

2023

## MUSOM Annual Plan of Action 2023/2024

Prepared by  
Mid-West University School of Management (MUSOM)

Approved by MUSOM Governing Council on Wednesday, Aug 2, 2023 (2080/04/17)

Mid-West University School of Management (MUSOM)  
Birendranagar, Surkhet, Karnali Province



**MUSOM Annual Plan of Action-2023/024 (2080/81)**

**Prepared by**

**Mid-West University School of Management (MUSOM)**

**Approved by**

**MUSOM Management Council**

**Date: January 1, 2023**

### **Rationale of MUSOM Annual Plan of Action 2023/024 (2080/81)**

MUSOM strongly believes in promoting activities and result-oriented higher management education that can fulfill market needs and offer a new avenue for emerging issues of social transformation. Operational plan is dedicated for producing skilled human capitals. The operational plan presented is to make vision and mission come true as prescribed in strategic and action plan of MUSOM. This plan is to convert and reform MUSOM into the globally accepted business school of rural community and nation through scientific plan and its effective implementation in the local and global context.

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## Section 1: Summary Information of Undergraduate Program

### Undergraduate Program Priorities

**1. 1. Strategic Goals: 1 Undergraduate Teaching**

Objective: 1 Improved Teaching Plan and Implementation

Objective: 2 Implement Presentations and Internship Manual

**1. 2. Strategic Goal: 2 Collaborative Researches**

Objective: Support to Students in Helping Basis Research Plan

Objective: 2 Publish Magazine and Review

**1. 3. Strategic Goal: 3 Undergraduate Out-Reach**

Objective: 1 Collaborate with World Class Business School for Joint Academic Programs

Objective: 2 Prepare Out-reach Policy and Expose Students to Industries

**1.4. Strategic Goal: 4 Curriculum Review**

Objective: 1 Revise Existing Curriculum and Prepare New Curriculum as per Design and Revision Policy and Procedures

Objective: 2 Implement Participatory Approach to Curriculum Design and Revision

**1. 5. Strategic Goal: 5 Social Responsibilities**

Objective: 1 Implement Social Attachment Plan Policy and Procedures through Students' Active Involvement

Objective: 2 Encourage Students to Involve in Social Activities

**1.1 6. Strategic Goal: 6 Job Placements**

Objective: 1 Implement Placement Policy

Objective: 2 Collaborate with Main Employee Organization and Industries

**1. 1: Undergraduate Teaching Learning (BBA)**

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To enhance research based sound teaching-learning	-To prepare and implement teaching	- To lead teachers and students into teaching plan based learning	-To evaluate and keep a record of student's participation and	-Subject teacher -Coordinator -Director and academic	-Learning achievements and activities done	2023-2024	100,000

environment	plan	process	their outcomes	committee			
-To prepare undergraduate presentation & evaluation manual	-To implement presentation and evaluation manual	-To use manual in the teaching-learning activities	-To a number activities on the basis of manual	-To subject teacher, coordinator, and academic committee	-Activities done	2023-2024	50,000
-To prepare internship manual	-To implement manual	-Manual implementation	-Record of manual use and follow	-Intensive coordinator & teacher	-Intensive conducted in line with manual	2023-2024	1,00,000

### 1. 2: Undergraduate Research & Publication

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To develop undergraduate research & publication policy & procedure	-To lead students into introductory research and publication	-Undergraduate research & publication committee	-Keep record of research & publication activities	-Undergraduate research & publication committee	-Research and publication done	2023-2024	300,000

### 1.3 Undergraduate Out-Reach

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To sign MoU with IIM Lucknow and national industries	-To expose students to world class business school and industries	-Collaborative works & signing MoU -Student visit to institutions and industries	-Record of Collaboration with different academic institutions at home & abroad	-Governing council & Director	-Collaborations made and MoU signed -Visits completed	2023 -2024	1,000,000

### 1. 4: Curriculum Review

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
- design & revision	-To revise BBA & BBA design Agribusiness curriculum in	-Curriculum revision	-Record of policy endorsed and curriculum revision	-Academic committee -Stakeholders	-Policy implemented and curriculum revised	2023 -2024	600,000



	line with global and karnali context						
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### 1. 5: Undergraduate Social Attachment Program

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To implement social attachment program policy and procedures	-To lead students into social service and activities	-Social activities made by students -Students' involvement in the social works	-Record and evaluation of social works	-MUSOM social attachment unit -Director	-Social works done -Response from community	2023 -2024	800,000

