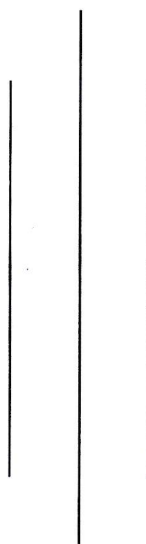
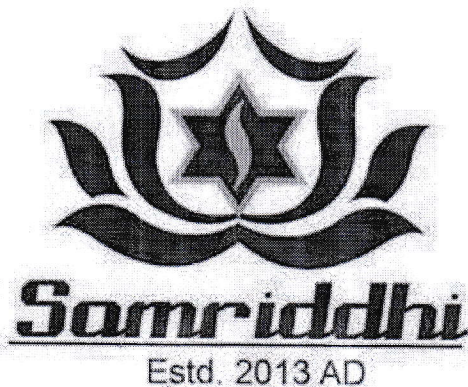


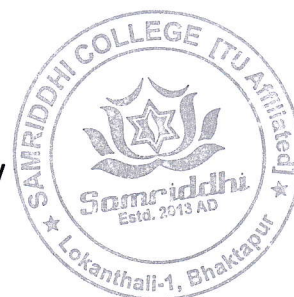
Strategic Plan

2021-26



Samriddhi College
Affiliated to Tribhuvan University

21st November, 2022



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1. Introduction

The principle characteristics of the Nepali economy pronounce as a high level of poverty, low-income level, low productivity, and a minimum level of infrastructure. Therefore, about half a century ago the need for pursuing strategies to accelerate the pace of development was felt and various plans have been prepared accordingly.

In the past, economic planners and policy-makers used to concentrate only on the physical resources of the country. Thus ignoring the importance of human resources and their correlated economic growth with physical resources.

However, the effective implementation of such plans and consequently prospects for rapid and equitable development have always been marred by the scantiness of natural and other resources.

In this context, human resource development becomes the foundation stone for overall capacity development, which is a prerequisite for the faster and more equitable development of Nepal. Success stories of countries like the USA, Western Europe, ASEAN, and our two close neighbors China and India have clearly illustrated the importance of human resource development.

1.1 Strategic Mapping for Organization in Context to Nepal

The supply of quality human resources in Nepal is far below the requirement, thus creating a big gap to lead industrial prosperity. Qualified, capable, and dynamic middle-level and higher-level professionals are critically essential to realize the faster and balanced development of targeted goals of the country.

In this age of Information and Communication Technology, Nepal needs professionals at all sectors and levels, be it a government or semi-government or non-government or private sector organization. We need such kind of professionals who are equally qualified both in the ICT field and Management arena.

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But we have limited numbers of colleges and training centers imparting quality professional, technical and vocational education. In addition, the concept of preparing qualified graduates who are proficient in the ICT field is new, and much more has to be done in this area.

1.2 Students Pursuit and Investment in Context to Nepal

For higher studies in the ICT sector, most of the students go to India, Australia, the USA, the UK, Canada, Bangladesh, the Philippines, the former USSR, and other countries. According to the Nepal Rastra Bank report, on average, Nepal spends about eight million US dollars per year on higher education, excluding students going to India. We assume that 40 to 50 percent of total spending on education outside the country will be for management and ICT education.

In the job market, there exists a huge gap between the demand and supply of qualified ICT professionals. Considering the supply side, it still looks valid to increase the number of colleges in Nepal so that the targeted ICT human resources deficiency could be adjusted. To fill these gaps, efforts are ongoing but do not seem to be adequate.

