

Presentation of Proposed Business Plan for Pulchowk Campus Leadership

**Presented to
Selection committee (Deans Office, IOE, TU)**



**Position: Campus
Chief Candidate**

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**Date:
14 Magh 2081**

PULCHOWK CAMPUS: A SNAPSHOT

Premium Engineering Campus

Premises of an area of 215 sq km (368-2-2-2).

Prominent Laboratories

Hostels for 570 students

Library with 72,000+ resources

Centralized ICT

337 staffs (Academic=156;Admin 181)

Pulchowk Campus- A Glorious Historical Past

1930 AD

Technical
School

1942 AD

Engineering
introduced

1950 AD

Engineering
School

1972 AD

Pulchowk
Campus
under IOE
was
instituted

1978 AD

Bachelor Course
started in PC
(6 Departmental
units)

1996 AD

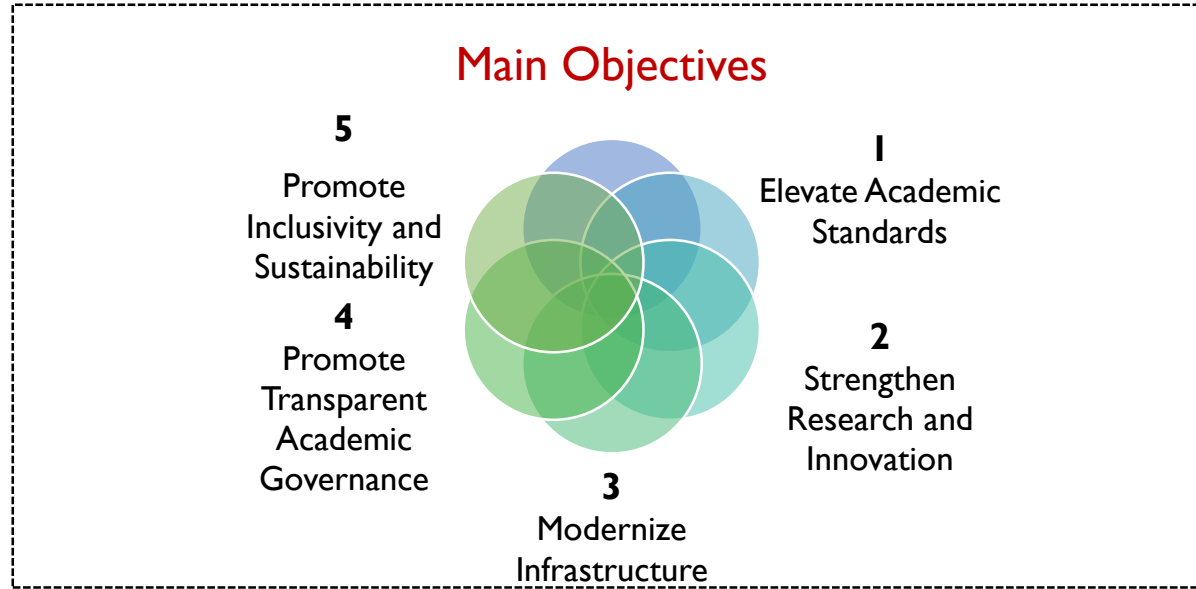
Masters
Courses
started in PC
(23 Master
Courses)

2003 AD

Phd Track
Started

INTRODUCTION

Proposed Business Plan of Pulchowk Campus (Plan Period: 2025–2029)



Alignment with Existing Strategic Vision and Frameworks

BUSINESS PLAN IS BASED ON “SWOC” ANALYSIS !

Internal Factors

Strengths

- Expansive campus with modern facilities.
- Largest engineering library in Nepal.
- Advanced departmental labs for research and consultancy.
- Financial growth: Fixed assets/capital fund +221% (FY 079/80).
- Transparent admission and examination systems.
- Strong reputation nationally and internationally.

Weaknesses

- Aging infrastructure requiring replacement.
- Financial decline: Cash reserves -80% (FY 080/81).
- Over-reliance on central office funds for cash flow.
- Transparent financial and accounting system
- Limited and decreasing permanent academic staffs
- Weak research culture and limited industry linkages.
- Limited faculty motivation and retention due to silo in faculty development program and silo in career progression.

