

**MUSOM Annual Work Plan for MBA-2023/024 (2080/81)  
&  
Three Year Sustainability Plan for MBA & BBA-2023-2025**

**Prepared by  
Mid-Western University School of Management (MUSOM)  
Surkhet**

Approved by MUSOM Governing Council on Wednesday, August 3, 2023 (2080/04/17)

**Rationale of MUSOM Annual Work Plan for MBA 2023/025 (2080/82) & Three Year Sustainability Plan for MBA & BBA (2023-2025)**

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. Work plan is dedicated for producing skilled human capitals. The work 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.

## Contents

Section I: Work Plan for MBA Program, Faculty Development & Innovation .....	5
Section I: Work Plan for MBA Program Priorities .....	5
1. Work Plan for MBA Program in Detail .....	6
1. 1: Graduate Teaching Learning (MBA).....	6
1.2. MBA Scholarship & GRP Support .....	6
1. 3: Graduate Research & Publication .....	6
1. 4. Graduate Out-Reach and Extension.....	7
1. 5: Curriculum Review .....	7
1. 5: Graduate Social Attachment Program .....	7
1.6. Webinar, Seminar & Workshop .....	8
1.7. Enhancing Entrepreneurship Development .....	8
1.8. LMS. MIS EMIS & ERPS Development .....	8
1. 9. Job Placement .....	8
Section II: Faculty Development & Innovation Priorities.....	9
2. Work Plan for Faculty Development & Innovation Priorities in Detail .....	9
2. 1. Faculty Development Program .....	9
2. 2. Research and Publication.....	10
2. 3. Faculty Visit and Exchange .....	10
2. 4. Higher Studies (M.Phil and PhD .....	11
Section III: Three Year Sustainability Plan for MBA & BBA Program 2020-2023 .....	12
Sustainability Priorities .....	12
3. 1. Strategic Goal: Structure and Governance .....	14
3. 2. Strategic Goal: Infrastructure Development.....	14

3. 3. Strategic Goal: Managing Financial Resources .....	15
3. 4. Strategic Goal: Human Resource Management.....	15
3. 5. Strategic Goal: Digitization.....	16
3. 6. Strategic Goal: Examination System .....	16
3. 7. Strategic Goal: Quality Accreditation and Assurance .....	16
3. 8. Strategic Goal: Enrollments and Students Disciplines .....	17
3. 9. Strategic Goal: Building up Academic Culture .....	17
3.10. Developing Center for Communication and International Collaboration .....	18
3. 11. Emerging Undergraduate Development Priorities .....	18
3. 12. Emerging Graduate Program Development Priorities .....	19
3. 13. MUSOM to the Community (Social Responsibility) .....	19
3. 14. Technology Development Priorities.....	19
3. 15. World Class Research and Publication Priorities .....	20
3. 16. Undergraduate and Graduate Internship .....	20
3. 17. Undergraduate UGRP and Graduate GRP.....	20
3. 18. Primary Health Care Service and Career Counseling .....	21
3. 19. Virtual and Video Conferencing Classes .....	21
3. 20. Alumni .....	22
3. 21. MUSOM Sports and Annual Festival .....	22
3. 22. Strategic Goal: Teacher's Welfare Council.....	22
3. 23. Strategic Goal: Student's Welfare Council .....	23
Section IV: Implementing Policies and Guidelines.....	24
Desired Outputs after One Year .....	24
Monitoring and Evaluation .....	24



## **Section I: Work Plan for MBA Program, Faculty Development & Innovation**

### **Section I: Work Plan for MBA Program Priorities**

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

Objective: 1 Prepare and Follow Teaching Plan

Objective: 2 Implement Presentations and Internship Manual

#### **1.2. MBA Scholarship & Research Fellowship**

Objective: Provide Scholarship to Deserving and Needy Students

Objective: Offer fellowship for Field-based Collaborative and Field Research

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

Objective: Encourage Students in Basis Research Programs

Objective: 2 Publish Magazine and Review

#### **1. 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

#### **1. 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

#### **1. 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

#### **1.6. Webinar, Seminar & Workshop**

Objective: Conduct Webinar for MBA Students

Objective: Conduct Seminar & Workshop for MBA Students

#### **1.7. Enhancing Entrepreneurship Development**

Objective: Conduct Entrepreneurship Development Training for Students & Community People