One of the major challenges in front of the Nepali economy is the brain drain. Nepalese students going abroad to pursue higher studies are increasing every year. But those who go abroad rarely come back to work in Nepal and as a consequence, there is always a lack of quality human resources. Viewing against the above-mentioned realities, Samriddhi College provides educational programs, such as:

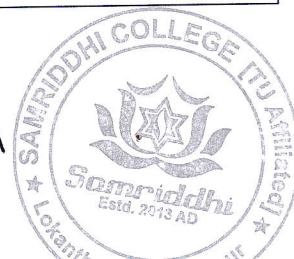
(a)	Professional/ Academic Degree Programs (BCA).	Targeted to provide middle/ high level ICT professionals.
(b)	Professional/ Academic Degree Programs BBS.	Targeted to provide middle level manager and entrepreneur

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(c)	Professional/ Academic Degree Programs BA	Targeted to produce social worker and the volunteers devoted to the society
(d)	Professional/ Academic Degree Programs BBA	Targeted to provide middle level manager and entrepreneur with practical knowledge
(e)	Research Programs	In accordance with demand from the public and private sector.

These aforementioned statements embody the essence of Samriddhi College. The college, therefore, aims to produce qualified, capable and committed human resources in the field of management, ICT, and social development.

In terms of quantity, these purposes may cover only a small proportion but in terms of quality and meeting needs, we are confident in making a visible contribution.

1.3 Academic Initiative in Nation Building Approach

The current national plan has given special recognition to the human resource development and ICT sector as important segments of the overall development thrust.

The plan has been specifically pronounced to impart quality education, and encourages private to contribute for quality education in the country. The plan also advocated for the expansion of career-oriented technical and vocational higher education in Nepal.

2 Vision and Mission of Samriddhi College

2.1 Vision Statements

To provide personalized educational opportunities that unlock the potential of all generations and will develop future leaders.

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2.2 Mission Statements

Samriddhi College believes that students' success is our success. Our commitment is to provide high-quality career-oriented higher education programs in business and technology in a dynamic learning environment through personalized services to a diverse student population.

2.3 Purposes

In harmony with its mission, Samriddhi College has established the following purposes:

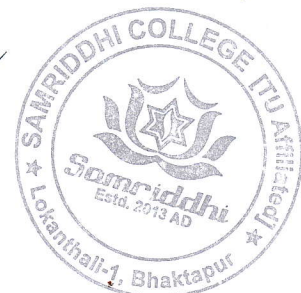
- To offer applications-oriented programs developed by Tribhuvan University, faculty, and staff through regular assessment and consultation with other educators, professionals, and business leaders.
- Samriddhi college provides application-oriented programs designed by Tribhuvan University through frequent evaluation and interaction with educators, professionals, and business leaders.
- To assist students in realizing their potential by establishing basic skills assessment and development services.
- To offer a variety of programs to accommodate the distinctive needs of all types of learners.
- To provide student services that contribute to student success and achievement.
- To provide career-development strategies and placement assistance to facilitate students' successful transition to their careers.
- To provide highly motivated and qualified graduates to meet the current and projected needs of the workforce in Nepal and abroad.
- To prepare students to proceed to post-graduate level study in Information Technology, Management, and other subjects within and outside the country.

Ranjan Shrestha
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3 Programs

3.1 Professionals/Academic Degree Programs

These courses shall be conducted as per rules and regulations of Tribhuvan University, after receiving required affiliation. Realizing the above facts, Samriddhi College has proposed to start the Bachelor of Arts in Computer Application (BCA) in affiliation with Tribhuvan University, Faculties of Humanities and Social Sciences, and Bachelor in Science and Technology.

3.2 Research Programs

These programs shall be conducted as and when required for the optimal use of current resources and facilities. The college takes initiatives to establish a Research Management Cell (RMC) in the college to accelerate research activities in the institution.

4 STUDENT ADMISSION CRITERIA AND PROCEDURE

Samriddhi College follows the student admission criteria and procedures at all times under the rules and regulations of the Faculty of Humanities and Social Sciences of Tribhuvan University.


Under the student admission notice and procedures of the Faculty of Humanities and Social Sciences of Tribhuvan University, the college will start the admission process. All candidates shall fill out the TU and college admission form and the college will admit students based on merit.

To get admission in the BScCSIT program, students must appear in the eligibility test for Tribhuvan University Institute of Science and Technology (TU-IOST) and pass the exam.