Opportunities

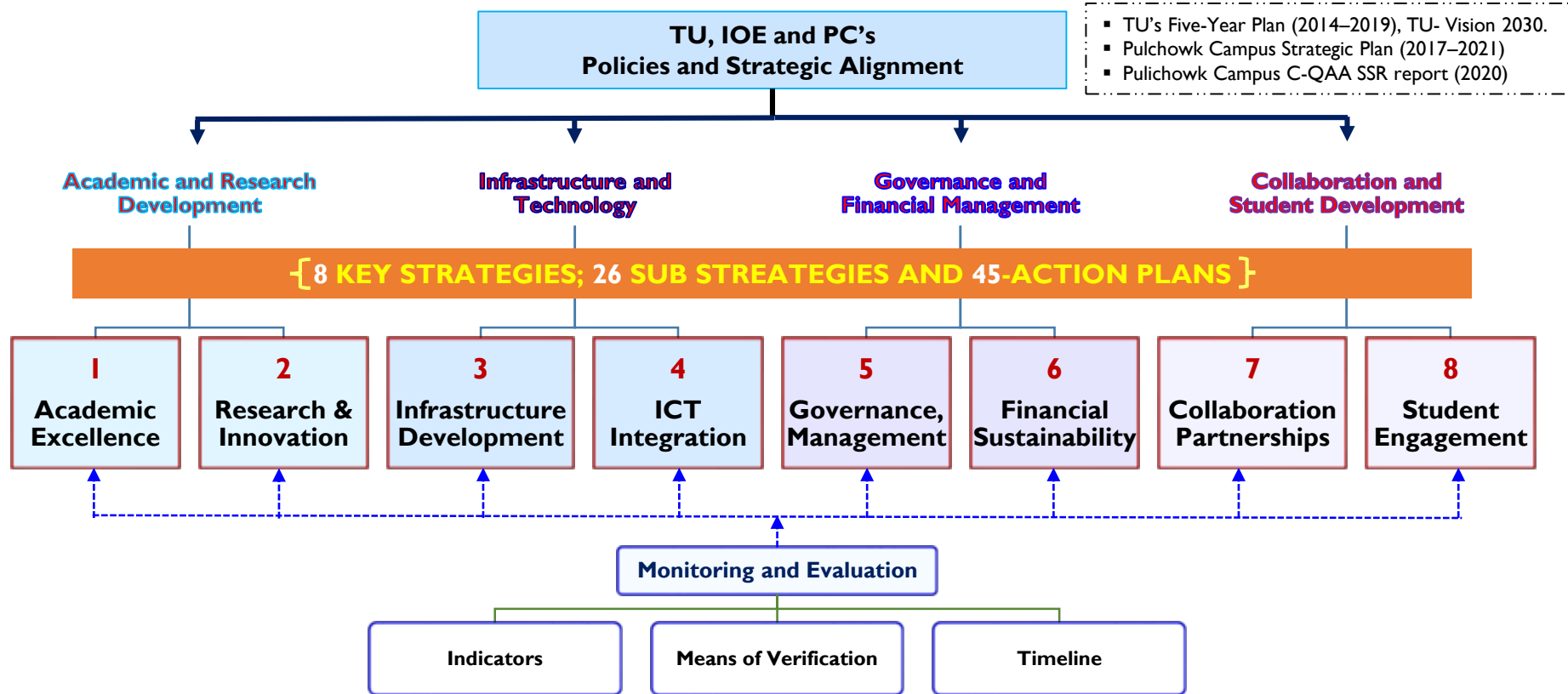
- Expand programs integrating digital technology, innovative and resilient technology.
- Strengthen international collaborations (e.g., joint degrees, faculty exchanges).
- Research in national priorities (e.g., disaster, EVs, alternative energy).
- Secure continued central funding for stability.
- Secure industry-sponsored projects and research grants.

Challenges

- Uncertainty in central office funding allocations.
- Rising operational costs and dependency on tuition fees.
- Competition from private universities and faculty brain drain.
- Impact of external shocks (e.g., COVID-19).
- Maintaining global relevance through accreditation and partnerships.
- Adapting to rapid technological changes in engineering education.

External Factors

BUSINESS PLAN IS STRUCTURED IN FOLLOWING MANNER !



