

SABARAGAMUWA UNIVERSITY OF SRI LANKA



STRATEGIC MANAGEMENT PLAN 2019-2023

Goals, Objectives, Strategies & Actions

CHAPTER 1: INTRODUCTION

1.1 History of Sabaragamuwa University of Sri Lanka

The relatively short history of Sabaragamuwa University of Sri Lanka (SUSL) was started in 1991 as an affiliated university college to University of Sri Jayewardenepura, located in the former Japanese Expatriate Village of Samanalawewa Project in Belihuloya. Academic programs commenced from 1992, with three study areas namely; Travel and Tourism Management, Accounting & Finance, and English. The first batch of students was limited to 225 and was served by an academic staff of about 10 with several visiting lecturers from other Universities and Institutions. In 1993, during the second year of operation, the Sabaragamuwa Affiliated University College achieved success in many areas. In this year it admitted 166 students covering all ethnic groups; introduced a Department in Travel and Tourism Management; added a separate Computer Centre; laid the foundation stone for the construction of a new Library; and started conducting several Study Programs on English and Japanese languages for the community at large. In 1995, on the recommendation of a Committee appointed to look into the status of Affiliated Universities of the country, the Sabaragamuwa Affiliated University College was converted into a National University, creating the lib National University of Sri Lanka. The Souvenir issued on the occasion of commissioning the University stated that, "in the course of past four years under the Affiliated University College System, it was possible to develop such facilities as Lecture Halls, an Auditorium, Computer and Language Laboratories and Reading Rooms, Welfare and Medical Centers, an Open Air Theatre and a Herbarium. The facilities that existed at the premises when taking over from CEB viz, the housing complex, the residences, offices, Gymnasium, Swimming Pool, Tennis Courts and a pipe borne water supply scheme, have made it possible to fulfill as many of the requisites and basic needs of a University".

Sabaragamuwa University of Sri Lanka was established on November 07, 1995 as a University under the section 21 of the Universities Act No. 16 of 1978 and was ceremonially opened on February 2, 1996, with four faculties. It was subsequently decided to amalgamate the Uva Affiliated University at Rahangala and Buttala Affiliated University as Faculties of Agricultural Sciences and Applied Sciences, respectively. The Faculty of Agricultural Sciences at Rahangala shifted to Belihuloya in 2001. The Faculty of Geomatics was established as the fifth faculty, in 2004. The Faculty of Applied Sciences, which was located in Buttala, was shifted to the main campus in Belihuloya in 2008.

The faculty of Geomatics was established in 2004 as the successor of the Department of Surveying Sciences, which introduced the BSc in Surveying Sciences Degree Programme in 1997. Faculty of Technology was established in 2018 as the seventh

faculty of the and the university. The Faculty of Medicine was established in Ratnapura in 2018 as the eighth faculty of the university. Therefore the currently the Sabaragamuwa University of Sri Lanka has become one of the leading full fledged universities in Sri Lanka.

1.2 Present status of Academic Activities

At present, SUSL operates with eight Faculties and 28 Departments, offering 40 degree programs as given below.

Table 1.1 Degrees offered by SUSL

Faculty of Agricultural Science	
Department of Agribusiness Management	B.Sc. Agricultural Science & Management
Department of Agribusiness Management	B.Sc. Food Business Management
Department of Livestock Production	
Faculty of Applied Sciences	
Department of Computing and Information Systems	B.Sc. Special Degree in Computing and Information Systems
Department of Food Science and Technology	BSc Honours degree program in Food Science & Technology
Department of Natural Resources	Bachelors and Honours degrees in Environmental Sciences and Natural Resource Management
Department of Physical Sciences and Technologies	Bachelor of Science (Applied Sciences) Special Degree in Chemical Technology Bachelor of Science (Applied Sciences) Special Degree in Computer Science and Technology Bachelor of Science (Applied Sciences) Special Degree in Applied Physics Bachelor of Science (Applied Sciences) in Physical Sciences
Department of Sport Sciences and Physical Education	Bachelor of Science (special) degree programmes Bachelor of Science Physical Education and Sport Sciences and Management
Faculty of Geomatics	
Remote Sensing and GIS	Bachelor of Science Honours in Surveying Sciences in Remote Sensing Bachelor of Science Honours in Surveying Sciences in Geographic Information System

Surveying and Geodesy	Bachelor of Science Honours in Surveying Sciences in Surveying & Geodesy Bachelor of Science Honours in Surveying Sciences in Land Management Bachelor of Science Honours in Surveying Sciences in Hydrographic Surveying
Faculty of Medicine	
Department of Anatomy	Bachelor of Medicine and Bachelor of Surgery (MBBS)
Department of Biochemistry	
Department of Physiology	
Faculty of Management Studies	
Department of Accountancy & Finance	BSc. Honours in Financial Management BSc. Honours in Banking & Insurance
Department of Business Management	BSc. Honours in Business Management
Department of Marketing Management	BSc. Honours in Marketing Management
Department of Tourism Management	BSc. Honours in EcoBusiness Management BSc. Honours in Hospitality Management BSc. Honours in Tourism Management
Faculty of Social Sciences & Languages	
Department of Economics & Statistics	Bachelor of Arts Honors in Economics, BAHons (Economics) Bachelor of Arts Honors in Statistics, BAHons (Statistics) Bachelor of Arts Honours in ICT, BAHons (ICT)
Department of English Language Teaching	
Department of Geography & Environmental Management	Bachelor of Arts Honours in Geography, BAHons (Geography)
Department of Languages	Bachelor of Arts Honours in Sinhala, BAHons (Sinhala) Bachelor of Arts Honours in Tamil, BAHons (Tamil) Bachelor of Arts Honours in English, BAHons (English) Bachelor of Arts Honours in German, BAHons (German) Bachelor of Arts Honours in Japanese, BAHons (Japanese) Bachelor of Arts Honours in Chinese, BAHons (Chinese)

