

N. R. College
Annual Report- 2077/078

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Editing and intellectual input

Girraj Pokhrel, N. R. College

Date of Report Endorsement in College Management Committee 2078/09/18

Submitted to
University Grants Commission
Sanothimi, Bhaktapur

Submitted By
N. R. College
Tarakeshwor Municipality-11, Nepaltar

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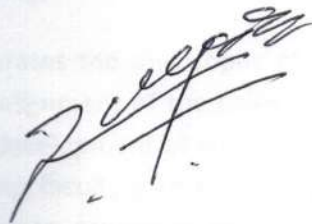
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Revised on 2078/09/25



Executive Summary

This executive summary provides an overview of the activities of N. R. College, from Shrawan 2077 to Ashar 2078. The complete report will be available in college administration by the end of the fiscal year and will provide a comprehensive review of academic achievements and challenges of this College.

Regarding the history of this college, as per college records, it was established in 2063 B.S. with sincere efforts of some eminent educationalists devoted for teacher education in Nepal. Initially it started three years Bachelor's degree in education and 50 students in the beginning and initial stage (N. R. College admission Records, 2063). As per College record, it has more than 500 students in different level of education. The college firm to serve the expectations of the stakeholders by developing and supplying the academic excellence required for nation to serve in different schools, colleges, and education administration.

Our regular efforts have developed the college to foster social harmony, economic growth, to create the access of higher education in the northern part of Kathmandu i.e. Tarakeshwar Municipality.

The College has shifted some of its academic program from Nepal Rastriya Secondary School to its own building. In this regards, the college has achieved success in owning lands, partially completed the civil works, and has shifted some of its activities and Bachelor's and master's degree program in new building and locality.

N. R. College incorporates the philosophy of "Quality education in affordable price", focusing on student success and alignment of the college with research and teaching missions to advance the economic and social development of our community. The academic glory of college is directly based on experiential learning, faculty grants, smooth operation, students and teachers endeavour. Leading forward N. R. College to academic advancement, we believe this report effectively serve, the stakeholders of the college.



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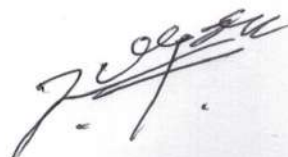
Background

This annual report has been prepared to inform the stakeholders about the activities of N.R. College. It is based on the 5-year strategic plan of college to serve and meet the changing needs of the society specially the northern part of Kathmandu. N. R. College is primarily an institution of higher learning devoted to quality teacher for quality education. The objectives embedded in the founding of this college, clearly focused the college and centered its entire academic activities to impart quality education. The student enrolment in higher education is increasing but in education program is gradually decreasing. The charm, validity and the market perception towards the education program is questionable. The philosophy of imparting education is changing by discriminating students in the enrolment of higher education. The education program is the attraction mainly to the low graders in secondary school examinations, academically poor students, low family income students, women, Dalits, and other marginalized group of society. N. R. College has created several opportunities for students from remote areas and in the northern part of the Kathmandu.

N.R. college has created organizational structure to serve the students. For this, departments coordinate the implementation of the quality assurance policy in the College. There have been efforts to uphold quality and standards with the objectives of ensuring good result and relevance in terms of employment prospects of the graduates. The College maintains pre-defined job responsibilities of departments, units and individuals. There is a scope for expanding the provision to develop mechanisms and processes for internal quality monitoring and checks the areas of teaching-learning and research. There is a scope for making it more efficient and effective by expanding participation and team work within the framework in a scheme of decentralized structure, responsibilities and authorities. As a response to the demand and planned activates, it has completed some of them like shifting the current College programs in its new building at Tarakeshwor Municipality-11, Nepalatar.

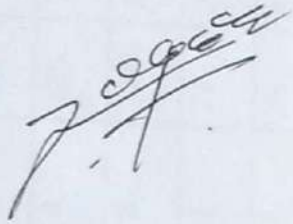
Academic Progress

Academic progress is the comparison of performance scores from one year to the next. N.R. college has made efforts to enhance academic progress each year. This section presents the academic progress of N.R. college in terms of enrolment trend analysis, pass rate trend analysis, and graduate trend analysis of the last three years. First, program wise/level wise enrolment trend analysis disaggregated by female and educationally disadvantaged students will be presented. Then, pass rate trend analysis disaggregated by female and educationally disadvantaged students will be presented. Lastly, graduate trend analysis of the last three years disaggregated by female and educationally disadvantaged students will be analysed.



Enrolment Trend Analysis of the Last Three Years

The given table presents the enrolment trend analysis of 4 years B.B.S., B.Ed., and B.A. The table presents program wise / level wise disaggregated by female and educationally disadvantaged students in fiscal year 2075/76 to fiscal year 2077/077. All of these three programs are annual programs. All of these programs show the increasing trends of enrolment each year. The increasing trend seems a bit more in B.B.S. than B.Ed. and B.A. program. However, the student enrolment seems decreasing in succeeding years in comparison to the first year in all programs. Therefore, the causes of the decrease in enrolment trend in 2nd, 3rd, and 4th years have to be explored to sustain the first year admitted students until graduation.



