

An Operational Recent Media and Field Study on Tribhuvan University's Academia

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Abstract

Tribhuvan University (TU) is the only central and the eldest university in Nepal. It has been the role model of the other universities here and it has own identity globally in the meaning of number of student, provision of various subjects, eco-friendly landscape with the sufficient physical infrastructure and so on. It is still the prime choice of Nepali students whose economy is poor for higher studies, but those who are financially sound, try to go abroad after school level education. Despite TU having enough land property including human resources in comparison to other Nepali universities, the students do not seem fully satisfied in average with the academic activities, some central level educational policies, management system, service and hospitality of the core staffs resultantly unable to perform excellent in the final examination. Keeping old and new some philosophies of education in the mind, for example, Socrates, John Dewey, E. George Payne and some others, this research article renders passionately in the mind of many stakeholder student and teachers at TU's one constituent campus, Patan Multiple Campus, Patandhoka (Lalitpur) as a sample study through interviews. It reads some lines of the Nepali mass media in the recent so that the related authorities of TU will get feedback for rectification in time in the favor of the nation as well as to reset its own glorious past image in the society, thus, quasi-experimental method works in this article.

Keywords : Calendar, examination process, impact, professionalism & restructuring TU.

Introduction

Tribhuvan University (TU) is the eldest university of Nepal organized in 1956 AD and incorporated in 1959 AD. There run faculties like Humanities & Social Sciences, Management and Education as well the institutes like Science & Technology and Engineering with emerging new subjects and programmes to meet with global challenges. Except Manang district where there is no any of its institution till date, TU has around four hundred-thousand students in its sixty-two constituent, five hundred and twenty-nine community and five hundred and forty-nine private campus and colleges around the country (Kaini, March 12, 2023, p. 1; "The History of Tribhuvan University Publicized", 2023). Despite TU's dominance around eighty percent on Nepali students, there is some sound of

dissatisfaction about it in the areas of frequent announcement of final examination of the same level in the same academic year, sometimes not happening examinations in the right time, whole year enrolment of the student hampering the teaching hours, the fair examination as well as not publishing the result in time by adhering the global academic calendar, the regularity and punctuality of the teachers in the class in average, the equipments in the laboratory, improper management and so on.

Structurally, TU bears an Examination Control Office at Balkhu (Kathmandu) with its some regional offices nationwide, which looks after the examination works of bachelor's level, but its masters' level semester examination occurs through the different dean offices. TU has adopted the internal evaluation system for some bachelors' programmes too like B. Sc. CSIT, B. B. A., B. C. A, and also in the annual programmes like B.A. and B. B. S.

This research article selects Patan Multiple Campus, Patandhoka, Lalitpur as a sample to testify the issues raised just above because it is one of the largest campuses in TU which conducts educational programmes in the capital city of Nepal, Kathmandu, in many streams like Humanities & Social Sciences, Management and Science & Technology in its own premise where bachelors' and masters' levels studies occur. This campus is able to run masters' degree programmes in the various subjects including Physics, Information Technology and Environmental Science, English, Nepali, Economics, Sociology, Population, Rural Development, Business Studies, some technical studies like B. Sc. CSIT and B. C. A. (in computer studies), and new area of studies like B. S. W. (social work).

The Inherent Theory

Before discussing the issues raised in the section, introduction of this article, and their proper solution, the writer introduces the denotation meaning of 'education' from dictionary then to take some old and new views on this term. Generally people understand education is nothing but an act of teaching and learning for self, society and the nation's betterment. It may differ if one goes through its empirical meaning. For example, according to one definition of "education", it is a process of teaching, training and learning at education centre to improve knowledge and develop skill in the individual (Sally Wehmeier, 2005, p. 488). This definition adds 'skill' in student with learning.