	Bachelor of Arts Honours in Hindi, BAHons (Hindi) Bachelor of Arts Honours in Translation Studies, BA Hons (Translation Studies)
Department of Social Sciences	Bachelor of Arts Honours in Political Science, BAHons (Political Science) Bachelor of Arts Honours in Sociology, BAHons (Sociology)
Faculty of Technology	
Biosystems Technology	Bachelor of Biosystems Technology Honours degree: BBST(Hons)
Engineering Technology	Bachelor of Engineering Technology Honours degree: BET(Hons)

Table 1.2 Postgraduate degrees offered by SUSL

The post graduate degree and diploma programs offered by the Faculty of Graduate Studies (FGS) in collaboration with different Faculties and the Centre for Indigenous Community Studies are listed below:

Faculty / Centre	Postgraduate Program
Faculty of Management	MSc Ayurvedic Hospital Management
	Master of Business Administration
	Master of Business Administration (Finance)
	Master of Business Administration (Marketing)
	Master of Business Administration (Tourism)
	PGD Business Administration
Faculty of Geomatics	MSc Surveying Sciences
Faculty of Applied Sciences	Master of Philosophy in Food Science and Technology
	Master of Philosophy in Natural Resources and Management
	Master of Philosophy in Physical Sciences and Technology
Faculty of Applied Sciences	Master of Philosophy in Animal Biotechnology
	Doctor of Philosophy (Aquatic Bioresource Technology and Management)
Centre for Indigenous Community Studies	Postgraduate Diploma in Indigenous Studies
	Master of Philosophy in Indigenous Studies
	Doctor of Philosophy in Indigenous Studies

In addition to that the FGS offers Research Higher Degrees. Research Higher Degrees offered by the FGS-SUSL are designed to provide research training in a manner that fosters the development of independent research skills in candidates. The Master of Philosophy (MPhil) and Doctor of Philosophy (PhD) programmes are advanced postgraduate degrees undertaken by research only, and lead to advanced academic and theoretical knowledge in a specialist area. Both programmes are available in full and part-time modes.

The Centre for Open and Distance Learning (CODL) of SUSL offer following degree, diploma and certificate courses for external students.

Table 1.3 Degree, diploma and certificate courses offered by the Centre for Open and Distance Learning (CODL) of SUSL

B.A. General (External)
B.B.A. in Agribusiness Management (External)
Higher Diploma in Corporative Business Management
Higher Diploma in English
Diploma in Software Engineering
Diploma in Tourism and Hospitality Management
Diploma in English
Diploma in Business Management
Diploma in Social Development and Welfare
Certificate Course in Computer and Information Technology
Certificate Course in Networking
Certificate Course in English
Certificate Course in Web based Application Development
Certificate Course in Advance Computer aided Drawing
Certificate Course in Advanced JAVA Programming

1.3 Students and Human Resources

The details about the students population and the human resources of the SUSL are mentioned as follows:

Table 1.4 The number of students of SUSL per Faculty

Faculty	No. of Students
Agricultural Sciences	395
Applied Sciences	1005
Geomatics	274
Management Studies	1329
Medicine	75
Social Sciences and Languages	1087
Technology	150
Total	4315

Table 1.5 Academic and Academic Supportive staff

1	Senior Professors	1
2	Professors	18
3	Associate Professors	02
4	Senior Lecturer (Gr I)	49
5	Senior Lecturer (Gr II)	88
6	Lecturers	11
7	Lectures (Probationary)	71
8	Lectures (Temporary) and Academic Support Staff	98
9	Librarian	1
10	Deputy Librarians	1
11	Senior Asst. Librarians	3
	Total	343

Table 1.6 Administrative & Non-academic staff	
Grade	Permanent
Administrative Grades	34
Clerical & Allied Grades	147
Technical Grades	15
Primary Grades	214
Total	410

1.4 Present status of Infrastructure Facilities

1.4.1 Land Area

The Sabaragamuwa University of Sri Lanka is located about 162 km away from Colombo along the Colombo - Badulla main road. The main campus of Sabaragamuwa University in Belihuloya possesses sufficient land for future development. It consists of approximately 253 acres as detailed below

- Main university premises transferred by the Ceylon Electricity Board - 66 acres
- Main playground and Faculty complex premises – 56 acres
- University Farm premises – 31 acres
- Non Pareil land – 50 acres
- Other lands – 29 acres (water pumping and purification unit, hostels, nature park and reserve)
- Land in Rathnapura for Faculty of Medicine – 20 acres
- Medical Faculty premises (Land in Batuhena) – 1 acre

1.4.2 Facilities for Academic Development

The lecturing and laboratory facilities required for the Faculty of Management Studies and Faculty of Social Sciences and Languages, Faculty of Applied Sciences and Geomatics have adequately been addressed as new building complexes are either completed or nearly completed. The Faculty of Agricultural Sciences possesses adequate capacity for the present intake of students. However, the need of a new building complex arises with the expected higher student intake and the postgraduate degree programs.