S.N.	level- wise	FY 2077/78					FY 2076/77					FY 2075/76				
		Total	Male	Female	EDJ	Disad.	Total	Male	Female	EDJ	Disad.	Total	Male	Female	EDJ	Disad.
1	BBS 1 st year	276	113	161	114	6	240	118	122	98	4	185	74	111	72	8
2	BBS 2 nd year	185	74	111	72	8	185	74	111	72	8	124	44	80	28	3
3	BBS 3 rd Year	121	44	77	28	2	121	44	77	28	2	77	26	51	18	4
4	BBS 4 th year	77	26	51	18	4	77	26	51	18	4	76	40	36	22	4
5	B. Ed 1 st year	225	46	178	97	9	169	37	132	79	9	86	16	70	26	6
6	B. Ed 2 nd year	86	16	70	26	6	86	16	70	26	6	48	3	45	15	5?
7	B. Ed 3 rd year	48	3	45	15	2	48	3	45	15	2	54	6	48	20	1?
8	B. Ed 4 th year	40	7	33	5	3	40	7	33	5	3	31	6	25	5	0
9	B. A 1 st year	141	81	71	60	5	105	46	59	42	4	71	29	42	32	1
10	B.A. 2 nd year	71	29	42	32	3	71	29	42	32	3	60	21	39	16	2
11	B.A. 3 rd year	60	21	39	16	2	60	21	39	16	2	34	14	20	15	1
	Total	1202	421	781	464	47	1202	421	781	464	47	846	279	567	269	35

Table1: Enrolment trend analysis of B.B.S./B.Ed./B.A.

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Table 2 presents the enrolment trend analysis of four semesters in M.B.S program. The table presents semester wise data disaggregated by female and educationally disadvantaged students in fiscal year 2074/75 to fiscal year 2076/077. The table depicts increasing trends of enrolment in each first semesters. The increasing trend seems a bit more in first semester in comparison to others. However, the student enrolment seems decreasing in succeeding semester in comparison to the first year in all programs. Therefore, the causes of student drop out during succeeding semesters have to be explored.

S.N.	level- wise	FY 2076/77					FY 2076/77					FY 2075/76				
		Total	Male	Female	EDJ	Disad.	Total	Male	Female	EDJ	Disad.	Total	Male	Female	EDJ	Disad.
1	M.B.S. 1 st semester	35	11	24	4	0	42	15	27	2	0	23	8	15	4	0
2																
3	M.B.S. 3 rd semester	32	11	21	2	0	23	8	15	4	0	0	0	0	0	0
4																
	Total	67	22	45	6	0	65	23	42	6	0	23	8	15	4	0

Table 2: Enrolment Trend Analysis of M.B.S. (Only odd semester included)

Pass Rate Trend Analysis of the Last Three Years

The given table presents the pass rate trend analysis of 4 years B.B.S., B.Ed., and B.A program wise / level wise disaggregated by female and educationally disadvantaged students in fiscal year 2074/75 to fiscal year 2076/077. All of these programs show the decreasing trends of student numbers appeared in the end of year assessment in comparison to enrolment each year. The number of students who pass annual examination



is very few in the first year in all academic programs. However, the result seems to be a bit better in succeeding years in comparison to the first year annual examination.

Academic year/level	Admission	Appeared	Passed in FY 2076/77				Total passed	Admission	Appeared	Passed in FY 2075/76				Total passed	Admission	Appeared	Passed in FY 2074/75				Total passed
			Male	Female	EDJ	Disad.				Male	Female	EDJ	Disad.				Male	Female	EDJ	Disad.	
BBS 1st year	258	170					185	152	2	5	2		7	103	99	4	1			5	
BBS 2nd year	95	95					121	121	5	9	3		14	182	177	20	10	9	2	30	
BBS 3rd Year	87	87	10	12	3	0	22	77	77	1	1		2	126	105	8	15	3		23	
BBS 4th year	59	59	6	6	0	0	12	79	79	24	22	11	1	46	114	68	10	12	3	22	
B. Ed 1st year	113	113					86	67	0	2	0	0	2	51	96	2	2			4	
B. Ed 2nd year	42	42	2	7	2		9	48	48	0	3		3	68	48	2	2			4	
B. Ed 3rd year	38	38	2	12	6	0	14	54	53	0	11	3	1	11	78	58	6	4		10	
B. Ed 4th year	42	42						31	31	3	7	1	0	10	37						
B. A 1st year	119	68					71	52	7	5	5	0	12	40	55	0	3	2		3	
B.A. 2nd year	41	41					60	57	5	7	4	0	12	80	45	3	8	3	1	11	
B.A. 3rd year	50	50	13	14	10		27	34	24	8	7	6	1	15	46	31	8	8	5	16	
Total							846	761	55	79	35	3	134	925	782	63	65	25	3	128	

Table 3: Pass Rate Trend Analysis of B.B.S., B.Ed., and B.A

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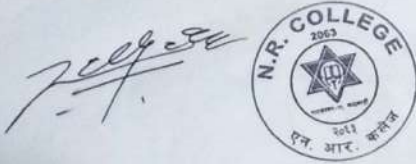
Table 4 presents the pass rate analysis of M.B.S. The table shows that the number of students enrolled and appeared in the end of semester exam is consistent in first semester. However, the number of students appeared in the end of semester exam seems decreasing in the 2nd, 3rd, and 4th semesters. Similarly, the number of students who passed the end of semester is also not satisfactory.

