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PREFACE

Maiya Devi Girls' College Master Plan was approved by the College Management Committee (CMC) in Bharatpur-10, Chitwan on Magh 10, 2076 (24 Jan. 2020)

The Master Plan is a roadmap for the physical environment of the college and is re-visited periodically to make it consistent with the declared motto, mission, vision, goals and objectives of the college as distinguished public institution exclusively dedicated to the higher education of single-gender girls only. The plan emphasizes the day-to-day efficiency and functionality of the college and attempts to address the institution's priority areas including academic excellence, student success, human resources management, sustainability, financial stability, and community engagement.

Educational Master Plan: Purpose

The Educational Master Plan delineates educational outcomes, goals, and planning assumptions that will inform institutional program development and resource allocation as it pertains to projects where long-range planning is indicated and establishes a context for college initiatives.

Educational Master Plan: Executive Summary

Maiya Devi Girls' College has a long history of offering higher education to girl students in the central region of the nation. Over the past two decades, it has seen the number of students it enrolls has increased by 50% only to see that number go through cycles of boom and bust along with trend registered in the nation. As it is celebrating its 20th anniversary, it is once again in a period of increasing enrollment. In addition, new mandates from the UGC are encouraging faculty and staff to critically examine how we ensure students achieve their goals for quality and standard. Further, changes in technology provide opportunities and challenges to the way we provide services and learning opportunities to students. These challenges represent an opportunity for the college to leverage its strengths—a collaborative, positive work environment; engaged faculty and staff; and a willingness to experiment—in order to create a better, more responsive learning environment that maximizes student potential.

Educational Master Plan: Background

Maiya Devi Girls College had its beginnings in 2054 (1997AD) with plus -two level classes that were run in the premises of Chitwan Higher Secondary School in the morning shift. Eventually a distinguished social worker Miss Maiya Devi Shrestha came forward with a noble proposal to offer complete financial assistance in the purchase of housing plot and

construction of concrete building to run the program independently. As a result, the present set up with 12 katths (4068 sq. m) of land and the main block with 22 rooms came up in 2057 BS (2000 AD). Ultimately affiliation from Tribhuvan University 2057 BS (2000 AD) brought the institution into strides. Over the years support from UGC and provincial and local government have contributed for further expansion of the infrastructure.

Educational Master Plan: Current Enrollment Trend

By 2059 (2002 AD), when the main college opened in the prime location in ward -10, beside Chitwan Higher Secondary School, 610 students were enrolled in the new location in its plus and undergraduate programs in Arts, Management and education streams. With the explosive migration into Chitwan in the decade, number of the student population increased to 1378 in 2065 BS. The College continued to grow although by 2070 (2014 AD) it started to register decline accountable to various reasons like mushrooming of private colleges in the town, increasing charm in vocational education, leadership reluctance, administrative ignorance, lack of team spirit, lukewarm attitude of the College Management.

Educational Master Plan: Motto

Higher Education for Women Empowerment

(Stated and incorporated by CMC as bylaw resolution vide dated 2075/12/26)

Educational Master Plan: Vision

Maiya Devi girls' College will strive to provide excellent educational opportunities that are responsive to the needs of the community and help

students meet economic, social, and environmental challenges to become active participants in shaping the world of the future.

(Stated and incorporated by CMC as bylaw resolution vide dated 2075/12/26)

Educational Master Plan: Mission

Maiya Devi girls' College is a safe, friendly, accessible environment where all girl students optimize their academic, career, and cultural development. It contributes to be a dynamic center for life-long learning fostering a comprehensive and enriching academic programs with vibrant extracurricular activities.

(Stated and incorporated by CMC as bylaw resolution vide dated 2075/12/26)

Educational Master Plan: Goals

- 1. Student Focus:** Meeting community and student needs by creating an educational environment and culture for students to attain a variety of goals.
- 2. Excellence:** Maintain a high standard of performance leading to the achievement of academic and professional goals.
- 3. Collaboration:** Seeking input from all sectors of the college and the community.
- 4. Diversity:** Fostering a learning community in which the values, goals, and learning styles of all students are recognized and supported.
- 5. Life-Long Learning:** Serving enthusiastic, independent thinkers and learners striving for personal growth.
- 6. Integrity:** Behaving ethically in all interactions at all levels.
- 7. Technological Advancement:** Keeping pace with global technology trends and enhancing traditional instruction with technology to prepare students for success in work place.

