity, utilizing digital platforms and networks to enhance engagement and knowledge dissemination.

- Policy engagement is another key focus of the school. Active participation in relevant committees and councils will be done to contribute to policy development and facilitate decision-making processes at the national level. The school's active involvement in council memberships and coordination committees, such as the NEC council and Green Hydrogen Coordination Committee will be ensured to further enhance its external engagement and influence in key areas.

xvi.   Research, Innovation and Publication:

o   The school will strengthen project-based research conducted by various research centers and laboratories such as TTL, ESTRL, CEPE, CETRF, and GHLab. These research centers provide platforms for interdisciplinary collaboration and innovation. Additionally, the school will actively participate and encourage research initiatives of KUBIC and NTIC through necessary facilitation, fostering innovation and technology transfer.

o   The school will emphasize the publication of research findings in journals and conference proceedings. Encouragement will be provided to its faculty and researchers to publish in high-quality journals and present their work at reputable conferences, ensuring the dissemination of their research to the broader academic community. Efforts will be made to increase the quantity and quality of journal publications, promoting a culture of research excellence within the school. This involves providing support and resources to faculty and researchers, facilitating their engagement in impactful research projects and collaborations.

xvii.   Adoption of technology:

The School of Engineering at Kathmandu University is committed to the adoption of technology in its educational practices and future direction. The school recognizes the importance of leveraging technological advancements to enhance teaching, learning, and research experiences. To this end, the school undertakes several initiatives:

o   Technological infrastructure will be strengthened via the incorporation of multimedia projectors, computers, FPGA and other essential tools to create a technologically advanced learning environment. These resources will facilitate interactive and engaging classroom experiences, allowing students to visualize complex concepts and explore practical applications.

o   The school also aims to embrace online teaching and learning methodologies. By utilizing Learning Management Systems (LMS), such as Moodle or Blackboard, instructors can deliver course materials, assignments, and assessments in a digital format.

o   The school aims to embrace the potential of spatial and mobile-based technologies. These technologies, including Geographic Information Systems (GIS) and mobile applications, offer opportunities for innovative teaching and research. By integrating spatial data and mobile technologies into the curriculum, students can gain practical skills and explore real-world applications in areas such as urban planning, transportation, and environmental management.

xviii.   Brand Visibility and Impact:

The School of Engineering will focus on enhancing the reputation and visibility of the department among various stakeholders, including prospective students, faculty members, industry partners, and alumni.

o   To strengthen the school and department's image and position, the school emphasizes interaction with companies that offer internships to its students. This collaboration not only provides valuable industry exposure but also showcases the practical relevance of the department's programs.

o   Guest lectures play a vital role in enriching the learning experience for students. The school will organize up to 10 guest lectures each year, inviting renowned experts and professionals to share their insights and expertise with students throughout the academic year.

o   To increase brand visibility and attract prospective students, faculty members, industry partners, and alumni, the school aims to develop departmental videos and brochures. These marketing materials will showcase the achievements, facilities, and opportunities offered by the department, giving potential stakeholders a glimpse into the unique aspects of the School of Engineering at Kathmandu University.

xix.   Promotional Activities:
The school will organize various activities aimed at increasing awareness and visibility of the school These activities include advertisement, promotional visits to colleges, website maintenance, interviews in TV, podcasts, and radio, as well as the use of social media platforms.

o   To reach a wider audience, the school utilizes advertisements in print media, online platforms, and other relevant channels. These advertisements highlight the unique features, programs, and achievements of the School of Engineering, attracting the attention of potential students, faculty members, and industry partners.

o   Promotional visits to colleges will be organized to engage with students and faculty members from other educational institutions.

o   Regular updating and user-friendly website of the school will be done, and regular maintenance will be ensured so that the website remains accessible and up to date.

o   Interviews on TV, podcasts, and radio are arranged to disseminate information about the School of Engineering to a broader audience. These interviews provide a platform to discuss the department's achievements, research projects, collaborations, and other notable initiatives, enhancing its visibility and reputation.

- Social media platforms such as Facebook, Twitter, LinkedIn, and YouTube will be utilized to connect with a wide range of stakeholders. The school's activities are updated in its social media profiles with news, events, student achievements, research publications, and other relevant content.

Kathmandu University School of Law

i.    Student Enrollment:

In line with the strategic objectives outlined in the Kathmandu University Strategic Plan 2022-2027, the KUSoL aims to enhance its enrollment figures across a variety of programs. The primary goal is to provide a comprehensive selection of programs and increase student interest in the school. As part of this initiative, the school aims to admit 44 students into both the BBM-LL.B and BEc-LL.B programs, 20 students in the LLM/LEIL programs, and enroll 8 students in the MEIL program, and 12 students in the LLM program.

ii.   Program Expansion:

The school is currently planning introducing several new programs, namely the Ph.D. in Law, LL.M in Commercial Law, BSW-LL.B, and Clinical and Continuing Legal programs. Expansion of physical infrastructure will be planned to meet the increasing needs of the school.

iii.  Program Review and Adjustment:

In order to meet the demands of the job market and integrate emerging concepts and challenges into the education system, it is essential to regularly review and adjust the curriculum. Acknowledging this necessity, and considering the absence of such a review in the past four years, the school intends to enhance the BBM-LL.B and BEc-LL.B programs through a comprehensive review and adjustment process.

iv.   Streamlining the teaching activities:

The school will ensure that the courses are taught in accordance with the established schedule, incorporating innovative teaching methods. Likewise, a verification process will be implemented, encompassing the review of teaching plans, course delivery reports, and internal evaluation outcomes. Adequate measures will be taken to ensure faculty availability and efficient scheduling.

v.    Practical Work:

In order to enhance the teaching activities, appropriate measures will be implemented to promote hands-on work. Practical tasks, such as writing clinical reports and other relevant assignments, will be carried out in accordance with the teaching plan. Various documents, including the teaching plan, practical instructions, exercise materials, practical reports, and evaluation results, will be created, implemented, and periodically reviewed.

vi.    Moot Court Competition:

Regular scheduling of moot court competitions will be implemented, ensuring students' active involvement in these events. In order to cultivate students' interest in the competitions and improve their debating skills, qualified mentors will be assigned to them. Close monitoring, necessary assistance, and access to facilities and other resources will be provided as needed. The effectiveness of the competitions will be ensured through the submission of memorials, increased participation, and evaluation of results.

vii.    Student Evaluation:

A timely evaluation of students' performance would be conducted. The preparation and submission of evaluation records would be submitted on time to assess student performance.

viii.    Student Activities:

The school will organize and execute diverse co-curricular programs and activities aimed at developing students' skills. These include participation in moot court competitions, KU sports events, farewell, and welcome programs, and ensuring the effective functioning of the KUSOL Student Welfare Council. A system will be established to monitor the number of co-curricular activities conducted within the school and track student participation levels.

ix.    Field/Educational Visits:

The school fulfills students' needs and demands for field/educational visits, with priority given to national tours and community-based field visits. The verification involves modifying terms and conditions based on feedback from leaders and teachers regarding students' practical knowledge and abilities. The assumption is that there is adequate time as per the academic calendar and favorable travel conditions to understand the reality of the field.

x.    Internship:

The school will promote collaborations and actively pursue internship opportunities, closely monitoring students' performance and their internship reports. It will establish strong networking and communication with various organizations to encourage their interest in providing internships. Third year and final year students will have access to internship opportunities.

xi.    New Batch Orientation Program:

The school will conduct an orientation program for newly admitted students to familiarize them with the campus and its facilities. The program will provide essential information about academic programs, policies, and resources available to students.

xii.    Counseling/Interaction:

Regular counseling and interaction sessions will be conducted with students to address their academic and personal concerns. Notes will be maintained to track student progress, and there will be a focus on improving student-department interaction to create a conducive academic environment.

xiii.   National and International Event Days:

Student clubs will actively participate in national and international events, raising public awareness and motivating students. The school will encourage students to take an active role in these events, fostering their personal and professional development.

xiv.    Student Talent Show Event:

The school will organize a talent show event that serves as a platform for students to showcase their skills and talents. Students will be encouraged to participate and demonstrate their abilities, promoting a participatory approach.

xv.     Support to Student Extracurricular Activities:

The school will provide support for various extracurricular activities as per the planned schedule. A list of supported activities will be maintained by the Student Welfare Committee (SWC). Active student participation in both academic and extracurricular activities will be encouraged for holistic development.

xvi.    Scholarships:

The school will offer scholarships based on merit and financial need according to the predetermined plan. Scholarships will be provided to deserving students, following the guidelines set by the institution and the Kathmandu University (KU) rules. Specific scholarships such as Bipin Adhikari Scholarship and Ganesh Raj Sharma Scholarship would be made available upon the maturity of the endowment fund.

xvii.   Student Exchange:

Student exchange programs will be organized based on demand and suitability. Effective communication and follow-up will be maintained to facilitate student exchanges. Opportunities for students to participate in exchange programs would be made available.

xviii.  Teaching Students of Extra Courses (Visiting Faculty):

All courses will be taught according to the course plan, including extra courses taught by visiting faculty members. Teaching plans, course delivery reports, and internal evaluation results will be monitored to ensure effective implementation of the teaching plan.

xix.    Ph.D. and Master Level:

The school will launch new programs for the March session at the Ph.D. and Master's levels. Guidelines and syllabi will be prepared, and classes will be conducted as per the plan. Close monitoring and assistance will be provided to ensure the success of these programs, and efforts will be made to attract enough qualified applicants who show interest in pursuing these higher degrees.

xx.     School Human Resources Plan:

o   Assessment of Possibility for upgradation:

A thorough assessment will be conducted to determine the need for upgrading faculty members. The assessment will include a need assessment report and prioritization of faculty members based on their professional development needs. The plan will be presented to the faculty, and their acceptance and support will be sought. The faculty members will benefit from the upgrading initiatives, enhancing their skills and expertise.

o   Recruitment of New Faculty Members:

Vacant positions in the faculty will be filled through the recruitment of new faculty members. The aim would be to improve departmental competence and ensure effective teaching and research. The recruitment process will prioritize candidates who demonstrate interest in the faculty position and have a strong dedication to their role.

o   International Faculty Recruitment:

To enhance the diversity and expertise of the faculty, the school will hire some international faculty members as volunteers. These faculty members will be recruited specifically for the Master and PhD programs, bringing a global perspective, and promoting international collaboration. The recruitment process will prioritize candidates who show interest, motivation, and dedication to contribute to the institution.

o   Teacher Training:

Training programs and seminars on teaching and research methods will be conducted to enhance the skills and knowledge of the faculty members. The seminars will be organized, and relevant training materials will be provided to facilitate professional development. The participation and interest of the faculty members in these training initiatives will be encouraged.

o   Teaching and Research Area Allocations:

Clear focus areas for teaching and research will be allocated to faculty members. Each faculty member will have their research area identified, and appropriate resources will be allocated to support their research endeavors. This allocation will be based on the interest and expertise of the faculty members.

- Faculty Research Support:

To encourage research and development activities, subsidies will be provided to faculty members for their research projects. This support will enable faculty members to initiate new research projects and contribute to the advancement of knowledge. The interest of faculty members in research activities will be fostered.

- National and International Seminar/Conference/Publication Support:

Faculty members will be supported in publishing their research findings and increasing their visibility. Support will be provided for publications in local and international media, and faculty members will be encouraged to participate in seminars and conferences. The faculty's interest and the significance of their research results will be considered in providing this support.

- Access to Literature and Journals:

Faculty members will have access to appropriate literature and journals relevant to their field of study. A list of books and journals available for faculty use will be maintained. Journal subscriptions and book acquisitions will be done to ensure faculty members have the necessary resources for their research and teaching activities.

- Assessment of Upgrading Possibility (Staff):

Similar to the faculty, a comprehensive assessment will be conducted to determine the need for upgrading staff members. A need assessment report will be prepared, and staff members' acceptance and support will be sought for upgrading initiatives that benefit their professional development.