S.N.	Academic year/level	Admission	Appeared	Passed in FY 2076/77				Total passed	Admission	Appeared	Passed in FY 2077/78				Total passed
				Male	Female	EDJ	Disad.				Male	Female	EDJ	Disad.	
1	MBS 1st Sem	23	23	0	3	0		7	44	44	1	5	0		6
2	MBS 2nd Sem	21	13	3	1	1		4	32	32					0
3	MBS 3rd Sem	20	13	4	2			7	21	21	1	9	0		10
4	MBS 4th Sem								21	21					
	Total	64	49	7	6	1	0	18	64	49	7	6	1	0	18

Table 4. Pass Rate Trend Analysis of M.B.S.

Note:

1. The global outbreak of the corona virus COVID-19 in FY 2076/77 and 2077/78 affected the annual program of Tribhuvan University, resulting in a discrepancy between the time schedule of result of the student of first year and second year of Bachelors level.



Graduate Trend Analysis of the Last Three Years

The following table depicts the program wise/ level wise graduate trend analysis of the last three academic years disaggregated by female and educationally disadvantaged students. According to the table,

S.N.	Level	Passed in FY 2077/78					Passed in FY 2076/77					Passed in FY 2075/76				
		Male	Female	EDJ	Disad.	Total passed	Male	Female	EDJ	Disad.	Total passed	Male	Female	EDJ	Disad.	Total passed
1	B.B.S.	4	7	2	1	14	18	17	9	2	35	15	10	2	0	25
2	B.Ed.	1	12	1	2	13	5	15	4	1	20	4	10	6	0	14
3	B.A.	5	5	5	0	10	2	6	0	0	8	8	3	4	0	11
4	M.B.S.	2	3	1	0	5	2	2	0	0	4	0	2	2	0	4
5	M.A.						0	2	1	0	3	3	0	0	0	3
	Total					42	27	42	14	3	68	30	25	14	0	57

Table 5: Graduate Trend Analysis



There are different ways of classifying educational aid materials. In N. R. College, related equipment for putting them to work in the classroom, Educational Aids materials includes the following:

Dramatic performances (portrayal of people, events, and procedures) dolls and puppets are produced for use as dramatic models.

Models, mock-ups globes, and maps.

Mathematical tools and materials of different shapes and sizes are available.

Page graphic materials such as maps, graphs, cartoons, diagrams and charts are available.

Photographic maps of various types of diagrams.

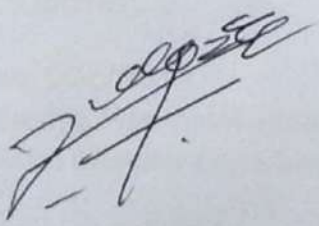
Pictorial and graphic aids whiteboard textbooks illustrations charts pictures are available.

Educational Equipments and Machinery

N.R. college has made provision for ICT, lab equipments, and educational gadgets required for the faculty and students. The educational equipments are not enough for the large number of students and teachers. Therefore, college is planning to construct a highly facilitated ICT lab to ensure basic computer literacy for faculties, staffs, and students. The existing educational equipments at college are shown in the following table.

S. N.	Particular	Quantity
1	Projector	3
2	Music System	1
3	Printer	2
4	Desk Top Computer	7
5	Laptop	3
6	Water pump machine	1

Table 6: Educational Equipments



Books/Journals/Reference Materials

The college has got a library which contains more than 4,000 books including journals and reference materials. This has not been enough to meet the growing demands of the students. Moreover, college has not able provide latest journals, books, and references materials due to the lack of financial resources. The college has made a comprehensive plan to improve the condition of library in the future.

Furniture

The following table shows the existing furniture at N.R. College. According to the table there are 284 pairs of standard desks and benches. Five students can sit comfortably in each of these benches. Separate tables have been provided for the executive head and the head of departments as well as the accountant. Five big racks and steel daraj have been constructed for the faculties, library and account section. Similarly, 27 whiteboards are being used in the classroom. However, separate racks have not been provided for the individual teachers. The furniture at college is not enough for the teachers and students as the number of students is increasing each year. Therefore, college is planning to add furniture soon in the future.

S. No.	Particular	Quantity
1	Desk Benches	284
2	Steel Daraj	7
3	Raack	5
4	Metal Chair	70
5	Wooden Chair	25
6	Office Table	12
7	White Board	27

Table 7: Furniture

Financial Progress

N. R. College has fixed assets and systematic collection of revenue. The college has purchased 100 desk bench, 10 library table and 48 chairs from UGC grant in FY 2077/78. Every year, the main source of income is the student fees. Besides, the other sources of income are follows;

Grants from UGC/Nepal

Supports from Government agencies (Municipality/ Province and others)

Supports from Member of Parliament, and Province



Analysis of Financial Resources

Self Generated Resources / Income

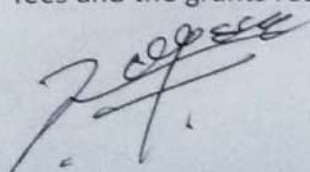
The main source of income college has is the students' fees. The college collects nominal fees from students as given in the following table.

