Master Plan (2020-30)

Samriddhi College

Lokanthali-1, Bhaktapur

Contents

1. Introduction

Founded in 2013 AD by a group of academicians and educators, Samriddhi College aims to provide high-quality education equal to the most renowned institutions worldwide. With an international board of advisors and guest lecturers, Samriddhi provides its students with an expanded curriculum, including project based learning, extensive lab and digital activities, specialized IT and business instruction, personality development, global studies, field work, internships, individual and group presentation and so on.

Samriddhi College – an IT and management college affiliated to Tribhuvan University (TU) – is probably the one of the first choices for the students interested in IT and management education in Nepal, mainly due to its commitment to provide quality education in various programs conducted for undergraduates. Samriddhi offers a wide range of IT and management courses for various programs such as Bachelor of Computer Science and Information Technology (BSc. CSIT), Bachelor of Computer Application (BCA), Bachelor of Business studies (BBS) and Bachelor in Art of Social Work (BASW). Over the period, Samriddhi has been able to produce highly competent human resources in the field of IT, management and social work. It has been able to serve the nation by providing quality education in IT and management as per the demand of 21st century. Samriddhi also focuses to provide well-equipped, well-maintained and attractive services, facilities, and learning resources for the students.

2. Mission, Vision & Objectives

2.1. Vision

To provide personalized educational opportunities for a diverse student demographic that unlocks their potential and turn them into skilled human resources capable to compete on a global level.

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2.2. Mission

Samriddhi College believes that students' success is the success of the institution. The commitment is to provide high-quality career-oriented education programs in business and technology in a dynamic learning environment through personalised services to a diverse student population.

2.3. Objectives

In alignment with its mission, Samriddhi College has established the following objectives:

- To offer a variety of programs to accommodate the distinctive needs of students from diverse socio-economic backgrounds.

- To assist students in realising their potential by establishing skills assessment and development services.

- To provide student services that contribute to students' success and achievement.

- To provide career-development strategies and placement assistance to facilitate 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 proceed further higher-level study in information technology, management and other subjects within and outside the country.

The aforementioned mission, vision, and objectives embody the essence of realising Samriddhi College by its founders. The college, therefore, aims to produce qualified, capable and committed human resources in the field of management, IT and social development.

The current national plan has given a special recognition to the human resource development and IT sector as a key segments of overall development thrust. The plan has specifically pronounced that in order to maintain education quality and to impart quality education, the private sector will be encouraged to establish educational institutions. The plan also advocates

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for the expansion of career oriented technical and vocational higher education in Nepal.

3. Academic Quality

3.1. Academic Standard

Samriddhi College's academic standards are set to unfold the institutional growth and further explore opportunities to raise the college's performance to meet the global standards.

3.2. Quality Policy

Samriddhi College aims to provide excellent quality education and produce competent professionals, entrepreneurs and higher managerial resources capable of working in an increasingly competitive globalised society. Samriddhi also focuses on delivering well-equipped, well maintained, and attractive services, facilities, and learning resources.

4. Master Plan

4.1. Introduction to the Master Plan

The institution must focus on its long term, mid-term and short term plans to achieve the mission and the vision. The governance body of Samriddhi College intensively discussed to formulate the roadmap for shaping the desired growth of the institution.

To meet the long term and short-term targets and expectations of Samriddhi College, its Key Management team members play a vital role and add their voices to enhance the core values, goals, and objectives. For any important decisions concerning human resources, infrastructure, technology, curriculum, and so on, the master plan serves as guidelines to the institution.

Every institution has their own challenges in meeting their goals, but with carefully crafted strategic plans, any challenges can be tackled, and the institution can maintain its growth pace. Such challenges shall be settled down through the decision making process by covering the objectives of the Master Plan in the specific time period.

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4.2. Execution of Master Plan

An ad-hoc committee formulated by the executive board drafted the master plan. After that, the executive board, management heads, experts, and relevant authority for the implementation and execution of the master plan were involved in the process.

Samriddhi's departments also played key roles in developing and achieving the objectives by executing the operational activities and integrating short-term plans with long term plans.