In all eight Faculties the available facilities (i.e. lecture rooms, laboratories, classroom furniture and computers) are either manageable or have plans for development as per the present intake. However, with the proposed development plans, the student intake will be increased over time, requiring the expansion of these resources.

There are 31 acres of land in Mungastenna allocated for the development of a Research and Educational Farm for the Faculty of Agricultural Sciences. A state-of-the-art building for in-farm training is already completed in these premises. The present Livestock and Crop Units barely cater to the present intake of students.

Library: SUSL has Four Libraries. The main Library serves the Faculties of Social Sciences and Languages, Applied Sciences, Geomatics and Technonology. The Management Faculty Library and the Agriculture Faculty Library serve the respective faculties. The library of the Faculty of Medicine is located in Batuhena, Ratnapura. The facilities available in all four libraries are sufficient merely to provide minimal service to the present student population. The construction work of New building complex for the main library was started in year 2018.

Centre for Open and Distance Learning (CODL) of the Sabaragamuwa University of Sri Lanka was established to administer and coordinate all external degree programmes, diplomas, certificate courses and extension programmes conducted by the faculties, departments, centres, and units of the university. CODL of SUSL currently conducts more than 14 higher diploma, diploma and certificate courses, accommodating about 2000 students. However, the infrastructure facilities in CODL are barely sufficient for the present students, let alone the planned future intake. Hence, the CODL needs to be developed to capitalize its potential for future.

Centre for Indigenous Knowledge and Community Studies

The Centre for Indigenous Knowledge and Community Studies was established on 18th December 2006 at the Sabaragamuwa University of Sri Lanka being the first Indigenous Studies Centre in the country. From the inception, the Centre has introduced three postgraduate programmes, namely Postgraduate Diploma (PGD), Master of Philosophy (MPhil) and Doctor of Philosophy (PhD). Presently, the Centre provides academic spaces to those who are interested in learning and researching histories, cultures, languages, traditions, technologies and life styles of indigenous and native people and communities in Sri Lanka as well as in other countries. Students develop a broad interdisciplinary knowledge based on indigenous knowledge, social systems and contemporary issues relating to indigenous and native societies.

The Centre passionately engages in discovering new knowledge utilizing indigenous and existing ancestral knowledge in order to usher the nation and the entire global society into an innovative new era by empowering its scholars intellectually, physically, emotionally and socially at the CIKCS and its community through a viable research-based education to provide skilled intellects who will passionately make the world a better place for all mankind while achieving sustainable community development. The post-graduate programmes of the Centre are designed to promote advanced training and research in indigenous studies. The main objective of the programme is to continuously produce researchers who are well-equipped with theoretical and applied aspects of indigenous studies to contribute to the world of indigenous knowledge.

Centre for Research and Knowledge Dissemination (CRKD)

The Center for Research and Knowledge Dissemination at the Sabaragamuwa University of Sri Lanka (CRKD-SUSL) is a venue to promote research among the academics within the university, to make opportunities for presenting and publishing research findings for local and international researchers and to disseminate knowledge to the community.

CRKD-SUSL is established to formalize the ongoing research activities for an efficient service. The CRKD-SUSL is also responsible for the university-community partnership programmes. Also, CRKD represents the Research Grants Committee of SUSL which is responsible for promoting a research culture of the university. It is also responsible for coordinating, monitoring and evaluating the research projects conducted by the university and coordinating the activities and decisions taken at the Research Grants Committee of the university among relevant parties. CRKD is also responsible for the production of university publications such as SUSL journal, Sabaragamuwa Vishvavidyala Shasthreeya Sangrahaaya, Sabaragamuwa University Newsletter and symposium proceedings. It also organizes symposia and conferences to discuss research findings and exchange knowledge among local and International scientific community. Extension and public awareness unit of CRKD is responsible for organizing extension and public awareness programmes to disseminate knowledge to the community. It is also responsible for co-ordinating international collaborative activities of the SUSL, promoting SUSL staff to build links with international organizations and universities and to network international research and other service programmes conducted by different faculties of the University and by staff members.

Agribusiness Research and Development Centre (ABRDC) intends to undertake comprehensive research and consultancy assignments in agribusiness management and allied disciplines. These include feasibility studies, business plans, baseline surveys, market research, and socio-economic surveys. It adopts a multidisciplinary approach to examine issues in agribusiness management drawing expertise from a diverse panel of academics and professionals. Future expansion of this will widen the

frontiers of agribusiness studies in the university and serve the outside community as well.

