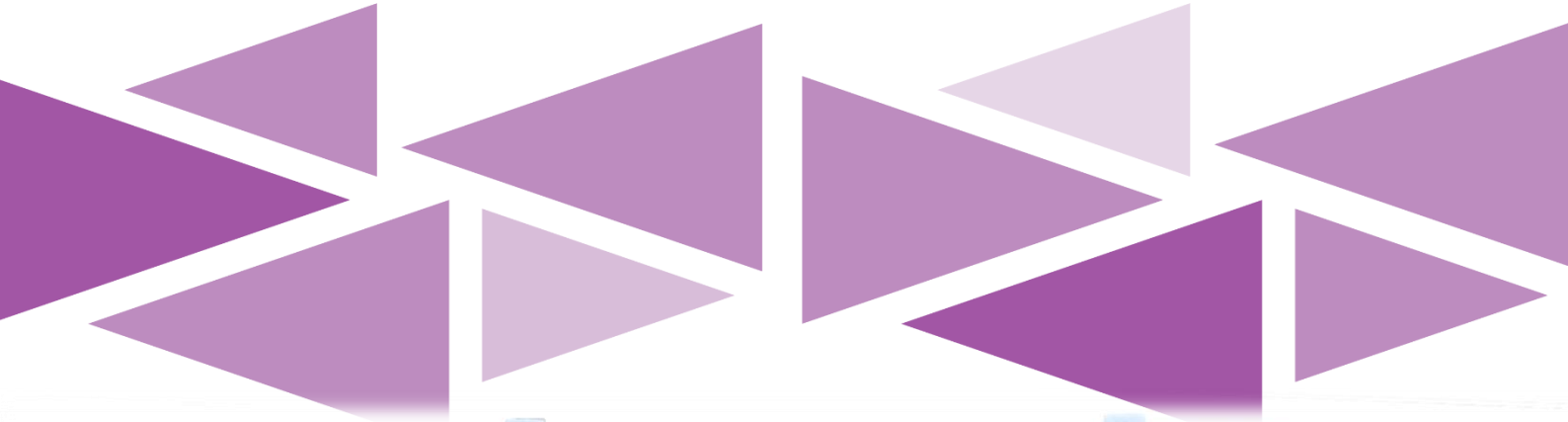




# UNIVERSITY OF VAVUNIYA



## STRATEGIC MANAGEMENT PLAN

### 2025-2029

## EXECUTIVE SUMMARY

The Northern Province Affiliated University College (NPAUC) was established in 1991. Later, on 1<sup>st</sup> April 1997, it was upgraded to the Vavuniya Campus of the University of Jaffna, marking a significant milestone in higher education for the region. The academic journey of the Vavuniya Campus began with two prominent faculties: the Faculty of Applied Science and the Faculty of Business Studies. In 2020, the Faculty of Technological Studies was established, introducing the Bachelor of Information and Communication Technology Honours degree program under the Department of Physical Science in the Faculty of Applied Science. Subsequently, the Department of Information and Communication Technology was formally initiated under the Faculty of Technological Studies in the same year.

On 1<sup>st</sup> August 2021, the Vavuniya Campus of the University of Jaffna achieved the distinction of being elevated to an independent state university, now recognized as the University of Vavuniya, Sri Lanka. In alignment with its mission to enhance the quality and relevance of academic programs, significant steps were taken in 2024 to expand access to digital and e-resources for both staff and students, fostering a modern, resource-rich academic environment.

In 2024, the University of Vavuniya witnessed a significant increase in the collection and usage of library books, including e-library resources. The internal student intake was increased as planned, supporting the university's mission to produce globally employable graduates. Efforts to enhance good governance and improve resource and system management were evident in the notable improvement of the postgraduate qualifications of academic and administrative staff. The efficiency of administrative operations also advanced with the provision of essential resources such as space, computers, and equipment. Despite these achievements, the economic crisis in the country posed significant challenges to university operations, particularly due to the limitation of recurrent and capital funds allocated by the Treasury. While the university had plans to commence approved infrastructure development projects, only the ongoing library building project was allowed to continue, resulting in the postponement of new projects.

To address some of the pressing needs, the university set up a new advanced computer laboratory and enhanced existing facilities to upgrade laboratory infrastructure. Transportation and maintenance facilities were also partially improved to create a more conducive learning environment. The university has taken steps in promoting research and academic networking by organizing international conferences through its faculties—the Faculty of Business Studies, the Faculty of Applied Science, the Faculty of Technological Studies, and the Harmony Centre. These conferences have strengthened collaboration with both local and international universities, fostering a vibrant research culture within the institution.

Snr. Prof. A. Atputharajah  
Vice - Chancellor  
University of Vavuniya

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## 1. PROFILE OF UNIVERSITY OF VAVUNIYA

Affiliated University Colleges (AUCs) were established in all provinces to meet the growing demand for higher education and provide opportunities for local residents. In line with this policy, the Northern Province Affiliated University College (NPAUC) was established in Vavuniya in 1991.

On 1<sup>st</sup> April 1997, the NPAUC was upgraded to the Vavuniya Campus of the University of Jaffna by an order made under Section 22 of the Universities Act No. 16 of 1978. The campus began with two faculties: the Faculty of Applied Science and the Faculty of Business Studies. In 2020, the Faculty of Technological Studies was established, and the Bachelor of Information Communication Technology Honours degree program was initially conducted under the Department of Physical Science in the Faculty of Applied Science. Subsequently, the Department of Information and Communication Technology was formally created under the Faculty of Technological Studies in the same year.