(Stated and incorporated by CMC as bylaw resolution vide dated 2075/12/26)

Educational Master Plan: Objectives

1. Introduce market-oriented academic programs.
2. Enhance support for professional development of faculty and staff.
3. Seeking input from concerned stakeholders to keep the institution updated and deserving.
4. Creating a multi-ethnic, multi-cultural learning environment that respects every individual's values, goals and learning styles.
5. World class education shall be at door step to foster talent and make courses accommodating and qualitative those match society and labor market.
6. Communicate about the distinct image of the institution in clear and unambiguous words to all stakeholders.
7. Ensure extensive use of modern technology in teaching-learning and increase administrative efficiency

(Stated and incorporated by CMC as bylaw resolution vide dated 2075/12/26)

Educational Master Plan: Current Academic Programs

As of 2020-21 academic session, the college has admitted students in under-graduate and master levels in education and management streams only. Over the years, the institution has obtained affiliation and approval in running various programs including BCA and BSW although various reasons have played their crucial influences and lack of prospective/interested students compelled the administration to cancel the program for the current academic year. About Master program, it offers and retains students in MBS in accountancy and finance whereas in MEd there are Health, English and Nepali specializations.

Educational Master Plan: Task Force

The creation of the plan was led by a task group chaired by the college principal and team included members of CMC, faculty, staff, alumni, student and the local community. The task force was primarily comprised of instructional and special services faculty Kedar Wagley and educational administrators, selected for their roles and perspectives at the college. However, that body employed full collaboration practices to ensure stakeholders were engaged, informed, and had every opportunity to provide input and feedback as the work unfolded. The task force has a long-term tenure and revisits it periodically.

SWOT Analysis

Strengths:

- It is generally felt that our infrastructure is reasonable if not superior.
- Quality of instruction, examination, extra and co-curricular activities are satisfactorily conducted.
- The college enjoys a positive reputation in the community/with similar colleges in the nation if not with the competitors in the locality.
- It represents fairly sound strength in number of faculty and staff in comparison to the existing enrolment. Moreover, it has always been keeping pace with new recruitment as and when necessary.
- Single Girls'-only College in the region that can be counted among the fingers of one hand only.
- Fairly satisfactory academic achievements in national average
- Well-defined organizational structure with clear motto, vision, mission, goals and objectives
- Distinguished personalities representing diverse fields from education, politics, social work, medicine, para-medicine, minorities, ethnicity, women in decision-making bodies

- Regular support in financial assistance for infrastructure and institutional measures forthcoming from UGC, provincial and local government
- Ready charity forthcoming from altruistic initiatives of College assembly and management committee members particularly for instituting scholarship fund. Almost 10 % of annual tuition fees being given back to needy and deserving students as fee-waivers. The existing tuition being the lowest in Chitwan which is below Rupees 1000 per month for yearly programs.
- Sound academic environment in peaceful setting although it is located in a prime location of ward 10 of Bharatpur Metro.
- Well-equipped computer lab, and effective teaching with projector
- Comfortable, convenient, spacious and bright classrooms with curtains
- Playground for indoor games with volley ball court and tennis court
- Quiet and attractive lush green garden well-maintained by an attendant on daily basis

Challenges:

The challenges of the institution are stated as follows:

- Untrained non-teaching staff hampering efficiency in library, examination, administration and maintenance sections and also excessive rely on part-timers for major class load
- Large class size particularly in undergraduate first year classes
- Insufficient technological equipment like projectors, CCTVs etc
- Rising unhealthy competition particularly from private education providers
- Rising cost to launch new market-savvy programs
- Lack of regular financial support from government leading to excessive dependence on students' fee

- Periodic increment on salaries of teaching and non-teaching staff
- Lack of College bus to ferry to and fro for off-location students
- Majority of students on roll belonging to lower economic class
- Lack of owned hostel service
- Lack of updated and resourceful auditorium hall and library
- Unwanted interventions/interruptions by student leaders demanding undue attention and privilege.

Opportunities:

- Introduction of market-savvy programs/ courses as per the need of time
- Application of modern technology in teaching, learning and other activities.
- Improvement of relation with community in seeking collaboration
- Development of alternative economic resources by building relationship with stakeholders
- Opportunities for the developing relationship with different commercial, industrial and financial institution for academic internship
- Rising numbers of feeder higher secondary schools to supply prospective students for undergraduate admission
- Increase in migration rate in Chitwan rising to demand of institution of higher education
- Wide coverage due to geographical and climatic suitability

c. Threats

Threats for the college are:

Educational Master Plan: Infrastructure Development

The institution is committed to undertake extensive construction and repair work to increase service capability to students in diverse areas.

1. The **new canteen building** under construction on the left front of the major block is going to be completed in two months' time that will

replace canteen in modern concrete building from the present temporary shed. The canteen service will have enhanced facilities in kitchen, reception, pure-drinking water, eating hall etc to be more hygienic and convenient.

