श्री:
"प्रज्ञा नेत्रो लोक: प्रज्ञा प्रतिष्ठा प्रज्ञानं ब्रह्म"

त्रिभुवन विश्वविद्यालय

पद्मकन्या बहुमुखी क्याम्पस

PADMA KANYA MULTIPLE CAMPUS

बागबजार, काठमाडौँ

(Bagbazar, Kathmandu, Nepal)

http://pkcampus.edu.np

STRATEGIC PLAN 2019 - 2023

श्री:

"प्रज्ञा नेत्रोलेक्षः प्रज्ञा प्रतिष्ठा प्रज्ञानं ब्रह्म"

त्रिभुवन विश्वविद्यालय

पद्मकन्या बहुमुखी क्याम्पस

PADMA KANYA MULTIPLE CAMPUS

बागबजार, काठमाडौँ

(Bagbazar, Kathmandu, Nepal)

http://pkcampus.edu.np

STRATEGIC PLAN 2019 - 2023

Preface

This plan is a revised version from the past to meet the present context and demand, that is, autonomy status of the Campus and newer technical subjects being offered recently. We have thoroughly reviewed the similar documents prepared in the past, consulted with the stakeholders, both internal and external, for their ideas, thoughts, and perspectives. Developed for five years, 2019-2023, this strategy has envisioned the Campus to quality education of women and the goal is to transform the Campus into Women's University with the autonomous operation and refinement in educational quality, availability of resources, innovation in teaching and research, and national and the global outreach. The goal is to ensure quality education for women's empowerment and the mission to run the campus autonomously. This five-year strategy has major objectives to develop infrastructural facilities suitable for a wide spectrum of users, strengthen the academic standard of the campus by hiring and retaining human resources based on competence and performance. We want further to upgrade the efficiency of faculty and staff in service delivery by reviewing and upgrading the existing curriculums, pedagogies and day to day administrative matters linking education output with life and society through regular industry-academia dialogue.

I thank Dr. Padma Prasad Khatiwada, Associate Professor who initially prepared the draft strategy for discussion among the stakeholders and finally cross-checked the arrangements. I am grateful to Prof. Chetu Nath Gautam, Prof. Dr. Om Prakash Sharma, Assoc. Prof. Bhumi Kumar Neupane, Assoc. Prof. Ram Chandra Poudel, Assoc. Prof. Niranjan Prasad Aryal, Assoc. Prof. Dr. Sher Jung Khadka, and Assoc. Prof. Surya Poudel for their efforts in developing the earlier strategies, which have been taken as a knowledge document for this plan. The draft strategy was thoroughly reviewed and revised by the team of Prof. Dr. Amma Raj Joshi, Prof. Dr. Hari Prasad Pokharel, Prof. Dr. Shyam Bahadur Katuwal, Associate Professor Binod Joshi and Lecturer Umesh Regmi. I express gratitude to their tireless efforts and give special thanks to this team for their rigorous work on shaping the strategy. The revised draft was presented among the campus family which was attended by President Loknath Dulal and other members of Tribhuvan University Teachers' Association, Leaders of ideological organizations: Lecturer Mr. Suresh Acharya, Associate Professor Dr. Phanindra Raj Niraula, Associate Professor Dr. Sher Jung Khadka, and Prof. Dr. Jayanta Khanal. I am thankful to them for their thought-provoking views and ideas furnished in different formal and informal occasions in the course of developing the strategy, particularly during the strengths, weakness (rooms to improve), opportunities and challenges (SWOC) analysis. Thanks are due to Assistant Campus Chiefs Dr. Sabina Shrestha, Ms. Neera Shrestha, Mr. Bhakta Dhakal, Mr. Raju Malla and Ms. Pramila Lakhey for their overall coordination in organizing meetings and discussion sessions for drafting, revising, verifying data and fine-tuning the contents of the paper. Employees' Organization Head, Mr. Rajesh Khanal, Account Section Head, Mr. Rajesh Singh Devkota, Senior Officers Ms. Seema Aryal, Ms. Renu Gurung and officer Ms. Archana Joshi are equally thankful for their managerial support and coordination.

I expect critical and constructive comments from all well-wishers to improve further the academic journey of the Campus.

Dhan P. Pandit

Prof. Dhan Prasad Pandit
Campus Chief
13 September 2019

TABLE OF CONTENTS

Strategic Plan Summary

This Strategic Plan of Padma Kanya Multiple Campus (PKMC) is prepared to implement for five years (2019 -2023). The Plan has made a vision of quality education for women empowerment with a goal to develop the Campus a Women University. To fulfill the goal, three missions have been set: full enjoyment of autonomous status of the Campus especially in the areas of hiring human resources, development of curriculum with approval by TU Academic Council and performance-based reward and punishment system. In order to fulfill this mission, three objectives have been formulated:

- To strengthen academic expertise of the campus by upgrading the faculties with curriculum, research, and development of IT-friendly infrastructure;
- To provide quality education for women empowerment to face the multifarious challenges in practical life in an ever-increasingly complex and competitive world; and
- To provide a congenial learning environment that can fully flourish their potentiality with the scope for the overall development of the student's personality.

Three outputs have been targeted to fulfill within the plan period:
1. Enhanced capacity of the three faculties: Humanities and Social Sciences, Management and Science with ample opportunities for research, participation in seminars/workshops and teaching/learning environment with ICT;
2. Improved results among the students in different levels, departments and subjects competent enough to establish them as the qualified human resource for the nation; and
3. PKMC with a resourceful environment for academic excellence.

In order to achieve these outputs, major action plans have been set to make visible changes to happen within the plan period. Roles and responsibilities of the campus administration, faculties, programs, departments, various committees and units formed along with teachers and employees have been specified and documented for effective implementation to achieve the outputs set-forth (Refer to Table 1).

Table 1

SN	Key Result Areas (KRAs)[1]	2019	2020	2021	2022	2023
	**Summary of the Projected Five-Years Plan/Budget Padma Kanya Multiple Campus, Kathmandu**					
I	Operation of the Existing Academic Programs	256,165	294,515	338,778	389,594	448,034
II	Operation of New Academic Programs	14,500	24,000	25,500	25,000	25,000
III	Pedagogical Modules	2,500	4,500	4,500	4,500	4,500
IV	Workshops, Trainings and Seminars	5,150	7,150	7,150	6,750	6,750
V	Incubation and Placement Centre	450	1,000	1,000	1,000	1,000
VI	Writing Centre	100	200	300	200	200
VII	E-library	1,500	500	500	500	500
VIII	Research and Publications	50,800	67,500	81,000	94,000	107,500
IX	Community Outreach Program	1,300	1,300	1,300	1,300	1,300
X	Physical Infrastructure (Construction, Expansion and Renovation)	81,000	63,600	70,400	50,300	20,300
XI	Human Resources Management	1,500	0	0	0	0
	Estimated Total Expenditure	414,865	464165	529828	572544	614484
XII	Funds from the Internal Revenues and the Govt. Support					
	Tuition Fee*(Challenge to increase the fee structure in the planned periods)	161,95	161,95	161,95	161,95	161,95
	Contribution from Self-Funded Programs	46,525	51,177	53,736	54,881	57,551
	Government Support	278,132	305,945	336,539	353,366	381,636
	Total Income	324,657	357,122	390,275	408,247	439,187
	Percent of research on the total budget	12.24	14.54	15.29	16.42	17.49
	Projected gap to explore the external cooperation and charities	90,208	107,043	139,553	164,297	175,297

1   Amounts are estimated in the NPR '000 units. The Campus seeks external funding sources for construction works through the bidding process as per the TU's rules and regulations under Autonomy Status.

Logical Framework

The strategic plan and its actions are based on the logical framework exhibited in the Table 2.

Table 2

	DESCRIPTION	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Vision	• Women empowerment through quality	• PKMC's women-friendly policies and programs • Strengthened academic expertise of the campus • Upgraded curriculum, research, and development of IT-friendly infrastructure targeting women	• PKMC's published policies and programs • Both campus and students' documentation • Public media	• The continued realization that PKMC is only for quality education for women empowerment • The willingness of PKMC's major stakeholders
Mission	• Run the campus autonomously in order to impart quality education for women to prepare and empower them with knowledge and skills for their life, work, and occupations in a distinctive and inclusive learning environment.	• Strengthened academic standard • Followed academic calendar • Participatory monitoring and evaluation system • Innovative and timely courses to address the emerging problems • A natural critical pedagogical approach • IT-friendly classrooms • A blending of teaching and research • Trained faculty and administrative staff Operation of programs and activities through EMIS	• Academic calendar Evaluation grids • Curriculum and courses offered • Pedagogical tools and techniques (both audio and visual) • IT instruments • Number of students by faculty and programs • Number of faculty by qualification, experiences, and expertise in the related field • No. of employees by qualification, experiences, and expertise	• Stakeholders continue their support to the Campus leadership • There will be no resource constraints
Goal	• Ensure quality education for women's empowerment	• PKMC's women-friendly policies and programs • Strengthened academic expertise of the campus • Upgraded curriculum, research, and development of IT-friendly infrastructure targeting women	• PKMC's published policies and programs • Both campus and students' documentation • Public media	• The continued realization that PKMC is only for quality education for women empowerment • The willingness of PKMC's major stakeholders

DESCRIPTION	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Objectives • Strengthen academic expertise of the campus by upgrading the faculties with curriculum, research, and development of IT-friendly infrastructure • Provide quality education for women's empowerment to face the challenges in different walks of life • Insist a congenial learning environment for the development of personality	• Development of infrastructural facilities suitable for the wide spectrum of users • Strengthening the academic standard • Hiring and retaining human resources based on competence and performance • Upgrading the efficiency of faculty and staff in service delivery • Reviewing and upgrading curriculums • Providing learning and research opportunities to students for developing their potentials • Academic programs by rational utilization of resources even by starting satellite wing • Linking education output with life and society		
Activities **Output 1** • Enhanced capacity of the different faculties with ample opportunities for research, participation in seminars/workshops and teaching/learning environment with ICT	• Development and implementation of performance based parameters for faculty and staff • Physical infrastructure: Construction, expansion and renovation • Development and implementation of plans for faculty, staff and students, training, orientations, seminar/workshop • Academic exchange programs with other universities and institutes • Development of new academic programs, syllabus/ course, revision, execution, and satellite wings		
Output 2 • 12. Improved academic performance of the students in different levels, departments and subjects	• Developing critical pedagogical modules for collaborative learning • Implementation of existing and new academic programs and development of physical infrastructure for self-sustainability • Publication of peer-reviewed, indexed journals • Operation of the incubation center, writing center • Introduction of termination policy for faculty and staff with poor attitudes, aptitudes, and performance • Formulation of HR Policy including Terms of Reference (TOR) fro every faculty and personnel		
Output 3 • PKMC with resourceful environment for academic excellence	• Community outreach programs • Engaging students and faculties on awareness raising programs		

