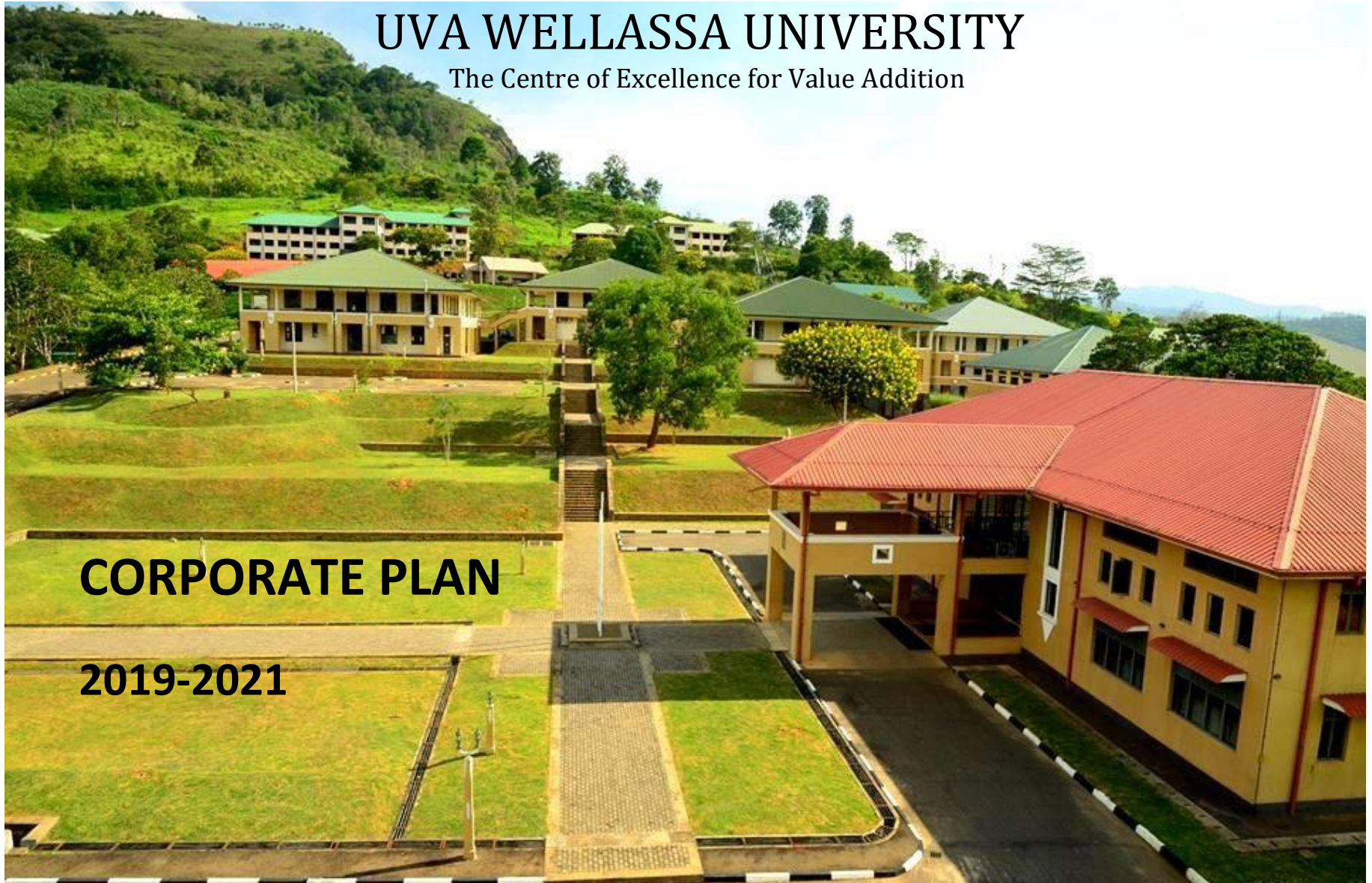


# UVA WELLASSA UNIVERSITY

The Centre of Excellence for Value Addition

**CORPORATE PLAN**

**2019-2021**



Corporate Plan 2019-2021

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Uva Wellassa University  
Badulla 90000  
Sri Lanka

## **PREAMBLE**

Uva Wellassa University is the first ever Entrepreneurial University established in Sri Lanka to provide higher education focusing on value addition to the national resource base and entrepreneurship. Having pursued its vision through strategic planning since inception, the university is poised to become the Center of Excellence for Value Addition to national resource base in Sri Lanka. Its unique strategy is the hallmark of its success.

This is the 4<sup>th</sup> corporate plan prepared by the University to guide its community to pursue its goals and values. This corporate plan was prepared with the participation of all the members of the university. It outlines well defined goals and objectives with realistic strategies, activity plan and key performance indicators. In order to realize these targets, the entire university community has to be aware of and focus on their responsibilities and strive together in pursuing its Mission. UWU will be successful in this endeavor, because of the strength and positive attitudes of the university staff and the excellent foundation laid on Information and Organizational Capital. UWU will become the Center for Value Addition respected by all and produce graduates that employers compete to grab even before they pass out. We shall succeed.

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## 1. INTRODUCTION

Uva Wellassa University (UWU) being the fourteenth National University in the Sri Lankan State University system aspires to become the best entrepreneurial university in the region which produces graduates equipped with knowledge, skills and attitudes and values to contribute to national as well as global development.

Within the short span of its existence, the UWU has managed to overcome many obstacles and achieve progress in improving its infrastructure, learning environment, physical and human resources, research and development activities adding value to the national resource base, whilst expanding higher education opportunities.

The UWU which started with only 153 students, 25 staff members and 5 study programmes offered by 3 faculties of study in 2006 has expanded to admit more than 800 undergraduate students to follow 13 study programmes offered by four Faculties of study, with the help of 425 staff members. In addition, UWU offers a number of demand-driven certificate and diploma courses, as well as open and distance learning programmes.

Its salubrious location and matching infrastructure has created an attractive and conducive learning environment for its multi-ethnic, multi-cultural student community, whose life is enriched with myriad of co-curricular and extra-curricular activities facilitated on-campus, creating opportunities to showcase their talents.

All these achievements had been made possible by the visionary leadership and careful allocation of resources and finances for activities that are in compliance with its vision and mission and efficient implementation of the planned activities.

The present Corporate Plan is the fourth (04th) version of the UWU's development plan. It portrays a concise account of its academic, administrative, financial and overall development strategy in diverse facets in accomplishing the Mission of the university whilst expanding higher education opportunities for the deserving youth in the country

## 2. VISION AND MISSION

### 2.1 VISION AND MISSION

#### VISION

To be the Centre of Excellence for Value Addition to the National Resource Base.

#### MISSION

To produce well-rounded, employable, technocratic and entrepreneurial graduates equipped with knowledge, skills, values and attitudes to make outstanding contributions to the national development whilst excelling in teaching, learning and research with a strong emphasis on value addition to the national resources.

### 2.2 VALUES

The University values

- Respect and tolerance
- Model employer
- Discipline
- Entrepreneurship
- Interdisciplinary and multidisciplinary nature of degree programs
- Goal orientation
- Equal opportunity

### 2.3 MAJOR INTERESTS

Uva Wellassa University is the first fully-fledged entrepreneurial University established in the national university system of Sri Lanka focusing on value addition to the national resource base. It operates under the UGC umbrella as a teaching and research centre with emphasis on interdisciplinary to meet the social, scientific and technical needs of the country.

The University will further strengthen its research culture and advance its research links with the hitherto neglected service sectors of Tea, Rubber, Palm (e.g. coconut), Agricultural Exports, Minerals, Fisheries, Animal Production, ICT applications, Entrepreneurship and Management, Tourism, Hospitality and Events Management and Energy industries. New knowledge generated will be transferred to the students and the industry for the benefit of the country.