- Recruitment of New Staff Members:

Vacant positions for staff, including IT and other roles, will be filled through the recruitment of new staff members. The recruitment process will prioritize candidates with aptitudes required for staff positions and show dedication to their responsibilities.

- Staff Training:

Staff members will have the opportunity to receive training in specific skills relevant to their roles. At least 2-5 staff training programs will be organized to enhance their skills and improve their performance. The interest of staff members in these training initiatives will be encouraged.

o Technical or Service Area Allocations:

Clear focus areas will be allocated to staff members in technical or service roles. Each staff member will have their technical or service.

xxi. Research, innovation and publication plan:

o Access to Books, Journals, and Conference Proceedings:

The school will ensure access to a wide range of books, journals, and other literature relevant to legal research and development. Faculty and graduate students will have access to an extensive list of books, journals, and other literature to support their research and scholarly activities. The availability of these resources will be regularly updated and maintained. The plan will be aligned with the interests and needs of the faculty and graduate students.

o Seminar/Conference/Workshop Organized:

The School of Law will organize at least two seminars or conferences annually to provide a platform for scholarly discussions and exchange of ideas. These events will bring together renowned legal experts, scholars, and practitioners to share their insights and experiences. All necessary documents, including schedules, agendas, and presentations, will be prepared and distributed among the participants. The faculty and graduate students will be encouraged to actively participate in these events, as they offer valuable learning and networking opportunities.

o Publication Support:

The School of Law will provide comprehensive support for research publications to promote faculty competence and interest in publishing their scholarly work. The number of research publications and their quality will be closely monitored and evaluated. Faculty members will be encouraged and supported in publishing their research findings in reputable journals and academic publications. The plan will facilitate faculty members' engagement in research activities and contribute to the dissemination of knowledge in the legal field.

xxii. Infrastructure Development Plan:

o New Administrative and Faculty Offices and Classrooms:

The School of Law will set up and furnish new administrative and faculty offices, as well as classrooms, in the newly constructed Academic Block located in the central premises. This infrastructure improvement will enhance the academic and physical facilities available to students, faculty members, and the administration, meeting their evolving

needs. The new offices and classrooms will provide a conducive environment for teaching, research, and administrative activities.

o   Establishment of Legal Clinic as a Law Lab:

The School of Law will establish a Legal Clinic, which will serve as a Law Lab within the campus. This clinic will provide valuable services to the community, helping on various legal issues. The Legal Clinic will create opportunities for students to gain practical experience and apply their legal knowledge in real-life situations. It will also contribute to community engagement and social justice initiatives.

o   Computer Lab:

A dedicated computer lab will be established within the School of Law. This lab will be equipped with modern computer systems, software, and internet connectivity to facilitate legal research, access online legal resources, and provide a platform for students to enhance their digital skills. The computer lab will be accessible to students for academic purposes, such as legal research, document preparation, and online learning activities.

o   Process/Follow-up for New Land for Law and Architecture's Site:

The School of Law will initiate a process and follow-up activities to acquire new land for the establishment of a separate site for the Law and Architecture programs. This expansion plan aims to accommodate the growing needs of these programs and provide dedicated infrastructure to support their unique requirements. The process will involve identifying suitable land, engaging with relevant authorities, and ensuring compliance with legal and regulatory procedures. The acquisition of new land will enable the School of Law to enhance its offerings and provide a specialized learning environment for Law and Architecture students.

o   Maintenance of Library Facility:

The School will identify the maintenance requirements of the library facility to ensure its optimal functioning. Regular maintenance will be carried out to address any issues and keep the library in good condition. Additionally, a plan will be developed to introduce an e-library system, which will enhance accessibility and convenience for students and faculty. Proper records will be maintained to track the maintenance activities and ensure the smooth operation of the library. The motivation and dedication of faculty and staff will be key in maintaining the library as a valuable resource for the academic community.

o   Acquisition of New Computers and Software:

The School will identify the need for new computers and software to meet the evolving technological requirements. Once the requirements are determined, the School will

acquire the necessary computers and software to enhance the technological infrastructure. Proper records will be maintained to track the purchase and usage of computers and software, ensuring effective utilization of these resources.

- o Purchase of New Furniture:

  The School will identify the need for new furniture to improve the physical infrastructure and provide a comfortable learning and working environment. The furniture will be acquired as per necessity. Records will be maintained to track the purchase and usage of the furniture.

xxiii. Green Infrastructure Promotion Plan:

- o Implementing Sustainable Pedagogical Approaches:

  The School recognizes the importance of sustainable pedagogical approaches in promoting environmental awareness and responsibility. To facilitate this, training sessions and short-duration workshops will be organized to educate faculty members on incorporating sustainable practices into their teaching methodologies. The School has already conducted several programs related to sustainable pedagogy, resulting in more effective teaching and learning experiences. The faculty will be encouraged to continuously update their approaches to integrate new sustainable practices and concepts into their curricula, ensuring an environmentally conscious education.

- o Engaging Employees and Students in the Zero Waste Movement:

  The School is committed to promoting a zero waste environment and will actively engage both employees and students in this movement. Various activities and initiatives will be organized to raise awareness about waste reduction, recycling, and composting. sense of responsibility and commitment towards sustainable practices will be fostered.

- o Digital Infrastructure: Smart Classrooms:

  To embrace technological advancements and enhance the learning experience, the School will implement smart classrooms equipped with smart boards and other digital tools. These smart classrooms will provide an interactive and engaging environment for both teachers and students. The easy-to-use technology will enable faculty members to deliver more dynamic and multimedia-rich presentations, fostering a better understanding of the subjects.

- o Academic Infrastructure - Library: Digital and Physical Strategy:

  A comprehensive strategy for libraries, combining both digital and physical resources will be employed. An e-library system will be implemented, offering convenient access to digital resources for faculty and students. Additionally, the School will utilize

platforms like Moodle to facilitate easy access to learning materials and online discussions. This digital strategy will enhance the accessibility of resources, making them easily available to both faculty and students. Simultaneously, the physical infrastructure of the library will be designed and maintained to be efficient and effective, ensuring a well-performing academic facility for research and study purposes.

xxiv.    Financial Resources Mobilization Plan:

o   The school is committed to effectively managing its financial resources, optimizing fee collection, and ensuring a balanced budget. The focus will be on providing competitive salaries, supporting physical infrastructure development, and making necessary purchases for smooth daily operations. Through these initiatives, the School will continue to strengthen its financial stability and create a conducive environment for academic excellence and administrative efficiency.

o   The school relies on various financial resources, including student tuition fees, admissions, examination fees, and grants. Efforts will be made to enhance the effectiveness of fee collection processes, ensuring that a significant portion of fees, approximately 80%, is collected from all students. By optimizing fee collection procedures, the school will have a more stable and sustainable financial base to support its operations and initiatives.

o   The school's major expenses include salaries for faculty and staff, investments in physical infrastructure development, and purchases for daily operational needs. Office operations are currently running smoothly, ensuring efficient administrative processes. The well-being and job satisfaction of faculty and staff will be prioritized by providing competitive salaries and creating a conducive working environment. Adequate budget allocation will be made for the ongoing physical development of the school, ensuring that necessary facilities and infrastructure are in place to support academic and administrative functions.

o   The school has a major plan to construct a new administrative building. The preparation for this plan is already underway, with detailed assessments and design considerations being made. The new administrative building will provide improved facilities and space for administrative staff, enabling them to carry out their responsibilities more efficiently. The plan will encompass the needs and requirements of the School, ensuring that the new building aligns with the School's vision and supports its growth and development.

xxv.    External Engagement Plan:

The School recognizes the importance of engaging with the local communities and fostering positive relationships. To facilitate this, a plan for outreach activities has been

developed. Students will be mobilized to actively participate in community engagement initiatives, collaborating with local organizations and residents. The proposal for these outreach activities has been accepted, and mobilization is scheduled to begin from May 2023. Through these activities, the school aims to contribute to community development, address social issues, and promote mutual understanding and cooperation.

xxvi. Research, Innovation and publication plan:

The School is dedicated to promoting research activities, fostering innovation, facilitating publication opportunities, and improving research publications. A common research interest area would be identified, encouraging communication and collaboration among faculty members through the establishment of MoUs and informal agreements. Project proposals will be developed based on a need assessment report to drive innovation, address real-world challenges, and contribute to societal development. The School recognizes the importance of publication and explores international student exchange programs to provide opportunities for students to study abroad and engage in research collaborations. Additionally, efforts will focus on enhancing the quality and impact of research publications through faculty involvement and comprehensive project proposals. Overall, the School aims to create a vibrant research culture and contribute valuable knowledge to the academic community.

xxvii. Technology Adoption:

An online subscription plan would be implemented, making a wide range of research papers easily accessible. With online subscriptions available, faculty members, researchers, and students can efficiently find and access related papers, facilitating comprehensive literature reviews and staying up to date with the latest advancements in their fields.

xxviii. Brand visibility and impact:

o To enhance visibility and to showcase the School's research accomplishments, the School will develop informative brochures and school profiles, highlighting its achievements, programs, and faculty expertise.

o The existing website will be regularly updated and new features and information will be incorporated to provide visitors with relevant and engaging content. The School will ensure that the website reflects the latest developments, showcases faculty profiles, highlights research achievements, and provides comprehensive information about programs and events. By maintaining and improving the website, the School aims to create a valuable resource for current and prospective students, faculty, and other

stakeholders, facilitating easy access to information and fostering a positive online presence.

xxix. International Engagement:

o The School prioritizes effective communication and networking to engage stakeholders. Through problem identification, stakeholders including faculty, staff, students, and external partners would be recognized. A network will be established to encourage collaboration and idea exchange. By fostering open communication and strong networking, the school aims to enhance collaboration, knowledge sharing, and innovation within the academic community.

o The School will establish facilities to support faculty members in developing project proposals. This includes conducting a comprehensive need assessment to identify areas of research and development. Based on the assessment, proposals have been developed to address specific research goals and objectives.

o The school will strive to enhance the visibility of the School through establishing strong engagement, partnerships, and collaborations with national and international communities. The School will initiate collaborations with other universities and institutions to foster meaningful partnerships. As part of this process, proposals for collaboration agreements will be prepared, outlining the objectives and potential areas of cooperation. The School will conduct meetings with prospective partners to discuss the proposed collaborations, exchange ideas, and explore mutual interests.

o The problems or challenges that hinder effective communication and networking with the community will be identified. By identifying these obstacles, the school can develop targeted solutions to address them. Additionally, stakeholders relevant to community engagements will be identified, including local organizations, community leaders, and other educational institutions. By prioritizing communication and networking, the school aims to foster meaningful relationships with the community, gain visibility, and create opportunities for collaboration and partnerships.

o For the visibility of the school through global engagement, regular meetings of stakeholders are organized, providing a platform for open dialogue and collaboration. These meetings are conducted with a structured agenda and minutes to ensure effective management and record-keeping.

o The school will strengthen its engagement with policymakers to create a strong policy ecosystem that supports its mission and goals. In line with this strategy, the school

actively provides support to the central administration in shaping policies that are conducive to the advancement of education and research. To achieve this, the school will comprehensive policies in collaboration with relevant stakeholders, ensuring their alignment with the school's vision and values. Additionally, a dedicated committee will be formed to oversee the policy development process, ensuring thorough analysis, stakeholder input, and effective implementation.

o To enhance academic performance and foster innovation within the university, the school has developed a comprehensive plan for the upcoming semester. This plan includes conducting a peer-review of existing programs and initiatives to identify areas for improvement and innovation. The school aims to update and enhance its research and innovation centers, providing faculty members, staff, and students with the necessary resources and support to pursue innovative projects. Additionally, a strong emphasis is placed on publications, with a goal to increase the dissemination of research findings and promote academic excellence. The relevant authorities have been informed of the plan, and collaborative efforts are underway to ensure its successful implementation.

o To enhance academic performance and foster a culture of innovation through research and innovation centers and publications, the school will develop a comprehensive plan for the upcoming semester. This plan will include a thorough peer-review of existing programs, initiatives, and curriculum to identify areas that require updating and improvement.

o The faculty members, staff as well as the students will be strengthened by nurturing their well-being and personal development. Regular meetings and seminars aimed at these goals will be organized.

o To foster a culture of inclusiveness and participation, student-led initiatives would be encouraged, budget will be allocated for the program including provisions for scholarships and a program exchange. The budget will be utilized to conduct programs relating to scholarships and program exchange.

o KU alumni Associations would be established in the central as well as schools and department levels to ensure effective linkage with the alumni.

o Consistent brand guidelines would be developed across the schools and departments to consolidate the brand image of KU as well as school.

o Collaboration would be initiated with various national and international organizations to produce various merchandise and propagate the brand visibility of the university.