### 1. 6. Job Placement

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To prepare guidelines for employment/job placement	-To collaborate with various government and other organizations to create job opportunities for passed out students	-Collaboration with various organizations (GO, NGOs, INGOs)	-Record of collaborative activities	-Placement Cell	-Job opportunities created -Number of passed out students benefited from cell	2023-2024	100,000

## Section II: Summary Information of Graduate Program

### MBA Graduate Program Priorities

**2. 1. Strategic Goals: 1 Graduate Teaching**

Objective: 1 Prepare and Follow Teaching Plan

Objective: 2 Implement Presentations and Internship Manual

**2. 2. Strategic Goal: 2 Research and Publication**

Objective: Encourage Students in Basis Research Programs

Objective: 2 Publish Magazine and Review

**2. 3. Strategic Goal: 3 Graduate Out-reach**

Objective: 1 Collaborate with World Class Business School for Joint Academic Programs

Objective: 2 Prepare Out-reach Policy and Expose Students to Industries

**2. 4. Strategic Goal: 4 Curriculum Review**

Objective: 1 Implement Curriculum Design and Revision Policy and Procedures

Objective: 2 Promote Participatory Approach to Curriculum Design and Revision

**2. 5. Strategic Goal: 5 Social Responsibility**

Objective: 1 Develop and Implement Social Attachment Plan Policy and Procedures

Objective: 2 Encourage Students to Involve in Social Activities

**2. 6. Strategic Goal: 6 Job Placement**

Objective: 1 Prepare Placement Policy

Objective: 2 Collaborate with Main Employee Organization and Industries

### Graduate Program Priorities

**2. 1: Graduate Teaching Learning (MBA)**

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget

Enhancing research based sound teaching-learning environment	-To implement teaching plan	- To lead teachers and students into teaching plan based learning process	-To evaluate and keep a record of student's participation and their outcomes	-Subject teacher -Coordinator -Director and academic committee	-Learning achievements and activities done	2023-2024	100,000
- Implementing undergraduate presentation & evaluation manual	-To implement presentation and evaluation manual	-To use manual in the teaching-learning activities	-To a number activities on the basis of manual	-To subject teacher, coordinator, and academic committee	-Activities done	2023-2024	50,000
-To implement internship manual	-To implement manual	-Manual implementation	-Record of manual use and follow	-Intensive coordinator & teacher	-Intensive conducted in line with manual	2023 -2024	100,000

## 2. 2: Graduate Research & Publication

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing undergraduate research & publication policy & procedure	-To lead students into introductory research and publication	-Graduate research & publication committee	-Keep record of research & publication activities	-Undergraduate research & publication committee	-Research and publication done	2023 -2024	300,000

## 2. 3. Graduate Out-Reach and Extension

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
- Implementing MoU with IIM Lucknow and national industries	-To expose students to world class business school and industries	-Collaborative works & signing MoU -Student visit to institutions and industries	-Record of Collaboration with different academic institutions at home & abroad	-Governing council & Director	-Collaborations made and MoU signed -Visits completed	-2023-2024	1,000,000

## 2. 4: Curriculum Review

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing policy & procedures for curriculum design & revision	-To revise MBA curriculum in line with global and karnali context	-Curriculum design and revision policy and procedures implemented -Curriculum revision	-Record of policy endorsed and curriculum revision	-Academic committee -Stakeholders	-Policy implemented and curriculum revised	-2023-2024	600,000

## 1. 5: Graduate Social Attachment Program

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing social attachment program policy and procedures	-To implement policy -To lead students into social service and activities	-Social activities made by students -Students' involvement in the social works	-Record and evaluation of social works	-MUSOM social attachment unit -Director	-Social works done -Response from community	-2023-2024	800,000

## 1. 6. Job Placement

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To prepare guidelines for employment	-To collaborate with various government and other organizations to create job opportunities for passed out students	-Collaboration with various organizations	-Record of collaborative activities	-Placement Cell	-Job opportunities created -Number of passed out students benefited from cell	2023-2024	100,000

## Section III: Summary Information of Faculty Development and Empowerment Program

### Faculty Priorities

#### 3. 1. Strategic Goal: Faculty Development and Empowerment Program

Objective: 1 Implement Plan of Action for Faculty Development

Objective: 2 Support Faculty Members for National and International Seminar, Interaction, and Workshop