Summary of Performance Outputs and Indicators (Five-Year Plan)

Output 1: *Enhanced capacity of different faculties with ample opportunities for research, participation in seminars/workshops and teaching/learning environment with ICT;*

1. Operation of existing academic programs and establishment of new academic programs
2. Construction, expansion and renovation of physical infrastructure
3. Expansion of infrastructure ensuring subject-wise practical rooms, labs, conference and seminar halls, and audio-visuals and use of resources to support for the economic health
4. Each classroom with ICT infrastructure (Multi-media, lighting system, power cords, internet and smart TVs)
5. Maintenance of movable and immovable campus premises/property
6. Upgrade, construction and landscape maintenance works including rain-harvest and recharge facilities (toilet, gatekeepers place, unused space around the library stairs, and the replace the side-wall and soil filling works around the Tukucha-flooded areas)
7. Installation of the CCTV and upgrade electricity system (emphasis also to use alternative sources like the solar power and rain-harvest to reduce the total operating cost of the campus and ensure an uninterrupted power needed for the e-library and to maintain its security system) to cope the surged power needs, sewage management and water supply
8. Quarterly faculty meetings among programs and departments to share program performance, students' progress, subject-wise pass rates and other activities
9. Recruitment of the competent faculties and staff
10. Improved financial health for the expansion of campus by utilizing institutional resources
11. Publication of peer review journal.
12. Establish and add in the e-library resources like Emerald open access, JSTOR, Project Muse, EBSCOhost
13. Computer literacy programs to campus family, incubation and placement center, collaborative research
14. Information depository, analysis and utilization through EMIS for academic and administrative decision-making process
15. Formulation and execution of construction, academic, HRD, RMC, Financial, campus-funded academic programs and the TU supported academic programs
16. Establishment of Incubation Center and Writting Center

Output 2: *Improved results among the students in different levels, departments and subjects competent enough to establish them as the qualified human resource for the nation; and*

1. Number of faculty-based mini-researches carried out by RMC, departments and subject committees
2. Improved pass out results in different levels, departments and subjects Competent enough to establish them as the qualified human resource for the nation
3. Online publication of PKMC's periodical reports highlighting student's enrolment, pass rates and campus activities
4. Execution of the academic calendar, lesson plans and pedagogical module
5. Intra and inter-campus competitions among students, teachers and employees with incentive provisions for the winners of games at different levels
6. Purposeful student tours/field works by subjects/departments/faculties/programs, faculty

exchange programs, academic collaboration activities under the Quality Accreditation Committee (IQAC) guidelines
7. Training to faculties and students regarding plagiarism check, Unicode, computer literacy program, citation and bibliography, to encourage academic originality and creativity
8. Compilation and preparation of e-copies of researches carried out by Research Management Cell (RMC)
9. Publication of policy briefs based on researches by RMC
10. Establishment and promotion of e-zone with learning management system (LMS) capable to communicate faculty, staff and students (like application for enrolment, information of holidays and so on)

Output 3: *PKMC with resourceful environment for academic excellence.*

1. Number of seminars/workshops organized by the Campus (through RMC) as well as by national and international educational institutions
2. Promotional study visits, talk series and inviting international volunteers
3. Number of activities related to educational promotion and infrastructure development and introduction of the new academic programs
4. Safe and green environment to the stakeholders
5. Better social impact and responsibility by emergency community services within the proposed multiplex structure
6. Outreach program or services (at least one each year)

Strategic Plan 2019-2023

Introduction

Padma Kanya Multiple Campus (PKMC) was established in 1951(Aswin 2008 B.S.) as first women's campus of Nepal. Initially, its academic activities were brought into operation at the present location of Kanya School, Dillibazar. King Tribhuvan inaugurated the campus. The then Prime Minister (Head of the Government) Mohan Shamsher Rana, Finance Minister Subarna Sumsher Rana, Home Minister B. P. Koirala, Minister of Education, Nripa Jung Rana, and the social workers of the time were present on the occasion. At the time of establishment, its academic programme started in eight subjects of humanities. The campus then was shifted to nearby Shankardev Campus. Later on, it was transferred to the present location and ever since, the academic activities have been running over here. Presently the campus has been offering higher educational degrees in Humanities and Social Sciences, Management and Science.

PKMC as a constituent campus of Tribhuvan University has been imparting education to women from Nepal, India, Sri-Lanka, Korea and many other countries. Students come from diverse geographical locations and socio-cultural clusters. PKMC possesses 4.6 acre of land. A number of buildings have been constructed for classrooms, library, laboratories, and hostels including play-grounds within the campus premises. Quality education for women empowerment is the motto of this Campus.

Moderately meeting its infrastructural requirements, the Campus has five buildings— two for conducting classes, and accommodating administrative facilities, one for the computer laboratory, physical and e-library, one for girls' dormitory with the capacity of 200 students, and an old-hostel building which after renovation is planned to be used for Bachelor of Hotel Management (BHM) program. A few other smaller built spaces accommodate campus cafeteria and Dance Section with theater and class facilities for the Master's program.

Although the campus has spacious area, it still requires additional built-space to accommodate the growing number of classes with the expansion of academic programs, and a library with sufficient resources to serve the academic needs of students. Further, the library is in a dire need of expansion of its collection of books, journals, newspaper, magazines, and periodicals with e-library extension and upgradation.

Academic Programs

The Campus offers bachelor programs in 32 subjects[2] and masters in 10 subjects[3] under the faculties of humanities and social sciences, management, and science and technology with a simultaneous focus on teaching and research. The enrolment of the students in different programs reveals the strength of academic performance both in pure and applied disciplines offered by the campus. In recent years, the campus has introduced applied courses aiming at vocational opportunities for its graduates and the turnover of students to these flagship programs has been encouraging. Applied courses on business studies, business administration, computer application, information technology, fashion design and public administration are subjects of great demand and relevance for the graduates seeking securities in the job market.

---

2 The subjects in the bachelor level include Nepali, English, Political Science, Geography, Home Science, Economics, Newari, Sanskrit, Hindi, Music, Dance, Culture, Sociology and Anthropology, Rural Development, Psychology, Population Studies, Buddhist Studies, Social Work, Journalism, History, Mathematics, and Statistics in Humanities and Social Sciences; Business Studies, Business Administration, Business Management, and Hotel Management in Management; Environment Science, Microbiology, Botany, Physics, Chemistry, Zoology, BSc CSIT in Science and Technology.

3 The subjects in the masters include English, Political Science, Nepali, Economics, Dance, Sociology, Rural Development, Psychology, and Population Studies in Humanities and Social Sciences; and MBS with specialization in Accountancy, Business Studies, Finance and Marketing in Management Faculty.

Being an autonomous campus, PKMC has been envisioning some new programs like clinical psychology, fashion design, public service and governance, Buddhist studies, women and gender studies, home economics, international languages, law, procurement management, event management, cooperative management so as to address the contemporary issues of the society.

Pedagogical Module
The Campus has been carrying out the academic programs with certain pedagogical approaches those are in need of further revision for the collaborative learning process. An approach of natural critical pedagogical module will be adopted for designing both intra and inter faculty teaching learning tools ensuring participation of students, faculties and stakeholders.

Research Activities
As the campus has been carrying out teaching cum research activities within its academic terrains, PKMC gives greater emphasis on research-based teaching activities. Its autonomous discretionary status demands that the campus revisits its academic environment by shifting its focus more on to research so as to produce critical research-minded and innovative scholars who can create new body of knowledge suitable for social, cultural, political and corporate world. With this view in mind, the campus has set up a Research Management Cell (RMC) to support both pure academic researches and researches aiming at innovations as a way to support the community, society, government, corporate and industrial world engaging students, faculties and collaborative researchers.

Autonomous Status
PKMC has chosen the path to autonomy following the initiatives of higher education reform project realizing the necessity of educational reform and revitalization to make its programs a competitive and qualitative. The major goal of the campus is to extend academic avenues and earn an accredited status with a recognition of standard university in future.

Rationale of Five-Year Strategic Plan
PKMC has decided to run programs autonomously under the provisions of University Autonomy Regulations and is in the process of acquiring quality assurance and accreditation (QAA). In the context of the changing direction, the campus has taken towards autonomy and thus it is imperative to revise the existing day to day situation of both the academic and administrative situation. This five-year strategy serves as a bridge.

Strengths, Weakness (Rooms to Improve), Opportunities and Challenges (SWOC)
The five- year strategic plan of PKMC is based on the thorough analysis of its strengths, weakness (room to improve), opportunities and challanges (SWOC). The academic, administrative, infrastructural and operational potentials and challenges have been duly taken care of in SWOC analysis. It is expected that the analysis will help successfully materialize the strategic plan.