On 1<sup>st</sup> August 2021, the Vavuniya Campus was elevated to the status of an independent institution and renamed the University of Vavuniya, Sri Lanka.

The permanent site of the university is located approximately 10 kilometers from Vavuniya town along the Vavuniya-Mannar Road, in Sopalapuliyankulam, Pampaimadu. The university possesses 160 acres of land in Pampaimadu. The Faculty of Business Studies relocated to this permanent site on 1<sup>st</sup> August 2011 and has been operating with the available facilities since then. Gradually, other faculties, the administration, and the library have also shifted to the permanent site, functioning with minimal resources.

Currently, the university consists of three faculties offering fourteen special and general degree programs. The University of Vavuniya has successfully fostered social harmony and cultural diversity within its community, welcoming students from all parts of the island and providing a vibrant, inclusive academic environment.



## VISION

*“To be a premier institution in knowledge advancement, dissemination and entrepreneurial innovation for driving sustainable transformation.”*

## MISSION

*“To empower the graduates to build a better society through high-quality education, impactful research, and active collaboration.”*

## 1.1.Our Values

- **Excellence:** We aspire to reach the highest standards of our staff and students to exploit their full potential.
- **Integrity:** We maintain a set of professional and ethical standards in all we do.
- **Equity & Equality:** We ensure equity and equality in all aspects and promoting diversity.
- **Responsiveness:** We commit to be innovative and creative and contribute to the regional and national development.
- **Diffusion:** We disseminate knowledge through learning, teaching, and research.

## 1.1 OUR GOALS



## GOAL 1



**Enhancing teaching and learning quality to produce globally competent, employable, and entrepreneurial graduates.**

In order to improve the quality of all academic programs, the university establishes the Center for Quality Assurance (CQA). The University encourages employees to seek PhDs at foreign universities and gain international accreditation for their degree programs because the caliber of academic staff ultimately affects the caliber of academic programs. In order to help faculty and students find a better understanding of the potential opportunities and advance international partnerships, the University has been signing memorandums of understanding (MOUs) with international universities, professional organizations and industries.

The university also makes sure that all employees and students have access to digital and electronic resources. Additionally, the university encourages library officials to obtain books and e-resources to foster the students' knowledge. Along with that, we are also in the process of revising the curriculum to increase students' soft skills and social harmony. However, even though the graduates have secured positions on both a national and international level, their employability remains a difficult task. To satisfy the demands of the modern domestic and foreign labor markets, the university is developing new degree programs. We are moving forward to form MOUs with reputed professional bodies and universities in order to guarantee the employability of the graduates.

Existing curriculums are periodically reviewed and updated to increase employability in general. Additionally, the University is creating proposals for new degree programs, postgraduate programs, and distance learning programs based on demands from the global labor market. Moreover, we are strengthening language, soft skills, and student-centered learning to make the students compete in the global market better. Internships, industrial visits and field visits are common features of study programs, and we are now aiming to integrate them into all degree programs. Additionally, we are concentrating on raising the standard and quality of the University through quality assurance, which will help undergraduates get great opportunities.

## GOAL 2



**Creating an innovative research culture that delivers impactful and viable outputs.**

The University has placed its strong emphasis on fostering a research culture and enhancing the staff's and students' abilities to do high-quality research in order to raise the economic, social, and educational standards of the nation. To do this, the University collaborates on research conferences with local, national, and international professional organizations and conducts multidisciplinary studies. Additionally, the university supports faculty-level journal publishing, conferences, and magazines to stimulate local and national academic interest. The staff and student research award program encourages faculty and students to publish in high-index journals. Additionally, the university encourages staff and students to participate in research activities that focus on regional and national needs and contribute to the growth of the region and the nation. In addition to motivate academic to involve in research through research and ethic committee and international research Centre are functioning very actively to support research activities.

## GOAL 3

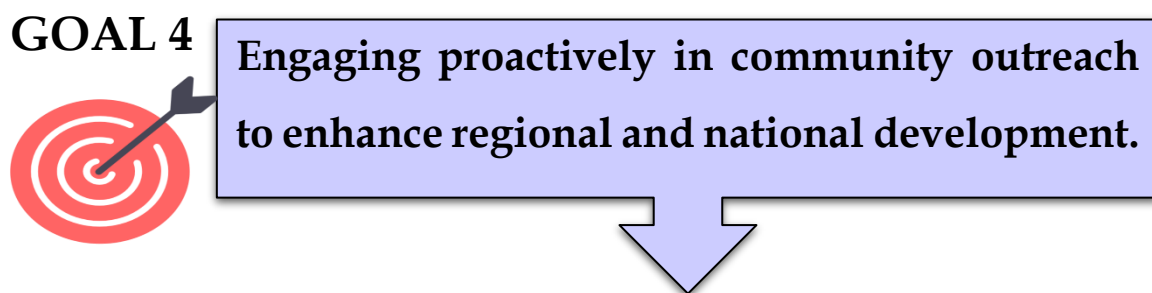


**Embracing good governance to optimize human and physical resources through smart systems.**

The stakeholders anticipate transparent governance, legal compliance, participation, and responsibility. In order to assist with this objective, the university suggests a management information system (MIS). To maintain effective governance, the University will employ the Management Information System (MIS) for decision-making, coordination, integration, evaluation, and control. The University places a strong emphasis on the educational and professional development of administrative and non-academic staff by encouraging them to enroll in undergraduate and postgraduate and Continues Professional Development (CPD) programs and by offering suitable training and workshops through the Staff Development

Center (SDC) of the University. Additionally, administrative and non-academic staff play an important role in managing resources and systems. Additionally, the university concentrates on developing staff and student good governance by strengthening the institution's resource capacity.