5. Key Development Concerns

Samriddhi College identifies the following development areas for continual institutional growth and sustainability. One of the important aspects of the developmental areas is establishing a nationwide credential to make the institution a leading and advanced institution in the country.

Particular	Students Number
Day Shift	-
Morning Shift	247
Special Program B.Sc. CSIT	233

- Currently, Samriddhi College has 1 main building with multiple halls, 11 tutorials rooms, computer labs along with administrative offices rented at 3 ropanies land.

- Upgrading classrooms, furniture, and physical environment through the use of modern technology such as IT software, CCTV cameras, projectors, etc. to meet the modern standard and hi-tech facilities.

- Establishing Research Management Cell and training centers for continued and effective learning.

- Delivering global experiences for the programs (BSC. CSIT, BBS, BCA and BASW programs).

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- Engage in fulfilling the Quality Assurance framework for national-level accreditation.

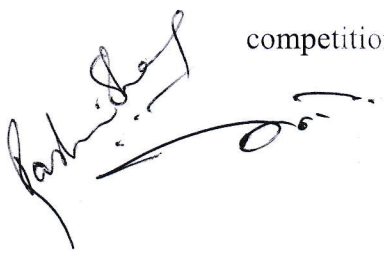## 6. Academic, Contextual, and Environment Analysis

Advanced information technology has been playing an integral role in today's teaching-learning activities. Most of the international colleges and universities are providing multimedia and online resources for the purpose of post-study. Many international institutions also leverage mobile/web apps for communication between teachers-students-parents as well as disseminating important information like results, notices, assignments and calendar.

In comparison, Nepal is far behind than other countries in terms of leveraging technology for educational purposes. Nepal is lagging behind in upgrading its standard in teaching-learning methods as the government does not have a reforming attitude and a focus on higher education development.
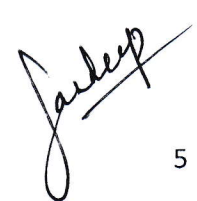
On a brighter side, general people are becoming more aware of the technologies and online medium, which will help institutions incorporate technology as an important institutional infrastructure.

The other important aspect in Nepal is the lack of practical and job-oriented education. Higher education sector has not been able to scale up and resonate with the market demand resulting in brain drain. However there is a possibility of collaboration with foreign universities that can help gain necessary exposure for the colleges and students alike.

The context of education is changing through the lucrative marketing of international universities, their credentials, and quality. The distance modes through online access to international degrees are the easiest measures for the students to go through a flexible university degree. This may pose a great challenge in the years to come in the form of competition.

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6.1. Institutional Management

Samriddhi College has a clear and profound vision and corresponding plans to achieve it. The AGM is the top dominant governance body of the institution. The promoter selects the BOD through the AGM who plays the key role in the decision-making process of the institution.

Board grants the authority to the college Principal to intervene in the decision for day-to-day operations. The Principal executes and implements the strategic decision through the systematic and planned approach having strong coordination and cooperation with different departments and administrative heads.

6.2. Economic and Financial Management

The college follows the financial rules and regulations as per the plan and policy of economic and financial management as formulated and decided by the financial directive of the institution.

6.3. Academic evaluation and Output

Samriddhi College formed the exam committee to conduct the internal examination and performance evaluation of the students. The committee conducts three internal examinations, which will support the students' preparation for final examinations conducted by Tribhuvan University.

7. Growth and Development Strategy of the Institution

7.1. Physical Infrastructure Development

Samriddhi College has spread over three ropanies of land (rented) that includes one main building, computer labs, multipurpose hall, 11 tutorials rooms and administrative offices. The college library has around 3,685 textbooks, 855 reference books, 2,260 others related books along with 58 journals, 500 prospectus, 85 brochures, 27 occasional papers, with 7500 e-resources, 1200 research reports and 200 government documents.

In order to facilitate and make the teaching learning process more effective, Samriddhi uses technologies such as computers, high speed internet, LAN, projectors, etc. Currently the college has projectors in every classroom and 144 computers with 120 mbps internet speed.

The college management is dedicated to placing all the essential facilities to promote a learning environment. There is a well-maintained cafeteria inside the campus premises. Samriddhi provides a facility with safe drinking water and hygienic toilets for its staff, students, and visitors. After the Covid-19 pandemic, sanitizers have been placed on each floor of the college building. The college has playgrounds for outdoor games and recreational centers that support indoor games and activities.