But Socrates believes that 'education' is to make function our brain which has latent ideas. He supposes the teaching and learning activities as the supreme works of human. He focuses also on the full growth of intellectuality with universal traits which is possible only a person becomes 'educated' with the professional human resource and after passing through different processes of examination whether it be in the examination hall or walks of life. It is considerable that Socrates (b. 470 B. C. – 399 B. C.) was a Greek philosopher who

lived some two thousand, four hundred and twenty-two years ago. In the same way, John Dewey (1859 A. D. – 1952 A. D.) understands that education makes a person perfect through different abilities so that she/he will be completely independent for own sake and for the society and nation, that is, one will be a responsible citizen. While considering some foundational theories of education, J. B. R. and Paudel (2010; p. 11) maintain by taking references of some prominent theorists. According to them, Socrates believes that education is the act of bringing out the universal hidden valid ideas from the mind of the person but Dewey, an American pragmatic philosopher, takes education as complete development of an individual's capacities with which she/he can control the surrounding environment to satisfy own possibilities. Of course, Dewey's philosophy is project based method of teaching. Whatever the gap may be between these two philosophers, their thoughts match to each other here and both of these theorists believe that 'education' is to bring out all the possibilities from the student which is dormant in their brain so that they will be the worthy citizen. Dewey's research on a process that initiates human action aims at four aims: social efficiency, education as life, education as experience, and education as a combination of theory and practice (<https://iep.utm.edu>john-dewey>).

It is the duty of a good politician to create good environment for teaching profession in the nation. It is a precondition that a punctual fair examination makes a student forcefully to become studious who in turn seeks a professional teacher rather than a political gaffer in the classroom who never cares the life of the student. In this sense, the teaching human resource must be political in the sense of good teaching easily and their culture of study and professional talks will compel students to become like same. Such human resources only can enlighten the mankind and can make a landmark in the human history. Therefore, referring to the Sociologist Brubacher, and some educationists like E. George Payne and Munroe, J. B. R. and Poudel further mention the different functions of education in their same book *Philosophical and Sociological Foundation of Education* as: individual; social; national, and international functions of education (26-27).

The Operational Methodology

This research examines at academia of Patan Multiple Campus, Patandhoka, Lalitpur joining with TU as a whole with brilliant interviews with some representative students from different faculties, Free Students' Union (FSU) President and campus's core teaching staffs who have teaching and the administrative experience alongwith leadership also. The article views on some opinions of the academicians printed in the mass media in the recent. As it goes through lines of different media to listen to the public demand from TU and their grievances, the writing consults different sources for analyzing the theories from book and

internet, and does the field visit for sample study of a constituent campus in TU, hence, it advocates the quasi-experimental method.

How do the Mass Media Review These ?

On General Education Affairs

Sarita Tiwari recalls the glorious past of the Students' Movement in the context of Nepal. Her indication is towards TU. She is unhappy with the role of present student wings' activities in Nepal whose role is deviated from academic manner. She writes in a daily newspaper that the organized students' avian has not only affected positively the academic calendar of universities but also raised the socio-political awareness in the role of the opponent ahead of the government (Tiwari, March 14, 2023, p. 6). There are other such references of the defamed student politics also. Some news expressions are below.

Referring to the physical attack on the teacher Prem Chalaune at university central campus in TU, an educational news reporter, Rubi Rauniyar, writes that the goondaism of some students in TU. Her claim is that it is common and it has so deep rooted that it affects even the transfer and promotion of the human resources of the university. According her, they occupy the university's hostel for many years illegally and the situation is such that the politically appointed TU's authorities are themselves helpless ahead of such people. Such activities hamper not only the academia of TU but also have a bad impact on its image (Rauniyar, May 9, 2023, p. 3). Likewise, regarding the non-academic activity and some perversions in Nepali universities, Shanti Krishna Adhikari writes that there seem be many banners of the students' wings but no any banner to identify the campus which are, now-a-days, more active for vested interest of some invisible agencies than the pure academic activities. Such universities cannot excel forward. They influence the academic excellence and the progress as well as in the decision making process of the authorities ("The Person Growing But Institution Finishing", 2023, May 4/2080 B. S., Baishakha 21). According to Adhikari, most of the time of the campus chief spends on the verbal fights with the unit leaders available there which concerns TU at prime. So writes Parajuli too. He admits this allegation of Rauniyar that TU is more the grip of mafia than the government (Parajuli, March 16, 2023, p. 7).