Fee structure of Student			
S.N	Level	Admission fees	Monthly Fees
1	BBS 1st year	5,500.00	600.00
2	BBS 2nd year	5,500.00	600.00
3	BBS 3rd Year	5,500.00	600.00
4	BBS 4th year	5500.00	600.00
5	B. Ed 1st year	5,000.00	550.00
6	B. Ed 2nd year	5,000.00	550.00
7	B. Ed 3rd year	5,000.00	550.00
8	B. Ed 4th year	5000.00	550.00
9	B. A 1st year	5,000.00	550.00
10	B.A. 2nd year	5,000.00	550.00
11	B.A. 3rd year	5,000.00	550.00
12	MBS 1st Sem	15,000.00	
13	MBS 2nd Sem	15,000.00	
15	MBS 4th Sem	15,000.00	

Table 8: Fee Structure

Income of the Last Three Years

N.R. college also receives grants from government sources such as UGC and other government bodies. The following table shows the income from self-generated resources such as students' fees and the grants received from government bodies.



Income for the Last Three Years			
Particulars	FY 2075/75	FY 2076/77	FY 2077/78
Income from Student Fees	10,137,475.00	8,680,780.00	7,217,119.00
UGC grant (Regular)	931,500.00	1,099,575.00	1,199,575.00
UGC grant (Physical development)	-	-	1,250,000.00
TU Exam center	43,198.60	176,976.00	
Tarakeshwor municipality	191,350.00	1,961,240.00	1,167,654.00
MOSD, Bagmati Pradesh		900,000.00	1,961,240.00
Others	200,368.00	236,961.93	294,439.43
Total Income	11,503,891.60	13,055,532.93	13,067,322.43

Table 9: Income for the Last Three Years

Note: A grant of Rs. 1,000,000 has been received from the UGC for ECA development in FY 2077/78 which will be shown in annual progress report of FY 2078/78.

Expenditures Analysis of the Last Three Years

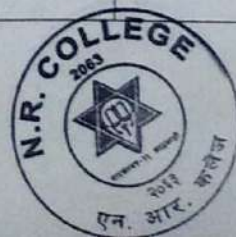
The major areas of expenditure in N. R. College are under the following headings: Staffs remuneration, faculty development, research and scholarship, infrastructure development, aids and others. The following table reveals the expenditure trend in N. R. College during three fiscal years.

Expenses for the Last Three Years				
S.N	Particular	FY 2075/76	FY 2076/77	FY 2077/78
	Revenue Expenses:			
1	Exam Expenses	1,223,035.00	1492414.50	1,316,185.00
2	Miscellaneous Expenses	175,064.56	309,708.98	100,880.00
3	Scholarship Expenses	39,900.00	4,250.00	44,350.00
4	Information Publishing Expenses	8,460.00		
5	Fuel Expenses	1,140.00	1,425.00	13,558.00



6	Transportation and Travel Expenses		32,500.00	48,000.00
7	Printing and stationary	40,149.90	141,767.00	43,700.00
8	Book and Newspaper Expenses		36,110.00	
9	Examination Center Expenses	29,104.00	136,715.00	
10	Tax deduction on interest and bank charge	30	11,923.71	44,191.40
11	Advertisement expenses			23,137.00
12	T.U Practical Expenses	58,525.00		
13	Service Expenses Telephone internet electricity	32,808.00	23,776.00	79,100.00
14	Expenses Incurred/Covid Relief	67,908.00	25,000.00	
15	Tie and T-shirt	144,830.00	63,986.25	
16	Repair and Maintenance Expenses	16,420.00	82,962.13	49,919.00
17	College renewal Charge			85,000
18	Auditors remuneration	30,800.00	38,646.00	57,244.00
19	Office Goods expenses	5,300.00		12,010.00
20	Registration fee	140,500.00		
21	Salary to faculties and staff	6,939,960.30	7,940,995.00	5835730
22	Depreciation	544,332.91	533,347.99	810744.23
	Total revenue Expenses	9,498,267.67	10,875,527.56	8,551,738.63
23	Capital Expenditure			
24	Building		4,078,311.70	2284578.57
25	Library book	282,911.00		
26	Projector	44,000.00		
27	White board	15,052.05		
28	Furniture	61,424.50	88,500.00	1378697.28
29	Machinery (Water pump)		10,955.00	

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30	Computer		400,000.00	126999.9
31	Projector		60,000.00	
	Total Capital Expenditure	403,387.55	4,637,766.70	3,790,275.75

Table 10: Expenditures analysis of the last three years

Audit observations

From its establishment, N.R. College strictly follows the recommendations made by the financial auditor. A financial monitoring committee under the leadership of the member of a CMC was formed. The committee is supposed to monitor the financial status of the college. This committee performs social audit of the institution. Before the endorsement in the CMC meeting, the financial and monitoring committee reviews the statements provided by auditor. Then, CMC approves the college financial statement and provides some guidelines to implement the audit report if found necessary.