The college includes the following infrastructure development plan

- 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 classroom, laboratory, library, administration, audio-visual centres, student dormitory and staff housing.

- Rent temporary buildings.

- Transfer plan of programs to the permanent location.

7.2. Special Programs

Samriddhi College believes that education should be engaging, progressive and incorporate social and soft skills in the teaching. In addition, the college emphasizes smooth communication between faculty members, parents, students and society.

It aspires to produce students with understanding of the contemporary challenges, and ability to face and solve them. With an international board of notorious professionals, academics, technology experts, the college provides both theoretical knowledge and practical skills

required to function well in today's competitive marketplace. The enhanced curriculum includes:

- A serene ambience far from busy cities, roads with multiple sport programs for healthy living.
- Fruitful internship opportunities with distinguished companies.
- Interactive lectures and talk shows through teleconferencing with prominent academics and professionals.
- Workshops in public speaking, interviewing, resume writing skills and personality development and different awareness programs.
- Workshops and classes in information technology.

7.3. Extra-curricular Activities

In Samriddhi, students are encouraged to participate in extracurricular activities to hone their soft skills. They are given opportunities where they can enhance and grow themselves. With the purpose of overall development as a professional, students are encouraged to come up with their new creativities, innovative programs and valuable participation. These activities are designed to meet the varied interests of the students and these activities are as much part of Samriddhi College as the regular academic exercises.

For the enhancement of student's personality and team growth, Samriddhi College not only focuses on academic courses but also places the interest on different extracurricular activities. With the collaboration of the student councils, Samriddhi organises different sports activities (such as Basketball, Football, Badminton, and Table Tennis competitions), writing competitions, speech competitions, essay competition, talent show, talk show, hiking, different educational tours and excursions, camp and many more.

The college supports the student council in exploring further resources. Further the college has high priority in student welfare activities. Students are encouraged to participate in various traditional and cultural programs organised at the local, national, and international levels, and even in competitions. Likewise, the students are also motivated to be involved in social welfare

activities such as environmental cleanliness, social advocacy, blood donation program, social awareness program (through different means i.e. drama, dance, articles) and different workshops.

7.4. Academic Programs and Curricular Management

The college has been running the programs of Tribhuvan University that are in high demand. It is presently imparting the following high market valued academic programs.

- Bachelor of Computer Science and Information Technology (BSC. CSIT)

- Bachelor of Computer Application (BCA)

- Bachelor of Business Studies (BBS)

- Bachelor of Arts of Social Work (BASW)

The College follows the curriculum as prescribed by the Faculty of Humanities, Information Technology (IT) and Faculties of Management of Tribhuvan University. There is a systematic mechanism to review the curriculum periodically. Samriddhi College represents its subject committee members in the review meetings organised by the university. The college draws the attention of the University for the Concerns of the subject committee members in the public and private colleges.

College emphasises on regular development of the teaching faculties and administrative staff members. To deliver quality education and adapt market-driven courses, the college sets the following major goal in the Master Plan:

- Quality and equal access education for all the students.

- Develop, grow, sustain, and evaluate new and ongoing strategic initiatives that Serve College and university missions and advance the college's vision.

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- Provide the best preparation, the greatest intellectual challenge, the most intellectually satisfying opportunities, and the highest quality experience, to an increasing number of students.

- Faculty development and employee motivation programs.

- Promote and integrate areas of research in regular academic programs.

- Work through gradual quality improvement aspects.

8. Human Resource Management

Samriddhi regards its staff as their biggest asset. The college periodically reviews and prepares future and long-term human resource plans. The plan is based on the total number of students enrolled and administrative workloads.

The college follows the rules as defined in the operating policies. The college has a decentralised management approach by forming a separate department to handle the academic, administrative, financial functions. The faculties and the staff are provided with growth opportunities like attending seminars, workshops and supports for overall academic and personal development.

9. Student Enrolments

Samriddhi College enrolled students in the faculty of Management, Arts & Humanities, and Information Technology. The enrolments process includes initial consultation, entrance exam, admission, and orientation. The enrolment is open to any students willing to build a career in the public or private sectors or be an entrepreneur.