Objective: Provide Support to Students & Community People for developing Entrepreneurship

#### **1.8. LMS, MIS, EMIS & ERPS Development**

Objective: Enhance MUSOM IT Section & Promote ERPS

#### **1. 9. Strategic Goal: 6 Job Placement**

Objective: 1 Prepare Placement Policy

Objective: 2 Collaborate with Main Employee Organization and Industries

## 1. Work Plan for MBA Program in Detail

### 1. 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	1,00,000
- Implementing graduate 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	2,00, 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

### 1.2. MBA Scholarship & GRP Support

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Provide Scholarship	-Give scholarship to needy and deserving students	-Scholarship of different types such as full, partial,	-Keep record of scholarship provided to toper, needy	-MUSOM Management Council	-Scholarship provided	2023 -2024	300,000
GRP Support	-Give GRP support to students	GRP Support	Keep record of support provided	MUSOM Management Council	GRP support provided	2023-2024	1, 00, 000

### 1. 3: Graduate Research & Publication

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

		Area					
-Implementing graduate research & publication policy & procedure	-To lead students into collaborative research and publication	-Collaborative research & publication of magazine and Journal	-Keep record of research & publication activities	-Department of Research, Innovation, Entrepreneurship & Department of Graduate Program	-Research and publication done	2023 -2024	2, 00,000

#### 1. 4. 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, Business Incubation Center & 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	5, 00,000

#### 1. 5: 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	4, 00,000

#### 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	4,00,000

### 1.6. Webinar, Seminar & Workshop

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To Conduct Webinar, Seminar & Workshop	-Lead students into regular webinar, seminar and workshop	-Conduct two programs within one month	-Record of works done	-Department of Research, Innovation and Entrepreneurship and department of Graduate program	-Activities done	2023-2024	6,00,000

### 1.7. Enhancing Entrepreneurship Development

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
Rural Entrepreneurship Development & Support	-To conduct entrepreneurship training for both students and community people working in the field -Provide support to community farm	-Trainings and supports	-Record of activities	-Director, Department of Research, Innovation & Entrepreneurship	-Trainings and supports given	2023-2024	12, 00,000

### 1.8. LMS, MIS, EMIS & ERPS Development

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To make MUSOM IT friendly	-Develop MUSM into IT friendly business school	-Development of LMS, MIS, EMIS & ERPS	-Record of all works	- Management Council & concerned departments	-Works done	2023-2024	10, 00,000

### 1.9. Job Placement

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-To prepare	-To collaborate with	-Collaboration with	-Record of	-	-Job	2023-	200,000



guidelines for employment	various government and other organizations to create job opportunities for passed out students	various organizations	collaborative activities	Management Council	opportunities created -Number of passed out students benefited from cell	2024	
<b>Total Amount</b>							<b>5300000.00</b>

## Section II: Faculty Development & Innovation Priorities

### 2. 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

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

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

Objective: 2 Encourage Faculty Members for Publication

### 2. 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

### 2. 4. Objective: 4 Higher Studies

Objective: 1 Implement Fellowship Policy for Higher Studies

Objective: 2 Support Faculty Members for MPhil and PhD

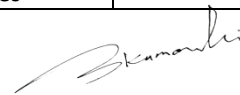
### 2.5 Innovation for Professional Development

Objective: Set up Business Innovation Center

## 2. Work Plan for Faculty Development & Innovation Priorities in Detail

### 2. 1. Faculty Development 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	1,00, 000



-Implementing provision for faculty member's involvement in MPhil and PhD	-Provide financial and administrative support to faculty members enrolled in MPhil & PhD	-Support faculty members receive	-Record of support to faculty members	-Governing council	-Support provided	2023-2024	6,00,000
-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