To conduct teaching and learning activities effectively, adequate physical and human resources are needed. The University is implementing plans to increase the number of academic, administrative, and non-academic cadre roles in the following years in order to address this. Students are finding it harder to stay outside of the hostel because of the lack of houses in Pambaimadu and its surroundings for accommodation. As a result, the university is planning to expand its infrastructure and hostel capacity. The University is constructing smart lecture halls with modern facilities in the faculties as students and staff are finding it difficult to take and attend online lectures. The university plans to construct lecture halls and an auditorium with modern facilities, provide all lecture halls with modern teaching tools as well as transportation facilities, and create basic infrastructure facilities to accommodate students and staff with disabilities. The University will also carry out a number of initiatives through the Students' Unions and Students' Clubs to create a green environment on university property.



The university has a responsibility to contribute to regional and national development. Thus, it actively encourages students and staff to get involved in international conferences, community outreach initiatives, and research on community development. The university has continued to host workshops and seminars to provide career advice for school students and teachers for their own professional development. The University also anticipates collaborating with community outreach programs and projects in the future to strengthen the Community. Additionally, we are establishing training and development facilities and offering short courses to improve the knowledge and abilities of the workforce in the region's private and public sector organizations.

Along with that, student unions and clubs frequently suggest a variety of community engagement initiatives for regional and international development.



We always prioritize equity and equality in all areas. Thus, staff and students from different ethnic, religious, and gender groups collaborate harmoniously. Moreover, we have established a Centre for Gender Equity and Equality (CGEE), Support Centre for Persons with disability (SCPD), Cultural Centre, and Harmony Centre at the University level to ensure justice and equity among students and staff. In order to demonstrate fairness and equality among the students and staff, we jointly celebrate all religious, cultural, and ethnic celebrations with the support of the Harmony and Cultural Centre. In addition, there are linguistic problems amongst Muslim, Tamil, and Sinhala students, which is acknowledged as one of the major barriers to collaboration and communication. In order to bridge this communication gap, we are providing a course module for language for integration that will help Tamil-speaking students learn Sinhala and Sinhala-speaking students learn Tamil.

## 1.2. Faculty of Applied Sciences



The Faculty of Applied Science (FAS) established in 1997 consists of two departments – the Department of Bio-science and the Department of Physical Science. The Faculty currently offers following degree programs.

### *Department of Physical Science*

- **BSc in Applied Mathematics and Computing** (3 years)
- **BSc (Hons) in Computer Science** (4 years)
- **BSc in Information Technology** (3 years)
- **BSc (Hons) in Information Technology** (4 years)

### *Department of Bio-science*

- **BSc (Hons) in Environmental Science** (4 years)

The Faculty of Applied Science as an academic organization has a flexible, friendly, and conducive internal environment that allows for effective teaching, learning, and research. Approximately 750 students are enrolled at the Faculty at present.

### 1.3. Faculty of Business Studies



Faculty of Business Studies consists of seven Departments, namely, the Department of Finance and Accountancy, the Department of Business Economics, Department of Human Resource Management, Department of Management and Entrepreneurship, Department of Marketing Management, Department of Project Management, and the Department of English Language Teaching. In the Faculty of Business Studies, initially three-year Bachelor of Business Administration (BBA) degree was offered and, now, both three and four-year Bachelor of Business Management (BBM) degrees are offered for students.

The faculty offers Bachelor of Business Management (BBM) honours degree programme, namely, Accounting and Finance, Marketing Management, Business Economics and Human Resource Management, Entrepreneurship, Banking and Insurance and Project Management. The present student population of the faculty is about 1200.

Our programme emphasizes practical and theoretical knowledge in the field of Accounting, Finance, Economics, Human Resource Management, Marketing, and Project Management, provides a good foundation for the undergraduates to qualify and compete in professional examinations and inculcates positive attitudes, mindset, ingenuity, good citizenship and self-confidence.

## 1.4. Faculty of Technological Studies



The Faculty of Technological Studies consists of one department named the Department of Information and Communication Technology. The faculty offers a Bachelor of Information and Communication Technology. The four batches of students who pursued the A/L technology stream recently added to the G.C.E. (A/L) Curriculum were admitted to the newly introduced degree program in Information and Communication Technology Honours. There are currently about 600 students enrolled in the faculty.