2. Furthermore, the **upstairs of the building** is going to be used as library section to replace the one from the second floor now. The college is planning to make the library as much as resourceful by including regular subscription of journals, reference books, newspapers and magazines. The estimated cost of the construction of the first floor is already approved by provincial government and necessary official formalities are currently being taken up.
3. In the next couple of years, a **full-fledge building** should come up in the adjoining 4 kattha plot of land across the road from the present canteen building. We have drawn up a suitable plan to construct a multi-storied building that will be developed as comprehensible library with extensive research section on women studies. The building will have a few seminar halls, waiting gallery. Clock room, auditorium and offer other amenities. The library will serve the needs of growing demand of a developed library for programs to be offered under deemed-to-be-university status.
4. In the next few years the college shall spend extensively on **furniture, furnishings and equipment**. The existing desk-benches have to be replaced with standard varieties. The floors in the corridors, classrooms and staircases have to be covered with marbles. The front space in the yard excluding a small patch of land for keeping greenery, rest will have to be covered with mosaic tiles. New attendance machine; several CCTVs; ICT boards; more pure drinking water booths; wash basins; and new toilets will have to be added in the system. The administrative offices, research, IQAC, EMIS, student union and alumni office will have to be refurbished with splendid furniture and stuffs. The windows will have to be fixed and new curtain lay.

Educational Master Plan: Purchase of land

The present composition of college management committee is committed to **purchase minimum 2 bighas of land** in Bharatpur metro city. They have already formed a task group in this respect which is chaired by the present chairperson and assisted in the team by two senior professors of TU and AFU respectively. Their mission has been to find out a suitable plot of land at competitive price that can be exploited by the college for immediate planning in construction and use. The plot will be used to run specialized women-centered courses once the college obtains approval for deemed-to-be-university status. Separate hostel building; extensive library building; several seminar and workshop halls; cafeteria; research centers; administrative bloc, faculty quarters and other related services shall be provided from the new location. The off-location project shall serve to the growing needs of the millennia.

Educational Master Plan: Quality Improvement

The management has taken up far-reaching and bold efforts at enhancing the quality and standard of teaching-learning at the institution. By way of a bylaw **dated**they have state and approved the reorganization of various active cells including Internal Quality and Assurance Cell (IQAC) which has been made more capable and effective at supervision and quality-monitoring. The present IQAC is composed of six members chosen to represent different administrative segments and instructional and special service faculties. It is delegated with extensive authority including formation of a student study circle and their involvement in day to day quality enhancement exercises and activities. IQAC is nominated by the executive committee to write conclusive reports to the management committee about the current status of teaching-learning practices followed in the institution. It writes quarterly evaluation reports and can decide on crucial areas like the efficiency of faculty, staff and subject like discipline and punctuality in the college.

Educational Master Plan: Deemed University status

A deemed university or deemed-to-be-university is an accreditation awarded to higher educational institutions conferring the status of a university by a competent authority. We envision a very high standard working at a specific area of study to seek approval from the higher granting authority UGC in the next few years. We plan to undertake concrete efforts at quality enhancing thus leading to increased enrolment with affiliation of newer market-savvy subjects. No wonder our efforts certainly pay rich where we can introduce special courses at undergraduate level in women / gender studies, and similar subjects in feminism, women activism, women development etc. Our efforts at faculty research encouragement and recruitment of highly capable faculties definitely offer rich harvest in this area. The infrastructural development with updated library with exclusive research collection on women shall contribute to realization of the noble vision.

Educational Master Plan: Faculty Development

The strength of the institution lies at the enhanced strength of the non-teaching and teaching staff. Our manpower resources have been lacking opportunities and hence gripped with work skill weaknesses. To bring the dark side into sunlight, as stated and incorporated by way of a bylaw, the management committee has taken up a bold planning to encourage permanent faculty members on higher specialized research study. Every year two faculties will be given at the maximum two years paid study leave to undertake research study at national university. The management committee shall institute a monitoring committee to oversee the progress and quality of study being undertaken by the scholars. They will be given additional three years unpaid leave for satisfactory performance in their respective field of studies. Another

noticeable weakness and bottleneck hampering quality delivery has been excessive dependence on part-time faculty for regular class load. The management committee has recently promoted a few senior teachers and regularization of a few more staff is underway.

Educational master Plan: Human Resources Development

Furthermore, in the same vein, the management committee has also envisioned a concrete plan to strengthen the work efficiency of staff at various sections/departments. Their job shall be regularized with promotion and increments in regular remuneration. They will be given paid leave of shorter time duration to avail training and workshops to enhance their work skills. They will enjoy all on-the-job benefits during their training period. The list shall be drawn up considering the needs and requirements and their qualification, interest, aptitude and seniority.