Key Strategy-I.Academic Excellence

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
I.1 Curriculum Innovation	I.1.1 MSc course restructuring to integrating individual MSc programs to core programs, as specialization.	Proposal submitted, feedback received	Year 1–2	Proposal documents, enrollment data	PC: Academic efficiency, IOE: Streamlining, TU: Innovation.	Collaborate with Dean’s office, IOE academic committees.
	I.1.2 Update curricula with with digital technology, energy efficiency, and resilience topics.	Updated curricula, employability rates	Year 1–2	Review reports, alumni feedback	PC: Modernization, IOE: Innovation, TU: Relevance.	IOE, Engage industry and academic experts.
	I.1.3 Introduce non-credit modular certification programs both at bachelors & masters.	Certification enrollment, participation rates	Year 1–3	Program statistics, completion records	PC: Lifelong learning, IOE: Flexibility, TU: Training priorities.	Secure IOE approval for modular frameworks.
I.2 Faculty Development	I.2.1 Conduct faculty training for continuing academic development.	Faculty trained, Research materials developed	Year 1–3	No of training conducted, No of faculty participated	PC: Research quality, IOE: Faculty Development, TU: Academic rigor.	Identify relvant training area, training plan and materials
	I.2.2 Facilitate faculty exchanges for global exposure.	Exchange programs conducted, feedback received	Year 2–4	MoUs, reports	PC: Expertise sharing, IOE: Collaboration, TU: Internationalization.	Build alliances with global institutions.
I.3 Student-Centered Learning	I.3.1 Strengthen internships and industry linkages.	Internship participation, employer feedback	Ongoing	Internship records, employer feedback	PC: Practical learning, IOE: Industry relevance, TU: Applied education.	Build a robust placement and internship system.
I.4 Retd. Faculties Resource Center	I.4.1 Strengthen mentorships with experienced retd. faculties.	Number of mentorship, participation, academic outcomes	Ongoing	Internship records, students feedback	PC: Practical learning, IOE: Industry relevance, TU: Applied education.	Build a mentorship system.

Key Strategy-2. Research and Innovation

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
2.1 PhD Regulations	2.1.1 Standardize departmental PhD progress guidelines.	Guidelines adopted, clearance rates	Year 1–2	PhD rules, feedback reports	PC: Research quality, IOE: Standardization, TU: Academic rigor.	Collaborate with IOE for consistent regulations.
2.2 Research Infrastructure	2.2.1 Establish department wise specialized labs (e.g., building science lab in architecture dept).	Labs established, usage rates	Year 1–3	Construction reports, utilization rates	PC: Research capacity, IOE: Specialty focus, TU: Innovation.	Secure targeted funding for labs.
	2.2.2 Modernize and upgrade existing facilities.	Facilities upgraded, utilization rates	Year 1–3	Upgrade logs, user feedback	PC: Advanced learning, IOE: Infra focus, TU: Research priorities.	Allocate resources for lab modernization.
2.3 Collaborative Research	2.3.1 Initiate joint research with industries.	Projects completed, MoUs signed	Year 1–4	Research agreements, funding reports	PC: Industry relevance, IOE: Partnerships, TU: Practical research.	Devise innovative strategies for partnerships with industries.
2.4 Quality Accreditation	2.4.1 Achieve international accreditation (Washington, Australian Accords)	Accredited programs, improved rankings	Year 1–4	Accreditation certificates, ranking reports	PC: Accreditation readiness, IOE: Standards, TU: Global alignment NEC: Professional alignment	Opne dialogue with accrediting agencies, accreditation audit
2.5 Research Funding	2.5.1 Establish a <u>departmental</u> dedicated fund for interdisciplinary research projects.	Number of funded projects, total funding secured	Year 1–4	Funding reports, project outcomes	PC: Research excellence, IOE: Interdisciplinary focus, TU: Funding priorities.	Collaborate with funding agencies; prioritize high-impact research areas.