Livestock Research and Extension Center (LERC): This center intends to undertake training, research and extension activities in the field of Livestock Production. Most of farmer training activities and training programmes associated with Schools in the region are conducted under this center. Center organizes more 15 programmes in each year.

Centre for Biodiversity and Environment studies: The Newly established “Centre for Biodiversity and Environment studies”, attached to Faculty of Applied Sciences caters to the need for research in natural resources. However, minimum infrastructure facilities in the Centre highlight the need of further improvements.

Centre for Computer Studies (CCS): Currently this centre provides academic support services to some Faculties to manage network services and undertake computer maintenance activities. However, with the establishment of IT faculty, the academic activities of the centre will be taken over. Hence, the futuristic approach should focus more on system development and IT maintenance for the university.

Staff Development Centre (SDC):

The Staff Development Centre (SDC) of Sabaragamuwa University of Sri Lanka was established as a central unit to conduct training programmes to develop skills and knowledge of all categories of staff members in the university. The SDC is always aiming to enhance the knowledge and skills of the communities in the university system in Sri Lanka to obtain an efficient and effective service from the university staff in a friendly environment in general and to contribute to the national development in specific. One of the major activities conducted through the SDC is organizing programs on developing teaching skills of lecturers essential in producing marketable undergraduates. Annually SDC conducts the Induction Programme for the academic staff and train the academics with novel teaching methodologies, IT base teaching tools, student counselling etc. Apart from the training programmes for the academic staff, the SDC conducts programmes for the administrative staff development, general staff development, health and safety, and health awareness programme. The Centre has a team of expert resource persons involved in conducting the activities and programmes. They are academic and administrative staff of SUSL and also experts of other institutions and organisations. The Staff Development Centre is well-equipped with modern state-of-the-art teaching tools and communication tools where an audio visual unit and a video conferencing unit are facilitating the programs to be conducted effectively and efficiently.

Centre for Gender Equity and Equality

Sabaragamuwa University of Sri Lanka (SUSL) is committed to the promotion of Gender Equity and Equality (GEE) and women's empowerment where all students, academic, administrative and support staff, female and male, enjoy equal opportunities, human rights, and free from all forms of discrimination and harassment. As such, members of the University community have the responsibility of ensuring gender inequity and Sexual and Gender Based Violence (SGBV). There shall be a GEE Cell of SUSL reporting to the Vice-Chancellor with the following roles: Provide training on gender equity and equality (including social intersections) for the establishment of a core team of gender experts. To conduct research, review policies and contribute policy inputs in the university level. To do the curricular reforms to inculcate the concepts and practices of GEE. To prevent and respond to SGBV by developing relevant skills. Identify ways and means of preventing SGBV in the university and empowering staff and students to prevent and respond to SGBV by developing relevant skills. Enhance its capacity to facilitate and monitor the implementation of the GEE Policy at the institutional level. Inquire complaints of sexual and gender-based violence and propose to university councils for disciplinary actions to offenders and facilities to victims.

Department of Physical Education

The Department of Physical Education has been established to facilitate sports activities among students. There are modern facilities available within the University, for students to engage in about 21 different sports. The Department consists of qualified trainers to train students. The students of Sabaragamuwa University of Sri Lanka brought honours nationally and internationally in the field of University Sports

1.4.3. Other Physical Infrastructure

Administrative Complex: Even though facilities for education has been improved in SUSL, relative development was not evident in the physical infrastructure of Administration Branches (i.e. Examination Division, General Administration, Student Affairs, Establishment, Finance Branch, General Maintenance and Stores) which presently operates with minimum space, which limits the physical potential of the development of SUSL. Therefore, the physical facilities for administration should be developed.

Hostels for Students: As the University is in a low density area, considering the difficulties in finding the residential facilities for undergraduates by themselves, all the students whose permanent residencies are more than 20 km away from the University

are provided hostel facilities by the University. So, about 95.2% of the undergraduates are received the University provided hostel facilities.

The University has provided accommodation in its own three hostel complexes (12 units) only for about 2692 students out of 3896 residing students. All the other students have been provided with accommodation in rented houses (33 houses) in the vicinity with bare minimum facilities. The University spends more than 12 million per annum for rented houses to accommodate the students.

Water Supply: One of the challenges faced when implementing the development plans of SUSL is limited water supply. As per the recent data, the required daily water consumption exceeds 500,000 liters, out of which, around 350,000 liters are supplied by Hirikatu Oya and 150,000 liters are supplied by ground water wells. However, the extended dry periods can reduce the supply of water from Hirikatuoya to less than 30% of its capacity. Resultant severe water shortage is partly solved by bringing water from sources elsewhere (i.e. Kalupahana area), which are also thinning out in dry periods. As a result, during peak dry seasons, SUSL spends a considerable amount of additional money for supplying required amount of water, yet measures are insufficient. Therefore, even for its present capacity, SUSL needs a reliable water supply and purification scheme. Future expansions of SUSL should therefore be in parallel with the expansion of the water supply. The new water project is started in year 2017 with the financial support of World Bank.