Setting up of this University is an outcome of the government's efforts to promote demand driven education, focused on capacity building for national development. The University recognizes its role as a strategic partner in development of Uva province, and aspires to contribute to the region's economic growth, social development and environmental sustainability.

This University will serve undergraduate, postgraduate, specialty, corporate as well as continuing education market segments. It will provide opportunities for adult education and distance education in addition to traditional higher education.

## 2.4. THREE PILLARS OF SERVICE

All academic staff members are bound to deliver below indicated three pillars of service, based on which their performance is evaluated.

### *1. Teaching and Mentoring*

This pillar of service embodies activities relating to the curriculum development and review, teaching, learning and assessment, guiding, counseling and advising students.

### *2. Research on Value Addition*

Research on value addition with special reference to the national resource base is considered as a compulsory activity of every academic member of the UWU.

### *3. Community Services*

Conducting community service projects for the benefit of the society is another compulsory activity for the academic staff of the UWU.

### 3. HISTORY AND PRESENT STATUS

#### 3.1 BACKGROUND

Uva Province is considered as one of the most underdeveloped Provinces in Sri Lanka and its education status is at a lower level compared to the rest of the country. Civil Society in Uva constituting of Clergy, National Politicians, Government Servants and the Public, clamored for setting up of a university in the belief that it would enhance their opportunity for rapid development. The Cabinet granted approval for the establishment of a University in the Uva Province on 26 October 2004. A committee headed by Dr. Chandra Embuldeniya was appointed by the University Grants Commission (UGC) for the establishment of the Uva Wellassa University. Initial task was to identify a location in Uva and prepare a concept paper for establishing the University. The concept paper thus prepared, outlined a new model for the setting up of this university avoiding traditional pitfalls, was approved by the UGC. Accordingly, Uva Wellassa University, (UWU) of Sri Lanka was established with effect from 01<sup>st</sup> June 2005 by a Government Gazette notification (Annexure 1) and Dr. Chandra Embuldeniya was appointed as the Founder Vice Chancellor, effective from 27<sup>th</sup> July, 2005.

#### 3.2 LOCATION

The selected location is in Badulla, three kilometers on to the Passara Road, in a salubrious surrounding with a panoramic view of the hills. The selected site combining three adjacent lands i.e. one vested from the Ministry of Industries with an extent of 24 acres, formerly an Industrial Park; another land acquired from Glen Alpin Estate of Balangoda Plantations Ltd., covering an extent of 35 acres of marginal tea land, and additional five acres of land acquired from Land Reclamation Commission through Divisional Secretariat of Badulla, amounted to a total extent of 64 acres.

#### 3.3 CONSTRUCTION WORK

The target set by H.E. the President to complete the necessary buildings for the first intake of students was one year. The state company, Central Engineering Consultancy Bureau (CECB), which undertook this task with the approval of the Cabinet accomplished it successfully. The foundation stone was laid on 07 August 2005. The first lecture was held in the newly constructed building on 07 August 2006 exactly one year after the foundation stone was laid. This was a significant achievement in this project.

The Phase I was completed with the Cabinet approved sum of Rs. 350 million and Phase II is in progress with an additional Cabinet approved sum of Rs. 3.07 billion, of which Rs. 1.86 billion have already been spent. By the end of year 2018, Rs. 2.22 Billion have been invested. 24 buildings comprising the Senate Building, lecture halls, laboratories, cafeteria, administrative complex,

hostels, gymnasium and academic staff office spaces have been completed. The total constructed building area (Table 01) covers 411, 768 sq. ft. In addition, an abandoned factory with a floor area of 29,700 sq. ft. has been acquired and renovated as a temporary library, lecture rooms and other facilities. Construction of four residential halls has been completed to provide accommodation for 502 students.

For the University complex, the National Water Supply and Drainage Board provided a separate bulk water supply. Sewerage treatment and laboratory effluent treatment were scientifically designed and developed locally. All laboratory emissions are neutralized before discharging. Three-phase bulk electricity supply was obtained from Ceylon Electricity Board (CEB). The Master Plan is given in Annexure 2.

**Table 01. Buildings**

<b>Buildings Completed</b>	<b>Area (Sq.ft)</b>
Lecture Halls, Labs Block A	14,285
Lecture Halls, Labs Block B	15,670
Lecture Halls, Labs Block C	17,270
Administration Block	33,400
Dining Hall and Kitchen	7,710
Hostel 1	17,200

Hostel 2	25,035
Hostel 3	25,035
Hostel 4	25,035
Vice Chancellors Lodge	6,296
Laboratories, Block E	80,260
Workshop and Labs Block F 1	13,652
Laboratories, Block F 2	15,104
Laboratories, Block D	16,770
Senior Staff Quarters	15,480
Staff Quarters (Studio Apartments)	25,221
New Cafeteria and Toilets	4,454
University Guest House	2,188
Stores	2,700
Senate Building	22,920
Pavilion	5,200
Gymnasium	15,800
Extension of CODL	1,420
MOP and Maintenance Building	3,873
<b>Total</b>	<b>411,768</b>

<b>Buildings to be Completed</b>	<b>Area (Sq.ft)</b>
Library Building	44,955
Staff Learning Unit	18,400
Development of Main Entrance	3,600
Student Welfare Centre	10,758
Auditorium	32,830
Technology Stream Infrastructure	2602

### 3.4 HUMAN RESOURCES – RECRUITMENTS ON MERIT AND MULTI SKILLS

Recruitments and retention of highly qualified staff is the key to success in any organization aspiring to grow. This difficult task was further aggravated when establishing the university by the perceived remoteness of Badulla. The University adopted a unique advertising strategy to attract personnel with high levels of competencies. Selection Committees comprising Professors from other universities were appointed initially. Contractual appointments on Sabbatical leave were offered to interested Senior Academics. Several Senior Scientists were recruited from Government research institutions and Departments. Junior Academics were recruited on probationary basis and support was extended for postgraduate studies. These strategies worked well and the UWU at present has staff strength of 140 permanent academic staff members, including 42 Ph.D. holders and 30 members engaged in postgraduate studies abroad. In addition,

UWU has 83 temporary academic staff members to assist in the delivery of academic programmes of the university.

### 3.5 ADMINISTRATION - SUCCESS THROUGH MANAGING OPERATIONS

Our focus of management is to succeed in delivering results by carrying out operations successfully. The administrative structure of the UWU is organized (Annexure 3) according to the Universities Act No. 78 of 1978. It is headed by the Vice Chancellor (top administrative and academic officer) under whose directive the Deans of the Faculties, Registrar (custodian of the university property and documents), Librarian and Bursar administer the university. Four Senior Assistant Registrars, Five Assistant Registrars and Two Deputy Bursars perform administrative functions under the directive of the Registrar and Bursar. In addition, a Medical Officer, Works Engineer, Security Instructor and Director of Physical Education administer the Health Center, Maintenance Division, Security Division and Physical Education Division. Over 140 members of non-academic staff members of the university contribute to university functions under the directives of these administrative officials.

### 3.6 STUDENT INTAKE

The student population increases by 5 percent annually, depending on the introduction of new degree programs and increasing intake for the existing degree programmes. Annual student intake and cumulative student population in the

university from the inception and forecast up to 2021 are given below:

Year	Student Intake	Cumulative Student Population
2006	153	153
2007	201	354
2008	370	724
2009	470	1194
2010	460	1501
2011	482	1782
2012	448	1860
2013	479	1869
2014	504	1913
2015	544	1975
2016	575	2102
2017	674	2297
2018	765	2558
2019	862	2876
2020	972	3273
2021	1022	3621

### 3.7 FACULTIES OF STUDY AND ACADEMIC PROGRAMS

The Faculties of study serve as repositories of knowledge that contribute to produce valuable human capital, generate new knowledge and add value to the national resource base through diverse education and research programmes that are of interdisciplinary and multidisciplinary nature.