Key Strategy-3. Infrastructure Development

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
3.1 Physical Infrastructure	3.1.1 Expand classroom and studio spaces.	Classrooms added, student satisfaction survey	Year 1–2	Utilization reports, feedback logs	PC: Capacity, IOE: Quality, TU: Priorities.	Fund classroom expansions.
	3.1.2 Upgrade outdated labs with modern equipment.	Labs upgraded, utilization rates	Year 1–3	Lab reports, user logs	PC: Advanced learning, IOE: Infra focus, TU: Research priorities.	Seek modernization grants.
	3.1.3 Retrofit/Renovate A-block and other old structure.	Retrofitting progress, safety compliance	Year 1–4	Retrofitting plans, safety evaluations	PC: Resilience, IOE: Safe infrastructure, TU: Disaster-resilient development.	Seek resources from NPC, LMC and Donors
	3.1.4 Develop office infrastructure for staff	Staff satisfaction, occupancy rates	Year 1–4	Construction reports, usage records	PC: Staff welfare, IOE: Workplace quality, TU: Inclusiveness and productivity.	Resource optimization, internal sources
3.2 Asset Management	3.2.1 Develop an inventory system for campus resources.	Asset online database created, disposal records	Year 1–2	Inventory records, disposal reports	PC: Efficiency, IOE: Accountability, TU: Financial responsibility.	Create a resource management framework.
	3.2.2 Implement IoT -enabled asset tracking and maintenance systems.	Asset uptime rates, cost savings from predictive maintenance	Year 1–3	IoT system reports, maintenance logs	PC: Resource optimization, IOE: Technological focus, TU: Operational efficiency.	Partner with IoT providers to implement real-time tracking; train staff
3.3 Residential Development	3.3.3 Expand student hostels and staff facilities.	Facilities added, occupancy rates	Year 2–4	Facility records, Occupant surveys	PC: Student and staffs welfare, IOE: Inclusiveness, TU: Welfare.	Design energy efficient facilities.

Key Strategy-4. Financial Sustainability

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
4.1 Revenue Diversification	4.1.1 Convert departmentwise existing RTU to campus level consulting research centers or industries	Number of conversion, Projects completed, revenue generated	Ongoing	Consultancy reports, revenue logs	PC: Expertise use, IOE: Industry links, TU: Financial goals.	Market research consulting services.
	4.1.2 Secure more corporate sponsorships for scholarships.	Sponsorships increase number, student beneficiaries	Year 1–4	Sponsorship agreements, funding logs	PC: Equity, IOE: Accessibility, TU: Sustainability.	Develop sponsorship models.
4.2 Resource Utilization	4.2.1 Develop a policy for scrap material sales and resource optimization.	Scrap sold, resource efficiency metrics	Year 1–2	Asset disposal records, efficiency reports	PC: Resource efficiency, IOE: Accountability, TU: Financial management.	Establish clear protocols for asset disposal.
4.3 Cost Optimization	4.3.1 Implement energy-saving measures and renewable energy solutions for operational energy cost.	Utility costs reduced, renewable energy use	Year 2–4	Energy bills, usage reports	PC: Cost-efficiency, IOE: Resources, TU: Sustainability.	Collaborate with CES, energy experts.
4.4 Innovation in Revenue Generation	4.4.1 Establish a campus-based tech incubator for startups.	Number of startups supported, revenue generated	Year 2–4	Incubator reports, startup success metrics	PC: Innovation culture, IOE: Entrepreneurship, TU: Research-driven growth.	Collaboration with industry line ministries, department & development partners
	4.4.2 Lease underutilized campus spaces for events or co-working hubs.	Revenue generated, occupancy rates	Year 2–4	Leasing agreements, utilization reports	PC: Optimized resources, IOE: Financial strategy, TU: Space utilization efficiency.	Collaboration with industry line ministries, department

Key Strategy-5. Governance and Management

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
5.1 Strategic Planning	5.1.1 Develop a new Five-Year Strategic Plan (2025–2029).	Plan drafted, approved	Year 1	Strategic Plan document, approvals	PC: Vision clarity, IOE: Policy focus, TU: Continuity.	Form a strategic planning committee.
	5.1.2 Form a strategic review committee for monitoring.	Recommendations implemented	Ongoing	Committee reports, follow-up logs	PC: Oversight, IOE: Accountability, TU: Governance.	Appoint experienced faculty members.
5.2 Transparency	5.2.3 Launch a digital governance portal for monitoring.	Portal usage, governance metrics	Year 2–4	Portal analytics, audit records	PC: Transparency, IOE: Accountability, TU: E-governance goals.	Train staff on digital tools and monitoring
	5.2.2 Implement real-time dashboard-based audit trails for financial transparency.	Number of dashboard records, audit efficiency metrics	Year 2–4	Dashboard logs, audit reports	PC: Transparency, IOE: Financial integrity, TU: Digital innovation.	Collaborate with electronic and computer department; train finance staff
5.3 Accountability	5.3.1 Conduct annual performance evaluations for faculty and staff.	Evaluations conducted, improvement metrics	Annual	Evaluation reports, feedback logs	PC: Accountability, IOE: Quality assurance, TU: Monitoring goals.	Standardize evaluation frameworks.
	5.3.2 Establish a continuous feedback system for faculty and staff performance.	Feedback participation rates, performance improvement metrics	Year 1–3	Feedback system reports, evaluation records	PC: Accountability, IOE: Inclusive evaluation, TU: Organizational growth.	Develop a feedback platform; ensure anonymous and constructive participation.