The entire responsibility does not go to the students' activities for TU's performance. It equally goes on plan, policy, and professionalism of teachers and so on. Let us consider in some paragraphs below.

Sanjeev Upreti, who has teaching career in TU, seeks the essentiality of 'humanism' in TU's faculty of Humanity & Social Sciences. He finds a big gap of humanity in TU. He understands 'humanism' in his news article in a daily newspaper that it should be something

like looking into the justice of life of financially and politically poor people than ownself without an imagination (Upreti, March 12, 2023, p. 7). He says that our course of study taught us only ask question on other and to satirize but it never taught to raise question on self. The student get here hypocritical theoretical knowledge more than the practical inner touching the heart so, he argues that where there is lack of logic, there is quarrelsome, thus, the university should teach how to get rid of dangerous generalization of the events. On this issue, Vishnu Sapkota's opinion also matches with Upreti when Sapkota writes that the university teachers lose their self pride as the academic institution loses its self confidence and such teachers either do not believe in their competency or sit quietly on the social issues rather than intellectual interference (Sapkota, March 15, 2023).

The huge work load and lack of operational structure is another factor to influence the TU's service. In such situation, the staffs may be sincere but the faulty structure may be a hinder. Sudip Kaini maintains the problem with a solution in an interview with the sitting rector of TU, Shiva Lal Bhusal, whose study report of restructuring committee of TU also speaks that the time has come to restructure TU's operational services as per the federal structure of the country (Kaini, March 12, 2023, p. 3). According to this news, rector Bhusal has produced two concepts to restructure TU: to set TU in each seven federal parts of Nepal, and to convert the faculty structure into school structure with certain rights and autonomy but such mini parts will not decide about affiliation matter.

While seeing the overall policy of higher education and its effect, some stakeholders, like principal of National Open College, write as illustrated here. Doing the work of reading between the lines in the mass media, the education act of Nepal 2028 BS with its latest reform and also the provision of a Nepali individual in the constitution of Nepal, Dibakar Vashistha points out many weaknesses in the education sector of Nepal at school and higher education level. He sees not only the policy level some weaknesses but also the challenges of the human resources production in Nepal and of the educational entities here. He mentions, for example, that where most of the Nepali students become fail in the examination of the Medical Education Committee of Nepal on the one hand, those students go abroad for study with huge amount of fees leaving the Nepali medical colleges' seat quota remaining unfulfilled alongwith serious brain drain on the other hand (Vashishtha, May 26, 2023, p. 4). He further expresses that the Nepal's policy in education and here the government's move is seen more focused on media writing and policy making every time new and new rather than reformation policies in universities' quality education, producing human resources meeting with global challenges who can use the latest technologies and to create in the nation the opportunity of employment for them. His article continues that the university gets grant on the basis of source and force which should be on its performance as

per the result of regular monitoring from authentic body. Vashistha's this opinion of grant distribution also matches with the expression of Hari Prasad Lamsal who writes in another news article in the *Naya Patrika*, a national newspaper of Nepal as: "Though the higher education is not exactly under control as to that of the school education but the government can indirectly control the higher education by adopting the policy of steering from distance, that is, proving grant under certain policy and law or applying the certain conditions" (Lamsal, May 26, 2023, p. 6).

However, Lamsal thinks in his article further some common matching points to Vasistha's and some additional points about why TU and as a whole the Nepali universities have reducing number of students every year in some recent decades. Mentioning the historical background of TU and universities of Nepal, Lamsal enlists that the foreign universities' educational activities get operated easily in Nepal by making policy, the opening of institutions in the sector of medical education come into function, the opportunity for Nepali students come to go abroad, the number of universities in Nepal increase and such other activities provide the opportunities in higher education in Nepal but these events add some challenges also. In the further paragraphs, Lamsal maintains the responsible factors for decreasing number of students in the recent years in TU and as a whole in the Nepali universities that the global COVID-19 pandemic disease, Nepal's universities not following offline online classes sharply in the global competition, there having no academic calendar, no regular teaching activities, no effective investment, no contextual quality education, increasing no objection letters to go abroad for study but students coming in Nepal is having low rate, not having strategy at school level as per the geo-population to increase number of students, while the foreign universities apply the part time courses, the Nepali universities even cancelled the provision of the private education, and so on.

