

Output 4: Management system of FEM is improved.

The Output regarding management system of FEM has been almost achieved in terms of the number of staff. OJT for administration staffs are in progress. After creation of a database, basic information on students will be available. The database will be made by the end of the Project. A draft of regulation for faculty management is prepared. In conclusion, Management system of FEM is improving steadily and will be improved in certain good level by the end of the Project.

There are 4 indicators in PDM to measure achievement of the Output 4. Achievement of each indicator is as follows.

1) Indicator 1: Number of full-time administration staff increases to six.

The number of full-time administration staff has been increased following the advice from Consultation Team dispatched in March 2004. As it is difficult that additional budget is allocated for hiring administration staff under the policy of personnel priority of the university, FEM employed a secretary by their own budget in January 2005. At the moment, the number of full- and part-time staff members who are in charge of administration counts around six.

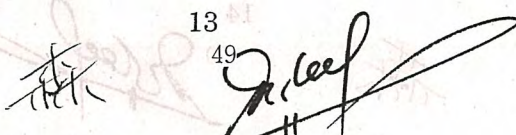
Some of them work for LJC, teach English or have lectures at special course along with administrative work, and we cannot say that the current situation fulfill the indicator 1 without any reservations. However, the core persons of Lao counterparts think that the number of staff is almost sufficient now and they need to increase just one additional staff according to the interview. The Team evaluates, therefore, that the management system has been almost achieved in terms of the number of staff.

2) Indicator 2: All full-time administration staff receive OJT.

On the Job Training (OJT) to administration staffs is continuing such as clarification of organization chart of FEM and roles of staffs. Also clarification of procedure of office works of FEM and preparation of management sheet for information sharing, etc are going on. Technology transfer from the Project employing staffs to the administration staffs of FEM is in progress. These kinds of OJT will continue till the end of the Project.

3) Indicator 3: Basic information on students is available anytime.

Creation of a database on information of students is in progress at present. Collection of information on students is finished already. Design of database is underway. After design making, programming of a database will be done by a company under a contract with the Project. Basic information on students will be available in a database by the end of the Project.



4) Indicator 4: Regulation for faculty management is prepared.

Through discussion on the regulation with persons concerned in FEM, draft of regulation for faculty management is prepared. Discussion on the regulation at a committee, whose members include staff of the NUOL headquarters and faculty of Law, will be held.

3.3 Project Purpose

Project Purpose: Students graduate from FEM with essential academic and professional knowledge and skills.

According to the sample survey, more than 80% of graduates of FEM had found their jobs within 1 year. Most of graduates are satisfied with education of FEM. FEM is the most popular faculty among the faculties in social science and humanities of NUOL. There are many subjects with high satisfaction with lecture.

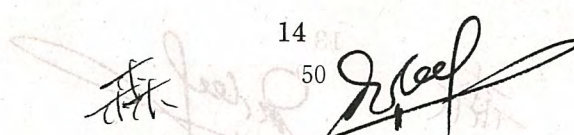
Generally, there is good reputation that graduates from FEM have broad knowledge on economics and management. It is sure that a part of graduates from FEM has essential academic and professional knowledge and skills. However, because the Project has conducted improvement of curriculum, syllabi, textbooks, capability of teaching staffs in parallel, more improvement is necessary. After improving those aspects on education and management system of FEM, the Project Purpose will be achieved fully.

There are 5 indicators in PDM to measure the achievement of the Output 4. Achievement of each indicator is as follows.

1) Indicator 1: 70% of graduates find their jobs within one year.

The Project conducted questionnaire survey on employment status of graduates of FEM in 2004. There are 516 graduates from year 2001 to 2003 in total. Some 300 graduates were selected as survey target as they live in Vientiane city. Answers were collected from 208 graduates.

More than 80% of graduates of every year found their jobs within 1 year. (Details see Annex 3.11) Lao economy is under development to a market economy and number of companies is not many yet. Considering economic circumstance of Laos, the employment rates are very high. Details of workplace of the graduates are not known well. But it is expected that graduates will occupy important position at 5 or 10 years later and contribute to development of Laos



2) Indicator 2: Average GPA of graduates is 3.0 or higher.

GPA's (Grade Point Average) of graduates in year 2003 and in year 2004 are 2.472 and 2.636 respectively. GPA of year 2004 is higher than GPA of year 2003 but they are lower than the target. We recognize that the target itself was too high and unrealistic. We have agreed that the average performance of FEM students have improved step-by-step.

GPA data in each year in the economics and the management departments are as follows.

Department of FEM	Graduates in 2003		Graduates in 2004	
	Number of graduates	GPA	Number of graduates	GPA
Economics	71	2.592	73	2.629
Management	78	2.374	94	2.642
Average	149	2.478	167	2.636

3) Indicator 3: Most graduates are satisfied with education from FEM.

There is a question regarding appropriateness of knowledge and skills acquired in FEM for their job in the questionnaire survey on employment status of graduates of FEM in 2004, which is already mentioned above. Survey result is as follows.

	Graduates in 2001		Graduates in 2002		Graduates in 2003	
	Number	%	Number	%	Number	%
(A) Yes	52	64.2	27	39.1	54	52.9
(B) Appropriate in general	24	29.6	37	53.6	36	35.3
(C) No	3	3.7	1	1.4	4	3.9
(No answer)	2	2.5	4	5.8	8	7.8
Total	81	100.0	69	100.0	102	100.0
Total of (A) and (B)	76	93.8	64	92.8	90	88.2

From 88% to 94% of graduates answered as "Yes" or "Appropriate in general". So, we can judge that most of graduates are satisfied with education of FEM and this indicator is achieved.

4) Indicator 4: FEM is one of the most popular faculties among students.

After the one-year basic course of the University (NUOL), students enter to a faculty. Students propose to enter their favorite faculty, but selection of students is done by the NUOL using GPA. In case of year 2004-2005, 394 students had applied to 2nd grade of FEM and 238 students were accepted. Also 393 students had applied to 3rd grade of FEM and 251 students were accepted. (Capacity of students in each year is 150 persons.)

In case of night course, 1,758 persons had applied to 1st grade of FEM and entered 540 persons. According to the academic affairs office of the NUOL headquarters, FEM is the most popular faculty among the faculties in social sciences and humanities, and the Faculty of Law is second. In case of the faculties in natural sciences, the