Housing for Staff: There are 38 family quarters and 179 bachelor quarters are allocated for the academic, administrative and non-academic staff members of a grand total of 245. The constructions of the new housing project in undergoing at the Non perial land of the university. Presently these facilities are not sufficient, especially for the academic staff. Being a residential university, more accommodation facilities need to be constructed for future expansions as well.

Canteens: All the student canteens are functioning under the guidance and supervisions of Academic and Students' Affairs Division. All the cooking equipments and furniture are provided to the canteens by the University. Canteen keepers have been totally released from the paying charges of water and electricity. In addition to these relief subsidy is paid for the gas based on the student ratio.

Medical Centre: The Medical Centre of SUSL is generally used as a preliminary treatment point and patients are transferred to a main hospital when the need arises. The need for upgrading the medical centre for a medical complex with resident facilities is essential.

Sports Facilities: Ssports facilities (a small gymnasium, a swimming pool, basketball and tennis courts, and some indoor sports facilities for student hostels) are currently available to cater to the sport needs of the university. These facilities are not sufficient for the current student numbers let alone the planned expansion of future intake of the students and the staff. Being the only university in Sri Lanka to offer “Sports Sciences

and Management, Physical Education” degrees, expanded sports facilities such as a playground suitable for track and field events, a gymnasium with a sufficient capacity and equipments to accommodate the present and future needs are urgently needed. In line with these requirements, the first stage of the university playground is under construction, but the development process still needs to be continued.

Pre-school and daycare centre: One of the unique social services offered by SUSL to the university staff and the wider community is its Pre-school and Daycare centre. At its present location donated to the university by external sources, this service-oriented unit accommodates about 90 students. However, most of its physical resources are over used and needs to be replaced. Further, the Day-care Centre has to be expanded from its current state, to accommodate about 25 children from the families of the university staff.

Power Supply: The Ceylon Electricity Board (CEB) has provided a separate power exchange for the University. However the University experiences frequent power failures and therefore alternative sources of power supply are needed.

Motor Vehicles: Presently, SUSL operates with a vehicle fleet consisting of the following and needs replacement at the expiry of effective lifetime of each Motor vehicle. Further, it is a must to expand the fleet with the expansion of other human and physical resources.

Table 1.7 Vehicle Fleet of the University

Vehicle Type	Nos.
Motor Cars	06
Double Cabs	06
Vans, including dual purposes	06
Motor Lorry	02
Motor Coaches	07
Ambulances	01
Tractors	03
Tailors	05
Three Wheelers	04
Water Bowser	03

Gully Bowser	01
Hand Tractors	04
Motor Cycles	04
Total	52

Security Situation: SUSL has an Internal Security System to provide security services to safeguard the assets of the University. In addition, a Police Post of the Sri Lanka Police is also established outside the premises assuring the security of students, staff members and assets. However, the planned expansion of SUSL highlights the need of a modernized security system supported by technological advancements.

Solid waste and sewage disposal: As a residential university, the whole student population of SUSL is provided with hostel facilities in university hostels or rented houses. Night soil accumulated in these hostels is frequently emptied from the septic tank systems. Additionally, loads of solid waste accumulated inside the university has already created hygienic problems as there is no planned way of disposing them. Therefore, proper solid waste and night soil disposal system is a high priority requirement for SUSL. Further, maintaining cleanliness at the university premises is challenge, and with the developmental activities planned for the future, parallel expansion of such facilities is also required.

Recreational facilities: Main recreational facilities available at SUSL are open air theatre, Agrifac Farm-stay, Gymnasium, Swimming pool and Uni center. Agrifac Farm Stay is a perfect stopover and a charming and peaceful holiday destination for a much needed get-away. Swimming pool was initially built for recreational purposes during the Samanalawewa Project and handed-over to SUSL, hence, its suitability for “sports degree programs conducted by SUSL” is less significant, yet mostly used for such purposes. Recently completed open air theatre holds sufficient facilities to stage drama, musical shows etc.

Museum: Museum at SUSL shows its greater capacity as evidence storing centre of anthropological significance and as at present plays a vital role as an additional attraction for the university. However, improving its capacity will ensure better service to the university and wider community. This should locate in the same new building complex proposed for the Center for Indigenous Studies.

Future prospects The Demand for the higher education of Sri Lanka has remarkably increased. The higher education institutes need to prepare in advance to cater for this increasing demand. The human, capital and infrastructure facilities also need to be enhanced and necessary changes in study programs are also required to cater to the national and international demands.

CHAPTER 2: SUMMARY OF ANALYSIS AND IDENTIFIED PROBLEMS

A SWOT was conducted to identify Strengths, Weaknesses, Opportunities and Threats (SWOT) and to find out the root causes for the existing problems and another Gap analysis aiming how the university intends to shape the productivity of the graduates.

2.1 Summary of SWOT Analysis

2.1.1 Strengths

A Member of the International Association of Universities (IAU)

Sabaragamuwa University of Sri Lanka is a member of the International Association of Universities (IAU). Founded in 1950, under the auspices of UNESCO, the International Association of Universities (IAU) is the leading global association of higher education institutions and organisations from around the world. IAU brings together its Members from more than 120 countries for reflection and action on common priorities. It acts as the voice of higher education to UNESCO and other international higher education organizations, and provides a global forum for leaders of institutions and associations.