At its inception in 2005, Uva Wellassa University commenced academic functions with three faculties of study, namely, the

Faculty of Animal Science and Export Agriculture, the Faculty of Management and the Faculty Applied Sciences. In 2017, UWU established a new faculty, the Faculty of Technological Studies, to provide additional higher education opportunities in an emerging field to the deserving candidates, in compliance with its mission.

Currently, these four faculties offer thirteen different degree-programs (Table 2), which have been designed under the theme of '*value addition to the national resource base*'. Every degree program is unique to UWU and is delivered over a period of eight semesters. Through these academic programs, the UWU aims to produce graduates equipped with comprehensive knowledge and competencies in their respective fields of study, and broad general knowledge to perform successfully in the real world. The Deans and members of academic staff of four Faculties uphold academic standards and provide academic guidance and support to the students to achieve the desired graduate profiles. They help the University to accomplish its mission, with the support of the administrative, academic support and non- academic staff.

**Table 02. Undergraduate Study Programmes**

Faculty	Mission	Degree /Diploma Programs offered and the Leading Department	Focus/Objective
Faculty of Animal Science & Export Agriculture	The mission of the Faculty is to support its degree programs to excel in education and research with a strong emphasis on value addition to Animal resources, crop resources and their products through modern, scientific and technological approaches for development at undergraduate, postgraduate, specialty, corporate and continuing levels.	Bachelor of Animal Science Honours  SLQF Level: Level 6 Department of Animal Science	To produce graduates with sound knowledge and skills on animal production and value addition with adequate knowhow on health & hygiene, welfare, and quality & safety required to enhance the productivity, profitability and sustainability of animal production.
		Bachelor of Science Honours in Aquatic Resources Technology  SLQF Level: Level 6 Department of Animal Science	To produce well-rounded scholars, innovators, managers and leaders capable of using advanced theoretical, scientific & technological approaches to explore, develop and manage aquatic resources in a sustainable manner to cater the local, regional & global demands in the sector through enhancing production, managing aquatic resources, improving quality of aquatic environment and adding value to aquatic products.
		Bachelor of Science Honours in Export Agriculture  SLQF Level: Level 6	To produce graduates with competence in value addition to export oriented agricultural crops (horticulture, floriculture, Tea,

		Department of Export Agriculture	Rubber, Coconut etc.) and initiating business ventures.
		Bachelor of Science Honours in Tea Technology and Value Addition  SLQF Level: Level 6 Department of Export Agriculture	To produce graduates with specialized knowledge and skills in Tea Processing Technology and value addition, and contribute to uplift the Sri Lankan tea industry to compete in the global tea market.
		Bachelor of Science Honours in Palm and Latex Technology and Value Addition  SLQF Level: Level 6 Department of Export Agriculture	To provide the students with advanced scientific knowledge for proper assessment of palm and latex sector and thereby to inspire the industry to enhance value addition to the national palm and latex resources.
Faculty of Applied Sciences	The mission of the Faculty is to support the degree programs to advance knowledge particularly on value addition to the national resource base through excellent teaching that foster high achievement, high quality research that promote scientific inquiry, innovation and collaboration, and outstanding outreach activities to produce future professional practitioners.	Bachelor of Technology Honours in Science and Technology  SLQF Level: Level 6 Department of Science and Technology	To produce graduates with scientific knowledge and skills in the diverse technologies involved in value addition in to the national resource base.
		Bachelor of Science Honours in Mineral Resources Technology  SLQF Level: Level 6 Department of Science and Technology	Produce graduates with a specialized knowledge in utilization of nations' mineral resources and value addition to them.
		Bachelor of Science Honours in	To produce graduates with scientific knowledge and competencies in

		Computer Science and Technology SLQF Level: Level 6 Department of Computer Science and Informatics	modern computer technology with special attention to value addition.
		Bachelor of Science Honours in Industrial Information Technology SLQF Level: Level 6 Department of Computer Science and Informatics	Produce graduates with scientific knowledge and skills in the modern Industrial Information Technology for value addition to industrial and business processes.
Faculty of Management	The mission of the Faculty is to support its degree programs to produce proficient Managers and Entrepreneurs who could contribute to the socio-economic development of the country with special emphasis on value addition to the national entrepreneurial and human resource base using modern, scientific and technological expertise within undergraduate, postgraduate, specialty, corporate as well as continuing education.	Bachelor of Business Management Honours in Entrepreneurship and Management SLQF Level: Level 6 Department of Management Sciences	Produce graduates with an entrepreneurial culture and confidence in dealing with management issues and competence to contribute with value addition.
		Bachelor of Business Management Honours in Hospitality, Tourism and Events Management SLQF Level: Level 6 Department of tourism Studies	To provide an overall exposure to facilitate skill development in Hospitality, Tourism and Events Management; to impart knowledge and develop advanced skills in Marketing, Communication, Languages and niche areas as they apply to Hospitality, Tourism and Events Management industry.
Faculty of Technological Studies	The mission of the Faculty of Technological Studies is to	Bachelor of Engineering Technology Honours in Mechanical Engineering	To produce well-rounded graduates with specialized knowledge and skills

	produce well- rounded graduates who could cater to the local and global demand for human capital that can harnesses the cutting-edge technologies and know-how in the field of applied biology and engineering.	SLQF Level: Level 6 Department of Engineering Technology	in Engineering Technology giving emphasis to Mechanical Engineering and value addition.
		Bachelor of Biosystems Technology Honours  SLQF Level: Level 6 Department of Biosystems Technology	To produce well-rounded graduates with specialized knowledge and skills in the field of Biosystems Technology and value addition.

### 3.8 CERTIFICATE AND DIPLOMA COURSES

Certificate and Diploma courses have been designed to cater to emerging needs in the market. We place great importance to our social responsibility and as such, below listed courses have been designed in this regard.

#### **Certificate Courses**

English for Junior Executives

English for School Leavers

JAVA Application Development

Web Designing

Survey Design and Data Analysis with Statistical Software

*In vitro* Plant Propagation Techniques

“History” for School Teachers

### 3.9 RESEARCH & DEVELOPMENT

Research and Development activities of the UWU have been initiated based on the common theme ‘Value Addition to National Resource Base’. Researchers in UWU contribute to the realization of the university’s vision of *‘becoming the Center of Excellence in*

*Value Addition in Sri Lanka’* through new research findings. Research aims of the four faculties are as follows;

The research aims of the Faculty of Animal Science and Export Agriculture are to increase the production of export oriented and value added agricultural products, to boost the usage of underutilized and unutilized botanical and microbial organisms in the production of value added products through innovative technologies, to increase the productivity and profitability of plantation crop products, non-rubber latex, resins and non-coconut palm, livestock products, aquatic resource products

through novel value addition technologies, and to promote the utilization of alternative energy sources by introducing novel energy sources.

Research aims of the Faculty of Applied Sciences are to increase value addition to local mineral resources for enhancing their utilization as engineered materials through innovative technological applications, to develop systems and to provide solutions through emerging technologies to enhance industrial process and to optimize strategic use of IT, and Invention of innovative technologies for sustainable energy, value addition of natural resources and upgrading of industrial process and products.

Developing novel technologies through innovative research in the fields of applied biology and engineering to solve the problems associated with the related industries and optimize the industry process for increased productivity is the research aim of the Faculty of Technological Studies.

Research aims of the Faculty of Management are to generate and communicate new knowledge in entrepreneurship and management through innovative solutions to current managerial issues, to explore organizational behavior so as to develop innovative means of managing turbulence and to foster a collaborative research culture between academia and industrialists, To develop expertise in empirical accounting and finance modeling to address current problems in financial markets, international banking risk calibration value at risk

calibrations accountability and governance in organizations and to explore solutions to financial problems and find innovative strategies for effective and efficient use of financial resources in the country.

## 4 SWOT ANALYSIS

### 4.1 STRENGTHS

Leadership: Visionary dynamic leadership guiding implementation of the Corporate Plan.