The College accommodates the enrolment demand by increasing the sections in BBS, BSC CSIT, BASW and BCA programs. By 2025, College plans to increase the diversity of its student body by enlisting or imposing a quota for a minimum of 1% international students.

10. Assessment of the Existing Facilities and Plan

Samriddhi College is fully equipped with CCTV, projectors in every classroom with PC in 2 classrooms, with modern furniture, seating arrangements, multimedia and electronic whiteboards. In addition, existing and future expansion plans for the facilities of Samriddhi College areas are listed below in the table:

Facilities	Existing Facilities	Further Expansion plan
Air-conditioned Classrooms	Well air conditioned classroom	The college has a plan to provide air conditioning in all of the classrooms that don't already have it.
Library	Samriddhi has a library with well-facilitated references and issues sections separately.	Moreover to library facilities, the college plans to provide E-learning resources, tutoring, and an online learning platform.
Free Wi-Fi	Samriddhi 120 Mbps speed wi-fi available in each department, labs, and library.	Plan to provide more dedicated high speeds internet capacity to each department
Computer Laboratory	Samriddhi has a fully networked computer laboratory with an adequate number of LCD monitors.	New model processor and devices with high-speed computer facilities inside the computer laboratory.
Multimedia	All teaching learning classrooms along with the program hall are equipped with multimedia technology. LCD projectors are installed in each classroom as well as mini PCs in 2 classrooms.	LCD projectors must be installed in each classroom as well as mini PCs in almost the entire classroom.
Sports and Recreation	The college has grounds available for Basketball, Futsal, Badminton and Table Tennis. The college has contracted for the ground in need basis.	The college intends to lease Land/property so that it may give students more sports and recreation facilities.
Greenery Environment	College has planted flowers as per Greenery theme.	Make a plan to support the Sustainable Economic Goals (SCG) which include protecting the environment with greenery.

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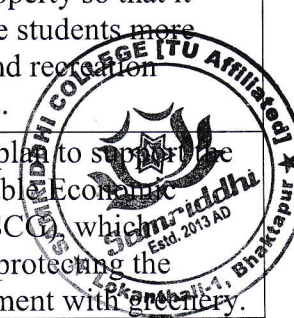
11. Master Plan Implementation Strategy

11.1. Maximum Resource Utilisation

Samriddhi College fully utilises its physical infrastructures, human resources, space availability and leverages further to explore new areas for research and innovation. It ensures proper classroom conditions, laboratories, access to potable water, proper reading halls, and common rooms for students and seminar halls to increase an academically sound and effectiveness of teaching-learning environment. The college maximises utilisation rates; drives down physically large equipment and rationing the scarce resources promote institutions to maintain the affordable fees and improve the quality of learning.

11.2. Assessment of the Existing and Further Services Plan

The available physical infrastructure is optimally utilised beyond regular college hours, leasing to exams for public service commission, allowing third parties to use the infrastructure to conduct co-curricular activities/extra-curricular activities, training, meetings, and seminars.

Facilities	Existing Plan	Further plan
Hostel	There is not a student hostel now, but it assists students in finding accommodations that have agreements with hostel owners.	College plans to lease a building for providing their own hostel facilities to the students.
Transportation	There is a transportation facility for the students.	Students who live distant from the college will be able to use TAXICAB, according to the college's plan
Cafeteria	Samriddhi serves clean, fresh and hygienic foods in college café.	The cafeteria plans to offer more hygienic and organic eating options.
Power Supply	There is facility of generator for emergency power supply.	College intends to offer power supply facilities with a higher coverage and voltage

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Water Supply	There is a regular well filter water supply in the college.	Plan to maintain purified water supply to all the associated members of the Samriddhi college.
Health and First Aid	The college has first Aid equipment for medical treatment.	All faculty and students will be insured with the joint insurance policy with better health care.
Hygiene and Cleanliness	All the floors have sufficient numbers of toilets with functioning well purifying water supply. In addition, separate boys' and girls' toilets are there on the ground floor. That accommodates large numbers.	Continuity in Hygiene and Cleanliness facilities in the near future too.