But summarizing the vivid loop holes in the Nepali universities and primarily in TU, like Lamsal, Vasishtha writes that the Nepali constituent campus and the affiliated colleges are suffering from not getting full quota because of the less job opportunity, lack of professional and the quality education, the insincerity of some teachers who do attendance in the government campus but run to the private colleges, near about all time the foul politics of some students' locking the institution and so on.

However, TU suffers also from vested interest of some authorities which has negative impact on the institution's future and image while adopting any policy. It is visible while approving the certain courses in different faculties. For example, referring to the recent dispute about permission of some new courses under different streams of teaching, Surya Prasad Pande alleges that TU gives priority to the interest of private and community

institutions rather than the future of TU because what the previous decision is to demand the Quality Assurance Agencies for Higher Education (QAA) certificate for new programme, now, it takes new decision by ignoring it just on the pressure group of some public and private incorporators (Pande, May 19, 2023, p. 2).

Likewise, Vidya Nath Koirala raises new issue when he writes an article on the emerging new universities comparing with the TU's history. He refutes to the government's policy and the current profession of the universities' teacher and their traditional track of teaching practice. Giving the global history of the eighth generation of the university serially, the Vedic literature providing, the *Gurukul*, formal education provider, the research having, joining education with trade and industry, joining with society, of open type, of open-close mode and of website, Koirala asks some crucial questions like: is the government ready to make a Xerox copy of TU in the name of new university, should one break the learning pattern or not, should the destination of new university fix and should the work of restructuring TU to go on now (Koirala, March 13, 2023, p. 7). Here Koirala raises the ethical question on those teachers who allow the marks in the internal evaluation by seeing face rather than quality, who teach with notes and also who are satisfied with notes are both enemy of the semester system, who have no interest on professional talk in the premise of the campus rather than political gaff and also equally on TU's recent some years' unsatisfactory performance of not following its calendar sharply. Seeking vivid loop holes in TU, Lok Ranjan Parajuli, other writer, also claims that the research centres of TU have dwindling publications, TU itself does not allow its teachers of education faculty in the humanity stream which blocks their career experience, the students rush to the rooms just after class is over rather than entering the libraries, certain new programme and departments are set on the policy of no investment of the government on higher education, there are only two doctorate degree holders in the central department of Sociology in TU but there are around two-hundred candidates enrolled for this degree and even some departments have no doctorate human resources at all and so on (Parajuli, March 16, 2023, p. 7).

TU is facing, now-a-days, a lot of problems. Lack of human resource is one. Commenting on the performance rate and presenting data as per one year ago annual report of the Comptroller Office of Nepal on TU, Kaini reveals in a banner news that TU acutely suffers from human resources with more than thirty-five percent than the required seats as it is fail to recruit through service commission (Kaini, March 15, 2023, p. 1). According to this news, the vice-chancellor of TU, Dharmanda Baskota, is unable to make appoint the authorities in its service-commission, however, the language of the vice-chancellor hears in the news politically blaming to the government and to hide his own inefficiency than solving the problem.

There is another financial influential part as a major issue in TU. While many academicians and the authorities of Nepal Universities' Teachers' Association (NUTA) have been drawing the attention of the Nepali government to invest in the university for quality education and long-term return in the nation, there equally comes the question of financial discipline also. A Nepali parliamentarian, Swornim Wagle, speaks in the Nepali House on the necessity of plentiful investment of the government for quality education rather than black topped road and elegant buildings ("Accuse of the Budget for Not Paying Attention to the Financial Condition", 2023; p. 3) supports the voice of the Nepali universities then, the news that the three universities including TU not having audited as per the article 3 (1) in the provision of the *Audit Act Nepal, 2075 BS* which has created the problem of absent, supports the government's blaming of perversion in TU (Dhakal, May 19, 2023, p. 3).