## 2. 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	5,00,000
-Publish MUSOM Journal of Entrepreneurship & Management	- Make journal part of research publication	-Research articles published by teachers	-Journal publication	MUSOM & Department of Research, Innovation & Entrepreneurship	-Journal publication	2023 -2024	2,00,000

## 2. 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	6,00,000

## 2. 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	10, 00,000

## 2.5 Innovation for Professional Development

Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Set up business incubation center of preliminary phase	-Prepare plan & set up small incubation centre	-Plan	-Plan prepared	-Management Council & Department of Research, Innovation and Entrepreneurship	-Works done	-2023-2024	1500000
Total Amount							4700000.00
<b>Total Amount of MBA Program, Faculty Development &amp; Innovation is Rs. 1, 00,00,000.00</b>							



*Skamali*

## Section III: Three Year Sustainability Plan for MBA & BBA Program 2023-2025

### Sustainability Priorities

#### 3. 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

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

Objective: 1 Implement Master Plan for World Class Infrastructure Construction

Objective: 2 Implement Master Plan Step by Step

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

Objective: 1 Prepare Financial Plan with Policy

Objective: 2 Collaborate with University, UGC and Donor Agency

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

Objective: 1 Prepare Human Resources Plan

Objective: 2 Follow Autonomy Bylaws

#### 3. 5. Strategic Goal: Digitization

Objective: 1 Implement ERPS /MIS,LMS

Objective: 2 Provide Students and Other Stakeholders Service

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

Objective: 1 Implement Exam Calendar

Objective: 2 Make Exam more Scientific

Objective: 3 Follow Autonomy Bylaws

#### 3. 7. Strategic Goal: Quality Assurance

Objective: 1 Implement QAA Policy

Objective: 2 Complete PART Task as Prescribed by UGC Nepal

#### 3. 8. Strategic Goal: Enrollments

Objective: 1 Implement Admission Policy and Procedures

Objective: 2 Make Enrollments Effective

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

Objective: 1 Create Sound Teaching Learning Environment

Objective: 2 Connect Teaching with Research

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

Objective: 1 Develop Policy

Objective: 2 Follow Policies

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

Objective: 1 Scholarship Policy for Undergraduate

Objective: 2 Implement Policy in line with University Scholarship Provision

**3. 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

**3. 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

**3. 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

**3. 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

**3. 16. Undergraduate and Graduate Internship**

Objective: 1 Implement Internship Guidelines

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

Objective: 1 Follow Manual

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

Objective: 1 Implement Plan of Health Care and Counseling

Objective: 2 Collaborate with Provincial Hospital

**3. 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

**3. 20. Alumni**

Objective: 1 Implement Policies and Plan

**3. 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

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

Objective:1 Implement Plan of Action for Welfare of Teachers

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

Objective: 1 Encourage Students to Implement Policy and Plan

**3. 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 University Bylaws 2075	-Regulate MUSOM daily operation and annual plan by following autonomy bylaws	-Autonomy Bylaws followed at all academic and financial levels	-Record of autonomy bylaws implementation	-Governing council -Management council -Director	-Daily and annual programs and plan conducted in line with autonomy bylaws	2023-2025	300000.00
-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

**3. 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
---	--	---	--	---	--	------------	---------

### 3. 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 university executive council	-Report endorsed	-Finance committee Governing council	-Report approved	2023-2024	50,000

### 3. 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	-To systematize	-Policies and	-Record of	-Management	-Outcomes of	2024	30,000

outsourcing and teacher and staff promotion	human resource management process -To motivate faculties and staff for effective involvement in their works	procedures endorsed	effectiveness of policy implemented	council -Selection committee HR department	the policy implementation		
---	--	---------------------	-------------------------------------	--	---------------------------	--	--