5 FEE STRUCTURE AND CONSIDERATION ON SOCIAL JUSTICE

Samriddhi College aims to provide quality education at a very reasonable cost and there will not be any compromise on it. The fee structure proposed is mentioned below. The cost includes tuition and all other fees.

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Fee Structure (Sample)		
Registration Fee	10,000	One Time Only
Monthly Tuition Fee	4,000	Per Month
Computer Fee	7,500	Per Semester
Workshop Fee	3,000	Per Semester
Library Fee	4,000	Per Semester
Internal Examination Fee	1,000	Per Semester
ECA and Magazine	2,000	Per Semester
Utility and Maintenance	4,000	Per Semester






Monthly Tuitions Fee is Rs. 4,000 (Four thousand) payable for twelve months. The TU service charge mentioned above does not include TU registration and examination fee.

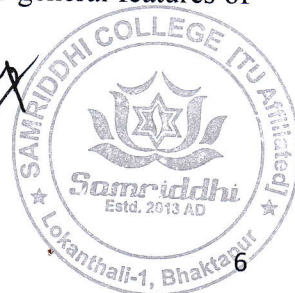
6 TEACHING METHODOLOGY

The college aims to impart quality education and will equip its students with 21st century skills. The college intends to move toward student-centered learning and therefore will adopt required teaching methodology accordingly. For this purpose, regular training to the teachers will be important and Samriddhi will not compromise on it.

7 GENERAL FEATURES OF THE COLLEGE

At present location, Samriddhi College has adequate and good quality academic, administrative and other general facilities. Followings are some of the general features of the college:



(a) Combination of Experienced and Dedicated Faculties

Samriddhi College is proud of its experienced and dedicated faculties in all subject areas. The college has a pool of experienced faculty members. US-based critical thinking expert Professor Lauren Yanks provides special classes in the English language, critical thinking, and literature.

Prominent IT expert of Nepal, Mr. Manohar Kumar Bhattra, plans and supervises the overall IT course. Mr. Sandeep Shrestha, a prominent education and management expert, guides in pursuit of academic excellence. Samriddhi focuses on continuous faculty development bringing top educational expertise.

(b) True ICT-Based Education

Samriddhi College is an ICT-based college that uses ICT not only in teaching and learning but also in the entire academic management. The college's web server provides online tutorials and valuable educational resources for students.

(c) Samriddhi Software Solutions

Samriddhi Software Solutions is a system promoted by Samriddhi Educational Foundation to provide systems development and support services. The system primarily provides a platform for system designers, software developers, and programmers to engage in application development, system design, and support-related activities and is primarily geared towards fostering domain knowledge in the field among final semester students and fresh graduates of Samriddhi College, BSc. CSIT and BCA stream.

The system functions as a professional software development firm with its distinct management, marketing, and customer support orientation. The area of activities that Samriddhi Software Solution is engaged in is as follows:

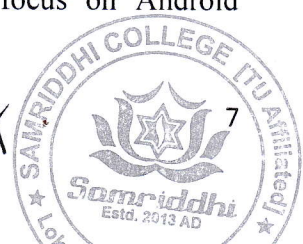
- Software design and development services through software development life cycle
- Mobile apps development and innovation with particular focus on Android ecosystem

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- Provision of support on cyber security related issues
- Consulting support services in strategic use of ICTs across public and private sector agencies
- ICT for development related support and services

(d) Computer Lab with Wireless Network Environment

The college has a sophisticated computer lab with a wireless network environment. The labs are well equipped with the latest computers on a LAN running with a dedicated file server and a domain controller. The college plans to regularly upgrade the system with advanced software and hardware. The computer labs have Gigabit Ethernet (120 Mbps) for high-speed multimedia and video networks. To improve facilities for better learning, the computer labs are air-conditioned and equipped with an uninterrupted power backup system. Students are also offered free internet access.