Key Strategy-6. Collaboration and Partnerships

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
6.1 Academic Partnerships	6.1.1 Facilitate international exchange programs for faculty and students.	Programs conducted, participant feedback	Year 2–4	MoUs, exchange logs	PC: Global engagement, IOE: Collaboration, TU: Internationalization.	Build alliances with reputed institutions.
	6.1.2 Develop joint degree programs with foreign universities.	MoUs signed, programs initiated	Year 2–4	Agreements, program data	PC: Academic growth, IOE: Collaboration, TU: Global recognition.	Collaborate with international partners, IOE, TU.
6.2 Industry Partnerships	6.2.1 Increase joint workshops and seminars with industries.	Increased in no workshops conducted, participation rates	Ongoing	Workshop reports, attendance logs	PC: Industry exposure, IOE: Practical learning, TU: Engagement.	Engage alumni and industry leaders, ret'd. faculties.
	6.2.2 Increase industry-sponsored research projects.	Projects initiated, funding secured	Year 2–4	Research project logs, funding reports	PC: Research relevance, IOE: Industry links, TU: Research-driven education.	Build strong corporate partnerships.
	6.2.3 Establish a campus-based industry innovation hub to foster startups and R&D.	Number of startups incubated, patents filed, industry collaborations	Year 2–5	Incubator reports, startup success metrics, R&D output	PC: Innovation culture, IOE: Industry engagement, TU: Entrepreneurship growth.	Collaborate with industry, public agencies to establish a co-funded innovation hub.

Key Strategy-7. ICT Integration

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
7.1 Digital Campus	7.1.1 Deploy academically regulated high-speed internet, e-library access	Internet coverage, user satisfaction	Year 1–2	IT infrastructure audits, user feedback	PC: ICT-driven, IOE: Digital access, TU: ICT goals.	Prioritize investments in IT infrastructure.
	7.1.2 Automate course registration and result management platforms.	Platforms operational, usage metrics	Year 1–2	Usage logs, student feedback	PC: Administrative efficiency, IOE: Governance, TU: ICT modernization.	Develop user-friendly systems.
7.2 E-Learning	7.2.1 Develop online modules for core courses.	Modules created, student usage rates	Year 2–3	Platform data, completion records	PC: Flexible learning, IOE: Modern pedagogy, TU: Pedagogy innovation.	Provide faculty ICT training.
	7.2.2 Integrate digital tools into teaching methodologies.	ICT-integrated courses, faculty adoption rates	Year 1–3	Course materials, feedback records	PC: Modern teaching methods, IOE: Digital focus, TU: Academic growth.	Promote training and resource access.

Key Strategy-8. Student Engagement

Sub-Strategy	Action Plan	Indicators	Time-line	Means of Verification	Policy & Strategic Alignment	Action-specific Strategies
8.1 Career Development	8.1.1 Establish a <u>career center</u> for student placement and counseling.	Center operational, placement rates	Year 1–2	Placement logs, employer feedback	PC: Job readiness, IOE: Industry ties, TU: Employment focus.	Strengthen employer partnerships.
8.2 Student Welfare	8.2.1 Expand scholarships and financial aid programs.	Scholarships awarded, retention rates	Ongoing	Award records, retention data	PC: Equity, IOE: Accessibility, TU: Inclusiveness.	Secure funding through sponsorships.
	8.2.2 Establish a grievance redressal system.	Grievance resolutions, student satisfaction	Year 1–2	System logs, feedback surveys	PC: Student support, IOE: Accountability, TU: Welfare focus.	Create accessible grievance platforms.
8.3 Holistic Development	8.3.1 Enhance extracurricular activities and student-led initiatives.	Events conducted, participation rates	Ongoing	Event logs, feedback reports	PC: Student growth, IOE: Holistic development, TU: Inclusiveness.	Promote faculty involvement in mentoring.

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THANK -YOU