Strengths
1. Pioneer constituent multiple campus for women
2. Qualified and experienced teachers and skilled staff
3. 11 programs in bachelor and 10 programs in master degree of applied and pure sciences nature
4. Physical and e-library facilities
5. Scholarship schemes for deserving students
6. Grants to research activities
7. Modern pedagogical practices

8. National and international research and study exposure
9. Prime location and accessibility
10. Spacious area in the heart of Kathmandu
11. Physical built-space with a capacity of accommodating up to12,000 students and providing space for other academic, administrative and curricular facilities
12. Spare area within the campus premises for multi-storied constructions for educational extension, parking, bank, business outlets and ICT hubs
13. Hostel facility for needy and intelligent students
14. Well maintained and affordable eateries and clean restrooms
15. Alumni's prominent presence in nation's social, political and corporate fronts
16. Special care for differently able/ students with disability
17. Collaborative associations among international academic institutions

Weakness (Rooms to Improve)
1. Lack of fixed academic calendar
2. Difficulties in maintaining regularity, and making students comply to academic norms
3. Compulsion to enroll students without entrance test in many subjects
4. Extra academic motivation of students, faculties and staff obstructing academic environment and growth
5. Hindrances in hiring competent and skilled human resource having a sense of ethical-professional integrity
6. Decorating learning attitudes leading to poor achievements
7. Resistance to the application of innovative pedagogy and ICT uses
8. Lesser focus on research-oriented natural critical pedagogical practices
9. Absence of timely revisions of courses
10. Lack of mechanism to tie up academic outputs with professional and vocational sectors
11. Inefficient collaborative efforts to train campus graduates in the private, corporate, and government sectors

Opportunities
1. Autonomous status with academic freedom to reform performance for QAA
2. UGC support available to strengthen programs
3. Possibilities of designing and implementing courses of applied nature to address contemporary market demands
4. Prospects of building ties with national and international academic institutions, government authorities, political leaders, civil societies, media, private sector, and well-wishers

Challenges
1. Government's indeterminacy and duality in academic policy formation and implementation
2. Directionlessness of the university and inefficient handling of its academic and administrative activities by the authority
3. Unnecessary interference of pressure groups leading to operational disturbance

Vision
Women empowerment through quality education.

Mission
To run the campus autonomously in order to impart quality education for women to prepare and empower them with knowledge and skills for their life, work and occupations in a distinctive and inclusive learning environment.

Goal

To transform the campus into Women's University with autonomous operation, refinement in educational quality, availability of resources, innovation in teaching and research, and national and the global outreach.

Objectives

1. To strengthen academic expertise of the campus by upgrading the faculties with curriculum, research and development of IT friendly infrastructure
2. To provide quality education for women empowerment to face the multifarious challenges in practical life in an ever-increasingly complex and competitive world and
3. To provide congenial learning environment that can fully flourish their potentiality with the scope for overall development of the student's personality

Key Indicators

1. Development of infrastructural facilities suitable for wide spectrum of users
2. Strengthening academic standard of the campus
3. Hiring and retaining human resources based on competence and performance
4. Upgrading the efficiency of faculty and staff in service delivery
5. Reviewing and upgrading curriculums
6. Providing learning and research opportunities to students for developing their potentials
7. Academic programs by rational utilization of resources even by starting satellite wing
8. Linking education output with life and society

Output-Based Performance Indicators

Enhanced capacity of the three faculties: *Humanities and Social Sciences, Management and Science with ample opportunities for research, participation in seminars/workshops and teaching/ learning environment with ICT*

1. The campus will maintain its existing infrastructural facilities, make them accessible to users with different abilities, and develop new facilities necessary for newly introduced programs by garnering resources from internal and external sources.
2. The campus will review existing curriculums with the help of experts in the areas and make the revisions following the current trends and innovations in disciplinary scholarship.
3. The campus will revisit its traditional pedagogical practice which focuses on lectures and dissemination of information and adopt natural critical pedagogical practices where students learn by doing or through participatory practices.

Improved results among the students in different levels, departments and subjects competent enough to establish them as the qualified human resource for the nation

1. The academic standard will be strengthened by primarily observing a set academic calendar for program intake, continuous assessment, evaluation and feedback. Secondly, emphasis will be given to shaping innovative and timely courses necessary to address the emerging problems of the world. Thirdly, natural critical pedagogical approach will be emphasized in the classroom to involve students in the knowledge creation process. Fourthly, research will be made the innate part of educational delivery to ensure the overall academic growth of the students. Thus, academic standard will be ascertained through administrative to academic particularities as mentioned above.
2. The faculty and the administrative staff will be given trainings, exposures, learning and research opportunities at national and international level in order to upgrade their potentials.
3. The campus will carry out its programs and activities through Educational Management

Information System (EMIS). EMIS will monitor all routine activities of the campus and provide information to respective stakeholders.

Resourceful environment for academic excellence
1. Academic standard depends on the competence and performance of the human resource involved in it. Therefore, the campus will recruit its human resource based on their academic competency, performance, efficiency, ethical integrity and commitment towards the profession.
2. The campus will develop academic programs which make appeal to students and develop their knowledge, skills and efficiency, and thus become popular and sustainable. Further, best utilization of campus resources will be an alternative model of economic sustainability.

Target Group
Students meeting the minimum entrance requirements set by the campus administration shall be eligible for admission. Applicants seeking admissions to different academic programs shall not be discriminated in terms of class, caste, ethnicity, religion, language and nationality. However, owing to the nature of the campus, only female students shall be admitted. The campus provides scholarships, and other physical facilities like the boarding facilities at the hostel with a priority to meritorious students with different abilities, those from the marginalized and remote locations.

Current Status of the Campus
As a pioneer women's only constituent multiple campus of Tribhuvan University, PKMC has been expanding and updating its academic programs, research activities, faculty strength, physical facilities, administrative efficiency, financial health and the overall campus environment.

PKMC started its academic programs with a few subjects in humanities back in 1951 AD. The campus offered courses in Humanities and Social Sciences and gradually additional courses were incorporated in Science and Management Faculties. Currently, the campus runs 11 Bachelor programs (BA, BSW, BCA, BBS, BBA, BBM, BHM, BSc., BSc. CSIT, BSc Environmental Science, and BSc. Microbiology), and 10 Master Degree programs (Nepali, English, Rural Development, Sociology & Anthropology, Population Studies, Economics, Dance & Music, Psychology, Political Science, MBS) subjects in three faculties. In Humanities and Social Sciences, there are 2 bachelor degree programs with 32 subjects and 10 master degree programs, 4 bachelor degree programs in Science and 4 bachelor degree programs and 1 master degree program in Management. Out of these programs some are self-funded and some are university supported. The current self-funded programs are BCA, BBA, BBM, BHM, BSc. CSIT, and. The campus further plans to expand its academic programs from this session to the applied domain with a view to make education meet the needs of the society. Such programs shall include areas like Bachelor Public Service and Governance (BPSG), Master in Fashion Design (in Progress), Bachelor in Law (LLB), and others from coming sessions. To make academic programs competitive and to enhance academic standard new natural critical pedagogic practices will be adopted and faculty members will be given ample trainings and exposure.

For research activities and faculty's efficiency enhancement, the Campus has taken serious initiatives. The research activities include both students' academic research works and faculty's researches. For enhancing the research environment, the campus has established Research Management Cell (RMC) and has been providing financial support for carrying out research work in areas of academic significance and faculty's specialization. The RMC has been publishing the research outputs in journals. The campus also provides study leave, sabbatical and support for participation in workshops, seminars and conferences organized nationally and internationally. The campus organizes research orientation programs to support students' research by mobilizing

funds from internal and external sources (UGC Grants & various I/NGOs). The campus now plans to engage both the faculty and students in collaborative research of national and temporal importance so that the findings help the social transformation addressing existing issues of common interest. This practice will link university academic practices with societies and benefit both at large.

Apart from enhancing research facilities and opportunities to students, the campus has been organizing orientations, seminars, workshops, trainings, public and faculty talks for faculty skill enhancement. Currently, the campus has been spending 0.20 % of its total budget on research, and therefore, it plans to increase funding initially a minimum of five percent.

The campus has 233 permanent faculties, 26 on contract, and 164 part time faculties. Out of them 61, 29, 275, 9 and 2 hold PhD, MPhil, Master, Bachelor and high school degrees respectively. Faculty members with advanced academic degrees like MPhil and PhD do have sufficient exposure to the current trends and innovations in the respective field but those with basic degree for the entry to the university are in dire need of academic exposure. The majority who run the core academic exercises are those with minimum required degrees. On top of academic performance, the majority of the faculty lack ICT competence and expertise in advanced pedagogic methodologies. Therefore, the campus needs facilitating the faculty gain their advanced degrees in their respective fields together with enhancing their ICT skills and pedagogic knowledge. Without ICT exposure and training, one can hardly be aware of the ongoing progress in current scholarship for quality improvements.

PKMC currently has 99 administrative staff and many of them need knowledge, training, and skill development for smoothly carrying out the operational responsibilities because they do have weak ICT competence, attitudinal propriety, and professional promptness. They need immediate motivational interventions such as reward and punishment practices, operational skill-oriented trainings, exposure visits (national and international), and mandatory ICT skill development trainings. For doing this, a short-term orientation and computer application for staff and faculty will be initiated. The campus has mainly two buildings, Ratnadeep Bhavan and Maitri Bhavan constructed 55 and 29 years ago respectively and they house the entire academic and administrative activities. Apart from these two buildings, there are two hostel buildings—old and new, one library building, one cafeteria, one Table Tennis Hall, one shed for classroom purposes, open and shaded parking space, a security room, the front lawn area and the bigger inner patio between two large buildings. The old hostel building, which is in dire need of renovation, is used for classroom and storage. A pre-fab building (dance, theatre and classroom) is under construction.

The campus plans to construct a pre-fab facility on the fifth floor of Maitri Bhavan, and renovate Ratnadeep building to add more classrooms. The campus is in dire need of multi-storied complex with classrooms, conference halls, laboratories, libraries, auditoriums, and faculty halls, faculty cells for research and study, and parking facilities. Multi-storied complex is a desirable project in view of keeping intact the open inner urban space that the campus presently has. The campus is looking for donors / funding agencies for the accomplishment of this project. The campus is looking for space outside the campus premises to build residential facilities for faculties, staff, and guests with recreation facilities. The campus is planning to set a digital display system for public information as well as environment-friendly measures by the use of solar power and rain harvest and its recharge system.

The campus plans to explore new academic avenues having greater relevance and output, formulate new courses for awarding degrees, mainly in the field of applied sciences, run self-sustainable impact oriented academic programs with the focus on resource generation. Similarly, the existing academic programs shall be run efficiently in such a way that the campus becomes

the first destination for female students. Thus, by introducing programs both of academic and applied nature, by consolidating the existing academic programs, by independently running lucrative programs in multiple disciplinary domains, by attracting foreign students in Buddhist studies, languages, and performative arts, by encouraging students and faculty carry out research for government, bureaucracy, non-government, corporate, and private sector, and by utilizing its physical infrastructure and intellectual resources, the campus will make its financial status sustainable. The financial stability and strength garnered through these practices will ultimately help reshape the campus, attract the qualified and competent faculty, administrative staff, and retain them with lucrative offer.