Infrastructure: Well-developed infrastructure facilities for teaching and learning

Staff: Qualified, committed, dynamic, skilled and energetic multidisciplinary academic staff (with 30% PhD holders) and administrative staff

Academic programmes: Faculty Higher Degree Committees; Unique, periodically upgraded and approved academic programs aligned with University vision and complying with MoHE, UGC & SLQF guidelines; Compulsory research component in all undergraduate curricula; Compulsory industrial training for all students with continuous monitoring; Detailed curricula comprising programme specifications and course specifications available in the library

Teaching and learning: Promotion and adaption of student centered learning

Examinations: Institutional policy stated examination By-laws, rules, regulations and manual of examination procedures in public domain; Formative and summative assessment with

quality and transparency assured by examination paper moderation/ scrutiny/ second marking

Staff and student support services: Well- established and fully functional units, centers and cells for staff development; career guidance, distance education, ICT, English language; SDC, CGU, CODL, UBL, UWU-ICC); Rich collection of text books and other learning materials in all disciplines and efficient library service; Programmes for enhancing graduate employability (career and job fairs, internships); Mentor-Mentee relationship from 1st year to the final year on all aspects; Administration receptive to the welfare of staff and students.

Management: ICT integrated management system (MIS Finance, Examinations, Student Affairs and HR); Well defined, Senate approved work norms for academic staff; Clearly defined responsibilities and duties for administrative and support staff ; Involvement of all academic staff members in three pillars of service (Teaching and mentoring, Research and Community Work); Regular meetings of Faculty Boards, Senate ensuring proper functioning of academic programs; Participatory management (established trade unions and students' union); Optimum utilization of space, human resources, materials and funds

Research Facilitation and output: Support through equipment, laboratory space, grants and awards for research aligned with the university vision and mission; progress monitoring and evaluation; impressive record of research output (publications in

indexed/peer reviewed journals, patents, nationally/internationally recognized scholars, awards, h-index, citations); Annual Research Symposium since 2010.

Strong Industry/community interactions and services: Linkage with government and private sector Industries and Institutes; University Business Link; Consultative sessions with Industry and Public Sector to identify research priorities; Offering demand driven Fee-levying programs and courses

Harmonious learning environment: Mechanisms for Integrating new entrants to university; zero-tolerance for ragging; direct communication with academic and administrative staff; Center for Gender Equity and Equality; Large number of co-curricular and extra-curricular activities of the university with the engagement of student and staff ;

Quality assurance: Clear QA plans, policies and procedures with the establishment of QA system (IQUA, IQACs) and training of staff on QA

## 4.2 WEAKNESSES

Human resources and workload: Non availability of financial positions at faculty level ?; Lack of qualified and trained technical staff in laboratories; Excessive work load for academic and administrative staff ; No Legal Officer; Inadequate experienced staff to guide the young staff; Inability to fill some key positions of the university for a long time

Land: Lack of suitable lands for further development and landslide vulnerability in part of the (7 acres) university premises;

Infrastructure: Lack of area for vehicle parking, alternative water supply and garbage disposal system; Insufficient staff spaces; Lack of permanent buildings for library, medical center and auditorium; insufficient facilities for differently-abled students;

Learning environment: Congestion in lecture halls and laboratories due to continuously increasing student intake; Lack of well-established agriculture farm; Limited common study areas, leisure areas and areas for extracurricular activities;

ICT incorporation: Incomplete MIS

Financial resources: Inadequacy of self-generated funds; inadequate action on competing for external grants; Underutilization of allocated funds

By-Laws: Lack of comprehensive set of By-laws covering all functional aspects of the University

Teaching learning and recognition: Limited usage of innovative pedagogy and ICT in teaching; Non-availability of a rewarding scheme for service recognition

Research: Limited access to scientific databases and journal articles

Patenting and Commercialization: Lack of Patent Office in the University; Poor awareness on commercialization and low number of patents.

#### 4.3 OPPORTUNITIES

Center of Knowledge base: Potential to function as the centre of knowledge, being the only national university in the Uva Province

Demand driven courses: Demand from the community to offer fee-levying Certificate courses, Diploma and External Degree programs (E.g.: Plantation sector and IT sector, management, English language) and postgraduate opportunities

Laboratory services: Demand for soil and water quality analysis, tissue culture services from the community and other institutes in the region

Location advantage: Close proximity to Badulla city, and easy access to transport facilities (railway and bus), general hospital, banks, and schools

Community link: Collaboration with national and international institutes on community based projects and research projects E.g.: Amazon Trading Private Limited, Sakura Project by Meijo University of Japan, University of Malaya;

Research and publication: Ability to capitalize on the University theme of value addition to natural resource base to secure more

research opportunities for commercialization of value added, underutilized and unutilized natural resources in Sri Lanka targeting new industries and becoming an entrepreneur (E.g.: Tea incorporated soap and biscuits); Research funding from organizations NRC/NSF/UGC/University of higher education/CARP; Opportunities for collaborations with industries/HEIs/Research Institutes/International Institutes including universities; Availability of laboratory and other facilities provided for undergraduate research in other institutes; National and international research conferences for publication/presentation of research findings in National and international journals

Industry links and funds: Unique degree programs attracting important industries and building strong relationships with industries through industrial training; Cooperation with NGOs and other organizations for financial aids

Quality assurance: Availability of UGC approved national guidelines for quality assurance in undergraduate degree programs

Developments in HE.: Introduction of technology stream; Provision of scholarships for foreign students

Recognition: Increased webometric rank of the university

#### 4.4 THREATS

Peripherally located and away from main cities

Land: Land with hilly terrain and section of university premises prone to landslides; inability to use the remaining land to establish the newly proposed faculties, agriculture field station and residential facilities for students and staff, until eviction of several industries which occupy the area and refuses to move out through ongoing legal action.

Difficulty in retaining trained and qualified staff due to remoteness

Competition with well-established universities

Location: Lack of developed industrial institutes around the university

Poor publicity: Insufficient awareness on UWU degree programs in society

Career advancement: Limited availability of fully funded post graduate scholarships for the staff

Accommodation: Inadequate accommodation facilities in surrounding area for students and staff

Limited budget: High cost involved in international publication and patents; Limited budget allocation for the staff development from the government

## 5. Requirements

### 5.1 INFRASTRUCTURE DEVELOPMENT

Infrastructure development is integral with the development of the university, which aims to become the most attractive planned university that offers the best environment for academic activities with excellent infrastructure supported by leading edge technology. Construction of lecture halls, an auditorium, teaching and research laboratories, establishment of crop and livestock field stations, and expansion of the library are among the main infrastructure development activities planned for the period covered by the strategic plan. Additional 57 acres of land extent is proposed to acquire in the near future (Wewessa Land 12 acres, Kalugalpitiya Land 4 Acres, Bogoda Farm 20 acres, Bogahamadiththa land 7 acres and Handapanagala land 14 acres) for infrastructure expansion.

#### a). LECTURE HALLS

The student intake of the university is expected to increase dramatically in the coming years. To accommodate them, at least ten fully furnished lecture halls equipped with modern teaching learning facilities and the following capacities are proposed to be constructed during 2019-2021.

6 Lecture Halls with 100 student seating capacity  
4 Lecture Halls with 200 student seating capacity

#### b). LABORATORIES AND RESEARCH FACILITIES

Laboratories for conducting practical in the following disciplines are proposed.

- Elementary and Advanced Bio Systems Technology Laboratory
- IT Laboratory for Management
- University IT Centre
- Central Analytical Services Centre

#### c). FIELD PRACTICAL STATIONS ON CROP AND ANIMAL FARMING

This is an urgently required learning resource, which the university is planning to fulfill within the next three years by establishing Crop and Animal Farms of appropriate size that match the available land area. Most of the research work will be conducted in collaboration with other research farms in the province and outside.

