

**Volume 2**

**Annex 2.2a: Strategic Thrusts of MUSOM;  
Ten-Year Strategic Plan 2019-  
2030 (2076-2086 BS), (pp. 8-12)**

# Mid-Western University School of Management (MUSOM)

Ten-Year Strategic Plan  
2019-2030 (2076-2086 B.S.)



# IMU SCHOOL OF MANAGEMENT

Surkhet, Karnali Province, Nepal  
2019 (2076 B.S.)

Transforming Rural Nepal Through Community Based Model of Higher Education

## 5. Ten-Year Strategic Plan 2019-2030 (2076-2086 B.S.)

MUSOM is an autonomous institution of Mid-Western University to impart quality management education. It has the following Vision, Mission, Goals and Emerging Priorities for expansion of research skills based higher management education.

### Vision

MUSOM commits to evolving into a center of excellence with its focus on community research based management education for creating and sustaining the conditions that motivate MUSOM students to explore and experience an innovative educational journey that is intellectually, socially, and personally transformative.

### Mission

The mission of MUSOM is to train students for our society through our commitment to the transformative power of a management education. To produce skilled human resources for local, provincial, national and international government and nongovernment communities and agencies.

### Goals

- To develop MUSOM as an internationally Recognized Smart Based Business School in Nepal.
- To enhance trained expertise in the upcoming five years.
- To promote world research, publication, undergraduate and graduate teaching.
- To give new academic programs with the refinement of ongoing programs.
- To develop collaboration with government and other organizations through MOU and other possible means.
- To uphold production and industry based management education with focus on Agribusiness Management and Entrepreneurship.
- To provide new academic leadership to constituent campuses and university.
- To help in conducting BBA and MBA programs at suitable constituent campuses of Mid-Western University.
- To review curriculum through involvement of concerned faculties and outside expertise.
- To proceed participatory and advisory teaching approaches.

## 6. Emerging Strategic Priorities

### 6.1. Graduate & Undergraduate Teaching

Existing graduate and undergraduate teaching trend and practice must meet the international business school's teaching method and outcomes. MUSOM has the priority over the new way of teaching which can redefine and restructure present teaching methods used by its faculties. With focus on participatory and advisory approaches MUSOM enhances the interdisciplinary approach which is student-centered and integrated.

- This approach will encourage students for an active participation in all classroom activities and projects beyond classes.
- This will lead faculties to contextualize their methods to meet needs of the contents.

## **6. 2. Research and Publication**

MUSOM strives to involve students into research and publication. Main goal of MBA and BBA program is to help students develop their research and publication skills. Students have to conduct and publish research based papers.

- Help students in carrying out research through collaborative research and student's research projects.
- Publish MUSOM student's Magazine and MUSOM Business Review

## **6. 3. Graduate and Undergraduate Out-reach**

MUSOM has already started out-reach program through local, national and international visit. Field visit and project works also support out-reach program. MUSOM has to provide a clear work plan to advance exiting out-reach program to achieve the following objectives:

- Help students understand domestic and global trends relating to business and social issues.
- Encourage students to be globally competent through organized plan and project.

## **6. 4. Curriculum Review**

Revisiting curriculum is the most core function of MUSOM academic process. Faculty members have right to revise and restructure curriculum to meet the standards of the curriculum widely used in the international business schools across the globe. Students and concerned stakeholders will also provide comments and insights to reframe the exiting BBA and MBA curriculum.

- The defined plan for curriculum development will be prepared.
- Flexible approach will be employed for revisiting curriculum.

## **6. 5 MUSOM to the Community (Social Responsibilities)**

MUSOM graduates have social accountability. Through official visit and other ways students are encouraged to participate in the social events.

- MUSOM motivates students for social networking through planned project.
- Create an environment for strong social network through MUSOM to the Community Plan.

## **6. 6. Job placement**

MUSOM helps its graduates for volunteer job and other specified jobs available in the market. MUSOM has to plan for an organized job placement through MOU, Alumni and MUSOM job placement office.

## **Faculty Priorities**

### **7.1. Faculty Development and Empowerment Program**

MUSOM lacks an organized faculty development and empowerment program. This is the key for improvement of overall academic progress and enhancement. An organized plan for faculty development will be fostered with the help of MUSOM administration and faculty members for developing world class expertise.

### **7.2. Research and Publication**

MUSOM faculty members need to give priority to constructive research and publication to expand the horizon of their own expertise. MUSOM RMC has been established to help for research activities. A Peer Reviewed Journal is also published. But it is very necessary to prepare the research and publication policy and guidelines for the systematize RMC and publication with focus on local and national issues.

### **7. 3. Faculty Visit and Exchange**

Faculty members are required to visit various academic institutions across the globe. MUSOM has set up the program for faculty visit and exchange. Academic committee of MUSOM will prepare a tangible

plan for faculty visit and exchange.

#### **7. 4. Higher Studies**

MUSOM needs competent faculty with higher degree. Higher degree refers to M.Phil and PhD. MUSOM always inspires and supports its faculty members for higher studies. Certain plan with provisions will be prepared to help faculty members for higher studies.

### **8. MUSOM Sustainable Academic Development Priorities**

#### **8. 1. Structure and Governance**

MUSOM would follow the structure and governance as prescribed by autonomous policy and operating guidelines. For better academic environment MUSOM will implement activities and guidelines as prescribed by Mid-Western University autonomous policy. Governing Council, management committee, academic committee, finance committee, exam committee, Selection Committee will be visible in their operation.