## 1.5. Roles of the University of Vavuniya

The ideal roles that the University of Vavuniya should take on in its capacity as a service provider to the higher education industry.

| <b>What do we want to do?</b>        | <b>To whom should we serve? Who are our customers?</b>  | <b>How should we cater?</b>  |
|--------------------------------------|---|--|
| Teaching undergraduates.             | Students who satisfy the UGC admission criteria   | Academic courses (full-time, part-time, distance mode, and web-based).   |
| Teaching postgraduates               | Professionals, individuals, entrepreneurs, employers, overseas students                           | Academic courses (full-time, part-time, distance mode, web-based and split programs).  |
| Character building                   | All students and staff  | Counselling, career guidance, facilitating sports, encouraging clubs and societies, improving facilities, and improving intellectual, physical and social environment.   |
| Production of employable graduates   | Undergraduates and postgraduates  | Career guidance, continuous review and improvement of curriculum, improvements to teaching and learning methods (student centered, Problem-Based Learning), and improving the intellectual, social and physical environment. |
| Carrying out research and innovation | Industries in the country, institutions, the Government of Sri Lanka, professionals, corporations | Provision of grants and scholarships, seeking donor funding/fund generation, improving research facilities, promoting research and innovation, and developing an R&D culture. Policy development of the country              |
| Provision of continuing education    | Industry (private/public), individuals and public.  | Tailor-made courses, short courses, organized seminars/workshops/conferences and publications.   |
|                                      |   |  |

|   |   |  |
|---|---|--|
| Facilitate community and Industry outreach activities and Programs. | Industries, School students, youth, affected people, job seekers and the Community. | Staff support several projects as consultants, Review plans for rehabilitation, resettlement and livelihood projects, Youth Leadership Development Programs, The University students and staff assist the G.C.E (A/L) school students in the Vanni region in improving their performance in their career, school learning and the final examination. Conduct community development-based workshops, ICT and environmental awareness programmes, disaster relief activities and career fairs. |
|---|---|--|

## 1.6. Human Resources

The University of Vavuniya currently employs 199 people. 81 out of 199 are Academic and Academic Support staff 28. 76 out of 199 are non-academic staff. Security services, cleaning services and labour services have been outsourced.

| Staff category                   | Approved Cadre | Actual Cadre |
|----------------------------------|----------------|--------------|
| <b>Academic Staff</b>            | 135            | 99           |
| <b>Executive Staff</b>           | 22             | 12           |
| <b>Academic Supportive Staff</b> | 17             | 10           |
| <b>Non-Academic Staff</b>        | 176            | 72           |
| <b>Total</b>                     | <b>350</b>     | <b>193</b>   |

## 2. SWOT ANALYSIS OF UNIVERSITY OF VAVUNIYA

| Strength   | Weakness  | Opportunity  | Threats  |
|--|---|--|--|
| The location of the University is comparably accessible to other provinces.  | Inadequate senior academics and non-academics.                        | Industries and communities are highly supportive to the university.  | Increasing competition from locally available public and private education institutions. |
| Multi-cultural, Multi-religious, Multilingual, and Multi-ethnic students and staff.  | Inadequate infrastructure and facilities.                             | The necessity of regional and national development.  | Increasing Non-state/ Foreign universities in the country.                               |
| Availability of Land with flora and fauna (natural resources such as forest pocket, tanks, farm area)                            | Inadequate residential facilities for the students and staff.         | Availability of the Natural Resources in Vanni region.   | The unstable political and economic situation of the country.                            |
| Higher employability rate of our university graduates.   | limited organizational capacity to support regional development.      | The necessity to improve the HR capacity in the region.  | Lack of treasury fund allocation due to the economic crisis.                             |
| All degree programs are carried out in the medium of English.  | Unavailability of postgraduate programs and external degree programs. | Needs for Postgraduate programs in the region.   | Effects of the COVID pandemic situation.   |
| University has favourable collaboration with foreign universities, professional organizations, other industries and communities. | Lack of income-generated activities.                                  | University seems to be a high demand for education due to unavailability of other higher educational institutions and Professional institutes in the region. |  |
|  | Less high-index journal research publications.                        | Diaspora support to the university.  |  |
| Young dedicated academic staff   | Inadequate financial allocations.                                     |  |  |