As per the decisions of CMC, Mr Shyam Krishna Timilsina of S.K.Timilsina and Associates is appointed as the auditor for the FY 2073/74. Mr Timilsina has pointed some suggestions associated with this account/administration/store and others to be addressed for smooth operation, transparency. The issues raised by Mr Timilsina have shown in the table below. Besides, the college administration has tabled this report to CMC for necessary action and further improvement.

Issues Raised	Steps Taken
Proper Property valuation is necessary	Under Discussions in CMC
Petty cash should not be used for the amount more than 1000	Implemented
TDS on payment within 25 th day of the month of expense	Partially Implemented
Update the record of physical properties	Partially Implemented
Update the records of libraries	Partially implemented
Revision and Evaluation of Physical and Capital Assists should be updated	Under discussions of CMC
Examinations/Library records should be improved	Partially Implemented

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Accounting /library/store and examination records should be operated through Software	Partially Implemented
Old advance amounts should be cleared	Under discussions of CMC
Separate accounting software should be adopted for undergraduate level of program	Implemented
PAN card of faculties for remuneration should make compulsorily	Partially Implemented
Classification of faculties (Full time/Part Time/Basic/Contract and others) should be defined as per government and the norm and regulation of affiliating university. Full time faculties of other organizations should not be treated as the permanent staffs of this college.	Under discussions of CMC
At least few regular staffs (Account/General Administration/Library) should be appointed.	Partially Implemented
Further work Approval letter is necessary for all full time staffs of other organizations	Partially Implemented

Table 11. Issues raised by audit observations in the last fiscal year-2073/74

Social Progress

N. R. College is a community college. Therefore, the college keeps community development as one of its primary goal. To keep in touch with the community and make the relationship between community and college stronger, the college runs community awareness programs; becomes involved in various activities in the community; contributes to society in different activities; and requests the community to make contribution to the development of college. This has made the bond between community and the college stronger. Some of the activities of the college to the community are as follows:

Community Awareness Program

N. R. College organizes the health awareness program at N. R. College. College has a health club and this club organizes health related community awareness programs. Every year this club works to foster the general health awareness in the community. The club with the association with the health department and the students also organize community survey programs in different parts of the Tarakeshwor Municipality every year.



Social Activities

At N. R. College, we celebrate some programs in an association with student organizations. Most of them are non-political programs like Guru Purnima, Bhanu Jayanti, Fhagu Purnima, HariTalikaTeej, Dashain-Tihar Celebration and Dipawali Puja to maintain harmony, solidarity, preservation, and development, among different social groups of students studying in college. Some other programs organized in N. R. College with the support of student organizations are world environment day, cleanliness program, quiz competition, creative writing competition, debate competition, lyrics writing competition, peace building condition and non-violence issues, workshop/ Seminars in current educational, political, economic, and cultural issues, health camps in association with local health post at Tarakeshwor Municipality.

Society's Contributions

The College has been in touch with different social units, departments, and individuals. Recently the college organized interaction program with community people for community involvement in all its activities. Tarakeshwor municipality just provided Rs 15,00,000 for the development of infrastructure in the College. Besides, Member of parliament Bhimsen Das Pradhan; Provincial Member of Parliament Yogendra Sangraula and some individuals have also committed to contribute for the development of the college.

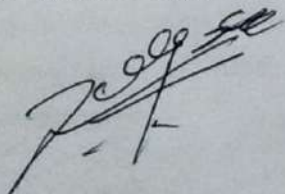
Contribution of College to Society

N. R. College is the community College. The management committee of this college has decided to contribute and perform some societal activities within the Tarakeshwor municipality. For this some amounts will be allocated in its regular budget to perform the activities mentioned below. The following table shows the five years plan of college contribution to society within municipality.

Contribution of College

Activities	079/80	078/79	077/78
Scholarships each level in number	10	10	
Library facilities in a day	2 hrs	2 hrs	10
Awareness programs annual	2	2	2 hrs
Free medical checkup program to community annual	1	1	2
Sanitation program specially adolescent girl annual	1	1	1
Games materials distribution to the community schools	5	5	1
Free teachers training to the community schools	3	3	5
			3

Table 12. Plan for Contribution to Society



Plan for Increased Involvement of Society in the College

A College regulation revision team headed by our founder Campus Chief Mr. Dhanlal Maharjan has been preparing its report to increase the involvement of society in the college. Besides this, the College Management Committee is planning to form the *Research Management Cell* with the wider involvement of the community intellectuals. For this some efforts have been made to incorporate the cooperation received as a donation in the development of the college by community people. Our main concentration is to foster the issues and challenges of the community and draw the attraction of concerned authority. For this N. R. college has planned to do the following activities to increase the involvement of society in its all activities. They are as follows;

Improvement of College regulation with a view to involve the community people

Participation of community people in College all activities

Collaboration with societal organizations

Regular discussions on the societal issues

Recognition, appreciation and award for the best practices in the society

Industrial dialog to link the education for the need of the society

Problems, Issues and Challenges

Problems

For over one and half decade, N. R. College has been working to uplift its educational standard by providing quality higher education but there are many obstacles and hurdles that are emerging. Some problems, issues and challenges associated with this college are as follows.