#### **8.2. Infrastructure Development**

MUSOM does not have its own building. Its building is under construction next to science building and behind premises of central campuses. The building under construction will be redesigned as a smart building equipped with complete digital technology.

#### **8. 3. Managing Financial Resources**

MUSOM will prepare its finance plan through MUSOM finance committee. Financial resources will be managed with association to university, student's fee and funds from different projects. The concrete finance plan will be the instrumental tool for MUSOM academic development.

#### **8. 4. Human Resource Management**

MUSOM will set up a separate human resource department with a plan. It will work for managing external and internal human capitals in possible ways.

#### **8. 5. Lab and Library Management**

Existing library would be restructured to address the changing needs and interest of the students.

#### **8. 6. Examination System**

MUSOM will set up its own exam system with association to University examinations office. Examination process will be planned and implemented well.

#### **8. 7. Quality Assurance**

QAA office will be set up to conduct exam systematically. Exam policy and guidelines will be prepared.

#### **8. 8. Enrollments**

The systematic enrollment procedure will be prepared and implemented. Committee will be formed to conduct the process timely.

#### **8. 9. Building up Academic Culture**

MUSOM will create suitable environment for creative academic culture and practice. Faculty members will be motivated for collaboration and network.

#### **8. 10. Developing Center for Communication and International Collaboration**

To encourage students for international market the center for communication and International Collaboration will be set up. All needed plan and procedure will be prepared for the center.

#### **8. 11. Emerging Undergraduate Development Priorities**

New programs will be introduced to meet the needs and demands of the local and international market. BBA in Rural Entrepreneurship and Development, BBA in Agribusiness Management, BIM, BHM.

#### **8. 12. Emerging Graduate Program Development Priorities**

MBA in Agribusiness Management and Rural Development will be introduced to address the local issues and needs.

#### **8. 13. MUSOM to the Community (Social Attachment Program)**

Social responsibility on the side of students is the major thing. for this MUSOM will prepare plan under the title MUSOM to the Community.

#### **8. 14. Technology Development Priorities**

As MUSOM is going to develop itself as IT based business school, a different IT Cell will be set up for technology development.

#### **8. 15. World Class Research and Publication Priorities**

No business school can offer quality education without world class research and publication. MUSOM has not done this job. The result-oriented action will be taken for world class research and publication through MUSOM RMC.

#### **8. 16. Undergraduate and Graduate Internship**

Graduate and Undergraduate Internship will be made more relevant by developing policy and guidelines.

#### **8. 17. Undergraduate and Graduate GRP**

The GRP Manual will be prepared and implemented for the quality enhancement. Workshop and seminar will be conducted for enhancing student's GRP writing skills.

#### **8. 18. Primary Health Care Service and Career Counseling**

A separate unit of primary health care service will be set up to provide basic health service and counseling to the MUSOM students.

#### **8. 19. Virtual and Video Conferencing Classes**

A technician will be appointed to facilitate video conference class at MUSOM. Operational plan will be prepared and implemented.

#### **8. 20. Alumni**

Alumni will be formed to help MUSOM graduates in the days to come.

#### **8. 21. MUSOM Sports and Annual Festival**

Through MUSOM Student's Welfare Council a calendar will be prepared to organize sports and MUSOM day.

### 8. 22. Teacher's Welfare Council

Teacher Welfare Council will be formed to help faculty members working for MUSOM.

### 8. 23. Student's Welfare Council

Student's Welfare Council will prepare a plan to conduct various academic and nonacademic works at MUSOM and outside the MUSOM.

### 8. 24. Parent's Council

Parent's Council will be formed to help MUSOM in many areas.

## 9. Strategic Plan Schedule

1: Undergraduate and Graduate Teaching Learning (BBA)

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
1. By 2020 Develop Participatory pedagogy based teaching environment	1. By 2020 orient teachers & students for participatory teaching learning  2. Manage regular monitoring of the classroom guided by participation	-Teacher & student involvement in learning activities  -Outcomes of their activities inside and outside presentation	-Actions taken by concerned faculties  -Actions taken by concerned students	-Academic committee of MUSOM  -Faculty members  -Students  -Student's welfare council	-Outcomes of actions made by faculty members and students	2019-2025	10 Lakh
2. By 2025 Smart and virtual teaching	-Fully go with smart and virtual classes to meet needs and demands of the times	-Concerned members and communities' involvement in smart and virtual learning activities	-Actions and activities made by faculty members and students  -Management made by MUSOM	-MUSOM academic communities  -Faculty and students	-Smart and virtual classes conducted  -Report prepared and presented to MU executive council	2025	100 Lakh
3 By 2030 Community and field based teaching with activities and production	-To engage both faculty members and students in field and production based teaching-learning	-Active participation of faculty and student in production based teaching-learning projects	-Production based teaching-learning  -Faculty and student's outputs	-MUSOM academic committee  -Student and faculty	-Outputs made by faculty members and students	2030	100 core

Strategic Goal  
1. Develop policy student engagement in college and institution research  
2. Develop policy student involvement in major orientation public

Strategic

1. Develop policy student national intern visit

2. Develop policy organ visit

3. Develop policy student exchange program through intern class

4: Re

Strategic

1. Develop curriculum

2. Develop guide continue modification of existing curriculum