(e) Classrooms

Cozy classrooms are furnished with whiteboards, comfortable seating arrangements, and audio-visual teaching and presentation aids like multimedia projectors, TV and DVDs. Lighting and ventilation are ensured adequately in the classrooms.

(f) Library

The library is adequate to serve 30 students at a time. Textbooks and reference books for each subject are provided for enrolled students. The library has adequate bookshelves, bookcases, library furniture, and equipment. Similarly, the library has a growing collection of the latest articles, relevant books, journals, magazines and DVD/CD-ROMs on all different subjects. The library also has a computer cataloging system which is used by the students. Library operates 8 hours a day from 6:30 AM to 2:30 PM in two shifts. A student can borrow 3 books at a time.

The library also has a resource room equipped with internet for faculty and students, a photocopier, audiovisual equipment and materials, and educational CD ROMS and DVDs.

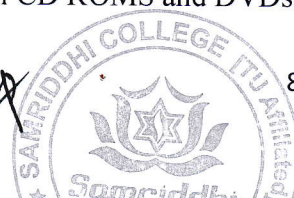
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(g) College Counseling Program

The college counseling program through collaboration with faculty members, parents, and students helps students become effective learners, achieve success in college, and develop into contributing members of society. The program supports all students to attain the necessary academic, career, and personal/social development needed to achieve success both in college and in life.

(h) Sports and Recreational Activities:

Samriddhi College has a playground for sports activities like basketball, badminton, table tennis, etc. Sports are as much part of the college as routine academic exercises.

(i) Extra Curricular Activities:

With the purpose of overall development as a professional, students are encouraged to take an active part in public speaking, group discussions, quizzes, exhibitions, and management seminars and festivals. The college also organizes industrial tours for the students that include manufacturing, and commercial/service establishments to give them hands-on experience. Students of BCA will be exposed to various ICT companies, private & public sectors, INGOs, and NGOs operating in the country.

(j) Hygienic Cafeteria

Hygienic food at the most reasonable price is offered at the Samriddhi cafeteria and it will become a better place to enjoy food.

(k) Transportation facilities:

The College provides transportation facilities at reasonable rates.

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8 PLANNING OF THE COLLEGE PREMISES

At present, Samriddhi College is situated at the peaceful location of Lokanthali, Madhyapur Thimi Municipality, Bhaktapur. This location is one of the fastest developing areas in the Kathmandu valley and contains all the basic facilities such as good network of roads, drainage, electricity line, drinking water and telephone and communication system. The proposed permanent site of Samriddhi College will be semi-residential in nature. The college has plans for hostel facilities and staff quarters for needy students and staff.

9 Faculty and Staff Development and Recruitment Policy and Procedures

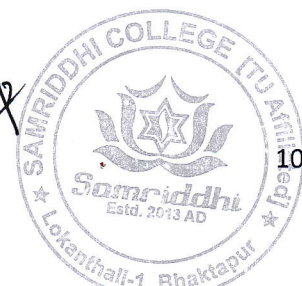
The faculty is the main strength to run Samriddhi College smoothly. So, proper care shall be taken in recruiting them. Samriddhi College shall follow the transparent system in order to recruit dedicated and efficient faculty having sound academic achievement. The academic qualification shall be Ph.D./ MSc. in Engineering, Associate Professors. MBA/ M.Sc. / M.A. / BE in Computer Engineering with 3 years of experience in teaching shall be criteria for the post Lecturers.

Instructors for Laboratories shall have the minimum qualification of a certificate at the Diploma Level in the Engineering field and teaching experience. Samriddhi College shall provide opportunities to faculty members for higher studies, seminars, and training and workshop programs within and outside the country. This will provide good exposure to the faculty members and in turn, it will help to perform better in the teaching-learning process.

In addition, the faculty will be motivated to remain in the college for a longer period through appropriate incentive and motivational schemes. A challenging and competitive environment will also be maintained to encourage the faculty and become innovative.

A system of periodic upgradation shall be adopted regularly.