11.3. Master Plan Implementation and Monitoring

The supervisors oversee the operational performance and communicate their teams' or need to high-level managers. The HODs provide strong academic leadership and develop the department to ensure it achieves the highest possible standards of excellence in all its activities. Similarly, the department of administration monitors all non-academic functions and provides support to the facilities. Monitoring of the finance is usually done through software-based reporting; the principal has access to look after the implementation plans and their success. The Executive Board monitors and reviews them in their meetings and especially during the AGM for the finalization and for effective implementation of the Master Plan.

12. The Study Method and Resources mobilisation

The college has been growing its infrastructure, whereas the financial transparency and competent human resources in the operation are its core strength. The college has been remarkably improving the teaching-learning quality and operational effectiveness. The college has the following immediate sub-leadership functionalities in the execution supporting the Principal of the college.

(a) Management Committee and executive Committee

(b) Department Head: - Teaching Staff, Program Coordinator (student development and continued learning)

(c) Administrative Head: - Exam, Lab, library

(d) Quality Control Committee: - IQAC

(e) Head- Finance and accounting: - Accountants

However, stakeholders have been raising some concerns about the QAA and financial crisis but they are also providing support by giving ideas that might help with the fiscal processing of the campus.

13. Financial Plan

The college has planned to generate resources from internal sources. The internal sources include the Students Admission, Regular Fee from students, and miscellaneous administrative income of the college. The college has the following projection for the fiscal year 2079/80 to 2083/2084.

13.1. Actual Income and expenditure for the fiscal year 2078/79

Years	Head	Amount (Rs)
2078/79	Total Income	47,510,827
	Total Expenditure	46,489,123
	Net Profit	759,528

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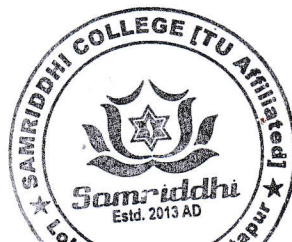
13.2. Projection of the income and expenditure for the five fiscal year

Head	2079/80	2080/81	2081/82	2082/2083	2083/2084
Income	50,361,476.62	53,383,165.22	56,586,155.13	59,981,324.44	63,580,203.90
Expenditure	49,278,470.38	52,235,178.60	55,369,289.32	58,691,446.68	62,212,933.48
Net Profit	1,083,006.24	1,147,986.61	1,216,865.81	1,289,877.76	1,367,270.43

14. Implementation

The success step is creating a shared understanding and implementation of priorities and the objectives derived from the master plan. The master plan can be delivered through the shared governance structures and an Implementation Planning Group, the work of which will be reviewed and reported on by the College Planning Committee.

All of these priorities require working collaboratively, and with discipline, respect to our financials, and human and environmental resources. They require organisational efficiencies and elimination of any redundancies. They require intellectual energy and creativity alongside a consistent commitment to excellence and service.

Meeting the objectives described here will sustain and renew the academic program, the college, and its environment, while further strengthening opportunities for personal and professional growth for students, faculty, and staff.
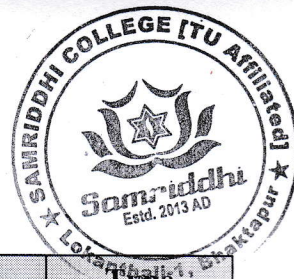
Annexes
Annex-1: Teaching Staff

S.N	Name	Teaching Subject	Type
1	Alkama Rani Khan	Introduction to Management	Full-time
2	Jeeban Dhungel	Computer Fundamentals and Applications, Web Technolgy, Scripting Language	Full-time
3	Bikal Adhikari	Discrete Structure, Design and Analysis of Algorithms	Full-time
4	Dipak Shrestha	Extra-HTML, CSS, JAVA Script, React, Flutter	Full-time
5	Richa Pyakurel	Principle of Management	Full-time
6	Sudip Raj Khadka	Digital Logic, Microprocessor, Computer Architecture, Decision Support System, E-Commerce,	Full-time
7	Anup Pyakurel	IT Essential, Digital Logic, Computer Architecture, Microprocessor	Full-time
8	Rupak Dhungel	Financial Accounting	Full-time
9	Mohan Bhandari	Computer Graphics, Software Project Management	Full-time
10	Neeru Karki	SW 422: Basic Sociology for Social work, SW 425 A: Community Organization	Full-time
11	Dipa Manandhar	PSY 421:Introduction to Psychology, Psy 424: Abnormal Psychology, Society and Technology	Full-time
12	Satya Raj Maskey	PSY 422: Social Psychology, Psy 423: Adolescence and Juvenile Delinquency, Psy 425: Psycho Social Counseling	Full-time
13	Prasansa Thapa	SW 424A: Social Case Work Practice/SW 424B: Social Work Practice with Groups and RDS 410: Development Practices	Full-time