#### d). LIBRARY

With the increasing students and staff population the existing library facilities have to be expanded. It is planned to house the library in a purpose designed newly built building which will consist of reading and study centre, e-Learning centre, and utility services section. Software packages custom designed for the library activities will enrich the library service.

#### e). AUDITORIUM

A large auditorium with 1500 seating capacity is planned to hold special gatherings such as Convocation, Integration and Research Symposium.

#### 5.2 OUTSOURCED SERVICES

It is planned to continue outsourcing number of services including cleaning services, transport services and care taking to specialist providers on tender basis as practiced at present. This strategy ensures timely and effective delivery of services, while freeing the University from the burden of repair and maintenance of vehicles, provision of utensils and paying overtime.

#### 5.3 ASSISTED SELF LEARNING

The University needs to develop required infrastructure and course materials to commence Assisted Self Learning (ASL) programs ranging from Certificate level to Degree level to benefit qualified students who could not secure university placement.

## 6. WAY FORWARD

Uva Wellassa University being the youngest member of the State University system of Sri Lanka is fortunate to be free of most of the factors that impede the academic activities in other universities. We capitalize on the available opportunities in the business and economic environment and take protective measures against threats while enhancing the strengths and overcoming the weaknesses. We are well aware of the need to formulate robust flexible strategies to face the emerging challenges in a changing political, economic and social environment, to drive the University towards its vision.

The goals, objectives and strategies set out in this plan have been formulated in alignment with the University Vision and Mission; taking its strengths and weaknesses, opportunities and threats as well as the aims of establishing the University indicated in the gazette notification of 1<sup>st</sup> June 2005 (Annex-1) into consideration; and integrated into its Human Capital, Information Capital and the Organization Capital. We pay special emphasis on strengthening our unique culture and team work to achieve the aforesaid.

### 6.1 UVA WELLASSA UNIVERSITY GOALS

The Goals to be achieved during the next three-year period (2019 – 2021) are as follows:

1. To produce well-rounded graduates with a vision and capability to fulfil the demands of industry and society.
2. To promote global citizenship by expanding opportunities for higher learning.
3. To develop innovative and flexible mechanisms to deliver study programmes effectively and promote research.
4. To become an exemplary service procurer and employer.
5. To become an attractive and well-planned university that offers the best environment for learning, teaching and research supported by leading edge technology.
6. To enhance institutional capacity to achieve academic, financial, and administrative efficiency and effectiveness.

<b>GOAL 1: To produce well-rounded graduates with a vision and capability to fulfill the demands of the industry and the society</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
1.1 Improve subject knowledge, skills and competencies along with the transferable essential skills, attitudes and values to instill professionalism and vision for life	1.1.1 Integrating instructional modules on technological and generic skills and leadership qualities into the curricula	1.1.1.1 Offer credited course units on Essential Skills Development and Broad General Education from the first year onwards	1. Graduate employment rate within six months of graduation (70% by 2021)
		1.1.1.2 Encourage Social Harmony through multicultural events and activities	2. % of graduates employed in occupations relevant to their field of study (65 % by 2021)
		1.1.1.3. Offer Career Development workshops, seminars and career fairs	3. Employer satisfaction rate on student performance at Work Based Placement/ Industrial Training/ Internships (70 % of the total placements by 2021)
	1.1.2 Providing industry exposure to all students	1.1.2.1 Establish University Internships and Placement Centre	4. % of course modules conducted using VLE (65 % by 2021)
		1.1.2.2 Placing all undergrads in relevant industries for a comprehensive industry exposure as a mandatory	5. % of revised curricula within the due time period (100% at any given time)

		component of the curricula	6. % student research projects focusing on value addition to national resource base (50 by 2021 )
		1.1.2.3 Providing field visits and training programmes to the novel industrial establishments	
		1.1.2.4 Constructive alignment of assessments and other activities focusing on the needs of the industry	
	1.1.3 Focus student research on value addition to national resources and Industry needs	1.1.3.1 Undertake student research projects based on industry needs and value addition	
	1.1.4 Delivery of courses with the use of modern teaching and learning technologies for Learner Centered Teaching (LCT) and Assessment	1.1.4.1 Equip the existing lecture halls with smart technology focusing LCT	
		1.1.4.2 Use VLE as an effective teaching, learning and assessment method	
		1.1.4.3 Include mandatory library usage hours	
		1.1.4.4 Establishment of	

		University ICT Centre	
	1.1.5 Revise curricula of all degree programmes which have completed at least one cycle to meet the fast moving industry needs and technologies	1.1.5.1 Obtaining stakeholder feedback in evaluating the success of the curricula	
		1.1.5.2 Inclusion of industry-related components into courses	
		1.1.5.3 Improvement of the curricula as per the national and global trends	
1.2 Improve entrepreneurial and technocratic skills in students to a level of excellence	1.2.1 Conducting seminars, workshops, forums, meetings and discussions with the participation of industry leaders	1.2.1.1 Conduct, seminars, workshops and meetings on Entrepreneurship, IPR and commercialization	1. Number of products incubated (minimum of 1 per year by 2021)
		1.2.1.2 Assisting the development of Lab scale prototypes of significant innovations and commercializing them	2. Number of firms registered by graduates (30 by 2021)
		1.2.1.3 Offer credited courses on Entrepreneurship, IPR and commercialization	

		1.2.1.4 Organize meetings, business forums and discussions with entrepreneurs	
1.3 Broaden the scope of education provision by introducing demand driven new degree programmes	1.3.1. Expand the opportunities for higher education for the deserved by introducing demand driven marketable internal and external degree programmes, diploma and certificate courses	1.3.1.1 Introduce new degree programs in English Language and Applied Linguistics, Communication Sciences, Human Resource Development, Marketing Management, Industrial Economics  Science Education, Mechatronics Engineering, Material Science and Engineering, Water Science  Bio Resources and Process Engineering, Production and Manufacturing Engineering  Agricultural Engineering Technology	1. Number of Internal degree programmes (26 by 2021)  2. Number of External degree programmes (4 by 2021)  3. Number of Diploma and certificate level programmes (12 by 2021)
		1.3.1.2. Introducing MSc, MPhil, MBA and PhD programmes	
		1.3.1.3 Introducing External Degree Programmes; Bachelor of Business Management,	

		Bachelor of Information Technology, Bachelor of Science in Animal and Crop Production, Bachelor of Science	
		1.3.1.4 Offer Certificate and Diploma level courses in; Management, Business Administration, English, Tourism & Hospitality, Agri Business Management, Supply Chain Management and Logistics, Plantation Management, Plant Tissue Culture, Dry Flower Production and Floral Decorations, Electronics, Robotics, JAVA Application Development, Web Design	
		1.3.1.5 Rename the Department of Public Administration as the Department of Broad General Education	
		1.3.1.6. Establish a Department of Communication Sciences and a Faculty of Multi-Disciplinary Studies	

		1.3.1.7. Establish the Department of Tourism Studies	
		1.3.1.8. Establish the Department of Applied Earth Sciences	
		1.3.1.9. Renaming the Faculty of Science and Technology as Faculty of Applied Sciences and renaming the existing Departments	