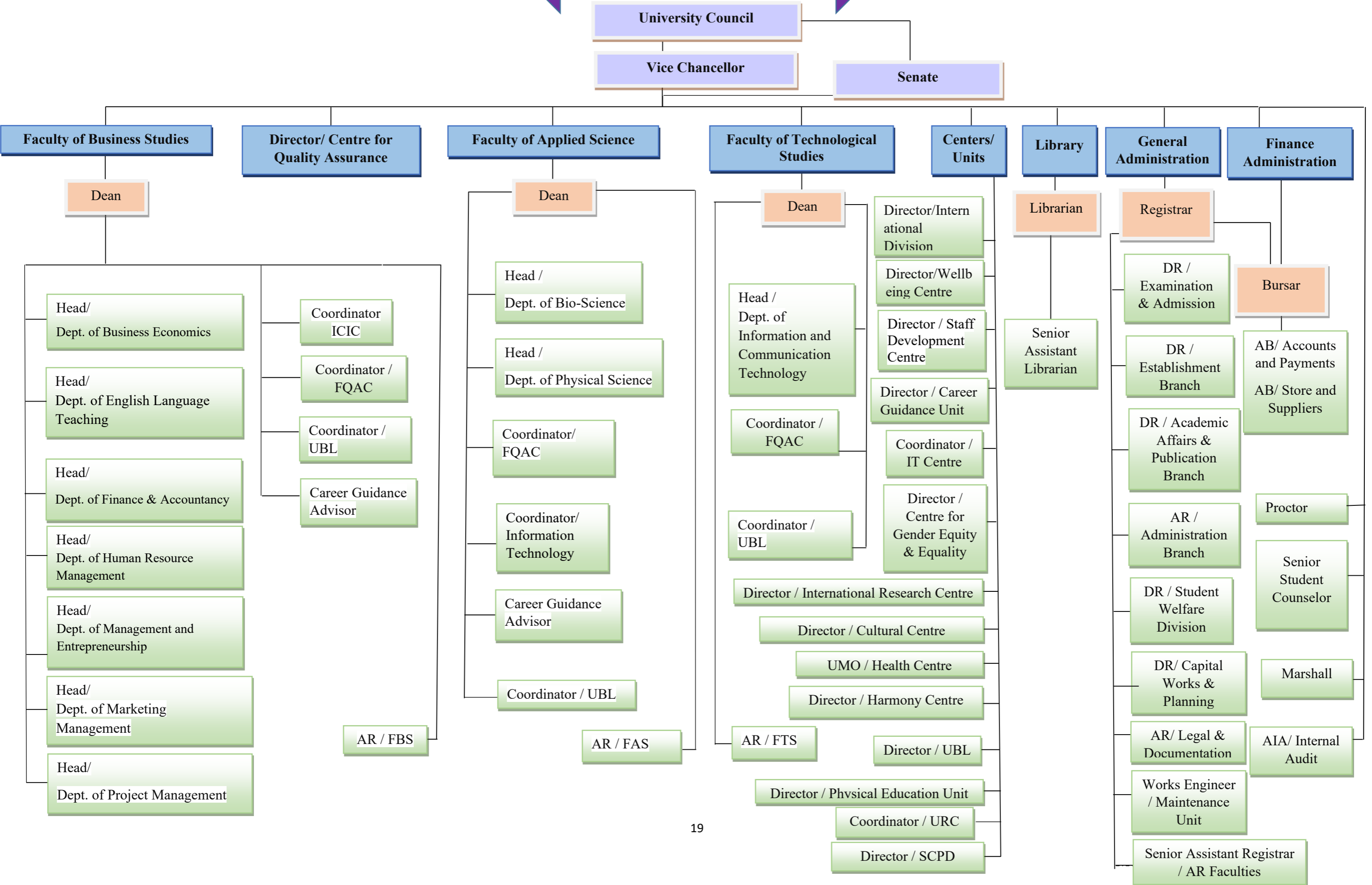
### 3. PESTLE ANALYSIS OF UNIVERSITY OF VAVUNIYA

|                             |  |
|-----------------------------|--|
| <p><b>Political</b></p>     | <ul style="list-style-type: none"> <li>• Unstable government policy</li> <li>• Restructuring - strategies/policies</li> <li>• Increasing additional students' intake without adequate fund allocation</li> <li>• Unstable political decisions</li> <li>• Lack of support from politicians.</li> </ul>  |
| <p><b>Economic</b></p>      | <ul style="list-style-type: none"> <li>• The economic crisis in Sri Lanka</li> <li>• High Inflation rate</li> <li>• Inappropriate taxes/levies</li> <li>• Higher cost of living for students and staff</li> <li>• Higher transportation cost</li> <li>• High unemployment rate</li> <li>• High Energy cost</li> </ul>  |
| <p><b>Social</b></p>        | <ul style="list-style-type: none"> <li>• Expectations of stakeholder</li> <li>• Increasing use of social media</li> <li>• Integration with the local community</li> <li>• Immature societal culture.</li> <li>• Polarized media.</li> <li>• High priority for Individual interest.</li> <li>• Drug addiction.</li> </ul>   |
| <p><b>Technological</b></p> | <ul style="list-style-type: none"> <li>• Higher cost of computer hardware and software</li> <li>• Lack of GOSL allocation for technological advancement.</li> <li>• High adaptability of new software and web-based systems.</li> <li>• Advancing virtual platforms in the country.</li> <li>• Lack of IT infrastructure in the country.</li> <li>• Lack of user-friendly technology.</li> <li>• Lack of technology innovations in the country.</li> </ul> |

|   |   |
|---|---|
| <p style="text-align: center;"><b>Legislative</b></p>   | <ul style="list-style-type: none"> <li>• Unplanned changes in employment legislation.</li> <li>• A rise in university enrollment age.</li> <li>• Biased law and order.</li> <li>• Commission Finance Ministry circulars.</li> </ul>   |
| <p style="text-align: center;"><b>Environmental</b></p> | <ul style="list-style-type: none"> <li>• Improper waste disposal.</li> <li>• Increasing awareness of the green concept among the people.</li> <li>• More Usage of polythene and plastic.</li> <li>• Recycling.</li> <li>• Alternative energy.</li> <li>• Climate changes</li> <li>• Air Index.</li> </ul> |