- A digital-friendly brand for the university would be developed by enhancing websites, addressing library facility maintenance, implementing an e-library system, ensuring proper record maintenance, and fostering faculty and staff motivation. For this end, a comprehensive website review and enhancements, identifying and carrying out maintenance for library facilities, implementing an e-library system for easy access to digital resources and establishing efficient record-keeping procedures would be done.

# Kathmandu University School of Management

i.      Vision, Mission and Signature features:

o   To offer quality management education that meets the international standard and promotes relation with stakeholders through different engagement, while achieving financial sustainability. A well-structured calendar will be maintained, and regular adjustments to its curriculum will be made to stay relevant and up to date.

o   Transparency, fairness, and ethics will be ingrained into the school's culture, fostering a student-friendly environment promoting teamwork and creating a collaborative atmosphere. With innovative pedagogy, KUSOM strives to deliver an exceptional educational experience.

ii.     Expansion Plan:

o   Focus will be directed to increasing the enrollment of students in academic programs from various regions, with specific attention given to improving enrollments in the MBE and MPPM programs, and rebranding the Executive Master of Business Administration (EMBA) program to attract at least 20 additional students.

o   To broaden the range of educational opportunities and meet the evolving needs of students and industries. The Bachelor of Business Administration (BBA/BBIS) program will be expanded and new academic programs such as Masters level program in Business and Data Analytics will be planned.

iii.    Expansion of programs:

o   To broaden the program offerings, focus will be laid on multidisciplinary expansion of constituent programs through inter school collaboration. This approach encourages the development of integrated programs that combine multiple disciplines.

o   To enhance the diversity and relevance of the programs offered by the university, constituent programs will be designed, with the introduction of specialized Bachelor programs in management tailored to specific regions, as well as the expansion of hospitality programs across different countries.

iv.    Accreditation, Collaboration, Cooperation and Partnership:

Strategic focus will be laid on accreditation, collaboration, cooperation, and partnership. One of the key initiatives is the launching of a Masters level program in family business in collaboration with Pokhara University.

v.    Human Resource Development:

o  Support will be provided for the completion of PhD study for three faculties. The continuation of PhD studies for three faculties abroad and five faculties at home will resume. Additionally, three faculties will be encouraged to pursue PhD study.

o  Encouragement will be provided to the five faculties to complete their MPhil degrees, with one faculty continuing her study. Two faculties are planned to participate in the Faculty Development Program (FDP) at one of the Indian Institute of Management (IIMs) in India.

o  Efforts will be made to recruit faculty members with PhDs in the fields of Human Resources, Marketing, Finance/Economics, IT, and Public Policy, with a particular focus on DOMIC.

o  To effectively perform the operations of the school, the need for two additional support staff members has been identified and efforts will be made to recruit them.

vi.    Infrastructure and Service Development:

o  To enhance accessibility and convenience for the students, faculty and staff, ensuring a more inclusive learning and working environment, efforts will be made to install an elevator in the KUSOM-1 building.

o  Smart classrooms will be developed to meet the needs of current IT-Standards

o  Water filtration system will be installed in the school.

vii.    Promotion of Green Infrastructure:

o  Sustainability and environmental consciousness will be promoted through various initiatives at the school. Eco-friendly green beautification initiatives will be undertaken to improve school's infrastructure, enhancing the aesthetic appeal while contributing to a greener environment.

- o Sustainable pedagogical approaches will be implemented by introducing Environmental, Social, and Governance (ESG) courses in both Bachelors and Masters' levels, ensuring availability of education on sustainable practices and principles.

- o An Environment Club will be created within the Student Welfare Council (SWC) to raise awareness and engage students in environmental initiatives. Plans emphasizing engaging employees and students in a zero-waste movement, encouraging responsible waste management practices and reducing the university's environmental footprint will be developed and implemented.

viii.    Strengthening of Digital infrastructure of the school:

- o Digital and academic infrastructure of the school will be developed and strengthened. This includes subscription to online resources such as EBSCOHOST to enhance access to scholarly materials.

- o Information Management System (IMS) will be introduced in the school to streamline administrative processes.

ix.    Academic Infrastructure Plan:

- o Two classrooms will be upgraded to smart classrooms to facilitate interactive learning.

- o Curriculum will be developed in the field of international trade and facilitate outreach programs for trade promotion, while efforts will be made to enhance faculties' research and pedagogy skills.

- o The organization of annual conferences will be prioritized, including an international conference through the World Trade Organization (WTO) Chair Program and a national conference in partnership with the LACM and NCM colleges, promoting knowledge sharing and fostering intellectual discourse.

x.    Intellectual Property infrastructure:

The Idea Action, an incubation center, will be actively utilized to promote innovation and entrepreneurship among students and faculty. This center will also provide support and resources to nurture and protect intellectual property creations.

xi.    Emotional Infrastructure:

With the aim to create a nurturing environment that supports emotional well-being and intellectual growth, a counseling cell for students, to ensure their mental well-being and

provide necessary support will be established in the school. Additionally, soft skill trainings will be provided to both faculties and students, to equip them with the necessary interpersonal and communication skills.

xii.     Network Infrastructure:

o   Focus will be laid on engaging with various communities, including municipalities, women, and small and medium-sized enterprises (SMEs). This engagement involves providing training and advisory services to empower these communities and enhance their business acumen.

o   Active collaboration with the National Cooperative Federation will continue to foster cooperative initiatives and support cooperative businesses. The school will also engage with the National Business Initiative (NBI) and promote industry-academia collaboration and create avenues for knowledge exchange and partnership.

o   The Placement Cell will be strengthened to play a crucial role in facilitating engagement with external stakeholders, including businesses and organizations, to provide students with valuable opportunities for internships and job placements.

xiii.    Financial Resource Management and Mobilization:

o   Student tuition fees have been the largest financial resource for the school.  However, it has become increasingly essential to adopt additional strategies to increase financial resources. One potential avenue is to seek more opportunities for training, consultancies, and certificate programs. By offering specialized training programs and consultancy services, the university can generate revenue while leveraging its expertise and knowledge.

o   Similarly, the introduction of certificate programs will be developed for professionals seeking to enhance their skills and to attract a wider range of students and generate additional income.

o   The capital expenses for the installment of elevator in the school and the establishment of smart classrooms will be the major expenses of the school for the academic year.

xiv.    External engagement:

o   The school will work closely with municipalities and business organizations to foster collaboration and contribute to local development.

- o The school will partner and participate in the National Business Initiative (NBI) summit which will provide a platform for knowledge sharing and networking with industry leaders.

- o Collaboration with Pokhara University for launching of the Family Business program (FAB) and joint training programs will be initiated.

- o Efforts will also be made to build relationships with popular business schools in India, the United States, Europe, and Asia to enhance knowledge exchange, academic collaboration, and industry linkages, that will help to strengthen the university's reputation, and its position as an important player in the regional and international academic arena.

- o Policy Engagement:

  - To foster meaningful policy discussions and research, the Public Policy Lab will be strengthened to serve as a platform for organizing discussions, debates, and research activities in collaboration with experts and policy makers, with the aim to facilitate evidence-based policy development and promote dialogue on important societal issues.

  - Additionally, there will be a student-led initiative called the Masters in public policy and management (MPPM) Student Initiative for Policy. This initiative will empower MPPM students to actively engage in policy-related activities, contributing their insights and perspectives to policy discourse.

- xv. Research, Innovation and Publication:

  - To enhance the school's academic standing and cultivate a culture of research and innovation, strong emphasis will be laid by the School of Management.  A minimum of 30 faculty publications in refereed journals and papers will be targeted, with research assistance provided to the faculties as needed.

  - Faculty members will be encouraged to attend at least 15 conferences to promote knowledge sharing and collaboration.

  - Publication efforts will focus on publishing at least two issues per year of the working papers, as well as regular journal (JBMR) publications. Furthermore, annual report and prospectus publications will be carried out, along with online publications of various events, proceedings, and conference papers to disseminate knowledge and engage with a wider audience.

xvi. Adoption of Technology:

- o The access to online resources will be enhanced by evaluating and improving the organization's online platform and infrastructure, ensuring seamless access to digital resources.

- o The capacity of the school will be developed to effectively run online programs by establishing a dedicated space, team with provisions for faculty training and investment in learning management systems and virtual collaboration tools.

- o Two smart classrooms will be established, integrating advanced technology to create interactive and engaging learning environments.

xvii. Brand visibility and impact:

- o To solidify the school's position as the top business school in the country, quality teaching will be promoted through innovative methodologies and professional development opportunities for faculty, engaging with local communities through social responsibility initiatives and partnerships, adapting the curriculum and pedagogy to meet industry demands.

- o Collaborations with foreign universities will be increased to enhance brand recognition of KUSOM, demonstrate a commitment to excellence, and expand the organization's global network, ultimately reinforcing its status as a leading educational institution.

- o Various initiatives will be undertaken to enrich the school's brand visibility and engagement with the community. This includes continuing the RES Program by collaborating with NGOs, leveraging the support and involvement of alumni for brand promotion, conducting promotional visits to reach a wider audience, engaging through the WTO Chair program to run various activities, and organizing research workshops in both eastern and western regions. These activities aim to strengthen the organization's presence, build relationships with stakeholders, and showcase its expertise and contributions to the community.

- o Adequate measures will be undertaken to improve the visibility through Global Engagement and Networking with a focus on expanding the school's international presence and network. This involves planning a collaborative international conference with the Academy of International Business (AIB) to showcase the organization's expertise on a global platform. It also includes leveraging the World WCP program for increased visibility and recognition. Additionally, Memorandums of Understanding

(MOUs) will be established with foreign management schools, facilitating faculty exchanges and research collaborations.

o The policymakers will be engaged through a Policy Lab to facilitate discussions and research on public issues. By collaborating with policymakers, the school aims to contribute to the development of effective policies and solutions that address relevant societal challenges.

o Engagement with small and medium-sized enterprises (SMEs) and women's business organizations, such as FWEAN, will be prioritized to foster collaboration and develop case studies that contribute to knowledge creation. Additionally, the establishment of the KUSOM Trade Center to facilitate research and innovation in the field of trade will be initiated.

o Research workshops for faculties will be conducted in selected regions and networking opportunities with municipalities and business organizations will be established with an aim to engage primary audience in substantiating the goodwill of the university.

o Strong bond and personal growth within the university community including faculties, staffs and students will be promoted through the implementation of an arts of living program for faculties and staff, the development of soft skills for faculties and staff, and providing soft skill trainings to students.

o To cultivate a culture of inclusiveness and active participation among students, various initiatives will be undertaken. This includes promoting the active involvement of student clubs in organizing events that benefit KUSOM students, as well as students from different regions and communities.

o To increase the visibility of the university's brand through the production and sale of various merchandise items, students will be mobilized to produce and sell KU/KUSOM promotional merchandise.