This shall be done on an internal competition basis after a thorough study of the number of hours required for the total program.



The basic salary shall be market competitive to attract the best faculty with good knowledge and academic experience. Samriddhi College shall try to provide a certain percentage of annual increment in the basic salary for the faculty members.

The administrative staff is another main component that creates an amicable atmosphere in the teaching learning process. Open competitive systems shall be adopted in the recruitment of staff as well. Only graduates will be recruited for the post of officer. For other staff positions, Certificates, SLC, or other suitable academic qualifications will be decided according to the challenge, responsibility, and job requirements. They will also be encouraged to participate in workshops and seminars.

The details for the administrative staff position are provided in the annex. Annual increments of a fixed percentage shall be provided to staff.

10 Infrastructure Plan

To realize the objectives of Samriddhi College, the following works shall be carried out step by step:

- Phase-wise acquisition of about 10-15 ropanies of Land.
- Phase-wise implementation of infrastructure master plan
- Phase-wise recruitment of teaching and supporting staff
- Phase-wise construction plan for class room, laboratory, library, administration, audio-visual centers, student dormitory and staff housing.
- Rent temporary buildings.
- Transfer plan of programs to the permanent location.

11 Investment Plan

Investment has to be made in following areas:

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S.N.	Description
1	Land Acquisition
2	Boundary Wall Construction
3	Setting up a site office
4	Recruitment of Faculty
5	Recruitment of Staff
6	Rent temporary for Five Years
7	Prepare Master Plan
8	Construction of class rooms, laboratory, dormitory, staff quarters, administration building, library, audio-visual center

12 Present Office Facilities

Samriddhi College has a rented house Lokanthali, Bhaktapur with

- Main building and 3 ropanies of Land (Rented)
- Computer labs.
- Multipurpose Hall
- 11 Tutorials rooms
- Ground Floor of administrative offices.

The college intends to acquire its own land in the phase II of its development.

13 Management of Quality Education

Quality Education is the key to academic excellence. In order to provide quality education, following factor shall be considered:

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a. Faculty Student Ratio

- Faculty student ratio shall not be more than 1:13

b. Library Facility

Samriddhi College shall have an adequate library facility with more emphasis on reference books, journals, training videos and multimedia CD_ROMS.

c. Faculty and Student Relationships

There shall be good understanding among faculty and students. Adequate time will be provided by the faculty for the students. Adequate time will be provided for faculty and students interactions throughout the study. In addition there will be a permanent academic counselor to assist students in their college life.

d. Faculty development program

Continuous improvement is a key for further growth and Samriddhi College will follow this policy. Various in-house and external training and development opportunities will be provided for faculty members for continuous improvement. As the college has a very good relation with faculty from foreign universities and ICT industry, it aims to provide continuous training to faculty members for quality delivery and student skill enhancement.

e. Equipment

Adequate and quality will be provided in the process of learning and understanding the subjects. At present Samriddhi College has a computer lab and the college intends to use the new wireless lab absolutely for students only. Similarly the college also has one electronic lab for practical use. Besides these labs faculty members are intensively using overhead projectors and multimedia projectors for classroom presentations.

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f. Residential

- To save time in commuting of faculty and students, and to create an academic environment and healthy atmosphere, the college shall be semi-residential in nature.

g. Sports

Adequate sports facilities shall be provided for physical development. In turn, both physical and academic inputs to students will help all round development of the students.

14. Strategic Focus for 2021-2026

Through the wider perspectives in strategic development of the college, the college brought the following strategic plans into focus.