#### 3. 2. Objective: 2 Research and Publication

Objective: 1 Support Faculty Members for Action and Management Research Projects

Objective: 2 Encourage Faculty Members for Publication

#### 3. 3. Objective: 3 Faculty Visit and Exchange

Objective: 1 Develop Plan with Policy for Faculty Visit and Exchange

Objective: 2 Collaborate with International Business Schools

#### 3. 4. Objective: 4 Higher Studies

Objective: 1 Implement Fellowship Policy for Higher Studies

Objective: 2 Support Faculty Members for MPhil and PhD

### Faculty Priorities

#### 3. 1. Faculty Development and Empowerment Program

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing policy plan for job description	-Implement policy plan	-Faculty members following policy plan	-Record of policy implementation	-Director & academic committee -Faculties	-Activities done	2023 -2024	50,000
-Implementing	-Provide	-Support faculty	-Record of	-Governing	-Support provided	2023-2024	400,000

provision for faculty member's involvement in MPhil and PhD	financial and administrative support to faculty members enrolled in MPhil & PhD	members receive	support to faculty members	council			
-Conduct participatory workshop and seminar	-To train teachers	-Faculty members involvement in workshop and seminars	-Record of activities conducted	-Teacher's Welfare Council and RMC	-Workshops and seminars conducted	2023-2024	200,000

### 3. 2. Research and Publication

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing DRIEP policy & procedures for research & publication	-To take faculty members into research and publication activities and culture	-Involvement of faculty members in research and publication	-Record of research and publication activities	-RMC	-Research & publication done	2023-2024	300,000
-Publish MUSOM Journal of Management	- Make journal part of research publication	-Research articles published by teachers	-Journal publication	RMC	-Journal publication	2023 -2024	100,000

### 3. 3. Faculty Visit and Exchange

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing faculty visit and exchange plan with program	-To implement program	-Send faculties to national and international academic institutions	-Record of faculties participated in visit and exchange activities	-MUSOM management council	-Visit and exchange conducted	-2023-2024	500,000

### 3. 4. Higher Studies (M.Phil and PhD)

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing higher studies policy & procedures for applied research based MPhil and PhD program	-Endorse policy	-Policy endorsed by governing council	-Policy developed and endorsed	-Academic committee	-Policy endorsed	-2023-2024	40000.00

## Section VI: Summary Information of MUSOM Sustainable Academic Development Priorities

### Sustainable Priorities

#### 4. 1. Strategic Goal: Structure and Governance

Objective: 1 Practice Structural Governance as per MU Autonomy Bylaws

Objective: 2 Set up Departments & New Cells and Official Positions

#### 4. 2. Strategic Goal: Infrastructure Development

Objective: 1 Implement Master Plan for World Class Infrastructure Construction

Objective: 2 Implement Master Plan Step by Step

#### 4. 3. Strategic Goal: Managing Financial Resources

Objective: 1 Prepare Financial Plan with Policy

Objective: 2 Collaborate with University, UGC and Donor Agency

#### 4. 4. Strategic Goal: Human Resource Management

Objective: 1 Prepare Human Resources Plan

Objective: 2 Follow Autonomy Bylaws

#### 4. 5. Strategic Goal: Digitization

Objective: 1 Implement ERPS /MIS,LMS

Objective: 2 Provide Students and Other Stakeholders Service

**4. 6. Strategic Goal: Examination System**

Objective: 1 Implement Exam Calendar

Objective: 2 Make Exam more Scientific

Objective: 3 Follow Autonomy Bylaws

**4. 7. Strategic Goal: Quality Assurance**

Objective: 1 Implement QAA Policy

Objective: 2 Complete PART Task as Prescribed by UGC Nepal

**4. 8. Strategic Goal: Enrollments**

Objective: 1 Implement Admission Policy and Procedures

Objective: 2 Make Enrollments Effective

**4. 9. Strategic Goal: Building up Academic Culture**

Objective: 1 Create Sound Teaching Learning Environment

Objective: 2 Connect Teaching with Research

**4. 10. Strategic Goal: Developing Center for Communication and International Collaboration**

Objective: 1 Develop Policy

Objective: 2 Follow Policies

**4. 11. Strategic Goal: Emerging Undergraduate Scholarship Development Priorities**

Objective: 1 Scholarship Policy for Undergraduate

Objective: 2 Implement Policy in line with University Scholarship Provision

**4. 12. Strategic Goal: Emerging Graduate Program Scholarship Development Priorities**

Objective: 1 Graduate Scholarship Policy

Objective: 2 Implement Scholarship Policy in line with University Scholarship Provision