### 3. 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 - 2024	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 - 2024	5,00,000

### 3. 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	-

### 3. 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 -2024	9, 00,000
-To complete PRT	-To submit it to UGC Nepal	-Evaluation of the report for accreditation	-Response from UGC Reviewer team	PRT	-Accreditation	2023 -2025	600,000

### 3. 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 -2024	50,000
-Implementing Student's conduct and discipline rules	-To lead students into responsible personality development process	-Students' involvement into disciplined activities	-Response from students	-Management -Student's Welfare Council	-Students manners seen	2023 -2025	50,000
Increase number of students by 10% every year	Increase students as per program	Number of students and programs increased	Students increased & programs launched	MUSOM	Student number increased and programs launched	2024 -2025	4, 00,000

### 3. 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	-To support	-National,	-Research and	-Management	-Research	2023-2024	25, 00,000

conference, seminar, workshop through Teacher's Welfare Council and DRIEP	faculty and students for teaching and research and publication	international and provincial conferences, -Workshop, seminars and research activities with collaboration to national and international academic institution	publication done	council Academic committee	and publication outputs		
---	--	---	------------------	----------------------------	-------------------------	--	--

### 3.10. 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 -2025	20, 00,000
-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 -2025	10, 00,000
-Collaborate with international academic institutions	-Link MUSOM with international academic communities	-Collaboration done	-Joint works with international academic institutions	Management council CCIC	-Outputs	2023-2025	1, 00, 000

### 3. 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 - 2025	9,00,000
-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 - 2025	8,00,000

### 3. 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	-2023-2025	10, 00,000
-Implementing Teaching Plan and Session Plan for MBA	-To make teaching - learning process more effective	-teaching and session plan practiced		-Management council	-Practices	2023 - 2025	15, 00, 000

### 3. 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	2023-2025	20, 00,000
-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

### 3. 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	-Digital library -Virtual class -Video Conference -Online network	-System developed	-MIS department	-Outputs	2023 -2025	5,000,000

	business school -Publish online journal	system -online journal					
To set up IMS Department	-To manage MIS system- of MUSOM	-Publish online journal	-Journal published	-MIS department	-Publication of online journal	2023 -2025	10,00,000

### 3. 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	2023-2025	900,000
-Work on joint research and publication	-To start joint research and publication with IIM Lucknow India	-Plan	-Plan proposed	DRIEP	-Plan endorsed	2023-2025	8,00,000

### 3. 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 -2025	2,00,000

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

Strategic Goal	Strategic	Key Action/Key	Performance	Responsible	Performance	Time Frames	Budget
----------------	-----------	----------------	-------------	-------------	-------------	-------------	--------

	Objective	Performance Area	Measure	Agency	Indicators		
-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 -2025	2,00,000

### 3. 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 -2025	--
-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	2023-2025	20,00,000

### 3. 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 -2025	200,000

### 3. 20. Alumni

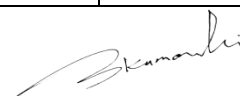
Strategic Goal	Strategic Objective	Key Action/Key Performance Area	Performance Measure	Responsible Agency	Performance Indicators	Time Frames	Budget
-Activate alumni	-To connect passed out students with present for collaboration	-Alumni formed	-Function of alumni	-Alumni	-Outputs	2023 -2025	-20,000
-Prepare alumni policy	-To endorse	-To Implement policy	-Implementation of policy	-Alumni	-Practice	2023 -2025	10,000

### 3. 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 -2025	300,000

### 3. 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 -2025	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 -2025	100,000



### 3. 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 -2025	300,000
-Prepare student's welfare council policy and procedures	-To systematize activities	-Activities performed	-Record	-Student's welfare council	-Outcomes	2023 -2025	5,000

## Section IV: Implementing Policies and Guidelines

Providing the work plan map for overall development of MUSOM academic culture, annual work plan 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 work plan. 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.