4. ANNEXURES

**4.1 Organogram of University of Vavuniya**



## 4.2 Human Resources

| Department / Designation                          | Approved<br>Cadre | Filled<br>Cadre | Vacant<br>Cadre |
|---|-------------------|-----------------|-----------------|
| <b>Office of the Vice-Chancellor</b>              |                   |                 |                 |
| Vice Chancellor                                   | 1                 | 1               | 0               |
| Assistant Registrar                               | 1                 | 0               | 1               |
| Management Assistant                              | 2                 | 1               | 1               |
| Works Aide  | 1                 | 1               | 0               |
| Temporary Assistant Lecturer (Sinhala/Tamil Lang) | 2                 | 2               | 0               |
| <b>Registrar Office</b>                           |                   |                 |                 |
| Registrar   | 1                 | 1               | 0               |
| Management Assistant                              | 1                 | 1               | 0               |
| <b>General Administration Branch</b>              |                   |                 |                 |
| Senior Assistant Registrar/ Deputy Registrar      | 1                 | 0               | 1               |
| Assistant Registrar                               | 1                 | 1               | 0               |
| Chief Security Officer                            | 1                 | 0               | 1               |
| Management Assistant                              | 4                 | 3               | 1               |
| Security Inspector                                | 4                 | 1               | 3               |
| Caretaker Cum Cook                                | 1                 | 0               | 1               |
| Security Guard                                    | 44                | 1               | 43              |
| Works Aide  | 2                 | 0               | 2               |
| <b>Establishments Branch</b>                      |                   |                 |                 |
| Deputy Registrar/ Senior Assistant Registrar      | 1                 | 1               | 0               |
| Management Assistant                              | 5                 | 3               | 2               |
| Works Aide  | 1                 | 0               | 1               |
| Office Machine Operator                           | 1                 | 1               | 0               |
| <b>Legal and Documentation</b>                    |                   |                 |                 |
| Assistant Registrar (Legal & Documentation)       | 1                 | 0               | 1               |
| <b>Academic Affairs and Publications</b>          |                   |                 |                 |
| Senior Assistant Registrar / Deputy Registrar     | 1                 | 1               | 0               |
| Management Assistant                              | 1                 | 1               | 0               |
| <b>Internal Audit Unit</b>                        |                   |                 |                 |
| Assistant Internal Auditor                        | 1                 | 0               | 1               |
| Audit Assistant                                   | 1                 | 1               | 0               |

| <b>Department / Designation</b>                        | <b>Approved Cadre</b> | <b>Filled Cadre</b> | <b>Vacant Cadre</b> |
|--|-----------------------|---------------------|---------------------|
| <b>Student &amp; Welfare Division</b>                  |                       |                     |                     |
| Assistant Registrar                                    | 1                     | 0                   | 1                   |
| Marshall   | 2                     | 1                   | 1                   |
| Management Assistant                                   | 2                     | 1                   | 1                   |
| Works Aide   | 1                     | 1                   | 0                   |
| <b>Hostel</b>  |                       |                     |                     |
| Sub Warden   | 3                     | 3                   | 0                   |
| Works Aide   | 1                     | 0                   | 1                   |
| <b>Career Guidance Unit</b>                            |                       |                     |                     |
| Director   | 1                     | 1                   | 0                   |
| Career Guidance Counsellor                             | 1                     | 1                   | 0                   |
| <b>Staff Development Centre</b>                        |                       |                     |                     |
| Director   | 1                     | 1                   | 0                   |
| Management Assistant                                   | 1                     | 1                   | 0                   |
| Works Aide   | 1                     | 0                   | 1                   |
| <b>Physical Education Unit</b>                         |                       |                     |                     |
| Director   | 1                     | 0                   | 1                   |
| Instructor in Physical Education                       | 2                     | 2                   | 0                   |
| Grounds man  | 1                     | 0                   | 1                   |
| Management Assistant                                   | 1                     | 0                   | 1                   |
| Works Aide   | 1                     | 1                   | 0                   |
| <b>Health Centre</b>                                   |                       |                     |                     |
| Senior Medical Officer / Medical Officer               | 1                     | 0                   | 1                   |
| Nursing Officer.                                       | 2                     | 0                   | 2                   |
| Public Health Inspector                                | 1                     | 0                   | 1                   |
| <b>Maintenance of Lands, Buildings, and Facilities</b> |                       |                     |                     |
| Works Engineer   | 1                     | 1                   | 0                   |
| Curator  | 1                     | 1                   | 0                   |
| Work Superintendent (Civil)                            | 1                     | 1                   | 0                   |
| Management Assistant                                   | 2                     | 1                   | 1                   |
| Supervisor (Maintenance)                               | 1                     | 1                   | 0                   |
| Carpenter  | 1                     | 1                   | 0                   |
| Mason  | 1                     | 1                   | 0                   |