The campus is located at the center of Kathmandu and is accessible from every part of the valley. It is spread over an area of 4.6 Acre can even house a modest university if the space is efficiently utilized. There is equally a possibility of expanding it from the city center to a new location best utilizing the resources of this location. For now, there is a possibility of constructing a multipurpose, multistoried complex by preserving ample open space. If so done, the campus will be able to retain its physical, educational and cultural milieu. For creating better physical and academic environment, the campus has already implemented new dress code for students, campus corridors differently-abled friendly and intends to raise gardens within the campus premises.

Competitive Analysis
Because of its central location in the Kathmandu valley, where there are a number of institutions of higher education, PKMC has to compete with campus offering academic courses in identical disciplines within the university and with other universities. The campus can retain and build its image further by undertaking substantial measures for academic quality enhancement. At present, the campus faces internal and external inefficacies and therefore it is not the primary choice of resourceful and intelligent students. There are grounds for further improvements through administrative and academic intervention for quality improvement.

Marketing Plan
The campus will establish itself as a prominent center of learning and higher education through QAA. By activating Internal IQAC and bringing into operation Educational Management Information System (EMIS), activities such as course design, syllabus implementation, examination control, course and performance evaluation, research and analysis, etc. will be monitored. Such a monitoring will ensure quality education. And once the quality education is ensured and enhanced the campus will be able to attract students from within and outside the country, retain them, reduce the alarming rate of brain drain, and produce competent human resources capable to engage themselves in entrepreneurship.

For quality enhancement, the campus plans to create an environment for observing a particular academic calendar without any compromise, offer accredited academic degrees with wider recognition, establish functional linkages with other universities and professional institutions, make academic degrees relevant to life and society, set up incubation center to empower students for entrepreneurship, encourage extra-curricular activities, and adopt controlling mechanism for discouraging extra-academic activities. These steps will establish the campus competitively at a higher pedestal and make it one of the first choices for knowledge seekers.

Faculty and Students
The image of an academic institution solely depends upon the efficiency, scholarship and integrity of the faculty, and commitment, creativity, positive attitude, and zeal for knowledge of the students. It is imperative, therefore, to have competent faculty members and committed students for teaching-

learning process. The campus intends to work collaboratively with different academic organizations and institutions such as the University, UGC, PIO, World Bank, and other stakeholders for enhancing faculty's proficiency and professionalism, and encouraging students to learning. In order to accelerate the knowledge of students, environment will be created where faculty and students have the opportunity to collaborate on some projects for creation and application of knowledge.

Strategic Action / Operation Plan
1. Operation of the existing academic programs
2. Development and execution of new academic programs, syllabi/courses, suggestion for revising existing curriculum, qualitative improvement of existing programs to achieve academic accreditation and recognition at par university
3. Development and execution of programs for strengthening teaching-learning and research activities in a faculty-student collaborative framework
4. Development and execution of self-sustainable academic programs and environment-friendly physical infrastructure leading to financial sustainability of the campus
5. Development and implementation of plans for faculty, staff and students training, orientations, seminar/workshop for professional enhancement aiming at academic standard of the campus
6. Publication of peer-reviewed, indexed journal/s
7. Community outreach programs
8. Operation of the incubation and placement center to train students for their profession
9. Operation of writing center to train for practical and professional writing skills
10. Construction, expansion and renovation of physical infrastructure
11. Formulation and implementation of policies related to faculty and staff recruitment, service continuation, remuneration, and other benefits based on competence, performance and professional integrity
12. Development and implementation of performance parameters for faculty and staff
13. Introduction of termination policy for faculty and staff with poor attitudes, aptitudes, and performance

Planned Activities in the Timeline (2019 – 2023)

SN	Activity	2019	2020	2021	2022	2023	Reference Output
1.	A) Academic Programs: i) Operation of the new academic programs ii) Development of new academic programs, Syllabus/ Course, Revision, execution, and satellite wings B) Academic Exchange programs with other universities and institutes	A) Operation of the existing academic programs B) Operation of the new academic programs • Bachelor in Hotel Management (BHM) • Master in Fashion Designing • Bachelor in Public Service and Governance (BPSG)- Initiation • Establishment of Incubation Center • Outreach training and initiation of Community Outreach Activities • Formation of Public Relations and Placement Cell • Student exchange and exposure program • Faculty and staff exchange and exposure program • Talk series (international/national experts, faculty talk, public talk, research sharing etc. • Promotion and study visits in possible areas of cooperation to India, Sri-Lanka, USA, China, Korea, Thailand, UAE, Japan and other countries	A) Operation of the existing academic programs B) Operation of the new academic programs • Master in Business Administration (MBA in Procurement Management with possibility of expansion to other focused areas) • Master in Performative Arts (Theatre Studies) • Master in Buddhist Studies • Collaborative Academic Programs with different universities and institutions • Inviting International volunteers for institutional development • Outreach training and initiation of Community Outreach Activities • Faculty and staff exchange and exposure program • Talk series (international/national experts, faculty talk, public talk, research sharing etc. • Promotion and study visits in possible areas of cooperation to India, Sri-Lanka, USA, China, Korea, Thailand, UAE, Japan and other countries	A) Operation of the existing academic programs B) Operation of the new academic programs • Bachelor in Cooperative Management • Master in Counseling Psyhology • International Languages (Basic to Intermediate) • Formulation of modus operandi for satellite wings • Collaborative Academic Programs with different universities and institutions • Inviting International volunteers for institutional development • Outreach training and initiation of Community Outreach Activities • Faculty and staff exchange and exposure program • Talk series (international/national experts, faculty talk, public talk, research sharing etc. • Promotion and study visits in possible areas of cooperation to India, Sri-Lanka, USA, China, Korea, Thailand, UAE, Japan and other countries	A) Operation of the existing academic programs B) Operation of the new academic programs • Bachelor in Event Management • Collaborative Academic Programs with different universities and institutions • Inviting International volunteers for institutional development • Outreach training and initiation of Community Outreach Activities • Faculty and staff exchange and exposure program • Talk series (international/ national experts, faculty talk, public talk, research sharing etc. • Promotion and study visits in possible areas of cooperation to India, Sri-Lanka, USA, China, Korea, Thailand, UAE, Japan and other countries	A) Operation of the existing academic programs B) Operation of the new academic programs • Master in Event Management • Collaborative Academic Programs with different universities and institutions • Inviting International volunteers for institutional development • Outreach training and initiation of Community Outreach Activities • Faculty and staff exchange and exposure program • Talk series (international/ national experts, faculty talk, public talk, research sharing etc. • Promotion and study visits in possible areas of cooperation to India, Sri-Lanka, USA, China, Korea, Thailand, UAE, Japan and other countries	Output 1 Output 1 Output 1 Output 2 Output 2 Output 3 Output 2 Output 3 Output 3

SN	Activity	2019	2020	2021	2022	2023	Reference Output
2.	• Developing critical pedagogical modules for collaborative learning	• Preparation of critical pedagogical modules for collaborative learning	• Resource development for critical pedagogical modules for collaborative learning	• Training and Implementation	• Training and Implementation	• Training and Implementation	Output 2
3.	• Implementation of academic programs as envisioned in SN 1 and development of physical infrastructure as in SN 8 for self-sustainability	• Implementation of academic programs as envisioned in SN 1, and development of physical infrastructure as in SN 8 for self-sustainability with an open access to online academic resources • Full-fledged functioning of e-library with an open access to online academic resources	• Implementation of academic programs as envisioned in SN 1 and development of physical infrastructure as in SN 8 for self-sustainability • Maintenance and continuation of e-library with an open access to online academic resource	• Implementation of academic programs as envisioned in SN 1 and development of physical infrastructure as in SN 8 for self-sustainability • Maintenance and continuation of e-library with an open access to online academic resource	• Implementation of academic programs as envisioned in SN 1 and development of physical infrastructure as in SN 8 for self-sustainability • Maintenance and continuation of e-library with an open access to online academic resource	• Implementation of academic programs as envisioned in SN 1 and development of physical infrastructure as in SN 8 for self-sustainability • Maintenance and continuation of e-library with an open access to online academic resource	Output 1
4.	• Development and implementation of plans for faculty, staff and students, training, orientations, seminar/workshop	• Basic Computer Literacy Training for students • Basic Computer Literacy Training for faculty • Basic Computer Literacy Training for staff • Workshop on academic work/lesson plan preparation, implementation and evaluation • Staff knowledge enhancement training on existing rules and regulations • Faculty Workshop on ICT skills • Workshop on e-library use for students, faculty, and staff • Discipline/subject specific Seminars/Workshops • Student Workshop on Research, Report writing and case study • Financial Support for Students' Research	• Basic Computer Literacy Training for students • Professional Computer Training for faculty & Staff • Faculty Socialization Workshop • Staff Socialization Workshop • Faculty Workshop academic writing, research, and case study • Discipline/subject specific Seminars/Workshops • Student Workshop on Research, Report writing and case study • Financial Support for Students' Research	• Basic Computer Literacy Training for students • Professional Computer Training for faculty & Staff • Faculty Workshop: academic writing, research, and case study • Discipline/subject specific Seminars/Workshops • Student Workshop on Research, Report writing and case study • Financial Support for Students' Research	• Basic Computer Literacy Training for students • Professional Computer Training for faculty & Staff • Faculty Workshop: academic writing, research, and case study • Discipline/subject specific Seminars/Workshops • Student Workshop on Research, Report writing and case study • Financial Support for Students' Research	• Discipline/subject specific Seminars/Workshops • Faculty Workshop on academic writing, research, and case study • Professional Computer Training for faculty & Staff • Student Workshop on Research, Report writing and case study • Financial Support for Students' Research	Output 3 Output 3 Output 1 Output 3 Output 2