**4. 13. Strategic Goal: MUSOM to the Community (Social Attachment Program)**

Objective: 1 Implement Policy and Procedures Social Attachment Projects

Objective: 2 Connect Plan and Projects with Local and Global Issues

**4. 14. Strategic Goal: Technology Development Priorities**

Objective: 1 SMART Work Place Technologies

Objective: 2 EMIS System

Objective: 3 Virtual Classroom System



Objective: 4 Virtual Assessment System

**4. 15. Strategic Goal: World Class Research and Publication Priorities**

Objective: 1 Prepare RMC Policy for World Class Research Projects

Objective: 2 Publish MUSOM Management Journal

**4. 16. Undergraduate and Graduate Internship**

Objective: 1 Implement Internship Guidelines

**4. 17. Undergraduate UGRP and Graduate GRP**

Objective: 1 Follow Manual

**4. 18. Primary Health Care Service and Career Counseling**

Objective: 1 Implement Plan of Health Care and Counseling

Objective: 2 Collaborate with Provincial Hospital

**4. 19. Virtual and Video Conferencing Classes**

Objective: 1 Implement Policy and Plan of Action for Video Conferencing Classes

Objective: 2 Expose Students to International Teaching and Research

**4. 20. Alumni**

Objective: 1 Implement Policies and Plan

**4. 21. MUSOM Sports and Annual Festival**

Objective: 1 Implement Policy and Plan of Action for Sports and Festival

Objective: 2 Encourage Students for Active Participation

**4. 22. Strategic Goal: Teacher's Welfare Council**

Objective:1 Implement Plan of Action for Welfare of Teachers

**4. 23. Strategic Goal: Student's Welfare Council**

Objective: 1 Encourage Students to Implement Policy and Plan

**4. 1. Strategic Goal: Structure and Governance**

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Set up new departments and Cells as prescribed by Mid-Western	-Regulate MUSOM daily operation and annual plan by following	-Autonomy Bylaws followed at all academic and financial	-Record of autonomy bylaws implementation	-Governing council -Management council -Director	-Daily and annual programs and plan conducted	2023-2024	300000.00

University Bylaws 2075	autonomy bylaws	levels			in line with autonomy bylaws		
-Prepare additional policy and procedures necessary	-To implement autonomy bylaws effectively and support new issues	-Additional policy and procedures being endorsed and followed	-Record of activities guided by policy and procedures endorsed	-Governing council -Management council -other bodies	-Outputs made with new policy	2023-2024	100,000

#### 4. 2. Strategic Goal: Infrastructure Development

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Prepare master plan for world class infrastructure development	-To establish MUSOM as a Center of Excellence in terms of infrastructure -Build IT based building	-Master plan developed -IT building constructed days ahead	-Record of implementation of master plan -Plan for IT building construction	-Governing council -Management council -Finance committee	-Master plan developed and implemented	2023-2024	200,000

#### 4. 3. Strategic Goal: Managing Financial Resources

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Prepare financial policy and procedures in line with autonomy bylaws 2075	-To promote MOUSOM as centre of excellence through internal revenue collected from student's fees -Receive University grant -Receive UGC autonomy grant	-All sources of revenue collected and allocated properly	-Record of financial plan	-Finance committee Management committee -Governing council	-Annual plan implantation	2023 -2024	
-Prepare annual audit report and financial report	-Get audit report approved from General auditor of Nepal government	-Present audit report to governing council and endorsed and report it to	-Report endorsed	-Finance committee Governing council	-Report approved	2023-2024	50,000

		university executive council					
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#### 4. 4. Strategic Goal: Human Resource Management

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Prepare human resource plan and establish HR department	-To make selection process more effective and impartial	-Selection process	-Record of selection of teachers and staff	-Management council and selection committee HR department	-Outputs from selection activities accomplished	2023-2024	200,000
-Prepare policy for outsourcing and teacher and staff promotion	-To systematize human resource management process -To motivate faculties and staff for effective involvement in their works	-Policies and procedures endorsed	-Record of effectiveness of policy implemented	-Management council -Selection committee HR department	-Outcomes of the policy implementation	2023	30,000

#### 4. 5. Strategic Goal: Digitization

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing digitization policy	-To provide effective lab and library service to students and stakeholders with codes and conducts	-Service to stakeholders with codes and conducts	-Response from stakeholders	-Management council -Lab and library management committee	-Outputs seen in students' lab and library use	2023	500,000
- Launch MIS,LMS and other IT programs	To monitor lab and library and develop new service policy. To plan for providing training to library staffs	-Follow of lab and library codes and conducts	-Record of use of codes and conducts	-Lab and library management committee	-Outputs	2023	