Short Term Problems

COVID-19 pandemic affected college this year due to which physical classes couldn't be conducted for about eight months (Chaitra 2076- Kartik 2077). Now college has begun classes with permission from Tribhuvan University and the local authority i.e. Tarakeshwar Municipality. Necessary furniture like tables, benches, drinking water, sanitation, playground for physical class and sufficient playing material are the general short term problems the college is facing.

Long Term Problems

1. Low enrolment; high dropout rate; and lack of highly qualified research faculties
2. Lack of full time faculties and staffs; lack of equipments, resources; lack of minimum facilities.
3. Financial problem: Depending on the students' fees only; no permanent other sources of financial resources; lack of fund for quality enhancement; budget constraints for infrastructure development



4. Barriers of human resource development: lack of own faculty, no reputational provision of upgrading the faculties; most of the faculties are university and other college teachers, no sufficient classrooms and land of college, most of the classes are held in School building, semi-skilled non-teaching staffs

5. Single academic program: number of students increasing but there is no sufficient class room for them; only morning (no choice of students in timing)

Issues

1. Low participation from community
2. Inconsistency in college policies
3. Poor implementation of strategic plan
4. Teachers dissatisfaction towards remunerations and facilities
5. Single stream- academic programs
6. Less priorities by Government and affiliating university to the community colleges ,
7. Token grants allocation by UGC
8. Rapid decreasing of enrolment in education program,
9. Low level of managerial effectiveness,
10. Quality erosion

Challenges

1. Maintaining quality is the main challenge of this college. N. R. College is facing the high dropout rate and high failure rate in the college. The regularity, punctuality, regular teaching practices, low involvement in microteaching, low quality of thesis research works are some of the barriers of quality education in N. R. College.

2. Student unrest is another challenge. Among the challenges of higher education, it is important to address students' unrest. Lack of physical and educational facilities is bringing much hindrance in the way of development. Teachers are less motivated to do certain research work. With student prospective, teachers are not competent, and they are teaching in higher education institutions. The most important problem of higher education in Nepal is the political involvement of students in management.

3. Administrative reform is the next challenge. N. R. College is facing the big challenges of skilled manpower in technological field like in IT field. As a reform in the administration, N. R. College gives priority to skill and train staff in the days to come.

4. Less research works on college activities is also a great academic challenge. Many of the teachers do not have enough research skills and they need training on that.



3. Decreasing trend of educational budget is the next challenge the college is facing.

4. Permanent settlement of college has been another major challenge. The town area is highly populated. The land is very expensive to buy. The college has not got enough space to conduct extra-curricular activities.

5. Quality enhancement to students with present situation due to rented building is the next challenge. Currently, the college is using the school building of Nepal Rastriya Secondary School for conducting classes. So, conducting all classes on its own building has been a challenge.

Opportunities

The following are the major opportunities envired by the College for students:

Increased awareness of educations in new areas/Municipality.

N. R. College is the second degree College in the Municipality.

Regarding outer ring road, N. R. College will be a center point and accessible to all people living in the northern Part of Kathmandu Valley, Nuwakot, Dhading, Rasuwa and Gorkha district.

The growing concerns of the stakeholders are very encouraging and appreciable.

Learning has got high priority individually or organizational wise.

There is a big scope to conduct the research works.

Availability of skilled manpower/human resources are another positive dimension of College.

New premises and environment will be highly academic rather politics.

New ways and techniques of learning and teaching are being subject of discussion.

Threats

Competitors are growing from national and international perspectives.

Students are demanding more facilities.

Government intervention is increasing and financing is decreasing.

Role of affiliating university (TU) is not community college friendly

Low enrolment in education is a big threats to the colleges conducting only the education programs



Measures Taken to Address the Issues and Challenges

Aforementioned problems, issues and challenges are associated with this college. The following measures will be taken to mitigate them.

1. An advisory committee has been formed to involve community participation in the college
2. RMC has been fully authorized to perform the research based activities in the college
3. College Regulation reviewed committee has submitted its report to overcome this problem
4. A separate team has been formed to review the strategic plan and analysis the poor implementation of strategic plan
5. A committee has been formed to review the resources and remuneration of the faculties and staffs
6. CMC has decided to conduct the programs of other stream rather than education. For this College is trying for affiliation of other academic programs from TU
7. We appeal for the increment of grants
8. Public commitment to enhance the quality
9. Hired skilled and committed manpower in managerial duties
10. Quality enhancement through quality teaching with use of ICT in classroom
11. Student counselling for less political interference
12. A team has been formed to settle the issues of college conduction from its own building
13. Concentration on infrastructure development

Plan for Addressing the Issues and Challenges

College has developed three years' strategic plan to overcome its problems and issues associated with this College. Besides, CMC has decided to solve the following problems. They are as follows;

Full time subject department head will be appointed as soon as possible.

They will be assigned to evaluate all class and have in intellectual analysis with full commitments.

Departmental system will be forwarded to execute the future plans and policies to this College.



Clear responsibility, transparency of work, result oriented teaching should be minutely defined to develop a positive change as it is a great challenge which is to be solved immediately.

There will be provision of award and punishment to bring the aimed result in all subjects through department heads.

New salary system will be developed on the basis of qualification, efficiency and time given by them and others.

A provision of basic subject teacher's will be changed and qualitative and energetic lecturer with full time should be appointed after the recommendation of committee.