<b>GOAL 2: To promote global citizenship by expanding opportunities for higher learning for foreign students</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
2.1 Make UWU an attractive University for foreign students	2.1.1 Create a conducive learning environment that will attract international students and academics	2.1.1.1 Establish student and staff exchange programmes with foreign universities	1 Number of foreign students admitted (10/ year by 2021) 2. Number of study programmes accredited (2 by 2021) 3. Number of international research grants received ( 5/year by 2021) 4. Number of active MOUs with foreign universities/institutes (5 by 2021)
		2.1.1.2 Accredit study programmes with national and international professional institutes	
		2.1.1.3 Enhance the facilities to foreign students in par with international standards	
		2.1.1.4 Commence joint study programs with foreign Universities	
	2.1.2 Establish research collaborations with foreign	2.1.2.1 Forming links with funding institutes for international collaborations	

	universities and institutes	2.1.2.2 Secure foreign funded research grants	
		2.1.2.3 Reach agreements and establish MOUs with Foreign Universities/Research Institutes for research collaborations	
		2.1.2.4 Organize research dissemination activities jointly with Foreign Universities/ Research Institutes	
2.2 Ensure sustainable development through cultural diversity	2.2.1 Expose students to local and international multicultural events	<p>2.2.1.1 Organize book fairs, food festivals, National Days</p> <p>2.2.1.2 Organize and / or participate in international competitions and trade fairs</p> <p>2.2.1.3 Conduct interactive sessions among local and foreign students and staff through video conferencing</p>	<p>1. Number of registered foreign students from different countries and 10/ year/ by 2021</p> <p>2. Number of multicultural events annually organized by the university (.5/year by 2021)</p>

<b>Goal 3: To develop innovative and flexible mechanisms to effectively deliver study programmes and promote research</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
3.1 Increase the inter-disciplinary nature of the study programmes to meet the national and global demand	3.1.1 Reformulate all study programmes based on UWU theme with strong emphasis on interdisciplinary and entrepreneurial aspects	3.1.1.1 Include interdisciplinary and entrepreneurial components in all study programmes	1. Credit weight of interdisciplinary courses in all study programmes (20% by 2021)  2. Number of inter-disciplinary research projects undertaken by staff (10 by 2021)
		3.1.1.2 Encourage lecturers to carry out interdisciplinary course units as needed	
	3.1.2 promote interdisciplinary research	3.1.2.1 Conduct interdisciplinary team-based research projects	
3.2 Strengthen the external collaborations , establish partnership & agreements on	3.2.1 Exploit potential external funding sources	3.2.1.1 Secure funds for research from National and International Agencies	1. Number of active collaborations, MoU's and partnerships signed (10 by 2021)  2. Number of new competitive
		3.2.1.2 Secure industrial funding sources for industry oriented	

research and allied activities		research/projects	research grants secured (6 by 2021)  3. Number new research publications in peer reviewed journals (1 article per lecturer by 2021)
		3.2.1.3 Building networks with Inventor's Commission and other investors for obtaining funds for partnership development	
	3.2.2 Encourage the staff and guide students to initiate research contributing to national development	3.2.2.1 Establishment of Academic and Research Development Unit	
		3.2.2.2 Assign appropriate credit weightage for research and laboratory work	
		3.2.2.3 Promote staff members to engage in research on value addition to national resources base and on industry needs	
		3.2.2.4 Continue Annual International Research Conference	
		3.2.2.5 Publish University/Faculty Research Journals related to Value Addition	

		3.2.2.6 Rewarding outstanding UWU researchers	
		3.2.2.7 UWU awards for best commercialization	
		3.2.2.8 Establishment of Farm Units	
3.3 Enhance teaching, research and entrepreneurial skills of staff	3.3.1 Conduct training programmes based on the training needs of the staff in addition to the regularly scheduled training programmes of the Staff Development Centre for staff training	3.3.1.1 Organize and conduct training programs for staff on teaching and research	1. Number of training programmes, seminars and workshops conducted for staff (10/ year by 2021)  2. Number of staff members holding memberships in relevant professional bodies (25% of the staff by 2021)
	3.3.2 Provide financial assistance to obtain memberships of professional bodies (at least one per individual) relevant to the discipline	3.3.1.2 Facilitate staff to participate in local and international trainings/workshops	
		3.3.1.3 Promote staff to take part in local and international research forums	

		3.3.1.4 Encourage staff to get memberships from relevant professional bodies	
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<b>GOAL 4: To become an exemplary service procurer and employer</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
4.1 Recruit and retain highly qualified workforce to help in accomplishing the university's vision	4.1.1 Maintain a conducive environment for teaching, learning, research and administration	4.1.1.1 Timely recruitment of qualified candidates to all categories of staff vacancies	1. Number of senior academic staff members (50% of the total number of academic staff by 2021)
		4.1.1.2 Conduct induction/ awareness programmes on relevant governing policies and regulations to relevant staff	2. Number of doctoral degree holders (40% of the total academic staff number by 2021)
		4.1.1.3 Enhance the leadership and team working capacity through appropriate training programs	3. Number of unfilled vacancies (5 % by 2021)
		4.1.1.4 Prepare a Management Guide and Standard Operating Procedures to enhance the efficiency and uniformity of the university activities	4. Percentage of administrative and admin-support staff members who successfully completed the induction program (90 % by 2021) 5. Number of staff members received awards for teaching/

		4.1.1.5 Facilitate lifelong learning and continuous professional development for all the staff.	research/ administration excellence (15 by 2021)
		4.1.1.6 Strengthen the existing collaborative and communicative work environment to enhance the productivity of the workforce	
		4.1.1.7 Influence policy makers to initiate a national policy to recruit and retain university staff in peripheral universities by lobbying UGC and Ministry of Higher Education	
		4.1.1.8 Assist the schools in close proximity to university	
		4.1.1.9 Design innovative welfare and incentive mechanisms to promote staff retention	

4.2. Increase the standards of teaching, research and administration to the level of excellence by 2021	4.2.1 Recognizing and rewarding the excellence in teaching, research and administrative service	4.2.1.1 Upgrade the mechanism to recognize the excellence in teaching, research and administration	1. Number of staff receiving national/international recognition/ awards for Teaching/ Research/ Administration (12/year by 2021)
		4.2.1.2 Publish the excellence in teaching, research, community activities and administration in public domain	2. Time taken to release results (Three months from the date of examination)
		4.2.1.3. Establish and maintain collaborations and MOU s with reputed industries / institutes	3. The Number of graduates who become entrepreneurs within six months of graduation, from among the total number of graduates (30 by 2021)
		4.2.1.4 Publish University/Faculty Journals	4. Percentage of research papers of UWU community published in recognized indexed journals (20% by 2021)

<b>GOAL 5: To become one of the most attractive and well-planned university that offer the best environment for learning, teaching and research supported by leading edge technology</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
5.1: Create a conducive physical and social environment to facilitate the teaching and learning experience	5.1.1 Provide suitable residential facilities for the university community	5.1.1.1 Provide residential/accommodation facilities for all eligible staff by constructing/renting houses/hostels	1. Percentage of students with residential facilities (75 % of the total student population by 2021)  2. Percentage of staff members provided with residential facilities/rent allowance (100 % by 2021)
		5.1.1.2 Construct / rent facilities to provide accommodation for students	
	5.1.2 Provide facilities for health care of the university community	5.1.2.1 Upgrade Medical Centre to facilitate in-house medical care with professional help	3. Student dropout rate ( near 0% by 2021)

	5.1.3 Provide essential services for the university community within the university premises	<p>5.1.3.1 Facilitate the service providers to initiate outlets to provide the daily needs of the University community</p> <ul style="list-style-type: none"> <li>• Laundry</li> <li>• Communication Centre</li> <li>• Mini Bank branches</li> <li>• Post office</li> <li>• Salon</li> </ul>	4. Staff turnover (5 % by 2021)
	5.1.4 Provide sufficient welfare facilities for staff	5.1.4.1 Establish a welfare fund for staff with contributions from the staff members and the university	
		5.1.4.2 Providing financial support to university staff within government regulations	
		5.1.4.3 Initiate a contributory medical insurance scheme for university staff	
		5.1.4.4. Establish a Preschool and Day-care centre for children of UWU community	