#### 4. 6. Strategic Goal: Examination System

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
- Implementing policy and procedures in line with autonomy bylaws 2075	- To implement policy and procedures	-Effectiveness of policy implementation	-Policy and procedures endorsed	-Exam conducting committee	-Outputs of policy and procedures used	2023-2024	50,000
-Define clear exam rules	- Execute exam rules effectively	-Practices of rules during exam	-Student's manners and action	-Exam committee	-.Exam rules followed	-2023-2024	-

#### 4. 7. Strategic Goal: Quality Accreditation and Assurance

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Complete QAA	-To make MUSOM center of excellence through accreditation and assurance	-Formation of committees	-Record of committee's functions	-Management committee	-Outputs gained	2023	20,000
-To complete PRT	-To submit it to UGC Nepal	-Evaluation of the report for accreditation	-Response from UGC Reviewer team	PRT	-Accreditation	2023	600,000

#### 4. 8. Strategic Goal: Enrollments and Students Disciplines

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing enrolment policy and procedures	-To implement policy for promotion of sound enrollments	-Fair and clear enrollment practice	-Record of students' enrollments	-Management council Coordinator -Teachers -Enrollment committee	-Outputs of enrollments	2023	10,000
-Implementing Student's conduct and discipline rules	-To lead students into responsible personality development	-Students' involvement into disciplined activities	-Response from students	-Management -Student's Welfare Council	-Students manners seen	2023	10,000

	process						
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#### 4. 9. Strategic Goal: Building up Academic Culture

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing faculty codes and conducts	-To train faculties in terms of honesty and dedication	-Teaching, research and publication	-Record of research and publication with faculty codes and conducts	-Academic committee -Management council	-Faculty codes and conducts practiced	2023	300,000
-Conducting conference, seminar, workshop through Teacher's Welfare Council and DRIEP	-To support faculty and students for teaching and research and publication	-National, international and provincial conferences, -Workshop, seminars and research activities with collaboration to national and international academic institution	-Research and publication done	-Management council Academic committee	-Research and publication outputs		500,000

#### 4.10. Developing Center for Communication and International Collaboration

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Set up CCIC	-To enhance student's communication skills	-Students' presentation, written communication	-Students' communication competencies	-CCIC	-Learning outcomes of communication seen in students	-2023	200,000
-Prepare policy and work plan	-To implement policy and work plan for outcomes	-To conduct communication programs periodically	-Policy implemented and work plan implemented	-CCIC	-Outputs	-2023	
-Collaborate with international academic institutions	-Link MUSOM with international academic communities	-Collaboration done	-Joint works with international academic institutions	Management council CCIC	-Outputs	-2023	

#### 4. 11. Emerging Undergraduate Development Priorities

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Designing Curriculum on BBA in Agribusiness Management	-Launch BBA agribusiness management in upcoming year	-Decision take by academic committee	-Decision record and functional plan	-Academic committee -Management council -Governing council	-Outputs	2023 - 2024	500,000
-To revise existing BBA Curriculum	-To begin the process	-Make decision from academic committee	-Decision and works in the process	-Academic committee	-Works in the process	-2023 - 2024	100,000

#### 4. 12. Emerging Graduate Program Development Priorities

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Complete Revision of MBA Curriculum	-To update existing MBA Curriculum in line with global context	-Curriculum revised	-Record and outputs	-Academic committee -Management council -Governing council	-Outputs	-2023	300,000
-Implementing Teaching Plan and Session Plan for MBA	-To make teaching - learning process more effective	-teaching and session plan practiced		-Management council	-Practices	2023	50,000

#### 4. 13. MUSOM to the Community (Social Responsibility)

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing Plan for community attachment	-To sign MoU with Karnali Government and local government INGOS and NGOS and private organizations	-MoU and collaboration	-Record	-Management council	-Outputs	2023-2024	300,000

-Set up Nutrition and Life Skill Management Cell	-To train people on daily life management	-Related activities conducted in rural communities	-Record	-Cell	-Outputs	2023	500,000
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#### 4. 14. Technology Development Priorities

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing Digitization Plan	-To expand MIS system and make MUSOM IT based business school -Publish online journal	-Digital library -Virtual class -Video Conference -Online network system -online journal	-System developed	-MIS department	-Outputs	2023	1,000,000
To set up IMS Department	-To manage MIS system of MUSOM	-Publish online journal	-Journal published	-MIS department	-Publication of online journal	2023	100,000