| <b>Department / Designation</b>               | <b>Approved Cadre</b> | <b>Filled Cadre</b> | <b>Vacant Cadre</b> |
|---|-----------------------|---------------------|---------------------|
| Electrician                                   | 1                     | 1                   | 0                   |
| Plumber                                       | 1                     | 1                   | 0                   |
| Pump Operator                                 | 2                     | 2                   | 0                   |
| Works Aide                                    | 4                     | 2                   | 2                   |
| <b>Transport Services</b>                     |                       |                     |                     |
| Driver  | 5                     | 3                   | 2                   |
| Vehicle Cleaner                               | 1                     | 0                   | 1                   |
| <b>Examinations Branch</b>                    |                       |                     |                     |
| Senior Assistant Registrar / Deputy Registrar | 1                     | 1                   | 0                   |
| Management Assistant                          | 4                     | 3                   | 1                   |
| Works Aide                                    | 1                     | 0                   | 1                   |
| <b>Financial Administration</b>               |                       |                     |                     |
| Bursar  | 1                     | 1                   | 0                   |
| Senior Assistant Bursar/ Deputy Bursar        | 1                     | 0                   | 1                   |
| Assistant Bursar                              | 1                     | 0                   | 1                   |
| Management Assistant                          | 4                     | 4                   | 0                   |
| Management Assistant (Shroff)                 | 1                     | 1                   | 0                   |
| Management Assistant (Book Keeping)           | 1                     | 1                   | 0                   |
| Works Aide                                    | 1                     | 1                   | 0                   |
| <b>Stores &amp; Supply Services</b>           |                       |                     |                     |
| Assistant Bursar                              | 1                     | 1                   | 0                   |
| Management Assistant                          | 1                     | 0                   | 1                   |
| Management Assistant (Store Keeping)          | 2                     | 2                   | 0                   |
| Works Aide                                    | 1                     | 0                   | 1                   |
| <b>Library</b>                                |                       |                     |                     |
| Librarian                                     | 1                     | 0                   | 1                   |
| Senior Assistant Librarian                    | 1                     | 1                   | 0                   |
| Assistant Librarian                           | 1                     | 0                   | 1                   |
| Library Information Assistant                 | 4                     | 3                   | 1                   |
| Office Machine Operator                       | 1                     | 1                   | 0                   |
| Library Attendant                             | 3                     | 0                   | 3                   |
| <b>Information Technology Centre</b>          |                       |                     |                     |
| Assistant Network Manager                     | 1                     | 0                   | 1                   |
| Temporary Instructor                          | 1                     | 0                   | 1                   |

| <b>Department / Designation</b>   | <b>Approved Cadre</b> | <b>Filled Cadre</b> | <b>Vacant Cadre</b> |
|---|-----------------------|---------------------|---------------------|
| Technical Officer (ICT)   | 1                     | 0                   | 1                   |
| Laboratory Attendant  | 1                     | 1                   | 0                   |
| <b>Faculty of Applied Science</b>   |                       |                     |                     |
| <b>Dean's Office</b>  |                       |                     |                     |
| Dean  | 1                     | 1                   | 0                   |
| Assistant Registrar   | 1                     | 1                   | 0                   |
| Management Assistant  | 3                     | 1                   | 2                   |
| Management Assistant (Shroff)   | 1                     | 0                   | 1                   |
| Works Aide  | 2                     | 0                   | 2                   |
| <b>Department of Bio Science</b>  |                       |                     |                     |
| Professor   | 1                     | 0                   | 1                   |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob) | 12                    | 12                  | 0                   |
| Temporary Demonstrator  | 6                     | 6                   | 0                   |
| Technical Officer   | 2                     | 1                   | 1                   |
| Technical Officer (ICT)   | 1                     | 0                   | 1                   |
| Management Assistant  | 1                     | 1                   | 0                   |
| Laboratory Attendant  | 3                     | 1                   | 2                   |
| Works Aide  | 1                     | 0                   | 1                   |
| <b>Department of Physical Science</b>   |                       |                     |                     |
| Professor   | 1                     | 0                   | 1                   |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob) | 11                    | 9                   | 2                   |
| Temporary Demonstrator  | 6                     | 6                   | 0                   |
| Instructor Computer Technology  | 3                     | 1                   | 2                   |
| Management Assistant  | 1                     | 1                   | 0                   |
| Technical Officer   | 1                     | 1                   | 0                   |
| Laboratory Attendant  | 2                     | 2                   | 0                   |
| Works Aide  | 1                     | 0                   | 1                   |
| <b>BSc. Degree Program in Information &amp; Communication Technology</b>                                      |                       |                     |                     |
| Professor   | 1                     | 0                   | 1                   |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr-II / Lecturer / Lecturer (Prob) | 13                    | 10                  | 3                   |
| Temporary Demonstrator  | 6                     | 6                   | 0                   |
| Instructor in Computer Technology   | 1                     | 1                   | 0                   |
| Programmer Cum System Analyst   | 1                     | 1                   | 0                   |
| System Engineer   | 1                     | 1                   | 0                   |
| Technical Officer (ICT)   | 2                     | 1                   | 1                   |

| <b>Department / Designation</b>   | <b>Approved Cadre</b> | <b>Filled Cadre</b> | <b>Vacant Cadre</b> |
|---|-----------------------|---------------------|---------------------|
| Management Assistant  | 1                     | 0                   | 1                   |
| Laboratory Attendant  | 1                     | 1                   | 0                   |
| Works Aide  | 1                     | 0                   | 1                   |
| <b>Faculty of Technological Studies</b>   |                       |                     |                     |
| <b>Dean's Office</b>  |                       |                     |                     |
| Dean  | 1                     | 1                   | 0                   |
| Assistant Registrar   | 1                     | 0                   | 1                   |
| Management Assistant  | 1                     | 1                   | 0                   |
| <b>Department of ICT</b>  |                       |                     |                     |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr-II / Lecturer (Unconfirmed) / Lecturer /<br>Lecturer (Prob) | 27                    | 10                  | 17                  |
| Temporary Demonstrator  | 6                     | 5                   | 1                   |
| Technical Officer   | 2                     | 1                   | 1                   |
| Lab Attendant   | 2                     | 1                   | 1                   |
| <b>Faculty of Business Studies</b>  |                       |                     |                     |
| <b>Dean's Office</b>  |                       |                     |                     |
| Dean  | 1                     | 1                   | 0                   |
| Assistant Registrar   | 1                     | 1                   | 0                   |
| Instructor Computer Technology  | 1                     | 1                   | 0                   |
| Technical Officer (ICT)   | 1                     | 0                   | 1                   |
| Management Assistant  | 2                     | 1                   | 0                   |
| Management Assistant (Shroff)   | 1                     | 1                   | 0                   |
| Laboratory Attendant  | 1                     | 0                   | 1                   |
| Works Aide  | 1                     | 1                   | 0                   |
| <b>Department of Finance &amp; Accountancy</b>  |                       |                     |                     |
| Professor   | 1                     | 0                   | 1                   |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob)                             | 7                     | 7                   | 0                   |
| Temporary Assistant Lecturer  | 2                     | 2                   | 0                   |
| Management Assistant  | 1                     | 1                   | 0                   |
| Works Aide  | 1                     | 1                   | 0                   |