On Examination

There is voice of dissatisfaction about examination procedure in TU. For example, the latest report of the Comptroller Office of Nepal speaks that some teachers in TU do not submit the answersheet in one month's prescribed duration and they make delay even for nearly six months. According to the reporter Shristi Parajuli, some insincere examiners are from some constituent campus and affiliated colleges in TU including Bhairahwa Multiple Campus, Gorkha Campus, Tribhuvan Multiple Campus, Public Administration Campus, Bhaktapur Multiple Campus, Nepal Commerce Campus, Public Youth Campus, Kirtipur Central Campus, Himalayan Campus, Pushpalal Campus, and so on. Due to some insincere examiners in TU and its disturbed academic calendar (Parajuli, April 18, 2023), the future of the students is in danger.

There is other news on examination also. Kaini's news and Sapkota and Koiralas' views have been picked up for representative ones. Despite the decreasing number of students in TU, affiliation process is on, and the academic calendar from admission to internal and final evaluation is unpunctual in such a way that the new admission at Master's level begins before the publication of Bachelor's level result (Kaini, March 12, 2023, p. 1). Referring to Dadeldhura Campus's chief, Ganga Dutta Upreti, Sudip Kaini mentions further, "There is regional examination control office of TU in Attaria but the rights have not been delegated by central examination control office, Balkhu, so eight to ten days time gets killed only to receive and submit the packets of the answersheet." Sapkota is even angry on the late result case in TU's examination. He raises question on TU's calendar. He asks, "Which government has held the largest university of Nepal, TU, to conduct the examination in time and to publish the result within one or two months?" (Sapkota, March 15, 2023). But Vidya Nath Koirala agrees with idea of restructuring TU as per federal structure of the nation for rapid service including examination conduction and publication of result. Koirala's

restructuring model matches with the report of rector of TU, Shiva Lal Bhusal which is in this article just in the just above sub-title of this article. Koirala points out to set mini universities part of TU in the different seven federal structures of Nepal (Koirala, March 13, 2023, p. 7).

In another news, Kaini exposes the mentality and the carelessness of campus administration of another constituent campus of TU, Ratna Rajya Campus at Exhibition Road, at local level in the capital city Kathmandu than Patan Campus, chosen for sample study here. This is common in Patan Campus also where even the non-standard question paper set by the certain unskilled particular teacher in the mid-term test just to make pass all the students with higher internal marks process is on. One can see officially such example in the department of English at Patan Campus in 2020 AD that how the standard question paper for B. A. internal evaluation compulsory subject set on TU's pattern by a permanent teacher gets hijacked by a certain part-time teacher from campus's examination section to replace with his own non-standard one without the knowledge of the head of the department just because the very part-timer needs to hide his ineffective teaching but to show better performance to continue his job falsely winning the heart of the institutional head. Kaini writes that there is fault in the result due to artificial absence, i.e., the regular student is absent with less internal marks and the absent as present with higher marks (Kaini, May 18, 2023, p. 5).

We are Also Here

Regarding matters of the general academia, its strict calendar following and the evaluation process, the researcher conducts the one-to-one interview with some stakeholder student and teachers from May 10, 2023 to throughout the month to cross-check the claims of aforementioned some media news and opinions at Patan Campus as a sample study. The writer feels necessary to summarize their opinions in two categories, viz. the students' opinion and the teachers' opinion as a whole.

While taking interview with Narendra Bhandari, an M. B. S. (management) student and the candidate of the treasurer post in the last election of Free Students' Union (FSU), April 8, 2023 from A. N. N. F. S. U. (a left faction of the Biplav); Sushil Bist, the newly elected president of the FSU from the election of April 8, 2023, Patan Campus, and some science students of B. Sc. fourth year, viz. Samyog Ghimire, Madhav Pokharel, Prakash Khadka and Rohit Joshi, they collectively opine as below in brief:

“The laboratory has old equipments which even do not read properly; no maintenance of the apparatuses; the academic calendar must go sharply; there should be terminal/regular assessment than a single final annual test; even there is no Mathematics

department office; campus lacks the physical infrastructure with which the students prefer the private college where mostly the same teachers teach; no feeling of co-operation while using apparatuses from other department in the same campus; there are racketeers who hire the student to write the answersheet in the examination for absent student; there is problem of regularity and punctuality in many teachers; some teachers give priority to the private colleges; even the course is not standard; not publishing result like S. E. E. or National Education Board and taking seventeen to eighteen months time; old question is repeated in the examination; no monitoring from central entity of TU; there are sections in the day shift but no routine so all need to study in the morning; no internet facility; library has no new and enough course books; there is no provision of revision after internal evaluation; no policy of research work alongwith study career; no quality as per the fees; no updated curriculum; no scope for students after passing; no skill based teaching; there is stake of existence of the oldest TU of 1959 AD of Nepal; acute politicalization of authority; less students but more staffs; resources are captured by mafia; to control the misuse of budget for old tin roofed blocks and washroom by the FSU is a challenge; unsafe infrastructure due to earthquake of 2015 AD; no presence of management faculty's assistant campus chief in the morning shift; political influences of the campus authority on the students; students suffer from late examination and result publication but the examination controller, Pushpa Raj Joshi, and the vice-chancellor Dharmanad Baskota controversially give statement about sufficient human resources ..."

Likewise, while interviewing some teachers at very Patan Campus, a retired professor and former vice-chancellor of Pokhara University in Nepal, former president of NUTA as well as the former campus chief of Patan Campus, Khagendra Bhattarai; a reader Dr. Jagat Prasad Parajuli from the department of History & Buddhist Studies; a former assistant campus chief of the day shift Pashupati Neupane; co-ordinator of the M.B.S. programme, Bindu Gyanwali; head of the department of History & Buddhist Studies, Junu Maiya Basukala; a former campus chief of Bhojpur constituent campus and currently teaching at Patan campus, Hemant Rai; some part-time teachers Madhusudan Sigdel, and Laxmi Tamang, their views can be briefed as below:

"the government should invest much in the universities for it pays in the long term when there is well-cultured society, sense of humanity; our teaching should be strengthening the major political changes in the country; the meaning of democratic nature which means to learn good quality of other, to realize own drawback, to create an environment to develop the nation as the competence than nepotism, a culture of acceptance of other's existence, to increase the perk and salary of the teachers for

quality education in the rapid hiking of price in the market, fast delivery of service in TU and in the government's offices; instead of solving the issue of the part-time teachers, it is soaring fearfully; campus administration discourages the part-timers by not giving their job security and by not converting them into the contract/ad-hock basis without any ideological biasness; also some part-timers seem involved in earning through unethical way like thesis plagiarism, writing the answersheet unlawfully and violating the norms of TU's examination in the hotel, the part-timer teachers have less opportunity of vacancies and even with a few seats, the campus even makes their amount as absent by rule, some student leaders erect buildings with corruption in the campus but a daily wage teacher even suffers from food; there many teachers gaff the unfruitful political topic in the leisure time rather on professional talk and entering the library; the dean offices run examination duty of the examination control office just for earning interest and by deviating from their own services; there is old pattern of question paper in even in the semester programme and thirty marks for written in internal examination is not proper; many N-Q (no-qualified) students even absent in the mid-term examination get all passing out by the threat of student mafia and easily by campus administration; many of the students do not write term-paper but marks is allowed; there is no fearless environment for an invigilator in the examination hall from some student mafia, the students sit where they like in the examination hall by challenging the seat plan but no one dares to check, the invigilator has to look after hours long for double-triple size of the students in the examination without even breakfast and again she/he gets remuneration much late as an exploitation of labour quiet by campus authority; examination notice of the examination control office is frequent in the same academic year no following culture of TU's calendar in time; there is problem in the regularity and punctuality in teacher and hence in the students too by which very soon there will be no culture of classroom teaching at all; classrooms have no suitable furniture for semester programme and there is less use of technology in the; library with no textbooks; once Nepal's brass vessel, jute, wood and food were exported from Nepal to Indian cities but today's education has left us without food in the Nepal and such theoretical and only parrot learning course drives every year a considerable number of students to go abroad; the affiliation giving should be reviewed; there is dangerous corruption in the campus as one can see that the economics building's roof spill and has cracked walls just after handover the building from the contractor to the campus at the cost of millions of rupees budget; the Bishal Bazar/Labim Mall's fare is cipher to the campus suspiciously from some years but it earns millions of rupees per year just as the benefit; some full-time teachers are such