# Kathmandu University School of Medical Sciences

i.      Academic Activities:

The School of Medical Sciences at Kathmandu University aims to effectively run its programs at constituent and affiliated colleges by implementing regular monitoring and evaluation activities. This will be done in coordination with the university's Academic Council and the Medical Examination Commission. The following initiatives are planned:

o     Higher Level Programs:

The School of Medical Sciences aims to provide comprehensive and advanced education in medical and healthcare fields. These additions will enrich the academic offerings, increase opportunities for specialization, and contribute to the overall growth and reputation of the school. To this end:

- The DM/M.Ch. program will be expanded to include additional subjects in various specialties. This will enhance the depth and breadth of knowledge and skills offered to students pursuing advanced medical degrees.

- The P.hD. in Medical Sciences program will be enriched by introducing additional subjects. This will provide doctoral students with a wider range of research areas and expertise to explore, fostering innovation and advancements in medical research.

- The fellowship program in subspecialties will be expanded to accommodate a greater number of medical professionals seeking specialized training. This will allow for enhanced expertise and proficiency in specific areas of medical practice, leading to improved patient care and outcomes.

o     Master (Postgraduate) Level:

To further enhance the offerings and opportunities for students and to provide students with enhanced educational opportunities, increased specialization options, and a broader scope for research and professional development in the field of medical sciences, the School of Medical Sciences will undertake the following program expansion initiatives at the Postgraduate level:

- The MD/MS/MDS program will be expanded to include additional specializations and disciplines. This expansion will provide students with a broader range of options to pursue advanced medical degrees in their areas of interest and expertise.

- The school will introduce Masters in Nursing program offering different subjects and additional specializations. This program will provide aspiring nursing professionals with advanced knowledge and skills in specialized areas of nursing practice, research, and leadership.

- The School of Medical Sciences will establish collaborations and partnerships with different universities to develop joint programs. These collaborations will allow for the exchange of expertise, resources, and academic opportunities, enabling students to benefit from a broader range of educational experiences and perspectives.

o Undergraduate Level:

To enrich the undergraduate experience and broaden international engagement, the School of Medical Sciences will implement the following initiatives:

- The school will introduce short-term placement opportunities for foreign nationals. This program will allow students from other countries to gain practical experience and exposure to medical practices in a different cultural setting. It will promote cultural exchange, diversity, and global understanding among undergraduate students.

- The School of Medical Sciences will establish a Global Health Program as part of the undergraduate curriculum. This program will focus on addressing health disparities, exploring global health challenges, and promoting cross-cultural competence in healthcare delivery. It will provide students with opportunities to engage in international health projects, collaborate with global partners, and develop a global perspective on healthcare.

- The school recognizes the importance of modern technology in medical education. It will invest in upgrading technical facilities, including internet connectivity, video conferencing capabilities, and Wi-Fi systems. These improvements will enhance communication, access to online resources, and facilitate distance learning and virtual collaboration among students, faculty, and international partners.

ii. Services and Physical Facility Plans:

To enhance its academic activities, improve services and physical facilities, foster research and innovation, develop its human resources, and strengthen international collaborations, the school will channel its efforts to develop and strengthen services and physical facility. These initiatives will contribute to the growth and visibility of the school as a leading institution in medical education and healthcare services in Nepal. The School will continue to expand medical related teaching learning infrastructures and amenities. To this end, the school aims to undertake following activities:

- Sub-specialty services:

    - Establishment of Orthopedics and Trauma Centre
    - Upgradation of Cardiovascular Diseases Unit
    - Establishment of Lung Centre
    - Upgradation of Oncology Unit
    - Expansion of wards and upgrading of existing units
    - Construction of an Academic Building for administration, classrooms, and examination sections
    - Operation of a Mental Health Research Center

- Mobile services:

    In order to enhance healthcare accessibility and provide convenient medical services, our plan includes the implementation of various mobile healthcare initiatives. Some of the initiatives are as follows:

    - Mobile endoscopy
    - Mobile ultrasound
    - Extension of other different specialties – Dental, Cardiology, Gynecology, Orthopedics/Trauma, Physiotherapy etc.
    - Telemedicine

- As part of the schools plan to expand healthcare services and reach underserved communities, the school will focus on the extension of the outreach centers. These centers will serve as hubs for delivering medical care and health education to areas that may have limited access to healthcare facilities.

- To enhance the diagnostic capabilities of the services and promote early detection, the school will introduce mammogram services, which will facilitate the screening and diagnosis of breast-related conditions. This will help in the early detection of breast cancer, improving the chances of successful treatment and outcomes.

- Additionally, the school will be incorporating viral marker testing, which involves analyzing blood samples to identify specific viral infections. This will aid in diagnosing and monitoring various viral diseases, allowing for timely intervention and appropriate treatment plans.

- Liquid-based cytology (LBP), a modern technique for analyzing cellular samples collected during routine screenings will be introduced in the school. LBP offers

improved accuracy in detecting abnormal cells, particularly in cervical cancer screenings, leading to more accurate diagnoses and effective treatment.

o The school will introduce an automatic coagulometer into its diagnostic infrastructure.

iii. Research Activities:

o To ensure the continuity of the school's research endeavors, the school will sustain its ongoing projects and studies. This involves supporting the researchers, providing necessary resources and facilities, and fostering a conducive environment for their work. The school recognizes the value of their contributions and the impact they can have on advancing scientific understanding and addressing critical challenges.

o In parallel the school will seek new research collaborations and initiatives. By forging partnerships with international and national agencies, institutions, and researchers, the school aim to broaden its research network and access diverse expertise and resources. These collaborations will enable the school to undertake cutting-edge research, tackle complex problems, and drive innovation in its respective disciplines.

o In pursuit of the research goals, the school will be submitting research applications to international and national agencies. This allows the school to secure additional funding, grants, and support to carry out high-quality research projects.

iv. Human Resources Development:

For the professional growth and development of its faculty and staff through a comprehensive human resource plan, the school aims enhance their knowledge, skills, and expertise, enabling them to excel in their respective roles and contribute effectively to the school's mission. To this end, several activities will be undertaken:

o Specialized training courses that span a duration of 3 to 6 months. These courses will be offered to more than 100 faculty and staff members, providing them with opportunities to acquire new knowledge, learn advanced techniques, and stay updated with the latest developments in their fields.

o The school will set a target of 40 paper presentations at both national and international conferences, ensuring representation from at least one faculty member from each department. This not only promotes the visibility of KUSMS but also encourages faculty members to share their research findings, exchange ideas, and contribute to the scholarly community.

o To broaden their horizons and foster international exposure, educational visits to different institutions abroad will be organized. These visits will offer faculty and staff

members the opportunity to engage in knowledge-sharing, collaborative research, and academic exchange with renowned institutions globally.

v.      International Collaboration:

New collaborations will be forged with leading international organizations and existing collaborations will be updated and continued with renewed vigor to facilitate:

o   Faculty and student exchanges
o   Conduct joint research
o   Facilitate academic exchanges
o   Conduct training and capacity building programs.

Kathmandu University School of Science

i.  Expansion Plan:

o  The Department of Mathematics (DoM) aims to launch a Graduate Program in Computational Mathematics and an Undergraduate Program in Data Science. These programs will cater to the increasing demand for computational skills in various industries.

o  The Department of Physics (DoP) plans to resume its B.Sc. Applied Physics program, which will provide students with a strong foundation in applied physics principles and applications. The Department will conduct promotional activities to attract students.

o  The Department of Environment Science and Engineering (DESE) is on plans to introduce an undergraduate program and a specialization in M.Tech. ENE. This will address the growing need for professionals in the field of energy and environmental sciences.

o  The Department of Pharmacy (DoPharm) is introducing an M.S. by Research program and is actively involved in research, teaching, and promotional activities to attract applicants and enhance the program's reputation.

ii.  Geographical Expansion of Programs:

The SoS plans to expand its programs beyond the main KU campus. The Department of Mathematics (DoM) is on plans to extend MPhil and PhD programs. The DESE is working on expansion and execution plans for undergraduate and graduate programs in locations outside the Kathmandu Valley. An additional land would be leased by The Department of Life Sciences (DoLS) for agricultural practical classes, further enhancing the practical learning experience for students.

iii.  Customization of Constituent Program:

The programs of the school would be customized to meet the changing needs of the market and align them with the department's expertise. The curriculum for B.Sc. computational mathematics, B.Sc. and BE Mathematics course. A minimum requirement of 15 contact hours per credit will be maintained. DESE and the Department of Pharmacy (DoPharm) and DESE will review and update their curricula for various programs. The SoS emphasizes the importance of timely curriculum review and the introduction of new courses to ensure its programs remain relevant and up to date.

iv.     Laboratories and Project Work:

Efforts will be made to ensure that laboratory experiments for each student are well-designed and performed as per the curriculum. The Department also emphasizes well-supervised project work, with a focus on practical learning outcomes. A maximum of four and minimum of two students in a group are supervised. The learning and the knowledge gained by the students too will be satisfactorily monitored by the school and properly graded. The laboratory experiments for each student will be designed and performed well for each credit through the development of experiment manual and student lab report.

v.      Human Resources Development Plan:

o   Faculty Development Programs:

   • Professional activities equate to effective research and teaching. Faculty development would be prioritized by the school, including upgrading their skills and knowledge through training programs and conferences. The faculty members will be encouraged to participate in local, regional, national, and international conferences, workshops, and peer review activities to enhance their expertise and stay updated with the latest advancements in their respective fields. The peer reviews of the research activities would be facilitated and encouraged. Facilitation and efforts would be made to secure travel grants associated with Faculty Development. Timely hiring and equitable access to faculty development would be ensured based on the seniority and time availability of the resource person.

   • The faculties would be provided with support and resources for faculty members pursuing higher education, such as enrolling in PhD programs.

   • Based on the internal needs of the school, two lecturers and two non-teaching staff members (S1 and A1) will be recruited to strengthen the school's workforce.

o   Staff Training and Development:

   • The services of technology trainer shall be sought at the DoM to help flip the classrooms. Completion of mandatory training programs and modules to enhance staff members' skills and knowledge shall be encouraged.

   • Training for faculty and staff members on laboratory equipment and other relevant skills by the Department of Environmental Science and Engineering (DESE).

- Recognizing the need for skill development and to implement appropriate training programs at the Department of Biotechnology (DoB), skill needs of the faculties would be identified and analyzed through peer evaluation and student surveys and adequate provisions would be employed to bridge the gap.

- The Department of Pharmacy (DoPharm) tentatively plans for four faculties to attend conferences or training programs to further their professional development. Strict provisions will be made to ensure that the faculties can make a claim for participation in conferences or training either from university source or UGC source and not both.

- Coordination will be done for the faculties at the Department of Computer Science and Engineering (DoCSE) so that they receive a basic salary and are granted leaves for higher studies, with tuition support in the form of fee waivers provided for their pursuit of higher education based on their willingness to sign service contract and their willingness to return back to service.

o Faculty and Staff Well Being:

The well-being of faculty and staff members across various departments will be enhanced. Mentoring and sharing information would be facilitated through department-based focus groups and guest lectures. Refreshment activities and mindfulness training events will be organized to promote the well-being of the staffs and faculties and contribute to a positive work environment, increased productivity and improved job satisfaction. Additionally, guest entertainment will be arranged to provide a refreshing and enjoyable experience for faculty and staff.

o Soft Power Development:

- The Soft Power Development initiative encompasses various activities across departments. Focusing on the career and personal growth and learning opportunities for faculty and staff members at the Department of Mathematics (DoM)

- The Department of Biotechnology (DoB) will organize organizing workshops, seminars, and courses that span from 3 to 5 days, enabling individuals to enhance their skills and knowledge.