| <b>Department / Designation</b>   | <b>Approved Cadre</b> | <b>Filled Cadre</b> | <b>Vacant Cadre</b> |
|---|-----------------------|---------------------|---------------------|
| <b>Department of Business Economics</b>   |                       |                     |                     |
| Professor   | 1                     | 0                   | 1                   |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob)                             | 4                     | 4                   | 0                   |
| Temporary Assistant Lecturer  | 1                     | 1                   | 0                   |
| Management Assistant  | 1                     | 1                   | 0                   |
| Works Aide  | 1                     | 0                   | 1                   |
| <b>Department of Project Management</b>   |                       |                     |                     |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob)                             | 5                     | 3                   | 2                   |
| Temporary Assistant Lecturer  | 1                     | 1                   | 0                   |
| Management Assistant  | 1                     | 0                   | 1                   |
| <b>Department of Marketing Management</b>   |                       |                     |                     |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer (Unconfirmed) / Lecturer /<br>Lecturer (Prob) | 4                     | 4                   | 0                   |
| Temporary Assistant Lecturer  | 1                     | 1                   | 0                   |
| Management Assistant  | 1                     | 0                   | 1                   |
| <b>Department of Human Resource Management</b>  |                       |                     |                     |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob)                             | 4                     | 4                   | 0                   |
| Management Assistant  | 1                     | 0                   | 1                   |
| <b>Department of Management &amp; Entrepreneurship</b>  |                       |                     |                     |
| Professor /Associate Professor / Senior Lecturer Gr I /<br>Senior Lecturer Gr II / Lecturer / Lecturer (Prob)                             | 3                     | 3                   | 0                   |
| Management Assistant  | 1                     | 0                   | 1                   |
| <b>Department of English Language Teaching</b>  |                       |                     |                     |
| Senior Lecturer Gr I / Senior Lecturer Gr II / Lecturer /<br>Lecturer (Prob)  | 3                     | 3                   | 0                   |
| Instructor in English   | 6                     | 3                   | 3                   |
| Management Assistant  | 1                     | 0                   | 1                   |
| Works Aide  | 1                     | 0                   | 1                   |

### 4.3. STUDENTS POPULATION

| Faculty                  | Degree Programme                                       | 1<br>(2022/2023) |            | 2<br>(2021/2022) |            | 3<br>(2020/2021) |            | 4<br>(2019/2020) |            | Total       |             | Grand Total |
|--------------------------|--|------------------|------------|------------------|------------|------------------|------------|------------------|------------|-------------|-------------|-------------|
|                          |  | M                | F          | M                | F          | M                | F          | M                | F          | M           | F           |             |
| Applied Science          | Applied Sciences<br>(Physical Science)                 | 26               | 35         | 40               | 30         | 51               | 40         | 45               | 54         | 162         | 159         | 321         |
|                          | Applied Sciences (Bio<br>Science)                      | 14               | 57         | 16               | 61         | 12               | 66         | 21               | 66         | 63          | 250         | 313         |
|                          | Information<br>Technology                              | 59               | 67         | 56               | 69         | 57               | 64         | 46               | 77         | 218         | 277         | 495         |
| Business Studies         | Management Studies<br>(TV)                             | 44               | 128        | 34               | 150        | 58               | 150        | 54               | 159        | 190         | 587         | 777         |
|                          | Project Management                                     | 24               | 59         | 16               | 77         | 23               | 86         | 20               | 76         | 83          | 298         | 381         |
|                          | Banking and<br>Insurance                               | 16               | 21         | 12               | 27         | -                | -          | -                | -          | 28          | 48          | 76          |
| Technological<br>Studies | Information and<br>Communication<br>Technology Honours | 103              | 51         | 111              | 44         | 96               | 56         | 125              | 59         | 435         | 210         | 645         |
| <b>Grand Total</b>       |  | <b>286</b>       | <b>418</b> | <b>285</b>       | <b>458</b> | <b>297</b>       | <b>462</b> | <b>311</b>       | <b>491</b> | <b>1179</b> | <b>1829</b> | <b>3008</b> |

**4.4 Strategic Management Plan 2025-2029**

**4.5 Action Plan - 2025**

## **4.6 Final Action Plan - 2025**

### Annexure III