		5.1.4.5. Provide transport facilities to staff	
5.2 Improve and maintain the wellbeing of University community	5.2.1 Promoting closer relationships among members of the university community	5.2.1.1 Provide the induction program for newly enrolled students/staff on values of UWU family	1. Number of recorded incidence of student unrest per year (0% by 2021)
		5.2.1.2 Strengthen the mentoring process through appointing more staff as mentors and training them	2. Number of trained mentors and professional counselors for students (10 by 2021)
		5.2.1.3 Strengthen counselling mechanism by appointing more professional counsellors	3. Percentage of students included in mentoring/counselling program (100 % by 2021)
		5.2.1.4 Increase the facilities of the Physical Education Unit	
		5.2.1.5 Construct and Establish a student welfare Centre	
5.3 Create a ragging free environment at the University	5.3.1 Enforcing anti-ragging/anti-violence act and university by-laws	5.3.1.1 Educating newly enrolled students on ragging and consequences	1. % of reported ragging incidents (0% by 2021)

		5.3.1.2 Establishing a safety app. for staff and students to report incidents of ragging/ violation of rights	
		5.3.1.3 Establishing mechanism for all staff to report and act on any unlawful incident within the University	
		5.3.1.4 Implement 24X7 active surveillance and monitoring mechanism within the university premises	
5.4 Provide necessary infrastructure facilities for teaching, learning and research	5.4.1 Improving facilities in the lecture theatres	5.4.1.1 Purchasing and installing modern teaching learning equipment in lecture theatres	1. % of class rooms equipped with modern teaching equipment (50 % by 2021)
		5.4.1.2 Building additionally required Lecture theatres	2. % of well-equipped laboratories (100 % by 2021)
	5.4.2 Developing fully equipped teaching and research laboratories and field training stations	5.4.2.1 Equip laboratories of all faculties	3. % of academic staff members with at least one refereed journal article per annum (100 % by 2021)
		5.4.2.2 Establish Agriculture and Livestock field training stations	
		5.4.2.3. Establish computer based accounting and management laboratory	
			4. Completion rate of every project under phase II (100% by 2021)

		5.4.2.4 Establishing 100 student capacity Biosystems Technology Laboratory, Engineering Technology Laboratory, Advanced Research Laboratory and CAD/CAM Laboratory for the Faculty of Technological Studies	
	5.4.3 Rational allocation of University research grants to requesting staff	5.4.3.1. Conducting regular progress reviews of funded research	
	5.4.4. Providing conducive biophysical environment for students and staff	5.4.4.1 Construction of remaining components of project Phase II-Auditorium, Staff Learning Center, Library, Student Welfare Centre, Development of university entrance and alternative water supply system (funded by MOHE)	
		5.4.4.2 Enhance the aesthetic value of the landscape of the university premises	
		5.4.4.3 Provide suitable office spaces for all staff members of the University	
		5.4.4.4 Improve facilities for differently abled persons	

	5.4.5 Developing common lounge facilities for staff with adequate facilities	5.4.5.1 Construct/ Allocate space for common lounge facilities for staff	
		5.4.5.2 Expand the access to online resources through annual subscriptions	
5.5: Provide modern information and communication technology for teaching, learning and research	5.5.1 Provide learning facilities in language laboratories, laboratories for general computer usage, specialized computer laboratories	5.5.1.1 Improving web based teaching/learning assessment tools	1. Usage rate of VLE facility (65% for both staff and students by 2021) 2. Number of ICT short courses offered (3 by 2021) 3. Wi-Fi Zone Coverage of the University Premises (100% by 2021) 4. % of well-equipped ICT labs (100 % by 2020). 5. Well-functioning MIS (all components of the MIS is installed by 2021)
		5.5.1.2 Equip language laboratory with required instruments	
		5.5.1.3 Establishing virtual discussion forums and bulletin boards	
		5.5.1.4 Improve the communication protocol system (intercom telephones)	
		5.5.1.5 Install Automated Financial Management System for Financial Administration of the University	
		5.5.1.6 Install and commission an Online Web Based Management Information System (MIS) with embedded University Resource Planning (URP) facility and Knowledge Base (KB)	

		5.5.1.7 Install and commission key ICT infrastructure servers and network system including Block D,E,F and G	
		5.5.1.8 Improve existing teaching ICT labs with all necessary equipment for students	
		5.5.1.9 Maintain internet facility provided for Senior Staff Quarters and Bachelor Quarters	
		5.5.1.10 Enhance the relationship with other universities and research institutes for sharing library resources	
		5.5.1.11 Using ILMS system for library activities	

<b>GOAL 6: Enhance institutional capacity to achieve academic, financial, and administrative efficiency and effectiveness</b>			
<b>Objectives</b>	<b>Strategies</b>	<b>Activities</b>	<b>Key Performance Indicators (KPI)</b>
6.1 Assuring financial efficiency and effectiveness	6.1.1 Adopt nationally and internationally accepted procedures, standards and practices for delivering financial services	6.1.1.1 Improve in-house capacity for all core resources and services	1. Achieve and maintain “unqualified” opinion from the Auditor General by 2021  2. Usage of Annual allocation of consolidated fund by December of each year (100% by each year)
		6.1.1.2 Outsource appropriate peripheral services	
		6.1.1.3 Hold finance committee and procurement committee meetings regularly according to the meeting calendar	
	6.1.2 Regular monitoring and feedback to assure the efficiency and effectiveness of financial services	6.1.2.1 Executing the authority by devolving financial/ procurement powers	
		6.1.2.2 Provide training to relevant staff on financial regulations relevant to universities	

		6.1.2.3 Conducting monthly procurement progress review committee meetings	
		6.1.2.4 Conducting regular audit and management committee meetings	
6.2 Assuring efficient administrative system	6.2.1 Adopt nationally and internationally accepted procedures, standards and practices for delivering administrative services	6.2.1.1 Set deadlines to achieve administrative targets and adhere to those	1. % of carder positions filled (95 % of the approved permanent carders by 2021)
		6.2.1.2 Appoint permanent staff members to approved carder positions	2. Percentage of the staff members received promotions in due time period following application (100 % by 2021)
		6.2.1.3 Obtain manpower services as and when necessary	3. % staff received annual salary increments within two months (100 % by 2021)
		6.2.1.4 Provide adequate training for all staff members on financial and administrative procedures	
	6.2.2. Timely initiation of procedures and completion	6.2.2.1 expedite the processing of documents pertaining to recruitment and career progression of university community	

	6.2.3 Introduction of an appropriate monitoring system for administrative functions	6.2.3.1 Prepare and Submit annual reports and other statutory reports on time	
		6.2.3.2 Preparation of Operations manual to monitor and execute the procedures	
6.3 Enhance the efficiency of academic services	6.3.1 Adhere to the approved norms and practices pertaining to administrative tasks	6.3.1.1 Obtaining service of expertise academicians for further development of the university	1. Number of months taken to release final examination results (3 months from the last date of examination by 2021)
		6.3.1.2 Releasing results within three months period.	2. Percentage of students graduated within the stipulated period of 4 years (100 % by 2021)  3. Percentage of academic staff members fulfilling work norms (100 % by 2021)
6.4 Maintaining an effective quality assurance system addressing all functional areas	6.4.1 Integrate quality assurance in all academic, administrative and finance activities	6.4.1.1 Assist in formulating all curricula in compliance with SLQF	1. Fully functional internal quality assurance unit, Faculty quality assurance cells and divisional quality assurance cells (Available by 2021)  2. Number of Awareness/training programmes conducted (5/year by 2021)
		6.4.1.2 Conduct awareness/training programmes	
		6.4.1.3 Conduct required activities for quality enhancement of study	

		programmes and other university functions	3. % of Curricula reformulated in compliance with SLQF with the involvement of IQAU (100% by 2021
		6.4.1.4 Establishing FQACs offices for all Faculties	

## 6.2 FINANCE AND RESOURCE PLANNING

The Finance and Resources Plan mainly focuses on UWU academic goals, and its obligations to support the Government's social and fiscal objectives. This involves not only aligning resource planning and budgeting, including infrastructure with our strategic priorities but also ensuring executing daily activities to deliver the best value for public investment.