- The Department of Computer Science and Engineering (DoCSE) will encourage faculty and staff members to participate in staff mobility programs and engage in interactions with external entities. This allows for valuable exposure and collaboration with professionals from outside the department, fostering knowledge exchange and professional development. Additionally, workshops for curriculum

development and a seminar series on computer science are conducted to keep the faculty and staff updated with the latest advancements and trends in the field. With the objective of improving the existing curriculum, at least two workshops on curriculum development will be organized. To enrich the students learning experience, the Computer Science Seminar Series, which was started in 2017 would be organized every two months where prominent Professors are invited for a talk program.

- Additionally, upto six course programs ranging from 3 to 15 days in duration will be introduced by DoCSE. The program could be training, seminar, workshop based on the interest of the students and staffs.

- To ensure effective coordination and continuous improvement, subject committee meetings are held twice a year, enabling faculty and staff members to discuss and make informed decisions regarding curriculum enhancements, teaching methodologies, and other matters related to the subject area.

vi.    Infrastructure and Service Development:

- In the Department of Mathematics (DoM), a new Mathematics Block will be constructed to provide dedicated space for the department's activities, including classrooms, faculty offices, and study areas.

- Renovation of the surface science laboratory and professor room will be done to create a conducive environment for research and teaching at The Department of Physics (DoP).

- Existing labs at the Department of Environmental Science and Engineering (DESE) including the pollution lab, analytical lab, hydrobiology lab, geology lab, and soil laboratories will be expanded and strengthened. These upgrades will enhance research capabilities and provide state-of-the-art facilities for scientific analysis.

- In the Department of Biotechnology (DoB), a specialized laboratory for advanced research will be established to support cutting-edge research initiatives and foster innovation within the department.

- A new classroom would be constructed at The Department of Life Sciences (AG) for a new batch and a storeroom for storing water jars, field equipment, and fertilizers. Additionally, a badminton court will be developed to provide recreational facilities for students and faculty.

o The Department of Computer Science and Engineering (DoCSE) aims to enhance its infrastructure by adding furniture, upgrading lab facilities for research and development, and establishing a computer lab with a capacity of 60 students in Block 09 of the KU Central Campus. These improvements will support academic and research activities within the department.

o Other activities under the Physical Infrastructure Development plan for the school includes upgrading labs for consultancy and test services, procuring lab equipment and office equipment, maintaining buildings, facilities, and equipment, and improving working spaces to create a conducive and efficient environment for faculty, staff, and students.

vii. Development of Green Infrastructures:

The Development of Green Infrastructures plan involves several activities across different departments to promote environmental sustainability and the integration of green practices within the university premises.

o In the Department of Mathematics (DoM), efforts will be made to grow and utilize plants within the department. This may include setting up indoor gardens or incorporating green spaces within the department premises, providing a refreshing and eco-friendly atmosphere.

o The Department of Environmental Science and Engineering (DESE) will take the lead in supporting the university's overall development of green infrastructures and practices. This includes initiatives such as rainwater harvesting systems, wastewater treatment plants, and solid waste management plans. These efforts contribute to resource conservation and sustainable practices within the university.

o To enhance the botanical offerings within the university, a Physic Garden will be established. This garden will feature a collection of medicinally important plants and herbs, providing an educational and research space for students and faculty by supplementing samples for pharmacognosy practical.

o The establishment and management of lawns in the premises of KU Panchkal would be put into focus by the Department of Life Sciences (AG). This involves creating well-maintained and green areas that contribute to the aesthetic appeal of the campus while promoting biodiversity and environmental sustainability.

viii. Digital Infrastructures:

o The narrative plan for Digital Infrastructures involves enhancing the digital capabilities and resources within the departments. The Departments' web page would be updated by providing all the necessary information to improve accessibility and communication.

o Addition of new computers would be done and licenses of the software acquired at the Department of Computer Science and Engineering (DoCSE) to ensure the availability of computer hardware, software, and office equipment to support digital operations. Reliable internet connectivity and maintaining communication channels through phones, post, and fax services.

ix.     Academic Infrastructures:

o The departmental budget grants from KU-IRDP/NTIC, R&BD programs would be utilized to strengthen academic infrastructures of the Department of Mathematics. The Plasma Physics laboratory will be upgraded with new equipment and facilities.

o Adequate provisions would be put in place to increase the number of students in Biotechnology programs in Nepal. The programs would be rebranded, and the Biotechnology block would be upgraded to make it more appealing to the students.

o The procurement process of the books would be strengthened to ensure timely availability of the books at the Department of Life Sciences (AG). Similarly, based on the needs of the students, a number of books would be added to the library. Purchase of the books for B. Sc.AG 5th and 6th Semester would be timely completed.

o The details of the important books would be prepared, and purchase streamlined. New books and journals would be added to the library for the DoCSE. To ensure that the students are aware of the new developments in the field of Computer Science and Engineering, adequate provisions would be put in place for an effective examination and students' performance evaluation. Access to the teaching materials, stationery and other office materials, periodicals, and ICT related newspapers will be ensured.

o A timely review of the curriculum would be done. The review of the curriculum for B.Sc. Computer will be done.

o The effectiveness of the teaching and learning processes, ensuring that students receive comprehensive instruction and achieve satisfactory academic outcomes will be maintained. Completion of the syllabus in adherence to the minimum required 15 contact hours per credit would be done. The Course Delivery Report confirming that all topics and content specified in the syllabus have been covered adequately will be developed. Furthermore, to ensure that a satisfactory performance standard is achieved, feedback from both teachers and students will be taken, along with the

average student grade point on the course. The provision of teaching assistance-ships will be provided to graduate students.

o Successful implementation of well-supervised project works, leading to significant practical learning and desirable outcomes will be ensured. This is evidenced by various sources of information, including project reports, prototypes, project logbooks, teacher and student feedback, and the average grade point average achieved by students on their project works. The first year Semester II students, second year and third year students will be engaged in project works. The students in each semester will be divided into 15 groups each consisting of 2-4 group members and engaged in the project works. The contribution of the student as well as the knowledge acquired is adequately monitored and appropriately graded.

o Field visits and study tours to supplement the learning activities will be organized as allowed by the time and situation.

o Student extracurricular activities such as IT meets and Alumni meet will be organized. The resource persons would be made available and knowledge sharing facilitated.

o Coordination would be done with the industries and employers to provide the students with internship opportunities.

x.    Intellectual Property Infrastructure:

Efforts will be made to update and replace outdated equipment and resources as needed. In the Department of Computer Science and Engineering (DoCSE), conferences and seminars will be organized to facilitate knowledge sharing and networking opportunities. Emphasis will be placed on publishing research findings in appropriate national and international journals and attending relevant conferences. Faculty members will have access to IEEE journal subscriptions that align with their field of interest. Furthermore, seed funding will be provided to Assistant Professors and above to support their individual research projects, fostering a culture of innovation and intellectual property development within the departments.

xi.    Emotional infrastructures:

The focus of the Emotional Infrastructures plan is to strengthen community engagement activities within the departments. The Department of Environmental Science and Engineering (DESE) will expand its community engagement activities as part of its teaching initiatives. Similarly, the Department of Biotechnology (DoB) will organize one event to promote community engagement. Both departments emphasize the importance of fostering connections with stakeholders within the community. Facilitation will be done for the departments to receive financial support from the

Community Engagement Division at the university, which further enhances their ability to carry out these community-focused projects.

xii.    Network Infrastructures:

Alumni engagement at the Department of Environmental Science and Engineering (DESE) will be strengthened to foster a strong network and promote collaboration. In the Department of Computer Science and Engineering (DoCSE), specific attention will be given to the development of an IoT and Networking/Cyber Security Lab. The departments also emphasize the identification of common research areas of interest, facilitating effective communication and fostering acquaintance among faculty members. These initiatives aim to establish interconnectedness and promote a collaborative network within and between the departments, facilitating knowledge sharing, research collaborations, and professional growth.

xiii.    Research and Consultation:

The Department of Mathematics (DoM) will focus on research in the areas of Mathematical Modeling and Data Analysis, utilizing computer applications. Encouragement would be done by the Department of Physics (DoP) for successful completion of a project led by its faculty members. The research fellows at the Department of Environmental Science and Engineering (DESE) will be engaged for conducting research activities. To facilitate BABE activities at the Department of Pharmacy (DoPharm), the BABE lab will be upgraded.

xiv.    Research Publication:

The focus of the Research Publication plan is to encourage and facilitate the dissemination of research findings within the departments. The Department of Physics (DoP) plans to publish papers on the subject of plasma agriculture.

o    The Department of Environmental Science and Engineering (DESE) seeks to promote research publication among both faculty members and students.

o    Utilizing the department income from the fees and faculty research projects, 10-15 peer reviewed publications would be published by the Department of Biotechnology (DoB).

o    The Department of Pharmacy (DoPharm) encourages at least one publication from its PhD students.

o    The Department of Life Sciences (AG) encourages appropriate national/international journal and conference publications and attendance. In addition to publication efforts, lab facilities in Plant Science, Soil Science, Plant Protection, and Animal Science will be upgraded to support research and development. The departments also prioritize

linkage and collaboration with government and non-government partners in the field of agriculture.

o  Results and outcomes of research conducted by the faculties at the DoCSE would be published in local or international media. These activities promote knowledge dissemination, academic recognition, and collaborations, contributing to the overall research excellence and impact of the departments.

xv.  Innovation:

To foster creativity and technological advancements within the Department of Mathematics (DoM), emphasis would be placed on developing mathematical and statistical models, as well as software applications. In the Department of Computer Science and Engineering (DoCSE), the best student projects will be showcased on the departmental server space to recognizing outstanding student projects and ensuring their proper dissemination and maintenance are also prioritized. The plan aims to leverage the interests of both faculty and students, providing them with adequate time for research and development activities.

xvi.  Organizing International Conferences:

o  International conferences as a means to generate revenue within the departments will be organized. The Department of Physics (DoP) is planning to host the BCVSPIN2023: Particle Physics and Cosmology in the Himalayas International Summer School, scheduled from May 15 to May 25, 2023.

o  Similarly, the Department of Environmental Science and Engineering (DESE) aims to host a flagship conference in their field attracting a number of participations and facilitating submission of papers.

o  The Department of Biotechnology (DoB) plans to organize national conference workshops with aim to promote Biotechnology in Nepal and to increase the number of students in the program.

o  The Department of Pharmacy (DoPharm) has plans for the International Conference on Pharmacy (ICP-2) in November 2024.

xvii.  Financial Resources Management and Mobilization:
o  Pilot scale agricultural or industrial products will launched by the Department of Biotechnology facilitated by the KU Business Incubation Center.

o  Endowment funds will be mobilized to strengthen the programs at the Department of Mathematics (DoM). The Department of Biotechnology will aim to mobilize half to one

million NPR in endowment funds. Efforts would be made by the DoCSE for the establishment of scholarship to increase the presence of women in Computer Science.

o For the strengthening of different programs in the Departments, Department Data Centers will be established. The centers will consolidate and integrate departmental data and facilitate the usage.

xviii. Digital Library:

o To enhance access to resources and facilitate digital archiving within the departments. The departments will be linked to the KU Central Library, providing seamless access to its resources.

o The digital archiving of MPharm and PhD dissertations at The Department of Pharmacy (DoPharm) would be done to ensure the access and availability of the documents.

o In the Department of Computer Science and Engineering (DoCSE), the procurement of e-books to faculties and students and as a part of the initiative to adopt different technologies for blended mode of teaching and learning, the utilization of Learning Management Systems (LMS) for teaching courses will be prioritized.

o The human resources to undertake the initiatives will be developed.

xix. Smart Classrooms:

o Classroom infrastructure will be upgraded to enhance teaching and learning experiences. The Department of Environmental Science and Engineering (DESE) aims to improve multimedia utilization by introducing smart boards, projectors, and computers in classrooms.

o The Department of Biotechnology (DoB) plans to upgrade existing classrooms, while the Department of Pharmacy (DoPharm) focuses on implementing smart boards specifically for graduate classrooms.

o The Department of Life Sciences (AG) intends to convert two classrooms into smart classrooms.