“A” Graded Degree Programmes: All the degree programmes of the Faculty of Management Studies and Degree programs in the Faculty of Social Sciences & Languages have been evaluated by the Quality Assurance Council of the UGC and awarded “A” grades.

Large Extent of Land: A large extent of land owned by the university is one of the main strengths of SUSL. It has a total extent of about 253 acres. Presently only a fraction of the available land area is utilized, leaving a large expansion potential for future development.

Rich Natural Environment and Socio-Culture: There is a rich natural environment and socio-culture in the area, a conducive teaching and learning environment. On one

hand, the university is surrounded by a range of mountains extending from Horton Plains, while one of its borders is the Samanalawewa reservoir. The Main campus is also in close proximity to the anthropologically important sites such as Batadomba Lena, Batathota Lena, Kuragal, Bellanbedipelassa and biodiversity sites such as Sinharaja forest reserve, Horton Plains, Peak Wilderness Sanctuary (Sri Pada forest Reserve), Udawalawa National Park, and Yala National Park. Thus, the location provides a better study sources for most of the programs such as natural resources, anthropology, agriculture, tourism and surveying. This will therefore ensure the maximum use of the planned infrastructure developments for the said areas of studies.

Infrastructure: Buildings and other infrastructure received from the Samalawewa Project are high value assets that enabled the University to develop at a comparatively low cost. Recently established faculty complexes and other supportive infrastructure facilities further enhance the teaching-learning process.

Human Resource: Compared to other young universities, SUSL has a number of post graduate qualified and relatively young academic staff who has a very good potential for development. SUSL has satisfactory staff both administrative and non-academic staff.

Information Technology: SUSL has developed with modern IT facilities and work in line with the government's initiative to promote IT education for all university students. All the academic programs are equipped with IT courses and each faculty has a computer centre, which is connected to a network system with extensive Internet facilities; the student: computer ratio is currently 3:1. These facilities will facilitate future developments in the IT sector of the university.

Library: SUSL has a developed library with more than 150,000 books and other education facilities. It has access to e-books and e-journals, an asset for both students and academic staff.

Medium of Instruction: English is the medium of instruction for all degree programs, which results in shaping the students of all disciplines to the trends in the current job market.

Unique Courses Conducted: SUSL has several unique courses leading to specialized degree program: Surveying Science, Sports Sciences and Management, Physical Education, EcoBusiness Management, Indigenous studies, Ayurvedic Hospital Management and Tourism & Hospitality Management. These courses attract more students and cater to the current job market due to their uniqueness.

Industry Oriented Updated Courses: Most courses offered by SUSL are directed and developed towards the needs of the industry and the government sector. Further, continuous improvements of these courses are carried out taking into consideration the changes and needs of the relevant sectors, rendering these courses offer up-to-date knowledge, experiences and skills to students. This process of adapting to the changing needs of the relevant sectors is enhanced by the "Industrial Training" program

conducted by most of the Faculties during which students are exposed to and trained in relevant specialized industries both in private and government institutions.

Centre for Open and Distance Learning (CODL): CODL of SUSL caters to the needs of the area by offering modern courses, both as external degrees and certificates/diplomas. The CODL's effort to improve the English knowledge of the students in this area is highly reputed. Further, extended services of CODL in areas of IT education, Pre-school education, Business management, Agri-business management, Landscape Horticulture contribute to developing strong links between the outside community and SUSL.

Well established administrative system and its smooth operations.

Strong relationship among academic, administrative, students, and non-academic staff members and it assists to work collaboratively in common tasks

Study Programmes incorporate vocational, professional and semi-professional course modules

Availability of state of art ICT support systems (e.g. LMS, Koha library system)

MOUs with foreign Universities/ Institutes for exchange programmes and academic collaborations

High employability of the grduaes in every deciplines

2.1.2 Weaknesses

As against the strengths listed above, SUSL is saddled with several weaknesses, of which some are common to all universities in the country but some are specific to SUSL. The identified weaknesses are given below.

Dearth of experienced staff: The development of higher qualifications in SUSL staff both in academic and non-teaching staff is relatively slow. Hence, as at present, SUSL faces a dearth of experienced staff.

Less research output: Due to the insufficient research facilities and sub-optimal level of research culture in SUSL, the research output both in quality and quantity is low.

Inadequate hostel facilities: Although students are provided with hostel facilities, most of the hostels are rented houses which have minimum facilities.

Inadequate infrastructure facilities: SUSL's competitiveness in producing quality graduates to national and international demands is restrained, due to its limited

infrastructure development. SUSL even to date operates in the former Samanalawewa expatriate village which is not meant for a university.

Low ranking among Sri Lankan Universities: SUSL is ranked as an average university in Sri Lanka, the 10th best conventional university as of February 2019. Therefore, SUSL is not qualified for special funding from the government to be able to be a world-class university.

Comparatively less self fund generating activities

Less marketing and image bulding activities

Lack of proper sustainable waste management and disposable system

Non availability of well defined mechanism to absorb foreign students

2.1.3 Opportunities

However, SUSL has a lot of opportunities mainly due to its location advantage and with the courses already available. Main opportunities identified are given below.