SN	Activity	2019	2020	2021	2022	2023	Reference Output
5.	• Publication of peer-reviewed, indexed journals	• Publication of half-yearly journal • Support for the publication of different departmental journals	• Publication of half-yearly journal • Support for the publication of different departmental journals • Financial support to students and faculties for research	• Publication of half-yearly journal • Support for the publication of different departmental journals • Financial support to students and faculties for research	• Publication of half-yearly journal • Support for the publication of different departmental journals • Financial support to students and faculties for research	• Publication of half-yearly journal • Support for the publication of different departmental journals • Financial support to students and faculties for research	Output 1 Output 1 Output 2
6.	• Community outreach programs	• Engaging students and Faculties awareness programs: environmental, gender, menstrual health, domestic violence, social, psychological, counseling, food and nutrition, civic rights and responsibilities, road safety program, managerial support and productivity facilitation, stress management, public speaking and leadership	• Engaging students and Faculties awareness programs: environmental, gender, menstrual health, domestic violence, social, psychological, counseling, food and nutrition, civic rights and responsibilities, managerial support and productivity facilitation, stress management, public speaking and leadership	• Engaging students and Faculties awareness programs: environmental, gender, menstrual health, domestic violence, social, psychological, counseling, food and nutrition, civic rights and responsibilities, managerial support and productivity facilitation, stress management	• Engaging students and Faculties awareness programs: environmental, gender, menstrual health, domestic violence, social, psychological, counseling, food and nutrition, civic rights and responsibilities, managerial support and productivity facilitation, stress management, public speaking and leadership	• Engaging students and Faculties awareness programs: environmental, gender, menstrual health, domestic violence, social, psychological, counseling, food and nutrition, civic rights and responsibilities, managerial support and productivity facilitation, stress management, public speaking and leadership	Output 3
7.	• Operation of the incubation center and Writing Center	• Inception and operational planning for incubation center and writing center • Need assessment • Collaboration • Execution	• Resource management and Establishment of Incubation center and writing center • Responsibility, TOR including gain sharing • Implementation of incubation plans and programs	• Implementation of incubation and writing center plans and programs	• Implementation of incubation and writing center plans and programs	• Implementation of incubation and writing center plans and programs	Output 1

SN	Activity	2019	2020	2021	2022	2023	Reference Output
8.	• Physical Infrastructure: Construction, expansion and renovation	• 1. Construction of Pre-fab building (Dance, theater, and classrooms); Work-in-progress • 2. Renovation of Ratnadeep building (replacement of existing roof) • 3. Washrooms section (9= 1 construction+8 renovation) construction and renovation of Ratnadeep building. • 4. Renovation, maintenance of Old Hostel Building, and the construction of a pre-fab structure on the third floor • 5. Maintenance of Maitri Bhavan and construction of pre-fab structure on the fifth floor (Cost estimation, Drawing, and Design) • 6. Construction of laboratory facility for hotel management (housekeeping, kitchen, restaurant, bar, reception, hospitality, storage, etc.) • 7. Landscaping and gardening • 8. Re-construction of Security Guard building and the Entrance • 9. Installation of surveillance apparatuses • 10. Installation of digital display and public charter • 11. Upgrading access of Internet in overall premises of the campus • 12. Operation of e-library (Work-in-progress) • 13. Purchase and maintenance of necessary Furniture and fixtures • 14. Acquisition of Bus/es on donation or purchase for students, staff and faculties • 15. Electric rewiring in Ratnadeep Bhavan • 16. Construction and renovation of science lab with necessary provisions for equipment • 17. Maintenance of new Hostel building	• Washrooms section (9= 1 construction+8 renovation) construction and renovation of Ratnadeep Bhavan • Renovation, maintenance of Old Hostel Building, and the construction of a pre-fab structure on the third floor • Maintenance of Maitri Bhavan and construction of pre-fab structure on the fifth floor • Construction of Multi-storied multiplex complex (Design, Drawing, Donor Seeking) • Protection Wall along Ichchhumati bank (Tukucha)-(Discussion with stake holders) • Soil filling along Ichchhumati river (Tukucha), installation and utilization of solar power, rain-harvest and water recharge system within campus premises. • New construction of five storied building in the existing TT Hall area (Designing, Drawing) • Installation of surveillance apparatuses • Smart TV in classes (min. 5), Seminar and Meeting halls, projectors in all classes, computers (laptops for faculties and staff) • Purchase and maintenance of necessary Furniture and fixtures • Acquisition of Bus/es on donation or purchase for students, staff and faculties • Exploration of land outside the city-center for academic, residential purpose for faculties, staff, guests • Drainage realignment and improvement • Electric rewiring in Ratnadeep Bhavan • Construction and renovation of science lab with necessary provisions for equipment • Maintenance of new Hostel building • Construction of Computer lab in the fourth floor of Maitri Bhavan	• Smart TV in classes (min. 5), Seminar and Meeting halls, projectors in all classes, computers (laptops for faculties and staff) • Exploration of land outside the city-center for academic, residential purpose for faculties, staff • Construction of Multi-storied multiplex complex • New construction of five storied building in the existing TT Hall area • Purchase and maintenance of necessary Furniture and fixtures for faculties, staff, guests • Exploration of land outside the city-center for academic, residential purpose for faculties, staff, guests	• Smart TV in classes (min. 5), Seminar and Meeting halls, projectors in all classes, computers (laptops for faculties and staff) • Purchase and maintenance of necessary Furniture and fixtures • Construction of Multi-storied multiplex complex • New construction of five storied building in the existing TT Hall area • Exploration of land outside the city-center for academic, residential purpose for faculties, staff, guests	• Purchase and maintenance of necessary Furniture and fixture • Smart TV in classes (min. 5), Seminar and Meeting halls, projectors in all classes, computers (laptops for faculties and staff) • Construction of Multi-storied multiplex complex • New construction of five storied building in the existing TT Hall area • Exploration of land outside the city-center for academic, residential purpose for faculties, staff, guests	Output 1 Output 1 Output 1 Output 1 Output 1

SN	Activity	2019	2020	2021	2022	2023	Reference Output
9.	• Formulation and implementation of HR policies including Terms of Reference (TOR) for every faculty and personnel	• Discussion on HR Policies with the stake holders • Formulation of HR Policies	• Implementation of HR Policies	• Implementation of HR Policies	• Implementation of HR Policies	• Implementation of HR Policies	Output 1
10.	• Development and implementation of performance parameters for faculty and staff	• Discussion on HR Performance Parameters with the stake holders • Formulation of HR Performance Parameters	• Implementation of HR Performance Parameters	• Implementation of HR Performance Parameters	• Implementation of HR Performance Parameters	• Implementation of HR Performance Parameters	Output 1
11.	• Introduction of termination policy for faculty and staff with poor attitudes, aptitudes, and performance	• Discussion on HR Termination Policies • Formulation of HR Termination Policies	• Implementation of HR Termination Policies	• Implementation of HR Termination Policies	• Implementation of HR Termination Policies	• Implementation of HR Termination Policies	Output 1

Projected Five-Year Budget - 2019-23

PadmaKanya Multiple Campus, Kathmandu

Table 3

Budget Estimate

SN	Particulars	2019	2020	2021	2022	2023	Remarks
I.	**Existing and New Academic Plan**						
		Unit: NPR '000					
I	Operation of the existing academic programs	258165	296515	340778	391594	450034	TU supported
II	Operation of new academic programs:						
1	Bachelor in Cooperative Management	0	0	1000	2000	1000	New
2	Bachelor in Event Management	1500	4000	2000	2000	2000	New
3	MBA in Procurement Management	0	1000	2000	1000	1000	New
4	Master in Event Management	0	0	0	1000	2000	New
5	Bachelor in Public Service and Governance (BPSG)- Initiation	2000	1000	1000	1000	1000	New
6	Master in Fashion Designing	3000	3000	3000	4000	4000	New
7	Master in Performative Arts (Theatre Studies)	0	1000	5000	2500	2500	New
8	Master in Buddhist Studies	500	2000	1000	1000	1000	New
9	Master in Women and Gender Studies	500	2000	1000	1000	1000	New
10	Master in Home Economics	500	2000	1000	1000	1000	New
11	Master in Counseling Psychology	0	0	500	500	500	New
12	International Languages (Basic to Intermediate)	0	500	500	500	500	New
13	Bachelor program in Law (tailored)	500	1000	1000	1000	1000	New
14	Collaborative Programs with universities and institutions	1000	1000	1000	1000	1000	New
15	Extra-Curricular Activities	2000	2500	2500	2500	2500	New
16	Invitation to international volunteers	1000	1000	1000	1000	1000	New
17	Sub total	14500	24000	25500	25000	25000	

Table 4
Pedagogical Module Preparation Plan

	II.	Pedagogical Module Preparation Plan					
			Unit: NPR '000				
SN		Particulars	2019	2020	2021	2022	2023
1		Preparation of critical pedagogical modules for collaborative learning	1000	500	500	500	500
2		Resource development for critical pedagogical modules	1000	2500	2500	2500	2500
3		Training and Implementation	500	1500	1500	1500	1500
		Sub total	2500	4500	4500	4500	4500

Table 5
Workshops and Trainings Plan

	III.	Workshops and Trainings Plan					
			Unit: NPR '000				
SN		Particulars	2019	2020	2021	2022	2023
1		Computer Literacy Training for students	1000	1000	1000	1000	1000
2		Computer Literacy Training for faculty	500	500	500	500	500
3		Computer Literacy Training for staff	500	500	500	500	500
4		Professional Computer Training for faculty & Staff	1200	1200	1200	1200	1200
5		Faculty Socialization Workshop	4,00	400	400	400	400
6		Staff Socialization Workshop	250	250	250	250	250
7		Evaluation and Feedbacks of trainings/ workshops	0	100	100	100	100
8		Discipline/subject specific Seminars/ Workshops	500	1500	1500	1500	1500
9		Staff knowledge enhancement training on existing rules and regulations	200	200	200	200	200
10		Faculty Workshop on ICT skills	500	1000	1000	1000	1000
11		Workshop on e-library use for students, faculty, and staff	500	500	500	100	100
		Sub total	5150	7150	7150	6750	6750

Table 6
E-Library Operation Plan

	I.	E-Library Operation Plan (work-in-progress)					
			Unit: NPR '000				
SN		Particulars	2019	2020	2021	2022	2023
VII		E-library	1500	500	500	500	500