o In the Department of Computer Science and Engineering (DoCSE), the procurement of smart boards for classrooms is prioritized. These initiatives aim to create a technologically advanced and interactive learning environment, fostering engagement and innovation in teaching and enabling effective knowledge transfer.

xx.     External Engagement:

o   Through targeted meetings with private and governmental agencies in the field of environmental science and engineering, the Department of Environmental Science and Engineering (DESE) will focus on the stakeholder engagement. The cooperation and support from the stakeholders will be sought along with the availability of external funding. Encouragement to institutionalize cooperation through strategic LoAs and MoUs would be done.

o   The Department of Biotechnology (DoB) emphasizes collaboration with regional academic institutions. Information sharing sessions, meetings and joint collaborative activities would be undertaken for this purpose.

o   Student exchange programs through the International Pharmaceutical Students' Federation (IPSF) are encouraged to facilitate global learning experiences.

o   In the Department of Computer Science and Engineering (DoCS&E), interactions with internship hosting companies are fostered, providing valuable industry exposure to students. Furthermore, guest lectures are organized, with up to 10 lectures conducted each year for all academic years.

xxi.    Branding:

o   Efforts will be made to create a calendar for new admissions, providing prospective students with relevant information. The Department of Environmental Science and Engineering (DESE) aims to promote electronic and non-electronic content such as videos and brochures through electronic media.

o   Additionally, alumni involvement is encouraged through alumni meets, leveraging their experiences to showcase the department's strengths.

o   The Department of Biotechnology (DoB) will organize a Biotech fair and a national conference to highlight their research and academic contributions.

o   In the Department of Computer Science and Engineering (DoCSE), the development of departmental videos and brochures will be prioritized, enabling effective communication of the department's offerings and achievements. These branding initiatives contribute to attracting new students, engaging alumni, and increasing awareness about the departments' activities and accomplishments.

xxii.   Promotional Activities:

o To increase awareness and attract students to the departments, various promotional initiatives would be undertaken. The Department of Physics (DoP), will focus on improving the dissemination of information about their academic programs, targeting both B.Sc. and M.Sc. programs.

o The Department of Environmental Science and Engineering (DESE) aims to reach out to more students by enhancing the dissemination of academic program information in a targeted manner, with specific enrollment goals for different degree levels.

o The Department of Biotechnology (DoB) plans to activate a promotional team to engage with potential students and promote the department's offerings thereby increasing the student's participation in KUCAT and BT programs.

o The Department of Pharmacy (DoPharm) celebrates an open day during their annual function "Dirghayu." The event will be used as an opportunity to provide information to prospective students to learn about the department and its programs.

o The Department of Life Sciences (DoLS-AG) focuses on the publication of departmental brochures and regular information updates to increase visibility.

o The Department of Computer Science and Engineering (DoCSE) aims to employ advertising strategies, conduct promotional visits to colleges, and ensure the maintenance of their departmental website.

# 3. Monitoring and Evaluation Division

Monitoring and Evaluation (M&E) Division was established at the office of the Vice Chancellor to maintain overall quality of the university and enhance its academic as well as research strength. The major aim of the Division is to plan and design the M&E systems, prepare operational policies, norms, standards, formats and procedures and develop monitoring indicators and evaluation parameters of the university and ensure effective implementation of the annual plan of the university.

For the academic year, the division, would conduct activities aimed at effective implementation of Kathmandu University's Strategic Plan (2022-2027) and annual plan. To this end, the Division will initiate activities involving assessing academic activities across all schools, evaluating the output and impact of research projects, designing a monitoring and evaluation system, developing operational policies and guidelines, implementing monitoring indicators and evaluation parameters, monitoring progress of construction works, ensuring quality assurance and accreditation compliance, conducting regular reviews and comprehensive evaluations, and managing the budget from the university's central administration.

These efforts aim to enhance the quality and effectiveness of academic programs, infrastructure, research, global engagement, and community collaboration within Kathmandu University.

# 4. Directorate of Admission, Equivalence, Scholarship and Alumni

The Directorate of AESA was established with aims to achieve several objectives, including enrollment and admission processes through technological development and promotion, ensuring quality-based educational environment through equivalence-related policies, facilitating scholarship guideline amendments to promote diversity and academic excellence, and establishing an alumni network to acknowledge and celebrate the achievements of former students. These efforts seek to enhance the educational atmosphere, maintain credibility, foster inclusivity, and start building a strong network between the university and its alumni.

i.      Action Plan, Description and Indicators for Admission and Enrollment Component:

| Action Plan | Description | Indicators |
| --- | --- | --- |
| **Publicity resource review of schools** | Brochures, promotional video and other publicity related materials | Feedback and resource collection from schools |
| **Targeted publicity and** | Develop targeted publicity | Engagement of primary and |

| campaigns effort | campaigns to reach prospective students through social media, email, advertising platforms and other digital channels. | secondary target groups and number of prospective campaigns. |
|---|---|---|
| **Financial aid and scholarships provision integration during admission call** | Integration of admission call with scholarships and financial aid provisions. | Number of applicants and beneficiary |
| **Resource Development** | Improved and reliable online as well as digital software assisted process. | Online process, Offering support and guidance to students through digital and online platform. |
| **Progress monitoring, data collection, analysis and feedback for enhancement** | Continuously monitor the progress of the enrollment strategy, tracking key metrics such as leads generated, enrollment rate, and retention rates. | Admitted Student Numbers |

ii.    Action Plan, Description and Indicators for Equivalence Component:

| **Action Plan** | **Description** | **Indicators** |
|---|---|---|
| **Systematic and Clear description for the eligibility and requirement for different board and university.** | Recognizing and comparing the level, value and quality of qualifications or degrees obtained from different countries or educational systems. | Guideline, notice and information dissemination through webpage. |
| **Quality assurance and accreditation for new programs** | The processes and mechanisms used to ensure and verify the quality and standards of new programs, and how they are recognized by official authorities or agencies especially when the nature | Credential provided by different institution, countries or systems. |

| | | |
|---|---|---|
| | of program is unique. | |
| **Monitor and analyze the equivalence provision essential for mobility, exchange and career development.** | Mobility and exchange of students, researchers, staff and teachers across different countries need recognition and transfer of credits during mobility or exchange periods. | Exchange opportunity, and joint degree and credit transfer activity. |

     iii.      Action Plan, Description and Indicators for Scholarship Component:

| Action Plan | Description | Indicators |
|---|---|---|
| **Systematic and Clear description for the eligibility and requirement for scholarship.** | Guideline for the eligibility criteria, such as academic merit, financial need, or other specific requirements need clear description to avoid ambiguity. | Enhanced guideline and dissemination through website or notices. |
| **Ensuring effective utilization of available fund.** | Scholarship fund are sometime underutilized or not offered in a consistent manner. In some cases, effective use is delayed. | Consistency and effectiveness of scholarship implementation. |
| **Scholarship guideline amendment input.** | New terms and condition is needed in the existing guideline to emphasize diversity, inclusivity and encouraging academic excellence. | Amended guideline. |

iv.     Action Plan, Description and Indicators for Alumni Component:

| Action Plan | Description | Indicators |
|---|---|---|
| **Alumni Guideline Development.** | Working guideline for the alumni activity is needed to maximize the achievement in coming days. | Finalization of Guideline. |
| **Creating an alumni network, engage alumni in fundraising efforts, Seek alumni feedback** | Alumni network, cooperation and feedback will help the university to achieve credibility and financial aid. | Engagement of alumni |

# 5. Information Systems Management Section

The Information System Management Section of Kathmandu University aims to enhance the university's information system infrastructure, improve network performance, strengthen security measures, and optimize IT operations for the benefit of the university community through several initiatives highlighted below:

i.      Deployment of New Website CMS to all Schools and Departments:

This involves implementing a new Content Management System (CMS) for all the schools and departments within Kathmandu University. The CMS will provide a unified platform for managing and updating website content, ensuring consistency and ease of use.

ii.     Undergrounding of Currently Overhead Optical Fiber Cables:

To enhance the infrastructure and improve connectivity, the existing overhead optical fiber cables will be moved underground. This will help protect the cables from environmental factors and potential damage, ensuring reliable and uninterrupted network connectivity.

iii.    Design and Implementation of IT Policies:

Developing and implementing IT policies is essential for effective information system management. These policies will define guidelines and procedures for various aspects such as data security, network usage, software licensing, and user access. They will provide a framework for standardizing IT practices and ensuring compliance.

iv.     Implementation of User Authentication Services for application and wireless access:

User authentication services will be implemented to enhance security and control access to applications and wireless networks. This includes implementing technologies such as username/password authentication, two-factor authentication, or biometric authentication, depending on the requirements and resources available.

v.      Integration of all currently available databases and Information Systems into a single gateway platform:

This activity involves consolidating and integrating existing databases and information systems into a centralized gateway platform. By doing so, data can be efficiently managed, shared, and accessed across different departments, leading to streamlined operations and improved data consistency.

vi.      Upgrading the internal network:

The existing internal network infrastructure will be upgraded to provide faster network speeds of 1 Gbps (gigabits per second). This upgrade will involve replacing older devices and equipment with modern, high-speed networking components, ensuring efficient data transfer and network performance.

vii.     Distribution of internet dependency among multiple ISPs:

To ensure consistent and reliable internet connectivity, the dependency on a single Internet Service Provider (ISP) will be distributed among at least two ISPs. This redundancy will minimize the risk of internet outages and provide backup options in case of any service disruptions.

viii.    Gradual increase of internet bandwidth:

The current internet bandwidth of 350 Mbps (megabits per second) will be gradually increased based on future requirements and the demand for internet usage. This will ensure that the available bandwidth can adequately support the growing needs of users and applications.

ix.     Designing Information Security Management System (ISMS) structure and hiring staff:

The development of an Information Security Management System (ISMS) structure involves designing a framework for managing information security risks within the organization. This includes defining roles, responsibilities, and processes related to information security. Additionally, specific Terms of Reference (TOR) will be developed, and qualified staff will be hired to manage and oversee the implementation of the ISMS.

x.     Human Resources:

Currently, the Information System Management Section has only three active individuals involved in various activities. However, considering the workload, additional human resources are required to efficiently handle the tasks. Hiring full-time employees, work trainees, or student interns can help fulfill the manpower needs and distribute responsibilities effectively.

# 6. Human Resources Management Division

The Human Resource Plan of Kathmandu University is designed to effectively manage and develop its human resources. It comprises two main components: the School Human Resource Plan and the Human Resource Division Plan.

The School Human Resource Plan focuses on the specific human resource needs and strategies of each school within the university. It aims to align the workforce with the goals and objectives of each school, ensuring that the right individuals with the necessary skills and competencies are in place. This plan addresses areas such as recruitment, training and development, performance management, and succession planning within the individual schools.

i.    Focus of Human Resources Management Division this year:

o   Strengthening and development of HR system:

The HR Division aims to enhance and improve the overall HR system within the university. This involves reviewing and updating HR policies, procedures, and practices to ensure they are aligned with best practices and current regulations. The department may also invest in upgrading HR information systems or implementing new technologies to streamline HR processes and improve efficiency.

o   Capacity development of non-teaching staff:

Recognizing the importance of non-teaching staff in the smooth functioning of the university, the HR department prioritizes their capacity development. This involves identifying the specific skills and competencies required for different roles within the non-teaching staff category and designing training and development programs to enhance their capabilities.