Those students who achieve the best score in the in final exam of T.U. from our own College will be prioritized to fulfil the vacancy of lecturers of this College rather than outsiders.

N. R. College will emphasize the regular meetings and trying to increase the compliance of teacher's efforts with the policies that the College has taken to enhance quality.

With the support of the teachers, students, students' union, and expert's efforts will be directed towards reducing absenteeism, turnover of faculties, negligence's, etc.

College will get support from all departments heads by maintaining close relation and for regular consultations

College will get support from teachers through effective coordination of department heads

There will be increase in its achievement with the development of team sprit with faculty members, students, students' union, department heads, and others.

The college has planned to add some land with community support. As a preliminary work, it has started works with local communities to strengthen relation and identify the possibilities for mutual benefits with local community.

Budgeted and Actual Income and Expenditure

The following table shows that budgeted and actual income and expenditure of N.R. College, Tarakeshwor-11, Nepaltar, Kathmandu in three fiscal years.

Income and Expenses for the last three year

S.N	Particular	FY 2075/76	FY 2076/77	FY 2077/78
1	Income from Student Fees	10137475	8680780	7217119
2	UGC	931500	1099575	2449575
3	TU Exam center	43198.6	176976	
4	Tarakeshwor municipality	191350	1961240	1167654
5	MOSD, Bagmati Pradesh		900000	1938535
6	Others	200368	236961.93	294439.43
	Total Income	11,503,891.60	13,055,532.93	13,067,322.43



Revenue Expenses:				
7	Exam Expenses	1,223,035.00	1492414.5	1,316,185
8	Miscellaneous Expenses	175,064.56	309,708.98	100,880
9	Scholarship Expenses	39,900.00	4,250.00	44,350
10	Information Publishing Expenses	8,460.00		
11	Fuel Expenses	1,140.00	1,425.00	13,558
12	Transportation and Travel Expenses		32,500.00	48,000
13	Printing and stationary	40,149.90	141,767.00	43,700
14	Book and Newspaper Expenses		36,110.00	
15	Examination Center Expenses	29,104.00	136,715.00	
16	Tax deduction on interest and bank charge	30	11,923.71	44,191.40
17	Advertisement expenses			23,137
18	T.U Practical Expenses	58,525.00		
19	Service Expenses Telephone internet electricity	32,808.00	23,776.00	79,100.00
20	Expenses Incurred/Covid Relief	67,908.00	25,000.00	
21	Tie and T-shirt	144,830.00	63,986.25	
22	Repair and Maintenance Expenses	16,420.00	82,962.13	49,919.00
23	College renewal Charge			85,000
24	Auditors remuneration	30,800.00	38,646.00	57,244
25	Office Goods expenses	5,300.00		12,010.00
26	Registration fee	140,500.00		
27	Salary to faculties and staff	6,939,960.30	7,940,995.00	5835730
28	Depreciation	544,332.91	533,347.99	810744.23
	Total revenue Expenses	9,498,267.67	10,875,527.56	8,551,738.63
	Capital Expenditure			
29	Building		4,078,311.70	2284578.57
30	Library book	282,911.00		
31	Projector	44,000.00		
32	White board	15,052.05		
33	Furniture	61,424.50	88,500.00	1378697.28
34	Machinery (Water pump)		10,955.00	
35	Computer		400,000.00	126999.9
36	Projector		60,000.00	
	Total Capital Expenditure	403,387.55	4,637,766.70	3,790,275.75

Table 13. Plan for Contribution to Society

Projected Annual Income and Budget

The following table presents projected annual income and budget of the four fiscal Years following the current fiscal year as per the strategic plan.

Budgeted Income and expenditure of N.R. College, Tarakeshwor-11, Nepaltar, Kathmandu				