Contributing to the concept of “Knowledge Hub in Asia”: SUSL has the opportunity to develop its physical and human resource by accommodating a futuristic approach in line with the government’s initiative of becoming the knowledge hub in Asia.

Demand for Engineering and related degree programme: There are only few Engineering courses in the University System in Sri Lanka and there is a high demand for such courses. Therefore, SUSL will have a greater opportunity with regard to the establishment of a Faculty of Engineering or related decipline targeting recenet development in the adjoring districts.

Environmental, Anthropological and Archeological Research: Since located close proximity to the rich biodiversity locations such as Horton Plains, Sinharaja rainforest, Udawalawa National Park, SUSL has got an edge over developing several educational and research fields where attention of foreign universities and research institutions would be very high. This will further strengthen this opportunity and will help SUSL to develop as unique centers of “Environmental Education & Research” and “Anthropological & Archeological Research”.

Potential for Research and Skill Development: SUSL is located in the heart of “Gem Land” of the country. Also, it is in close proximity to the centers of tea and rubber plantations, the backbone of the Sri Lankan economy. The climate of the area is suitable for the development of agriculture too. Therefore, the potential for development of knowledge and skills in these fields is high.

Attraction of Foreign Students: Since the university offers more unique course like surveying science, tourism, sport science, eco-business, food science etc. there is an increased opportunity attract foreign students from neighbouring and non-neighbouring countries.

Expansion of Post-graduate Courses: There is no places to get the post-graduate qualifications out of the urban cities therefore the SUSL can capitalize the demand through offering such courses.

Expansion of ODL Courses: The SUSL can start the short courses, certificates, Diploma and other courses targeting students from the neighbouring regions since there is no opportunities in the region to get the educational experiences.

2.1.4 Threats

Major Threats encountered by SUSL are summarized below.

Emerging of Non-state Universities: High Competition since the emerging of private higher education institutions. Also, the UGC gives loans for the students those who want to complete their higher education in non-state universities.

Development of negative attitudes about the graduates of state universities among the stakeholders.

Political involvement for the appointment of non-academic staff members

Tuition mentality of the incoming students

Shortage of Water: A Major threat for the future development of SUSL is the shortage of water. Even though excess water is available during the rainy season, all water sources in the area get dried up during the dry season resulting a severe shortage of water.

Location at an area with poorly developed facilities: As SUSL is situated far from developed cities, basic facilities in the area are inadequate especially concerning education, health and other facilities including water. Therefore, the university is at a disadvantage for recruiting and retaining qualified human resource.

2.2 Thrust Areas of Development

Based on the findings of SWOT analysis, SUSL has identified following thrust areas for future development.

Agribusiness Management: A timely important discipline, much different from the traditional agriculture. In contrast, the Agribusiness Management emphasizes on the management aspect of agriculture and focuses more on the management of agricultural output from the farm gate to the consumer. The Entrepreneurship development module

will undoubtedly enhance knowledge in creating and sustaining new ventures to improve the living standards of farmers.

Animal Biotechnology and Genomic Resource Management: Sri Lanka is having a rich heritage of animal genetic resources including indigenous animal species as well as farm and wild animal species. These genetic resources such as disease resistant genes, high yielding traits, higher tolerant for ambient temperature, stress-resistant genes are considered as very important in the future of livestock industry as well and wildlife resource management. Protecting valuable but vulnerable genes from nature would have huge economic value. Horton planes, Udawalawa, and Sinharaja forests are considered as rich & densely packed with much of the indigenous flora and fauna be an added importance for the concept as their close proximity of the University.

Natural Resource Science: Based on resources endowed by the nature, SUSL is placed in an advantageous position to establish both undergraduate and postgraduate courses in Natural Resource Sciences. These include Forestry, Wildlife, Mineralogy and Gemology. The University will be in a position, in the near future, to upgrade the proposed Department of Natural Resource Sciences into a Faculty and conduct Postgraduate Courses as well.

Centre for Indigenous Community Studies presently offers three postgraduate programs, yet operates with minimum infrastructure facilities. With the planned development ahead, the center should be established in a separate building with lecture theatre facilities and its other resources need to be improved. The name of the Center should be changed as „Center for Indigenous Studies“ in order to broaden the scope of the post graduate degrees offered by the center.

Tourism, Hospitality Management and Eco-Business Management: The Tourism Management Degree which is a pioneering effort by the University is another thrust area for future development. With the proposed establishment of a Mini Hotel and introduction of facilities for the establishment of this thrust area has the potential to offer variety of courses on Hospitality Management. It is suggested to upgrade the existing Dept. of Tourism Management to the faculty or schools status.

Technology & IT Education: The technology and IT education at SUSL could initially commence Undergraduate Degree Courses in IT Management and after a few years of operation it could be extended to conduct Postgraduate degrees.

Faculty of Medicine: As identified under opportunities, SUSL has established the Faculty of Medicine in Ratnapurab and the Ratnapura General Hospital is upgraded as a teaching hospital.