**The activities, plans and targets of the Division are enlisted in the table below:**

| Areas | Activities Plan & Targets |
|---|---|
| **Capacity Development** | o   Conduct training need analysis and organize training for Non-Teaching staff. Prepare post training evaluation report.<br>o   Identify the training needs- generic and specific training requirements and design the training program accordingly<br>o   At least 70% of the non-teaching staff are trained and retrained |

| | Design and organize training related to:<br><br>o Supervisory role and motivation<br>o Leadership<br>o Office Management<br>o Technical related<br>o Account Related<br>o English language training for Attendant and Support Staff<br>o Others as identified<br>o Basic & Advance Excel |
|---|---|
| **Staff Development** | o At least 2 staff are enrolled in higher study (EMBA, Post graduate, graduate programs) |
| **Orientation** | o Orient staff and faculty about the performance appraisal |
| **Reform of Staffing System** | o Design of Performance Framework of Organizational Unit<br>o Development of Job Descriptions and Specification<br>o Rationalization of Administrative Positions<br>o Workload analysis of Faculty |
| **Upgrade the HRIS with new modules** | o Upgrade the system and migrate the data<br>o Orient faculty and staff about new modules available in the system |
| **Exchange visits** | o Identify the exchange program available in the University ( E.g. Erasmus Mobility and others)<br>o Process for the mobility for at least 4 staffs in a year as per the guidelines.<br>o Identify the area for observation visit and plan and prepare program for the visit. Identify the area and staff for the visit at at least one observation of 7 staff. |
| **HR Audit** | o Plan and process HR audit |
| **Loan** | o Follow-up the loan distribution |
| **HR Handbook** | o Prepare and finalize the HR handbook |
| **Regularization of Faculty and Staff** | o Process for the regularization and new recruitment |
| **HR Survey** | o Identify an area and conduct the survey |

| | |
|---|---|
| **Reporting** | o Prepare annual and biannual HR Reports |
| *Regular Activities* | |
| | o Attendance, Pay & Compensation, Leave Management |
| | o Appointments and preparation of relevant documents and letters |
| | o Loan Distributions |
| | o Data management in HRIS |
| | o Update and upgrading the HR webpage |
| | o Marking and Filing of Performance Appraisal |
| | o Recruitment and Selection Process of Contract |

# 7. Graduate Employment Plan of Kathmandu University

The nation has long been in a vicious circle of low unemployment and high outmigration owing to a multitude of factors. Recognizing this issue and attempting to offer a partial solution, Kathmandu University has formulated a policy of offering employment opportunities within its own system to its most exceptional graduates as highlighted in the Vice Chancellor's speech delivered at the university's 28th Convocation (Phase I).

Providing planned employment opportunities has numerous benefits. Firstly, this provides a natural progression for the top graduates who have invested a significant amount of time and effort into their education. It can be demotivating for fresh graduates to complete their studies and then have to navigate the competitive job market without any guidance or support from their university.

Secondly, by providing employment opportunities within the university, the institution can benefit from the skills and knowledge that its graduates have acquired during their studies. Graduates are already familiar with the university's culture and values and may be more likely to be committed to its mission and goals. Finally, by recruiting its own graduates, the university can contribute to the development of a strong and loyal alumni network. This network can be valuable for linking the university's endowment drive with its alumni network, building partnerships with other institutions.

ii.      Fund Generation:

The funds dedicated for specific services that the university acquires from outside, such as marketing and promotional activities would be used to fund the employment of the graduates. The purpose of this approach is to internalize the costs that the university incurs by obtaining these services from external sources. This not only benefits the university in terms of cost savings, but it also creates opportunities for its graduates to gain valuable work experience and contribute to the institution's growth and success. Also, coordination would be done to secure the funding from the government initiatives and programs for youth employment such as the Government employment drive and the Prime Minister employment program.

iii.     Target Group
  o   Graduates of KU: Only undergraduate students – ( those who have completed the study)
          -   The first priority will be the topper of the batch; In case the topper decline then only other will be given the opportunity on a merit basis.
iv.      Areas

The areas we can employ the graduates are:

  o   Academic:
  Teaching Assistant at different departments of the schools, Dean's Assistant for Academic and Research and as an Academic Assistant for Dean's Office.
  o   Research:

Research Assistant, Research Laboratory Assistant, Projects, and Department Lab – Redefine job.

- o Services:

Administration: Marketing, Branding of the University, Account, IT, HR, General Management related tasks, Construction, Community related tasks, Admission related, planning related, international relation related, and other administrative tasks.

- o Community Engagement Programs:

Services will be provided to local community, local government institutions and Community Schools through Community engagement Division.

- o KUBIC, Innovation Center and other Centers at Kathmandu University.

v. Terms and Conditions of Employment (How):

- o Employment Duration:

Short term employment (minimum 6 months to maximum 2 years): A Maximum of two years employment without any further extension. The first 6 months will be a probation period on successful completion of this period; the contract will be renewed for a year.

Contract will be automatically expired or nullified after completion of two years. Under no circumstances the contract will be renewed or extended after two years.

- o Employee Category:

Short Term Service Staff Category

- o Service Agreement (Employment Contract) :

A service agreement will be signed between the Program and the Short-term Service Staff. In the contract, all the detail regarding the employment will be mentioned such as Contract period, probation period, leave benefit, salary and allowances, tasks and evaluation pattern and evaluation period and code of conduct. (Over time allowances in case)

- o Tasks and Evaluation: Each member of staff will be assigned with detail tasks to be carried and evaluation criteria will be mentioned.

Every six months, the staff will be evaluated on the basis of the performance of the assigned tasks.

# 8. Construction and Physical facility:

The construction and development of physical facilities will align with the strategic initiatives and approved plans of the university. In order to support these construction efforts, and the expansion of academic programs acquisition of required land and facilities at different locations will be pursued as per the decisions of the university.

Existing construction projects:

i.  Extension of Hostel Blocks 31 'D' and 31'E' will be completed

ii.  Construction of New Building: Block 'A' at Hattiban Complex:
The construction of the building will be continued with expected financial progress of 70%.

iii.  Construction of the Center for Mental Health at Rampur Dada:
The construction will be continued with expected financial progress of 80%.

iv.  Repair and maintenance of Central Campus:
The repair and maintenance activities of the central campus will be regularized.

v.  Renovation works at Tripureswor:
The renovation works undertaken at Tripureswor is expected to be completed.

# 9. Central Library

The Central Library will undertake several initiatives for the betterment of the learning of the students by increasing access to journals, enhance their learning experiences through the establishment of amenities and furniture within the Central Library Premise. To this end:

- The library will be optimized with necessary amenities to accommodate additional students will better reading facilities.
- Archiving of the documents about KU's history will be displayed and the furniture arrangement for this purpose will be done.
- RFID Reader Door System will be installed at the main entrance of the central library for automated monitoring of daily library users.
- For the betterment of library services, the training of the staffs in library sciences will be done.
- The central library will expand its collection of electronic books (E-books) and journal databases. By subscribing to additional resources, the library will provide access to a wider range of academic literature and research materials for the university community.
- The division plans to acquire new literature and scientific journals to enrich its physical collection. This will enable students, faculty, and researchers to access a diverse range of scholarly resources for their academic and research needs.

# 10. Directorate of Research, Development and Innovation

The Directorate of Research, Development and Innovation (RDI) plan includes various initiatives aimed at promoting innovation, collaboration, and research advancement in the university. These initiatives include:

i. Innovation and incubation center will be established to foster entrepreneurial activities and support innovative ideas.

ii. Collaborating with other universities and international research centers will be initiated to enhance collaborative research and knowledge exchange.

iii. Improving knowledge visibility by promoting applicable skills and encouraging research activities among young faculties and students will be done.

iv. Incentives will be provided for paper publications and supporting research centers and specialized laboratories for equipment maintenance and upgrades.

v. Academia-Industry linkage will be initiated through promotional events and organizing workshops/training programs to develop personal skills.

vi. Complementing government bodies and policy makers such as RECAST, NAST, NYC, MOEST, and UGC in research-related activities.

vii. Allocating research assistants to Professors/Associate Professors will be done to ensure sustainability in research.

viii. Meetings will be conducted with project Principal Investigators (PIs) from all schools to monitor project progress and address challenges in a timely manner.

ix. Seminars will be organized on research, development, and innovation (RDI) guidelines to improve research practices.

x. Facilitating interaction programs with PhD scholars to enhance relationships and foster a supportive research environment.

xi. The inauguration, handover of Nepal Technology Innovation Center (NTIC) building will be completed integrating it into the framework of Kathmandu University to facilitate the Research and Technology innovation within the University.

# 11.     Directorate of Planning and Development

The Directorate of Planning and Development at Kathmandu University remains under the purview of the Office of the Vice Chancellor and is tasked with shaping the strategic direction and overall development of the institution.

The Planning and Development Directorate aims to conduct a comprehensive review of the university's strategic plan, develop new strategic initiatives in collaboration with academic and administrative units, and implement policies to provide employment opportunities for fresh graduates.

# 12.     Academia Industry Cooperation Unit

Kathmandu University recognizes the importance of academia-industry cooperation and has envisoned and Academia Industry Cooperation Unit (AICU-KU) under the Office of the Vice-Chancellor. The unit aims to promote partnerships between the university and industries, facilitating knowledge exchange, research and development, enhanced employability, entrepreneurship, consultation, and knowledge transfer and outreach. The unit will identify potential industry partners, establish strategic collaborations, and align research goals. It will facilitate joint research projects, conferences, and meetings, and promote the exchange of experts between the university and industries. The unit will also facilitate technology transfer, licensing, and commercialization of research outputs, engage industry representatives in curriculum development, coordinate internships and industry placements for students, and collaborate with the Business Incubation Center to foster entrepreneurial ideas. The unit will organize entrepreneurship events, seminars, trainings, and workshops to disseminate research findings to the industry. The roles and responsibilities of the unit may evolve over time to meet future needs.

# 13.    Technical Training Center

Technical Training Centre (TTC) is a training center under the School of Engineering (SoE) at Kathmandu University (KU). TTC operates as a semi-autonomous unit conforming to the rules and regulations of the school of Engineering. TTC serves as a common platform for academic and research activities for schools, departments, and concerned stakeholders. TTC's primary objective is to run training and academic programs and provide technical services, and the following are the elaborations of the activities. However, the activities at the centre are not limited to the following and can be redefined by the Executive Council of KU.

- o Short-term and long-term vocational training courses for youths and sub-professional and professional training for technicians, engineers, and students.
- o Academic program and courses.
- o Specialized goods manufacturing for KU purposes.
- o Specialized technical assistance to KU, including maintenance and other technical support.
- o Consulting service under School of Engineering.
- o Laboratory/field testing and accreditation.
- o Joint program/projects with Government, industry, community, academic institutions, NGO, and INGO.

i.    TTC Activities

The TTC's main activities have been divided into the following components based on its goals and annual plan.

- o Academic component
- o Training component
- o Service component
- o Research component

a.    Academic components

TTC shall conduct academic courses, laboratory works, workshop practices, and student project works for students from various departments from different schools of KU with the following description. Expected financial revenue from the academic component of TTC from academic component is NRs  4,510,000.

- o Basic Mechanical Workshop

Workshop practices (ENGG 101) to first-year undergraduate students from the SoE and the School of Science (SoS). The course shall be offered upon request from the concerned department through school, with an estimated number of students being 600.

- o Engineering project works

Engineering workshop (ENGG 102) to first-year students from SoE. The course shall be offered upon request from the concerned department through school, with an estimated number of students being 420.

o Welding shop and machine shop

Welding shop and machine shop (MEEG 211) to the second-year mechanical engineering students shall be offered in collaboration with the Department of Mechanical Engineering. The estimated number of students for the course is 120.

o Automobile lab

Automobile lab for mechanical engineering students shall be offered in collaboration with the Department of Mechanical Engineering. Estimated number of students for the course being 120.

o Student project works

Student project works for undergraduate students from the first year to the fourth year shall be conducted in collaboration with concerned departments. The majority of student projects are from Mechanical Engineering. However, student project works from other departments shall also be facilitated.

o BTech Ed in Electrical Engineering

The BTech Ed program in Electrical Engineering shall be conducted in collaboration with the School of Education (SoEd). The program shall be owned by SoEd and TTC shall take the lead for the technical component of the curriculum. The expected number of students intake in the program shall be 30. For further support to the program, TTC shall seek technical and financial support from Government and non-government agencies from the country and abroad.

o Student activities

Kathmandu University Robotics Club (KURC) shall be brought under the authority of TTC and facilitate student activities related to robotics and R&D in the field of electrical and mechanical engineering.

b. Training component

TTC will provide a range of training, workshops, and seminars consistent with KU's academic programs and geared toward locating and meeting regional needs. Both the length and intensity of the training shall be subjective and shall be governed by nature, level, funding, and target group. Expected financial revenue from the training component of

TTC is NRs 4,300,000. Based on time duration, the training shall be categorized as the followings.