Goal 1: Investment strategy and infrastructure plan

The investment and infrastructure plan is a long-term strategy, and college must adhere to its success to materialize the goal through step by step initiation

S.N	Strategic Plan	Principal Actions	Anticipated Timeframe
1.	Acquiring land and building the college's infrastructure	Submitting funding proposals to the board of directors (BOD) and shareholders.	March 2026
2.	Build physical infrastructures as class	Developing the Classroom infrastructure, upgrading	March 2024

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	room, laboratory and library	equipment and resources in the laboratory and the library.	
3.	Lease the existing property to generate extra revenue and for utmost utilization.	<p>Liaise with third party, and rent the lab and classrooms for exam purpose, and program hall for other meetings and seminar</p> <p>Develop the leasing guideline to automate the process through department of administration</p>	<p>Give Continuity</p> <p>April 2023</p>

Goal 2. Delivering innovative, entrepreneurial, research-based, and job-ready education

The reputation of the college can build upon innovative, entrepreneurial, career-ready approaches, and research engagements that determine the results and that level of preparedness of our graduates makes significant contributions in the society.

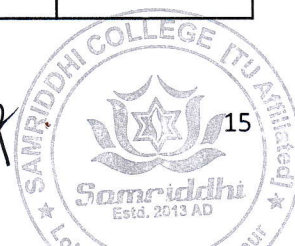
S.N	Strategic Measures	Core Actions	Estimated Timeline
1.	Be a group of brilliant and outstanding academics conducting cutting-edge research to push the limits of knowledge.	Conduct the RMC meeting in the college effectively and put the research plan into practice to accomplish the college's goals.	Set plan bi-annually, and materialize

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2.	Address challenges that are important locally, nationally, and internationally to produce results that improve people's lives.	Research-based activities empower students to equipped to identify, explore the local and global issues and concerns, and provide remedial measures through research and innovation	Regular upgradation to academic achievements
3.	Practical Exposure and Community Engagement	Proactively engage in practical approaches to learning with a handful of experiences. Coordinate with with business, industry, government and non-government organizations and engage students in practical skills and community engagement	Formalize the process and approach by August 2023
4.	Encourage to consult open learning resources, and distance learning facilities.	College actively employs the IT team for releasing more virtual courses for the student who locate distant from the college and supply recorded class to student who miss class, and utilize the zoom and microsoft office teams for remedial sessions	Continuous process

Goal 3. Impacts and Engagement

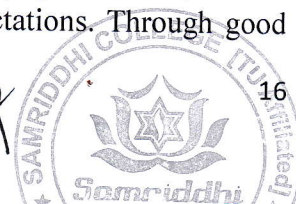
Enhancing the active engagement of students with business, industry, government, and the community is key to improving lives and satisfying social expectations. Through good

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communication and productive collaboration, the Samriddhi College will foster the achievements on the students' side to address the significant economic, scientific, and social issues of the current world.

S.N	Strategic Measures	Core Action	Estimated Timeline
1.	Encourage collaborative efforts with different organizations and business sectors to improve student engagement and create opportunities	The college's executive committee encourages memorandum of understanding (MOU) with other organizations to provide students with possible opportunities.	Continuous process
2.	By engaging in high-caliber National and international collaborations in both research and education.	Focused effort to extend global outreach and invest in infrastructure that enhances research and education.	By 31st September 2026
3.	Engage alumni and student clubs to act as effective spokesman for the College and as mentors for present students.	Forming alumni and students club committee, Actively utilize these alumni and students clubs to enhance the college's standing and reputation in the community and worldwide.	21st December 2022

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Goal 4. Encourage Academic Achievements in Inclusive Ways

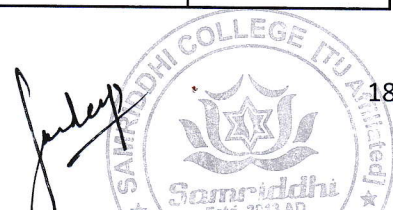
Encouraging academic achievement and respecting diversity are important goals for any educational institution. By fostering a culture of academic excellence and inclusivity, colleges and universities can create an environment where all students feel welcome and supported in their pursuit of higher education.