14	Ashma Shrestha	SW 423: Basic Psychology for Social Work	Full-time
15	Manish Kumar Sharma	MGT 224: Taxation in Nepal/Fundamentals of Corporate Finance	Full-time
16	Om Bakhati	MGT 211: Financial Accounting and Analysis/Cost and Management Accounting	Full-time
17	Rajeev Bista	MGT 207: Microeconomics for Business/Macroeconomics for Business	Full-time
18	Rohit Dhungana	Entrepreneurship and Enterprises Development (MGT. 220)	Full-time
19	Udhav Shrestha	MGT 223: Organizational Behavior and HRM/Business Environment and Strategy	Full-time
20	Manju Kharal	MGT. 205 Business Communication, MGT 201: Business English, C.Eng 401: Compulsory English(Reading and Writing in English), C.Eng 403: Compulsory English(Reading & Writing Across the Discipline)	Full-time
21	Aćhyut Adhikari	MGT 214: Fundamentals of Marketing	Full-time
22	Utsav Parajuli	Foundations of Financial Institutions and Markets(FIN 252)	Full-time

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Annex 2: Non-Teaching Staff

S.N.	Name	Position	Address
1	Sandeep Shrestha	Principal	Mahaboudha, Kathmandu
2	Arpan Kumar Maskey	Chief Operations Officer	Shantinagar, Baneshwor
3	Birendra Bhatta	Search Engine Optimization	Surkhet
4	Bishownath Rijal	Chief Finance Officer	Kritipur 04, Kathmandu
5	Buddhi Maya Jimbasya	Janitor	Lokanthali, Bhaktapur
6	Chandra Kumari Shrestha	Kitchen Helper	Sailungeshwori-1, Dolakha
7	Januka Budhathoki	Librarian	Suryabinayak, Bhaktapur
8	Kumar Tamang	Chef Helper	Indrawati-8, Sindhupalchowk
9	Lambe Tamang	Security Incharge	Ranikot, Lalitpur
10	Mandevi Deula	Janitor	Tilganga, Kathmandu
11	Nirmala Kumari Pakhrin	Kitchen Helper	Lokanthali, Bhaktapur
12	Pratiksha Shakya	Program Officer	Kalimati, Kathmandu
13	Sabita Deula	Janitor	Thimi, Bhaktapur
14	Sanjita Thapa	Front Desk Incharge	Mulpani-5, Kathmandu
15	Saroj Thapa	Office Boy	Argakhachhi-08
16	Shyam Sundar Chakradhar	System Administration	Madhyapur Thimi-09, Bhaktapur

Annex 3: Details of Academic Programs/ Students in the Institution

Program wise Student Admission Status (2078)

S.N	Programs	No of Students
1	BSc. CSIT	46
2	BCA	35
3	BBS	47
4	BASW	20
	Total	148

Annex-4: Student Enrollment (2074 to 2077)

The College has its affiliation from Tribhuvan University to offer the following courses in Bachelors program. The present status of student enrollment are shown in the table below:

Level	Academic Programs	Student Enrolment											
		2078			**Year 2077**			**Year 2076**			**Year 2075**		
		M	F	T	M	F	T	M	F	T	M	F	T
Bachelor	BSc. CSIT	32	14	46	32	16	48	39	9	48	39	9	48
	BCA	31	4	35	32	3	35	25	10	35	25	10	35
	BBS	16	31	47	28	17	45	17	17	34	17	17	34
	BASW	4	16	20	12	25	37	5	11	16	5	11	16
Total		83	65	148	104	61	165	86	47	133	86	47	133