- o Short term (1 week to 1 month).
- o Medium term (1 month to 3 months).
- o Long term (3 months to 12 months).

Based on type and participation, the training shall be categorized as the following,

- o Professional training for engineers and scientists.
- o High-level specific training to faculties and staff of KU as well as to other institutions.
- o Skill training for undergraduate students.
- o Skill training to the local community.
- o Skill training for youth and future professionals.
- o Awareness training for the local community.
- o Hands-on training to school students from level 8 to 12.
- o Carrier counseling training to school students from +2 level.
- o Vehicle driving and troubleshooting training to faculty, staff, and students of KU.

The majority of training shall be conducted with financial assistance from external sources and TTC shall work with local, regional, and national Governments, businesses, non-government organizations, and other funding sources to secure support and funding opportunities.

To facilitate training work, TTC shall upgrade existing facilities and infrastructure (meeting room, seminar hall, and physical/technical resources) using internal fund of TTC.

- o Continuation of ongoing trainings:

Following training are ongoing and shall be continued.

- - OJT level 2 automobile repair traing to 20 students.
- - OJT level 2 house wiring training for 20 students.
- - Long term training to hydropower technicians in collaboration with NHE.

c. Service component

TTC shall provide technical services to various departments, units, and centers of the University based on requests and instructions from authorities. Ongoing services being offered by TTC shall be continued. Expected financial revenue from the service component of TTC is NRs 11,900,000. The summary of services that TTC shall offer is the following.

- o Manufacturing service

- - Furniture manufacturing
- - Steel structure manufacturing

- Manufacturing results of R&D and student projects.
- Prototyping of design components
- Manufacturing of custom equipment to fulfill local/community needs and mitigate problems.

o Recycle/reuse unit

TTC will establish and operate recycle/reuse unit to serve the school, department, units, and members of the university family by providing technical and physical equipment/tools/resources by repairing/reinforcing/augmenting phase-out resources.

The unit also aims to provide a platform for technicians, students, and staff to practice/demonstrate their technical skills and an opportunity to generate incentives.

The unit also intends to promote technical activities at TTC and aid in revenue generation.

In addition, the units also intend to aid in reducing electronics waste, conserving resources, saving energy, reducing cost, and making resources accessible.

o Maintenance of vehicle used for internal purpose of KU

o Management of fuel distribution system

o Technical support to Management Service Division
- **Solar power system:** TTC shall manage power distribution, maintenance, and control of the existing solar power system at Block 8 and Block 9. Furthermore, TTC shall monitor and record savings in NEA energy costs using solar power.
- **Central powerhouse:** TTC shall provide technical assistance for establishing the central powerhouse and shall operate the powerhouse to ensure reliable and managed power supply to the central campus.
- **Technical support to other schools/units/departments**: TTC shall function as a central hub to provide technical support to all schools/units/departments for issues related to primary and backup electrical power.
- **Power maintenance service:** TTC shall perform planned and unplanned maintenance for the power system at the central campus and further shall recommend system upgrade/expansion in coordination with the management service division.

o Consultation services
- Coordination with departments and centres of KU and providing consultation services to Government/private-owned organizations.
- Project design/technical assistance to National and regional level projects and programs.
- Site validation and testing of project components.

d. Research Component

Research grant for conducting research on electric vehicle was obtained through EnergizeNepal program. The research shall be conducted in collaboration with industrial partner (Simulation Science Center) with the following key objectives. The annual budget of the project is NRs 2,854,838.

o To assess the drive cycle of different terrains of Nepal.
o To develop parametric model of the power train for, component selection and sizing.
o To co-simulate and evaluate the comparative performance of converted vehicle powered by different sources to select the optimal configuration of the source.
o To develop energy management strategies for the optimized configuration.
o To develop a test bed in the laboratory for the validation of developed model.
o To demonstrate a converted vehicle in one of the driving cycle.

# 14.     Global Engagement Division

The Global Engagement Division (GED) of Kathmandu University is committed to advancing the globalization of the university and maintaining strong relationships with international partners. The annual plan focuses on achieving key result areas, implementing strategic activities, and addressing challenges to enhance global engagement. The plan includes output targets, performance measures, means of verification, and budget sources.

i.     Implementation Plan:

o   International Students' festivals and meets:
The Division will aim to host festivals and meets for international students, including the South Asian Universities Youth Festival (SAUFEST), in collaboration with international agencies.

o   Activation of MOUs:

Activation of MOUs with 50 international institutions will be done including new partnerships and the activation of previously signed agreements.

o   Organization and participation in conferences:
  - GED will lead the Initiation of international events at KU. It will aim to host 6 conferences in the academic year.
  - The division will coordinate to seeking partnerships and collaborations for funding the events and allocate budget to cover expenses if sponsors are not found.

o   High level Official's forum:

The division will participate in and host high-level officials' forums, leveraging Kathmandu University's memberships in international associations and forums, i.e., Association of Indian Universities (AIU), Asian Universities Presidents Forum, other VCs' and Deans' Forum.

o   Guest Lectures and Workshops:
  - Coordination will be done to arrange guest lectures and workshops by international faculties for students across all schools of the university.
  - GED can initiate the activity or arrange as per the request of schools.

o   Internationalization of Kathmandu University:

The division will assume a lead role in attracting foreign students to Kathmandu University. To that end:

- The division will coordinate with consulates to attract foreign students.

- Foreign students focused programs:
  At least a program (undergraduate/graduate) focusing only on foreign students will be launched within Kathmandu this year. KU will continue engaging our LoA partners to explore it further so that we run such programs more in the year to come.

- Launching KU's program abroad
  KU will continue exploring the possibility to launch KU's academic program though its partners and well-wishers.

ii.    Evaluation:

o The division will conduct quarterly reviews to assess the activities and performance of the GED team, revising targets based on evaluations.
o The division will also conduct a year-end evaluation to review the programs in comparison with the projected plan and budget.

iii.    Challenges:

The division acknowledges the prospective contingent factors that could affect the achievement of its goals. Some of them are enlisted below:

o Limited physical movement across borders,
o Online University systems worldwide.
o Limited mobility within the country.
o Local conferences/seminars/talk programs to be done more with online presence.

# 15. Community Engagement Division:

The Community Engagement Division (CED) of Kathmandu University follows several guiding principles in its practices. These principles help shape the approach and focus of CED activities, ensuring that they effectively serve the needs and aspirations of the local community. The guiding principles of CED are as follows:

i.      People-based activities:

CED prioritizes the needs and interests of the people. It aims to engage with individuals and communities directly, taking into account their perspectives, concerns, and aspirations. By placing people at the center of its activities, CED ensures that its initiatives are relevant and beneficial to the target beneficiaries.

ii.     Community-based activities:

CED focuses on engaging with and empowering local communities. It recognizes the importance of community involvement in decision-making processes and project implementation. By actively involving the community members, CED ensures that the initiatives are tailored to their specific contexts, addressing their unique challenges and opportunities.

iii.    Bottom-up approach:

CED follows a bottom-up approach, which means that it starts by understanding the needs and priorities of the community before designing and implementing any interventions. This approach emphasizes local participation, knowledge, and expertise, allowing the community to drive the agenda and actively contribute to the development process.

iv.     Activities based on local government priorities:
CED aligns its activities with the priorities and plans of the local government. It seeks to complement and support existing initiatives, working in collaboration with local authorities. By aligning its efforts with the local government's agenda, CED ensures that its activities have a greater impact and contribute to broader development goals.

v.      Bridging the gap between the university and the local community:

CED serves as a bridge between Kathmandu University and the local community. It aims to establish and strengthen mutually beneficial relationships, fostering collaboration, knowledge sharing, and capacity building. By creating meaningful partnerships, CED facilitates the exchange of resources, expertise, and innovation between the university and the community, fostering sustainable development.

vi.    Focus of CED for the academic year 2080/81 :

The Division will lay its focus on two key activities in the academic year:

o   Strengthening and development of CED:

The first focus of CED is to strengthen and further develop its own capacity and effectiveness. This involves enhancing internal systems, structures, and processes to improve the overall functioning of CED. This may include activities such as conducting assessments and evaluations to identify areas for improvement, enhancing coordination and communication within the division, and investing in staff training and professional development. By focusing on strengthening itself, CED aims to become more efficient, adaptable, and impactful in its community engagement efforts.

o   Broadening the scope of CED:

The second focus of CED is to broaden its scope by expanding the range of activities and initiatives it undertakes. This may involve exploring new avenues for community engagement, identifying emerging needs and priorities in the local community, and developing innovative programs and projects to address them. CED may also seek to diversify its partnerships and collaborations with other stakeholders, including NGOs, government agencies, and private organizations, to leverage additional resources and expertise. By broadening its scope, CED aims to have a wider and deeper impact on the community, reaching more individuals and addressing a broader range of social, economic, and environmental issues.

The summary of the Division's annual plan is enlisted below:

| Areas | Activities Plan & Targets |
|---|---|
| **Coordination with the local government** | o Meet local government people and discuss the priority area for the capability development of the community people.<br><br>o Visit all the municipalities and rural municipalities of Kavre district to discuss possible collaboration between the university and the local government. |
| **Coordination with the local Schools and Colleges** | o Visit all the government school / college as well as private school and college of Kavre district to discuss on the possible collaboration to upgrade the quality education of the community academic institutions, and about the student posting of KU. |
| **Coordination with NGO Federation of Nepal** | o Coordinate with the officials of NGO Federation of Nepal to organize a program about the possible job and research opportunities for the students studying at KU. |
| **Coordination with FNCCI, Nepal** | o Coordinate with the officials of FNCCI Nepal to organize a program about the possible job opportunities and research opportunities for the students studying at KU. |
| **Coordination with UN officials** | o Coordinate with the officials of UN to organize a program about the possible job opportunities and research opportunities for the students studying at KU. |
| **Coordination with PSC Nepal.** | o Coordinate with the officials of PSC Nepal to organize a program about the possible job opportunities and research opportunities for the students studying at KU. |

# 16.    Quality Assurance and Accreditation.

To ensure the enhancement of educational standards and practices across its constituent schools, Kathmandu University's Quality Assurance and Accreditation (QAA) plan for the academic year includes the following key elements:

i.    Completing QAA for all constituent schools:

KU aims to complete the QAA process for all of its constituent schools within the academic year. This involves conducting a thorough assessment of each school's programs, faculty, infrastructure, resources, and student support services to identify areas of strength and areas that require improvement, enabling the schools to enhance the overall quality of education as per the guidelines of the UGC.

ii.    Implementation and strengthening of QAA in completed schools:

For the schools that have already completed the QAA process, KU focuses on implementing and strengthening the recommendations and findings from the assessment. This involves developing action plans, setting goals, and implementing measures to address any identified areas for improvement.

iii.    Expediting QAA for schools currently in the process:

KU recognizes the importance of expediting the QAA process for schools that are currently undergoing assessment. By streamlining the assessment process, providing necessary resources and support, and expediting decision-making, KU aims to facilitate the completion of QAA for these schools.

iv.    Encouragement for affiliated colleges to begin the QAA process:

KU extends its focus beyond constituent schools to affiliated colleges, providing encouragement and support for them to initiate the QAA process. This highlights KU's commitment to quality enhancement across its broader educational ecosystem.