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S. No	Descriptions	Expected In 2078/79	Expected In 2079/80	Expected In 2080/81	Expected In 2081/82
	Budgeted Income:				
1	Revenue from Student	23,027,040.00	25,329,744.00	27,862,718.40	30,648,990.24
2	UGC	4,725,000.00	5,197,500.00	5,717,250.00	6,288,975.00
3	TU Exam center	367,500.00	404,250.00	444,675.00	489,142.50
4	Tarakeshwor municipality	2,625,000.00	3,630,000.00	3,993,000.00	4,392,300.00
5	MOSD, Bagmati Pradesh	2,100,000.00	4,235,000.00	4,658,500.00	5,124,350.00
6	Others	294,439.43	323,883.37	356,271.71	391,898.88
	Total Revenue	33,138,979.43	39,120,377.37	43,032,415.11	47,335,656.62
	Budgeted Expenditure:				
A.	Capital Expenditure				
7	Land and Building Construction	12,500,000.00	5000000	22,000,000.00	
8	Furniture	1,700,000.00	500,000.00	1,000,000.00	200,000.00
9	Equipment	1,500,000.00	500,000.00	1,000,000.00	150,000.00
10	ECA	1,100,000.00	300,000.00	300,000.00	300,000.00
	Total Capital Expenditure	16,800,000.00	6,300,000.00	24,300,000.00	650,000.00
B.	Operational (Revenue) Expenditure				
11	Research Management Cell (New Programme dev, Research oriented Act.)	760,000.00	875,000.00	955,000.00	1,100,000.00
12	New Program Development	200,000.00	250,000.00	300,000.00	450,000.00
13	IQAC Unit	200,000.00	350,000.00	500,000.00	500,000.00
14	Educational Management Information Sys	300,000.00	150,000.00	150,000.00	150,000.00
15	Documents and Report Preparation	170,000.00	217,000.00	250,000.00	250,000.00
16	Library Expenses and Development	300,000.00	350,000.00	400,000.00	400,000.00
17	Basic Salary Faculties	8,500,000.00	9,500,000.00	9,500,000.00	10,500,000.00
18	Non-Teaching Staffs Salary	1,802,000.00	2,200,000.00	2,500,000.00	2,500,000.00
19	Student Welfare Expenditure	225,000.00	250,000.00	350,000.00	450,000.00
20	Merit Based Scholarships	250,000.00	515,000.00	750,000.00	850,000.00
21	Advertisement/Field Visits	50,000.00	75,000.00	75,000.00	75,000.00
22	Maintenance and Development	165,000.00	186,900.00	300,000.00	400,000.00
23	Electricity works	60,000.00	60,000.00	60,000.00	750,000.00
24	Telephones/ Internet etc expenses	63,000.00	72,000.00	72,000.00	90,000.00
25	Vehicles tax/repairing/servicing	48,000.00	48,000.00	60,000.00	70,000.00
26	Other	55,000.00	55,000.00	55,000.00	55,000.00
27	Stationary and Logistic Support	105,350.00	125,000.00	150,000.00	235,000.00

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28	Printing Services	201,000.00	130,000.00	143,000.00	150,000.00
29	Cultural Program and Co-Curricular Activities	45,000.00	78,000.00	78,000.00	80,000.00
30	QAA and HEP Project	40,000.00	75,000.00	125,000.00	150,000.00
31	Transportation Expenditure	60,000.00	60,000.00	90,000.00	90,000.00
32	Refreshment and Hospitality	72,000.00	144,000.00	144,000.00	150,000.00
33	Micro-Practice Teaching	150,000.00	175,000.00	250,000.00	270,000.00
34	Cost of Practical Classes	75,900.00	187,990.00	206,789.00	285,000.00
35	Staffs Development	35,000.00	87,450.00	96,195.00	150,000.00
36	TU Examination Fees	775,000.00	825,000.00	955,000.00	1,025,000.00
	Total Operational (Revenue) Expenditure	14,707,250.00	17,041,340.00	18,514,984.00	21,175,000.00
	Total	31,507,250.00	23,341,340.00	42,814,984.00	21,825,000.00

Table 14: Budgeted Income and Expenditure

Estimated Annual Income from Student Fees in FY 2078/79

Budgeted Income 2078/79

	Academic year/level	Admission			Appeared	Monthly Fees	Amt	Exam Fees	Amt	Total
		NOS	Fees	Amt						
1	BBS 1st year	276	5500	1518000	193	600	1987200	300	57960	3563160
2	BBS 2nd year	258	5500	1419000	130	600	1857600	300	39000	3315600
3	BBS 3rd Year	185	5500	1017500	85	600	1332000	300	25500	2375000
4	BBS 4th year	121	5000	605000	54	600	871200	300	16200	1492400
5	B. Ed 1st year	225	5000	1125000	120	550	1485000	300	36000	2646000
6	B. Ed 2nd year	180	5000	900000	60	550	1188000	300	18000	2106000
7	B. Ed 3rd year	86	5000	430000	34	550	567600	300	10200	1007800
8	B. Ed 4th year	48	5000	240000	34	550	316800	300	10080	566880
9	B. A 1st year	141	5000	705000	74	550	930600	300	22200	1657800
10	B.A. 2nd year	119	5000	595000	50	550	785400	300	15000	1395400
11	B.A. 3rd year	71	5000	355000	50	550	468600	300	15000	838600
12	MBS 1st Sem	35	30000	1050000	30			1000	30000	1080000
13	MBS 2nd Sem									
14	MBS 3rd Sem	32	30000	960000	22			1000	22400	982400
15	MBS 4th Sem									
	Total	1777		10919500	936		11790000		317540	23027040

Note: Estimated growth of income from student fees is 10 %.

Table 15: Estimated Annual Fees from Students



Projected Annual Work Plan

The following table shows the projected annual work plan of N.R. College.

Projected Annual Work Plan				
S.No	Descriptions of works	2078/79	2079/80	2080/81
1	Land and building construction			
2	Desk/Bench construction			
3	Submission of LOI			
4	Official Furniture, Notice Board, Library and RMC Office			
5	Availability of Water facilities			
6	Submission of SSR			
7	Water facilities and toilet construction			
8	Electricity Works In The Building			
9	Drainage Management Front Side			
10	Official and Desk Bench Furniture for canteen and library and other offices and labs			
11	Aluminum Work			
12	Acquisition of QAA			
13	Play Ground Management			
14	Computer Digital Lab			
15	Gardaning in the premises			
16	Main gate construction and finishing work			
17	Building painting works			
18	Staffs room development			
19	Networking and system management			
20	E-library/E-management/Online education facilities started			

Table 16: Estimated Annual Fees from Students