Table 7
Collaborative Research and Publication Plan

SN	Particulars	2019	2020	2021	2022	2023
	II. Collaborative Research and Publication Plan					
		Unit: NPR '000				
1	Peer-reviewed, indexed journal (half-yearly)	1000	1500	1500	1500	1500
2	Departmental research journals	800	1000	1000	1000	1000
3	Research support for students and faculties	500	500	500	500	500
4	Student-Faculty Collaborative Research	1000	2000	3000	4000	5000
5	Faculty Workshop academic writing, research, and case study	1500	3000	4500	6000	7500
6	Workshop on Research, Report writing and case study	750	1500	1500	1500	1500
7	Exposure/research/industry visits students, faculties and staff	40000	50000	60000	70000	80000
8	Exposure/research visits faculties and staff	4000	5000	6000	7000	8000
9	Financial Support for Students' Research	1000	2000	2000	2000	2000
10	Workshop on research works/lesson plan preparation…	250	1000	1000	500	500
	Sub total	**50800**	**67500**	**81000**	**94000**	**107500**

Table 8
Community Outreach Plan

SN	Particulars	2019	2020	2021	2022	2023
	III. Community Outreach Plan					
		Unit: NPR '000				
1	Public awareness	100	100	100	100	100
2	Environment	100	100	100	100	100
3	Gender	100	100	100	100	100
4	Menstrual health,	100	100	100	100	100
5	Domestic violence	100	100	100	100	100
6	Social-psychological counseling	100	100	100	100	100
7	Food and nutrition	100	100	100	100	100
8	Civic rights and responsibilities	100	100	100	100	100
9	Road Safety Program	100	100	100	100	100
10	Managerial and productivity facilitation	100	100	100	100	100
11	Stress management	100	100	100	100	100
12	Public speaking and leadership	100	100	100	100	100
13	Resource management	100	100	100	100	100
	Sub total	**1300**	**1300**	**1300**	**1300**	**1300**

<p style="text-align: center">Table 9
Physical Infrastructure Development Plan</p>

Physical Infrastructure Development Plan		Unit: NPR '000				
SN	Particulars	2019	2020	2021	2022	2023
1	Construction of pre-fab building (dance, theater, and classrooms): work-in-progress	30000	0	0	0	0
2	Renovation of Ratnadeep building (replacement of existing roof)	10000	5000	0	0	0
3	Washrooms sections (1 construction + 8 renovation=9) of Ratnadeep Bhavan	2500	2500	0	0	0
4	Construction of a pre-fab structure on the third floor of old hostel building	5000	0	0	0	0
5	Renovation, maintenance of Old Hostel building	2500	2500	0	0	0
6	Maintenance of Maitri Bhavan	0	2000	0	0	0
7	Construction of pre-fab structure on the fifth floor of Maitri Bhawan	5000	5000	0	0	0
8	Construction of laboratory facility for hotel management	10000	5000	2500	2500	2500
9	Landscaping and gardening	500	1000	300	300	300
10	Re-construction of Security Guard building and the Entrance	0	1500	0	0	0
11	Installation of surveillance apparatuses	500	1000	0	0	0
12	Installation of digital display and public charter	500	0	0	0	0
13	Upgrading access of Internet in overall premises of the campus	2000	1000	500	500	500
14	Operation of e-library (Work-in-progress)	500	500	500	500	500
15	Purchase and maintenance of necessary Furniture and fixtures	1000	2000	1000	1000	1000
16	Acquisition of Bus/es on donation or purchase for students, staff and faculties	0	10000	10000	0	0
17	Electric rewiring in Ratnadeep Bhavan	2500	2500	0	0	0
18	Construction and renovation of science lab with necessary provisions for equipment	2000	2000	0	0	0
19	Maintenance of new Hostel building	1000	1000	0	0	0
20	Exploration of land outside city for the academic program expansion and residents for faculties, staff, guests	0	100	100	0	0
21	Construction of Multi-storied multiplex complex	0	2000	30000	30000	10000
22	New construction of five storied building in the existing TT Hall area	0	1000	20000	10000	0
23	Protection Wall along Ichchhumati bank (Tukucha) (Discussion with stake holders)	0	2000	0	0	0
24	Soil filling along Ichchhumati bank (Tukucha)	0	500	0	0	0
25	Smart TV (min. 5)	1500	2000	2000	2000	2000
26	Projectors in all classes	500	500	500	500	500
27	Computers/laptops for faculties and staff	1500	2500	2000	2000	2000
28	Seminar and Meeting halls (Smart TVs)	1000	1000	1000	1000	1000
29	Drainage realignment, improvement, and water supply	1000	2500	0	0	0
30	Construction of Computer lab in the fourth floor of Maitri Bhavan	0	5000	0	0	0
	Sub total	**81000**	**63600**	**70400**	**50300**	**20300**

Table 10
Future Direction and Priorities of PKMC

• Operation of the Existing Academic Programs
• Operation of New Academic Programs
• Human Resources Management • Physical Infrastructure (Construction, Expansion and Renovation • E-library, Internet and electrification • Development of Pedagogical Modules
• Incubation and Placement Centre • Writing Centre • Collaborative Research and Publications • Workshops, Trainings and Seminars
• Community Outreach Program

ANNEXURES

I. Program-Wise Student Enrollment

Level	Academic Programs		Student Enrollment		
		Year/Sem. 2075	Year/Sem. 2074	Year/Sem. 2073	Year/Sem. 2072
Bachelor					
	BBS (Yearly)	418	364	238	198
	BSc. (Yearly)	60	59	64	32
	BA (Yearly)	754	825	775	491
	BBA (Semester)	96	64	64	64
	BBM (Semester)	61	88	88	NA
	BCA (Semester)	25	28	NA	NA
	BSc. CSIT	36			NA
Master					
	Sociology	216	131		448
	Rural Development	116	73	120	246
	Psychology	104	62	63	47
	English	32	43	48	100
	Economics	49	43	29	57
	Nepali	15	13	25	42
	Political Science	10	11	17	23
	Population Studies	09	10	13	23
	Dance	05	20	6	NA
	MBS	193	111	NA	28
Total		**2220**	**1945**	**1603**	**1799**

II. Graduate Outputs

Level	Academic Programs	Yr: 2075 (2018)	Yr: 2074 (2017)	Yr: 2073 (2016)	Total
Bachelor	BA	116	157	166	
	BBS	310	60	38	74
	BSc.	21	34	12	
	BBA[4]	63	61	NA	
	BBM[5]				
	BSc. CSIT[6]				
	BCA[7]				
Master	Sociology	91	104	98	
	Rural Development	56	63	79	
	Population Studies	01	05	06	
	Political Science	06	01	01	
	Psychology	07	04	NA	
	Nepali	17	35	27	
	Economics	13	12	07	
	MBS	02	04	03	
	English	10	17	14	
	Dance				
	Food & Nutrition	16	26	15	
	Child Development	27	86	52	
Total		**756**	**669**	**518**	

---

4   Only two batches graduated.
5   Being the newly offered program, there are no graduate output.
6   Being the newly offered program, there are no graduate output.
7   Being the newly offered program, there are no graduate output.

III. Faculty Strength

Department of Nepali

SN	Name	Designation	Academic Degree
1	Ms. Gyanu Pandey	Professor	PhD
2	Mr. Nandish Prasad Adhikari	Professor	PhD
3	Ms. Sabitri Malla Kachapati	Professor	PhD
4	Mr. Bidur Kumar Chalise	Associate Professor	PhD
5	Mr. Sailendu Prakash Nepal	Associate Professor	PhD
6	Mr. Kulraj Nirula	Associate Professor	PhD
7	Mr. Phinandra Raj Niraula	Associate Professor	PhD
8	Mr. Mukunda Sharma	Associate Professor	PhD
9	Ms. Prabha Bhattarai	Associate Professor	MPhil
10	Mr. Chudamani Kafle	Associate Professor	MA
11	Mr. Gyannista Gyawali	Lecturer	MPhil
12	Mr. Guru Prasad Pokharel	Lecturer	MPhil
13	Ms. Dibyashori Joshi	Lecturer	MPhil
14	Ms. Anupama Regmi	Lecturer	MA
15	Mr. Bhodraj Bhurtel	Lecturer	MA
16	Ms. Manamaya Sapkota	Lecturer	MA
17	Ms. Mugamaya Rai	Lecturer	MA
18	Ms. Upama Acharya	Lecturer	MA
19	Ms. Sharada Pandey	Lecturer	MA
20	Ms. Bimala Nepal	Lecturer	MA
21	Ms. Gauri Timilsina	Lecturer	MA
22	Mr. Rajin Paneru	Lecturer	MA
23	Ms. Uma Kumari Kunwar	Lecturer	MA
24	Ms. Sailaja Pokharel	Lecturer	PhD
25	Ms. Ambika Aryal	Lecturer	PhD
26	Ms. Rama K.C.	Lecturer	MA
27	Ms. Gyanu Adhikari	Lecturer	PhD
28	Ms. Rita Regmi	Teaching Assistant	MA
29	Ms. Prabha Aryal	Teaching Assistant	MA

Department of English

SN	Name	Designation	Academic Degree
1	Ms. Susmita Talukdar	Professor	PhD
2	Mr .Shambhu Prasad Bhattarai	Associate Professor	MA
3	Ms. Suman Nepal	Associate Professor	MA
4	Mr. Baldev Adhikari	Associate Professor	MPhil
5	Ms. Raj Laxmi Timila	Associate Professor	MA
6	Ms. Laxmi Sharma	Lecturer	MA
7	Mr. Benu Prasad Sitaula	Lecturer	MA
8	Mr. Bhim Nath Regmi	Lecturer	MA
9	Mr. Tulsidas Shrestha	Lecturer	MA

10	Ms. Pragya Gautam	Lecturer	MPhil
11	Mr. Reshma Pyakurel	Lecturer	MPhil
12	Mr. Khum Prasad Sharma	Lecturer	MPhil
13	Mr. Govinda Prasad Pun	Lecturer	MA
14	Ms. Sumina Karanjit	Lecturer	MA
15	Mr. Niran Khanal	Lecturer	MPhil
16	Ms. Pratima Gurung	Lecturer	MA
17	Mr. Raju Chitrakar	Lecturer	PhD
18	Mr. Kusum Ghimire	Lecturer	MA
19	Mr. Kul Bdr.Rana	Lecturer	MA
20	Ms. Sakuntala Chettri	Instructor	BA