#### 4. 15. World Class Research and Publication Priorities

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Conducting world class research and publication	-To lead faculty members into world class research and publish MUSOM Journal of Management	-Plan for Research and publication	-Record	DRIEP	-Outputs of research and publication plan	2023-2024	500,000
-Work on joint research and publication	-To start joint research and publication with IIM Lucknow India	-Plan	-Plan proposed	DRIEP	-Plan endorsed	2023-2024	50,000

#### 4. 16. Undergraduate and Graduate Internship

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing Undergraduate and Graduate Internship Manual	-To implement it effectively for scientific conducting of internship	-Practice done by teachers and students	-Preparation of manual	-Academic committee	-Manual prepared and used	2023	20,000

#### 4. 17. Undergraduate UGRP and Graduate GRP

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing Manual	-To endorse it and follow it	-Student's following it for scientific thesis work	-Preparation and implementation of manual	-Academic committee -Research committee	-Outputs	2023	20,000

#### 4. 18. Primary Health Care Service and Career Counseling

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Prepare Policy for primary health and career counseling	-To provide basic health service to MUSOM stakeholders	-Policy prepared and implemented	-Record of policy plan	MUSOM Health Cell	-Outputs from policy implantation	-2023	--
-To set up Health and counseling Cell	-To collaborate with province hospital for health camp and run health service provider cell at MUSOM	-Collaboration and health programs	-Activities	MUSOM Health Cell	-Programs conducted		200,000



#### 4. 19. Virtual and Video Conferencing Classes

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Implementing calendar to conduct virtual and video conference class	-To expose students to international academic teaching learning -To collaborate with IIM Lucknow	-Classes	-Record	Department of MIS	-Outputs	2023	200,000

#### 4. 20. Alumni

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Activate alumni	-To connect passed out students with present for collaboration	-Alumni formed	-Function of alumni	-Alumni	-Outputs	2023	-20,000
-Prepare alumni policy	-To endorse	-To Implement policy	-Implementation of policy	-Alumni	-Practice	2023	10,000

#### 4. 21. MUSOM Sports and Annual Festival

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Conduct sports and festivals to mark MUSOM Foundation Day	-To promote civic responsibility in students -To promote cultural practices	-Cultural and sport activities	-Record of activities conducted	-MUSOM student's welfare council -Management council	-Outputs of programs and activities	2023	300,000

#### 4. 22. Strategic Goal: Teacher's Welfare Council

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Activate teacher's welfare council	-To involve teachers into research, seminars and workshop	-Activities	-Activities	Teacher's Welfare Council	-Outcomes	-2023	100,000
-Prepare plan for academic development	-To give clear direction to academic activities	-Plan with clear policy and procedures	-Policy endorsed	-Teacher's Welfare Council	Outcomes	-2023	100,000

#### 4. 23. Strategic Goal: Student's Welfare Council

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-MUSOM student's welfare council	-To motivate students for students' career development programs	-Activities	-Record	-Student's welfare council	-Outcomes	2023	300,000
-Prepare student's welfare council policy and procedures	-To systematize activities	-Activities performed	-Record	-Student's welfare council	-Outcomes	-2023	5,000

## Section V: Implementing Policies and Guidelines

Providing the annual road map for overall development of MUSOM academic culture, annual plan of action is a focused day-to-day operational key. MUSOM Governing Council, Management Council and functional committees will be fully responsible for implementing the activities pointed out in the strategic plan. All concerned stakeholders will be requested to help in implementing the plan of action. On the basis of requirements, the plan will be divided into the different phases.

Plan of Action is being prepared to execute strategic plan effectively.

The plan will be instrumental tool for enhancing and improving the MUSOM academic culture as under:

Sound Teaching-learning Environment

Collaboration

Scholarship

Social networking

Digitization

Research, innovation, entrepreneurship and publication

Exam conduction and faculty development

All MUSOM activities and works

### Desired Outputs after One Year

After implementation of the plan, MUSOM will be like as follow:

- Stepping towards Center of Excellence for quality higher management education
- Digitization of administration, infrastructure, teaching-learning, research and publication
- Trained faculty members
- Need based research and publication
- Implementation of Mid-West University Autonomy Bylaws-2075
- Strong collaborative Networking

### Monitoring and Evaluation

MUSOM management council will monitor and evaluate implementation of the plan. Different committees and individuals will be responsible for preparing report and evaluation of activities done. Mid-West University Executive council and MUSOM Governing Council will evaluate the outcomes of the plan.