immoral that a junior teaches whole day in the campus as part-time classes after original duty and such extra income is shared to the ghost other teacher who just helps set the extra classes but himself does not teach, and even the forefront land property of the campus from the entrance of Science door at Patandhoka from its birth history has been registered in the name of an individual suspiciously in the last five years just like involvement of the mafia in the racket of much debated the Lalita Residence scandal in Nepal but everything is normal ..."

Gathering Gems in Short

One can see that the essence of skill based quality education in TU in the thoughts of Socrates, Dewey, Brubacher, Payne and Munroe as well as the pure and the worldwide meaning of the dictionary is difficult to achieve amidst deteriorating academic environment of this university and in the constituent campus where there are corruption, lack of morality, ill management of task and no skill based teaching to meet the global challenge. The degradation in the quality education lies at many surfaces: student and teachers' academia, TU's course of study not meeting with unemployment crisis management, the government's less investment in higher studies, the political parties' leaders interference in the affairs of the university while appointing the authority, TU's examination system, sufficient and well-trained teaching and non-teaching human resources, the teachers' low enthusiasm in duty for the sense of job insecurity specially in the part-time teachers, the restructuring policy of TU and so on. To propel TU itself as a whole confidently in the future, its constituent and affiliated campus-colleges should review their service and the professionalism of the human resources with high morality surely by paying serious attention to the future of them.

Recommendations

- i) The examination control office of TU and its other such entity should curb the insincerity of the examiners from question setting to monitoring, to conduction of examination then to examining the answersheet, and at the same time the regional examination control office in this university should get proper rights to assist fast examining the answersheet and publishing the result in time to respect the academic calendar;
- ii) There should be free and fair environment of the examination conduction where the teachers will evaluate in the internal examination and in the thesis on the basis of real merit of the student. The internal test of the student should be with standard question paper and fair atmosphere;

- iii) The role of Free Students' Union should be organized and focused on the pure academic manner and as a pressure group on the government for socio-political as well as the skill based course of study in TU;
- iv) TU's course of study should teach the humanity so that the citizen will be a responsible one to show human rationality, will use logic and behave affectionately to other citizen and elderly people;
- v) The report of study committee in the coordination of the rector, Shiva Lal Bhusal, and the secretary-member, Ridish Pokharel, about restructuring TU in each federal structure of Nepal should be implemented now for smart services;
- vi) To bring a drastic change in the quality, vocational and professional education to make the nation, the Nepal government and university policy makers (TU is pioneer) should instantly take some measures to stop brain drain from Nepal. The grant should be provided as per the performance;
- vii) The sense of security and working in TU should be well managed. Any appointment of authority should be as per the merit and from competition rather than political approach;
- viii) There require some drastic changes in the working style and system, the capacity to merge the colleges with less number of students, the private examination system and so on for good service, quality education in Nepal and to check the brain drain;
- ix) The government should invest abundantly for quality education, to develop faculty members as well as to do research. There the universities should also follow the financial discipline by auditing to respect the law;
- x) The job security of the competent with high morality and disciplined long time part-time teachers should be sort out then-and-there by converting them into contract/ad-hock service and through continuous vacancy of TU's service commission. At the same time, the part-timer whose record is always poor as per moral issue in teaching career and social behaviour must be expelled out from the service, and
- xi) Except some critical matter of TU that needs secrecy really and as per its law, the transparency of any information regarding administration, financial discipline, plan and policy, institutional decision making through prescribed body with proper procedure for public interest matter such as hiring the human resource on contract and such other is a must at local and central level in TU with instant institutional convincing answer to any query. While there is the senate in the apex, there is general assembly of all staffs or the professors' umbrella unit at

campus level for final approval assent for any major public decision taken from campus regulatory body.

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