Department of Mathematics and Statistics

SN	Name	Designation	Academic Degree
1	Ms. Dhan Kumari Thapa	Associate Professor	MPhil
2	Mr. Ramchandra Pokharel	Associate Professor	PhD
3	Mr. Rajendra Man Shrestha	Associate Professor	PhD
4	Mr. Khageshwar Mandal	Lecturer	PhD
5	Mr. Bhom Bahadur Thapa	Lecturer	MA
6	Ms. Anjana Pokharel	Lecturer	MA
7	Ms. Suchitra Bajracharya	Lecturer	MA
8	Mr. Jayanarayan Jha	Lecturer	MA
9	Mr. Tuk Bahadur Rana	Lecturer	MA
10	Mr. Shiva Prasad Poudel	Teaching Assistant	MA

Department of Dance

SN	Name	Designation	Academic Degree
1	Mr. Prakash Tuladhar	Lecturer	BA
2	Mr. Udhab Kumar Thapa	Lecturer	BA
3	Mr. Shanti Bahadur Rayamajhi	Instructor	SLC
4	Ms. Archana Shakya	Instructor	BA

Department of Psychology

SN	Name	Designation	Academic Degree
1	Ms. Kabita Khati	Associate Professor	MA
2	Ms. Roshani Manandhar	Lecturer	MA
3	Ms. Minarbha Jonchi	Lecturer	MA
4	Ms. Rena Shrestha	Lecturer	MA

Department of Sociology and Anthropology

SN	Name	Designation	Academic Degree
1	Ms. Pujan Koirala	Lecturer	MA
2	Mr. Dhurba Prasad Bashyal	Lecturer	PhD
3	Mr. Purusotam Bahadur Pradhan	Lecturer	MA
4	Ms. Amita Tuladhar	Lecturer	MA
5	Mr. Santosh Kumar Bhagat	Lecturer	MA

6	Mr. Jagadish Oli	Lecturer	MA
7	Ms. Jyoti Tandukar	Lecturer	MA
8	Mr. Suraj Prasad Bhattarai	Lecturer	MA
9	Ms. Satyadevi Chalise	Lecturer	MA
10	Mr. Kailash Upreti	Lecturer	MA
11	Mr. Dependra Bahadur K.C.	Lecturer	MA
12	Mr. Raju K.C.	Lecturer	MA
13	Mr. Badri Nath Bhatta	Lecturer	MA
14	Ms. Sukrita Rai	Lecturer	MA
15	Mr. Netra Ojha	Lecturer	MA
16	Mr. Ramesh Bahadur Thapa	Lecturer	PhD
17	Ms. Suchitra Mainali	Teaching Assistant	MA
18	Ms. Mina Parajuli	Teaching Assistant	MA
19	Mr. Pradeep Kumar Mishra	Teaching Assistant	MA

Department of Rural Development

SN	Name	Designation	Academic Degree
1	Mr. Suresh Acharya	Lecturer	MA
2	Mr. Parbata Devi Karki	Lecturer	MA
3	Mr. Anila Tandukar	Lecturer	MA
4	Mr. Keshav Raj Sapkota	Lecturer	MA
5	Mr. Laxmi Sharma	Lecturer	MA
6	Mr. Rekha Maskya	Lecturer	MA
7	Ms. Sachita Kuikel	Lecturer	MA

Department of Political Science

SN	Name	Designation	Academic Degree
1	Mr. Dhan Prasad Pandit	Professor	MA
2	Ms. Indu Acharya	Professor	PhD
3	Mr. Bhumi Kumar Neupane	Associate Professor	MA
4	Mr. Govinda Guragai	Associate Professor	PhD
5	Ms. Sushma Shrestha	Associate Professor	MA
6	Ms. Bhagabati Devi Ojha	Lecturer	MA
7	Ms. Anju Basnet Karki	Lecturer	MA
8	Ms. Sabita Kumari Mallik	Lecturer	MA
9	Ms. NiniRema Rumdali	Lecturer	MA

Department of History

SN	Name	Designation	Academic Degree
1	Mr. Ram Prasad Pokharel	Associate Professor	MA
2	Mr. Bom Bahadur Adhikari	Associate Professor	PhD
3	Ms. Tara Joshi	Lecturer	MA
4	Ms. Sita Hamal	Lecturer	MA

Department of Population Studies

SN	Name	Designation	Academic Degree
1	Mr. Bhesh Nath Sapkota	Associate Professor	MA
2	Mr. Padma Prasad Khatiwada	Associate Professor	PhD
3	Mr. Madan Gopal Shrestha	Associate Professor	MA
4	Mr. Shiva Prasad Khanal	Associate Professor	MA
5	Ms. Bhagabati Sedai	Lecturer	MPhil
6	Mr. Raju Malla	Lecturer	MPhil
7	Ms. Radhika Shrestha	Lecturer	MA
8	Mr. Hari Bahadur Karki	Teaching Assistant	MA
9	Mr. Harihar Pandey	Teaching Assistant	MA

Department of Hindi and Sanskrit

SN	Name	Designation	Academic Degree
1	Mr. Sarad Chandra Wasti	Associate Professor	MA
2	Mr. Dilli Ram Sangraula	Lecturer	MA

Department of Geography

SN	Name	Designation	Academic Degree
1	Mr. Ashok Rajbanshi	Professor	PhD
2	Mr. Ramchandra Poudel	Associate Professor	MA
3	Mr. Sudarshan Regmi	Associate Professor	MA
4	Mr. Gopi Krishna Pandey	Associate Professor	PhD
5	Mr. Utam Sagar Shrestha	Associate Professor	MA

Department of Culture

SN	Name	Designation	Academic Degree
1	Ms. Kabita Shrestha	Associate Professor	PhD
2	Ms. Kalpana Shrestha	Associate Professor	PhD
3	Mr. Mahesh Raj Dahal	Associate Professor	MA
4	Ms. Nirmala Sharma Dhungana	Associate Professor	MA
5	Ms. Krishna Shrestha	Associate Professor	MA
6	Ms. Manju Shrestha	Associate Professor	PhD
7	Ms. Shanti Devi Shrestha	Associate Professor	MA
8	Mr. Loknath Dulal	Associate Professor	MA
9	Ms. Mira Maiya Shrestha	Lecturer	MA
10	Ms. Durga Devi Poudel	Lecturer	MA
11	Mr. Arun Kumar Kafle	Lecturer	MA

Department of Economics

SN	Name	Designation	Academic Degree
1	Mr. Deepak Prasad Rijal	Professor	PhD
2	Ms. Pushpa Niraula Ghimire	Associate Professor	MA
3	Mr. Annand Prasad Dhungana	Associate Professor	MA
4	Ms. Nira Shrestha	Associate Professor	MA
5	Ms. Rina Tuladhar	Associate Professor	MA
6	Ms. Roshani Pradhan	Associate Professor	MA

7	Ms. Deepa Panthi	Associate Professor	MPhil
8	Mr. Jayanti Shrestha	Associate Professor	MPhil
9	Mr. Binod Joshi	Associate Professor	MPhil
10	Ms. Shanti Bajracharya	Associate Professor	MA
11	Ms. Sanu Devi Pant	Lecturer	MPhil
12	Ms Sunita Nepal Subedi	Lecturer	MA
13	Mr. Pramod Pyara Shrestha	Lecturer	MA
14	Mr. Mahesh Nepal	Lecturer	MA
15	Ms. Sobhana Malla	Lecturer	MA
16	Mr. Ramesh Kumar Bhaukaji	Lecturer	MA
17	Mr. Min Bahadur Singh	Lecturer	MA

Department of Home Science

SN	Name	Designation	Academic Degree
1	Ms. Manasha Thapa Thakurathi	Professor	PhD
2	Ms. Mira Panta	Professor	PhD
3	Ms. Jaya Laxmi Pradhan	Associate Professor	PhD
4	Ms. Ama Shrestha	Associate Professor	MA
5	Ms. Milan Bhattarai	Associate Professor	MA
6	Ms. Mina Sharma	Associate Professor	MA
7	Ms. Sunita Pandey	Associate Professor	MA
8	Ms. Mana Kafle	Associate Professor	PhD
9	Ms. Kalpana Basnet	Associate Professor	MA
10	Ms. Samidha Pokharel	Associate Professor	PhD
11	Ms. Shardha Suman Thapa	Associate Professor	MA
12	Ms. Padma Subedi	Associate Professor	MA
13	Ms. Rodana Panta	Lecturer	MA
14	Ms. Sabita Sthapit	Lecturer	MA

Department of Music

SN	Name	Designation	Academic Degree
1	Mr. Dhraubesh Chandra Regmi	Professor	PhD
2	Ms. Jyoti Pyakurel	Professor	PhD
3	Mr. Dhan Bahadur Gopali	Associate Professor	MA
4	Mr. Sarojani Tandukar	Associate Professor	MA
5	Mr. Sumitra Shrestha	Associate Professor	MA
6	Mr. Amrithira Tuladhar	Lecturer	MA
7	Ms. Padamhira Tuladhar	Lecturer	MA
8	Mr. Dinesh Thapa	Lecturer	MA
9	Ms. Roopkamal Chhetri	Instructor	BA