S.N	Strategic Plan	Core Action	Estimated Timeline
1.	Foster a culture of grace, enterprise, and accountability where staff and students are dedicated to excellence and driven to make a difference.	Inform the personnel on a regular basis about the college's culture and code of ethics to ensure that they adhere to it.	Continuous process
2.	Engage students as collaborators in designing a learning environment that motivates success.	Provide mentoring support and raise the motivation level of students to achieve success.	Continued Process
3.	Promote diversity and establish a thriving, welcoming, and values-based community to make Samriddhi College the destination of choice.	Held a program for achieving long-term objectives in the areas value-based education, promoting honesty, ethics and mutual respect.	30th September 2024

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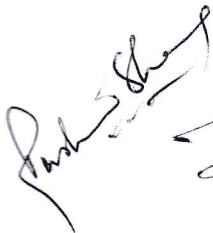
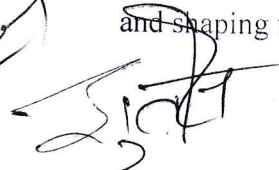
The above strategic focus of the college are the milestones in improving overall performance of the college. The strategic focus summarizes the overall aspirations into SMART Goals. However, the progress track shall be monitored regularly.

15. Monitoring and Evaluation

The Internal Quality Assurance Committee will play a significant role in monitoring the progress, and correcting the course when missed. However, the department of administration bears the responsibilities of monitoring all non-academic functions. Lastly, both the Executive Board and Principal monitor ongoing finances as functionalities are the sole responsibility of the finance head. Installation of technology driven monitoring, supply of data and analytics are subject to priority in the institution.

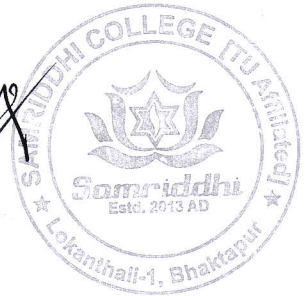
16. Conclusion

Vision of the Governing body, efforts of staff members and faculties, and support of all stakeholders and beneficiaries are the major enabling factors of achievements of the plan, and shaping the institution into a leading institution.

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Annex 1

SWOT Analysis of Samriddhi College

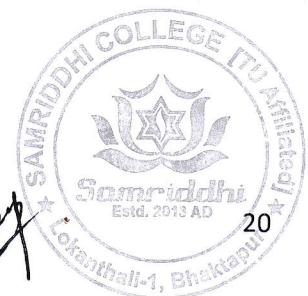
The SWOT analysis was conducted by Samriddhi College as a part of the college's strategic planning process on 21st June 2021. The essential inputs from department heads, program coordinators, faculties, students, executive board members, Principal, and community stakeholders are summarized below.

Strength

- Most demanding program
- Excellent student services
- Well equipped Lab and Library
- Education Management System Software in use
- Renowned faculties and dedicated staff members
- Extracurricular activities to promote opportunities for student
- A well-defined student admission policy and scholarship opportunity
- Program streams ranges in management, humanities and social science and science and technology
- Collaboration with IT-based industry
- Grooming leadership opportunity through diverse students' club

Weakness

- 1 Retention of faculty members
- 2 Inadequate resources for facilities, equipment, and recruitment for faculty and staff development
- 3 The limited program diversity.
- 4 Limited research programs
- 5 Quality Accreditation not completed



- 6 Lack of systematic marketing and communications plan.
- 7 Lack of exposure to the international arena

Opportunity

- Growing public interest in the educational value and transparent pricing
- Expanding partnerships and engagement opportunities within our communities
- Possibility of enhancing courses and partnership
- Positive reputation in the external community
- Availability of competent faculty for replacement.
- External image improvement
- Diversity of entering student

Threat

- The competition from other institutions which have more diversified programs and resources for students.
- Not able to respond and change quickly to the changing scenario.
- Higher education's current role in society is less valued while expectations are rising
- Highly competitive market for diverse faculty and staff
- Inconsistency in policies and regulatory guidelines.

Finally, this SWOT Analysis provides a basis for resolving the concerns in the Strategic Plan of Samriddhi College. By recognizing strengths and weaknesses, and opportunities and threats contribute to the strategic planning process.