Financial Plan has been prepared to provide adequate funding to realize the targets of the Corporate Plan within the given timeframe.

In spite of preparing a Financial Plan based on the overall needs of the university functions, serious constraints are annually faced by the administration due to inadequacy of the funds received. Although proportionate allocations are made as an alternative, it does not bring the desired results.

Summarized budget estimate for the period 2019 to 2021 is shown in Table 3.

**Table 3. Budget Forecast 2019-2021**

Category / Object Title	Actual 2018	Projection		
		2019	2020	2021
<b>1. INCOME</b>				
<b>1.1 Internal Revenue</b>	14,770	15,000	17,500	21,500
<b>1.2 Other Grants</b>	166,800	200,000	225,000	175,000
<b>1.3 Government Grants</b>				
Recurrent Grants	700,000	890,000	979,000	1,078,150
Capital Grants	255,000	585,000	654,500	725,500
<b>TOTAL INCOME</b>	<b>1,136,570</b>	<b>1,690,000</b>	<b>1,876,000</b>	<b>2,000,150</b>
<b>2. EXPENDITURE</b>				
<b>RECURRENT EXPENDITURE</b>	<b>744,420</b>	<b>890,000</b>	<b>979,000</b>	<b>1,078,150</b>
Personal Emoluments	481,407	568,000	615,000	685,000
Travelling Expenses	6,288	6,220	6,350	6,900
Supplies	19,485	20,880	23,900	27,500
Maintenance Expenditure	10,898	13,080	16,750	19,750
Contractual Services	181,654	228,500	258,500	276,500
Other	44,688	53,320	58,500	62,500
<b>CAPITAL EXPENDITURE</b>	<b>428,192</b>	<b>800,000</b>	<b>897,000</b>	<b>922,000</b>
Rehabilitation and Improvement of Capital Assets	55,578	60,000	75,000	80,000
Acquisition of Fixed Assets	159,494	140,000	172,000	150,000
Construction Projects - Continuation	50,194	375,000	395,000	432,000
Construction Projects - New	-	-	-	50,000
Human Capital Development Projects	1,042	10,000	12,500	15,000
Research and Development	8,698	15,000	17,500	20,000
Projects Operated Utilizing Other Grants	153,186	200,000	225,000	175,000
<b>TOTAL EXPENDITURE</b>	<b>1,172,612</b>	<b>1,690,000</b>	<b>1,876,000</b>	<b>2,000,150</b>



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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 1395/15 - 2005 දුනි 01 දානි මැරෙදි 2005 06 01

No. 1395/15 - WEDNESDAY, JUNE 01, 2005

(Published by Authority)

## PART I: SECTION (I) — GENERAL

### Government Notifications

LDB11/78

THE UNIVERSITIES ACT, No. 16 OF 1978

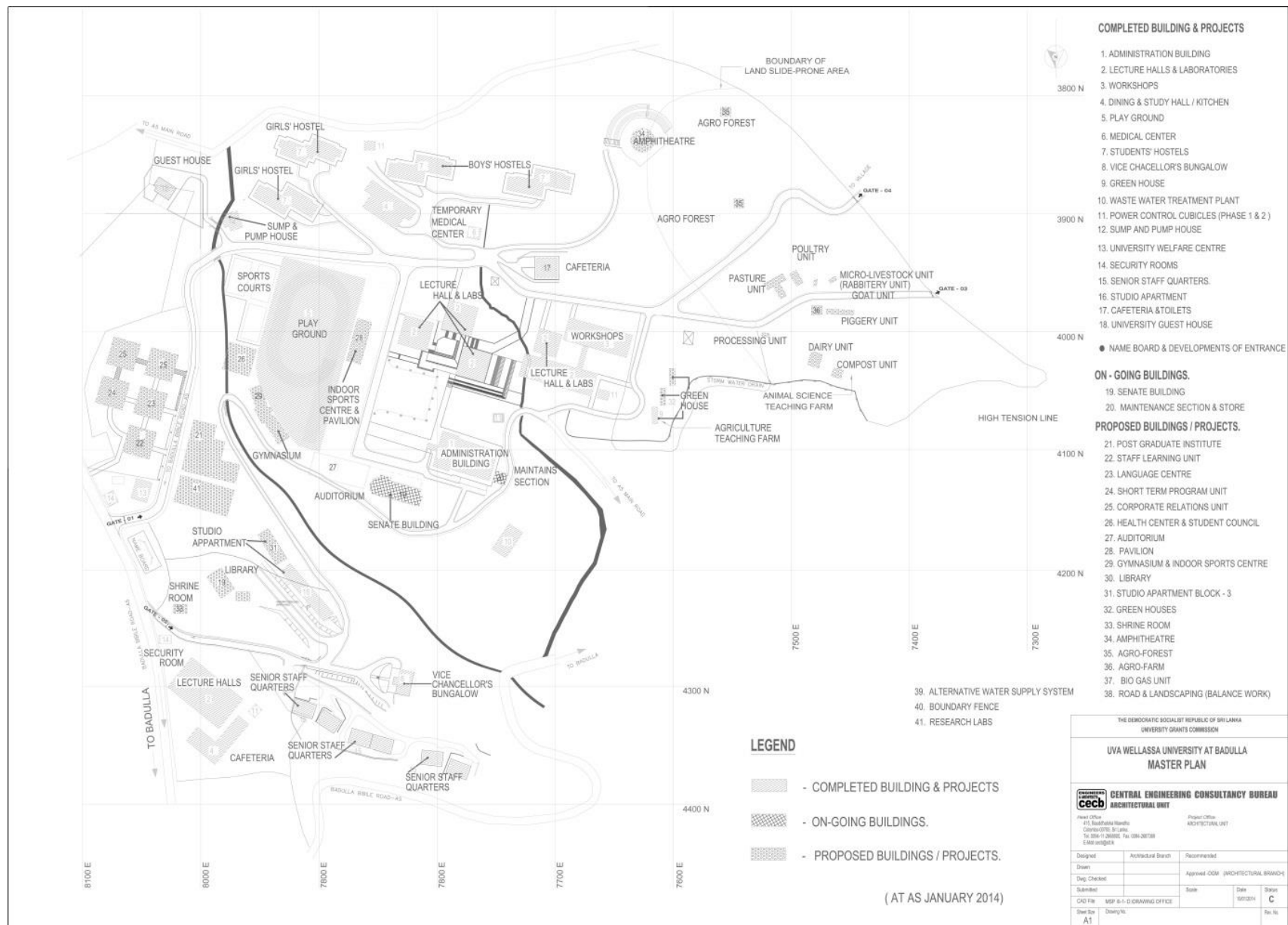
#### Order under Section 21

BY virtue of the powers vested in me by Section 21 of the Universities Act, No. 16 of 1978, read with paragraph (2) of Article 44 of the Constitution, I Chandima Bandula Kumaraunga, President, in consultation with the University Grants Commission, do by this Order:

- (a) establish, with effect from 01.06.2005, a University, for the purpose of providing, promoting and developing higher education in the branches of learning of Science and Technology, Computer Science and Technology, Management Sciences, Animal Sciences and Export Agriculture;
- (b) assign the name and style of "Uva Wellassa University of Sri Lanka" to such University;
- (c) specify the location which shall be the seat of such University, within the Administrative District of Badulla;
- (d) specify that the University should develop courses connected to a wide range of disciplines with the aim of providing the students with a well grounded general education with potential to develop specialization in chosen disciplines;
- (e) specify that the University should place greater emphasis on educating students on creating value within the local resource base; and
- (f) specify that such University shall comprise of the Faculties and the Departments set out in Column I and Column II of the Schedule hereto.

Schedule	
Column I Faculties	Column II Departments
1. Faculty of Science and Technology	1. Department of Science and Technology
	2. Department of Computer Science and Technology

## Annexure 2: MASTER PLAN



## Annexure 3: ORGANIZATIONAL STRUCTURE