Department of Sports

SN	Name	Designation	Academic Degree
1	Ms. Aruna Rana	Instructor	SLC

Department of Buddhist Studies

SN	Name	Designation	Academic Degree
1	Mr. Umesh Regmi	Lecturer	MA

Department of Management

SN	Name	Designation	Academic Degree
1	Mr. Shyam Prasad Katuwal	Professor	PhD
2	Mr. Jayant Nath Khanal	Professor	PhD
3	Mr. Hari Prasad Pokharel	Professor	PhD
4	Ms. Pramila Lakhey	Associate Professor	MBS
5	Mr. Youbraj Dhungana	Associate Professor	PhD
6	Mr. Sherjung Khadka	Associate Professor	PhD
7	Ms. Neera Shrestha	Associate Professor	MBS
8	Ms. Eroj Shrestha	Associate Professor	MBS
9	Mr. Giridhari Kafle	Associate Professor	PhD
10	Mr. Madhav Sapkota	Associate Professor	MBS
11	Mr. Surya Prasad Poudel	Associate Professor	MPhil
12	Mr. Shree Krishna Kharel	Associate Professor	PhD
13	Mr. Krishna Prasad Sapkota	Associate Professor	PhD
14	Mr. Aganidhar Parajuli	Associate Professor	MPhil
15	Mr. Prem Lal Adhikari	Lecturer	MPhil
16	Mr. Hridaswor Bir Singh	Lecturer	PhD
17	Mr. Sugam Bajracharya	Lecturer	MA
18	Ms. Ruptara Bajracharya	Lecturer	MBS
19	Mr. Rohit Kumar Shrestha	Lecturer	PhD
20	Mr. Nabaraj Lohani	Lecturer	MBS
21	Ms. Anu Bajracharya	Lecturer	MA
22	Ms. Nura Shrestha	Lecturer	MA
23	Mr. Surya Prasad Nepal	Lecturer	MBS
24	Mr. Kriti Bahadur Bhattarai	Lecturer	MBS
25	Mr. Niraj Pant	Lecturer	MBS
26	Mr. Gokul Prasad Nepal	Lecturer	MBS
27	Mr. Prakash Aryal	Lecturer	MBS
28	Mr. Basu Prasad Mainali	Lecturer	MBS
29	Mr. Bhakta Prasad Dhakal	Lecturer	MBS
30	Ms. Kalpana Ghimire	Lecturer	MBS
31	Mr. Jyoti Neupane	Lecturer	MBS
32	Mr. Bipin Raj Niraula	Teaching Assistant	MA
33	Mr. Gajendra Shrestha	Teaching Assistant	MA
34	Mr. Rajan Chitrakar	Teaching Assistant	MBS
35	Ms. Gita Devi Sharma	Teaching Assistant	MBS
36	Ms. Nisha Shrestha	Teaching Assistant	MBS
37	Mr. Deelip Maden	Teaching Assistant	MBS
38	Mr. Saubhrav Shrestha	Teaching Assistant	MBS

Department of Science

SN	Name	Designation	Academic Degree
1	Mr. Pawan Raj Shakya	Professor	PhD
2	Ms. Sudha Sharma Poudel	Associate Professor	MSc.
3	Ms. Nina Karmacharya	Associate Professor	MSc.
4	Ms. Sabina Shrestha	Associate Professor	PhD
5	Mr. Delip Kumar Jalan	Associate Professor	MSc.
6	Ms. Pratima Shrestha	Associate Professor	MSc.
7	Ms. Sunita Shrestha	Lecturer	MSc.
8	Ms. Bidhya Thapa	Lecturer	MSc.
9	Mr. Khem Kumari Lamichhane	Lecturer	MSc.
10	Ms. Rama Khadka	Lecturer	MSc.
11	Ms. Lalita Bijukshe	Lecturer	MSc.
12	Ms. Bulu Pun	Lecturer	MSc.
13	Mr. Achut Ram Pradhananga	Lecturer	MSc.
14	Ms. Satyabati Tandukar	Lecturer	MSc.
15	Mr. Mahesh Shrestha	Lecturer	MSc.
16	Ms. Bindradevi Shakya	Lecturer	MSc.
17	Ms. Amrita Tamrakar	Teaching Assistant	MSc.
18	Mr. Ramesh Kaji Shakya	Teaching Assistant	MSc.
19	Mr. Mohan Singh Pradhan	Instructor	MSc.

IV. Non-Teaching Staff

SN	Name	Position	Type of Tenure	Academic Degree
1	Ms. Sima Aryal	Deputy Administrator	Full Time	Master's
2	Mr. Rajesh Singh Devkota	Deputy Finance Controller	Full Time	Master's
3	Ms. Dibya Tara Bajracharya	Deputy Librarian	Full Time	Master's
4	Ms. Padma Pradhan	Lab Officer	Full Time	Master's
5	Ms. Rajani Kayastha	Lab Officer	Full Time	Master's
6	Mr. Prem Bahadur Kunwar	Section Officer	Full Time	Master's
7	Ms. Renu Gurung	Section Officer	Full Time	Bachelor's
8	Ms. Uttara Khatiwada	Section Officer	Full Time	Bachelor's
9	Ms. Archana Shakya	Section Officer	Full Time	Master's
10	Ms. Gita Tandukar	Section Officer	Full Time	Bachelor's
11	Ms. Usha Sainju Shrestha	Section Officer	Full Time	Bachelor's
12	Ms. Rupa Sthapit	Section Officer	Full Time	Intermediate
13	Mr. Ram Krishna Ranjitkar	Section Officer	Full Time	Bachelor's
14	Mr. Jaya Ram Shrestha	Account Officer	Full Time	Master's
15	Mr. Gopal Das Napit	Account Officer	Full Time	Bachelor's
16	Ms. Mamata Karki	Chief Office Assistant	Full Time	Bachelor's
17	Ms. Sujata Devi Shakya	Chief Office Assistant	Full Time	Intermediate
18	Ms. Kalpana Shiwakoti	Chief Office Assistant	Full Time	Bachelor's
19	Mr. Rajesh Khanal	Chief Office Assistant	Full Time	Master's
20	Ms. Usha Badal	Chief Office Assistant	Full Time	Intermediate
21	Ms. Gita Neupane	Chief Office Assistant	Full Time	Master's
22	Ms. Rohini Shrestha	Chief Office Assistant	Full Time	Master's
23	Mr. Naresh Napit Shrestha	Chief Office Assistant	Full Time	Master's
24	Ms. Parbati Budhathoki	Section Officer	Full Time	Bachelor's
25	Ms. Jamuna Poudel	Chief Technical Assistant	Full Time	Master's
26	Mr. Purna Shrestha	Chief Account Assistant	Full Time	Bachelor's
27	Ms. Nisha Shrestha	Lab Assistant	Full Time	Bachelor's
28	Ms. Bimala Dhungel	Library Assistant	Full Time	Ten
29	Ms. Radha Adhikari	Office Assistant	Full Time	SLC
30	Ms. Roshani Shakya	Office Assistant	Full Time	Intermediate
31	Ms. Arya Tara Bajracharya	Assistant Accountant	Full Time	Master's
32	Ms. Shobha Marasini	Computer Assistant	Full Time	Bachelor's
33	Ms. Mahalaxmi Bhandari	Book Checker	Full Time	Bachelor's
34	Ms. Pramila Thapa	Book Checker	Full Time	Bachelor's
35	Ms. Sabitri Rupakheti	Senior Lab Boy	Full Time	Bachelor's
36	Mr. Ananta Chandra Bhatta	Office Assistant	Contract	Bachelor's
37	Mr. Ram Bista	Office Helper	Full Time	Basic
38	Ms. Gyan Maya Gautam	Office Helper	Full Time	Basic

39	Mr. Krishna Bahadur Dong	Office Helper	Full Time	Basic
40	Ms. Hira Devi Khadgi	Office Helper	Full Time	Basic
41	Mr. Madhab Dahal	Office Helper	Full Time	Basic
42	Mr. Ram Sharan Pudashaini	Office Helper	Full Time	Basic
43	Mr. Kale Tamang	Office Helper	Full Time	Basic
44	Mr. Shalikram Thapa	Office Helper	Full Time	Basic
45	Mr. Surya Bahadur Shrestha	Office Helper	Full Time	Basic
46	Ms. Shobha Budhathoki	Office Helper	Full Time	Basic
47	Ms. Tara KC	Office Helper	Full Time	Basic
48	Ms. Ganga Gurung	Office Helper	Full Time	Basic
49	Ms. Rdhika Lamichhane	Office Helper	Full Time	Basic
50	Ms. Ram Kumari Chyyame	Office Helper	Full Time	Basic
51	Ms. Laxmi Chhyame	Office Helper	Full Time	Basic
52	Ms. Bhagbati Newa	Office Helper	Full Time	Basic
53	Ms.Yam Maya Nepali	Office Helper	Full Time	Basic
54	Mr. Birendra Maharjan	Office Helper	Full Time	Basic
55	Mr. Gangaram Napit	Office Helper	Full Time	Basic
56	Ms. Sajana Roka	Office Helper	Full Time	Basic
57	Ms. Baby Chhetri	Warden	Contract	Master's
58	Ms. Anjuna Panta	Chief Office Assistant	Part Time	Master's
59	Ms. Nita Sharma	Chief Office Assistant	Part Time	Master's
60	Ms. Shanta Gautam	Chief Office Assistant	Part Time	Bachelor's
61	Mr. Rupa Kamal Tuladhar	Office Assistant	Part Time	Intermediate
62	Ms. Ambar Maya Limbu	Office Assistant	Part Time	Intermediate
63	Ms. Gopi Maya Sunuwar	Office Assistant	Part Time	Master's
64	Ms. Anita Tandukar	Office Assistant	Part Time	Ten
65	Ms. Nitu Khadka	Office Assistant	Part Time	Bachelor's
66	Ms. Puja Maske	Office Assistant	Part Time	SLC
67	Mr. Nitesh Sharma	Electrician	Part Time	
68	Mr. Jaya Ram Bhandari	Office Helper	Part Time	Basic
69	Mr. Purna Kumar Shrikhanda Shrestha	Office Helper	Part Time	Basic
70	Ms. Sumitra Bista	Office Helper	Part Time	Basic
71	Ms. Alina Koirala	Office Helper	Part Time	Basic
72	Ms. Laxmi Shobha Kansakar	Office Helper	Part Time	Basic
73	Ms. Phool Maya Shahi	Office Helper	Part Time	Basic
74	Mr. Batu Bahadur Bista	Office Helper	Part Time	Basic
75	Mr. Khom Bahadur Khatri	Driver	Part Time	Basic
76	Mr. Kumar Bhujel	Security	Part Time	Basic
77	Mr. Bimal Rai	Security	Part Time	Basic
78	Mr. Binod Magar	Security	Part Time	Basic

श्री:
प्रज्ञा नेत्रो लोक: प्रज्ञा प्रतिष्ठा प्रज्ञानं ब्रह्म

त्रिभुवन विश्वविद्यालय

पद्मकन्या बहुमुखी क्याम्पस

PADMA KANYA MULTIPLE CAMPUS

बागबजार, काठमाडौँ (Bagbazar, Kathmandu, Nepal)

http://pkcampus.edu.np