Physical Education & Sport Sciences and Management: There is a high demand for degree programs in the fields of physical education and sports management locally and internationally. As the only university offering such courses, SUSL has a unique opportunity to develop and sustain this area of study.

Surveying Sciences: The faculty of Geomatics is the only faculty in Sri Lanka to conduct degree programs in surveying sciences. These programs could be further blended with Engineering Science and Land Management. In fact, opportunities are available for the Faculty to establish another Degree Course in Geographical Information Systems.

Centre for Open and Distance Learning (CODL): SUSL has already started offering several high demand Courses and Degree Programs. There are several unique courses being offered externally too. SUSL could use the facilities of the Education sector available in main cities to develop an infrastructure network to carry out these programs. Accordingly, SUSL can further expand this Unit and establish it as the Institute for External Degree Programs and Extension Services of SUSL. Under this unit, community based activities could be further developed to be a community Learning centre.

Postgraduate Education: There is a vast demand for postgraduate courses in the area to unavailability of such opportunities in Sabaragamuwa and Uva Provinces, and also the unique degree programs offered by SUSL. Hence, offering such courses the University will not only attract graduates from SUSL and other universities, but also provide opportunities for the graduates in and around this area to pursue postgraduate education, for which they now travel to Colombo or further.

Integrated community development: In par with the government initiatives to improve the socio-economic status of the rural poor, mainstream universities such as SUSL which are involved and embedded with national development programs should undertake national development projects. One good example is the university involvement in “Rathnapura District Integrated Development Plan”. As an integral component of this, the university has started a “Cattle Breeding Unit” and successfully developing it with the government funds, providing quality calves for the rural poor as an effort in promoting small-scale livestock farming in the area. Such projects of national and regional importance should be of high priority in expanding the community service of the university. The SUSL has proposed ‘University Township Development Project’ to uplift the present infrastructure, economic, socio-cultural and environmental states of the university and surrounding areas.

Concluding Remarks

Sabaragamuwa University of Sri Lanka, in an attempt of addressing its identified problems above, has developed goals, objectives, strategies and actions in line with the vision and the mission of the university. These attempts target several root causes, even though not addressing them all, and would be of paramount importance to improve the employability of its graduates, to improve the status of the university in global and Sri Lankan rankings, to improve its academic excellence and to cater the requirements of the industry and the society, both in national and international arena.

3. STRAETEGIC DIRECTION OF THE SUSL

VISION

To be an internationally acclaimed centre of excellence in higher learning and research

MISSION

To be a centre in the forefront of generation, advancement and dissemination of knowledge while promoting learning, research and training to produce competent human resources possessing knowledge, skills and attitudes to contribute towards sustainable development.

GOALS

1. To achieve excellence in quality of teaching and learning
2. Enhance the image of the university by enriching research culture
3. To Improve Physical, Infra, Super Structures and Human Capital
4. To enhance the social responsibility and harmony for sustainable development
5. To strengthen the governance and administrative systems for effective service delivery

Goal 1: To achieve excellence in quality of teaching and learning

Objective 1.1 To continuously improve the quality and relevance of academic programs

Strategy 1.1.1 Set up a mechanism to systematically review existing academic programs and develop new programs

Actions

- Strengthen the existing curriculum development committees in the faculties
- Adopt a participatory approach in academic program design and development and periodic review of existing programs
- Adopt SLQF and SBSs as reference points in developing curricula
- Involve external stakeholder and get feedback at key stages of programme planning, design and development and review
- Set up a monitoring system to ensure effective implementation of activities relevant to the academic programmes
- Strengthen Outcome Based Education and Student Centered Learning (OBE - SCL)
- Strengthen alumna associations at the faculty level to facilitate the quality improvement of academic programs

- Facilitate socio emotional skill development in the curriculum development process (To inbuild socio emotional skills in the curriculum)

Objective 1.2 To develop conducive environment for teaching and learning

Strategy 1.2.1 Adopt different pedagogies to Strengthen teaching and learning

Actions

- Improving access to ICT resources
- Set up a mechanism to implement and monitor innovative pedagogy and appropriate technology into teaching learning processes
- Strengthen teaching-learning methodologies
- Adapting diverse learning strategies as a way of maximizing student active engagement with the programme.
- Develop a mechanism to ensure effective functioning of academic programme

Strategy 1.2.2 strengthen student support services

Actions

- Develop a mechanism to continuously monitor student support services
- Develop a mechanism to handle students' complaints and grievances
- Organize sports, aesthetic programs, social events and recreational activities incorporating with the curricular
- Conduct student satisfaction survey periodically

Objective 1.3 To increase the access to higher education

Strategy 1.3.1 Strength and Develop new academic programmes

Actions

- Introduce nationally and internationally relevant undergraduate programs/ Departments/Faculties
- Introduce and strengthen postgraduate and higher research degree programs
- Strengthen and expand CODL programs and provide more opportunities for external students
- Develop a mechanism to receive the expected/planned students intake/number on time without having vacancies
- Develop strategies/mechanism to have "0" level dropout rate

Objective 1.4 To increase opportunities for practical exposure in relevant industries

Strategy 1.4.1 Widen the scope of industrial exposure

Actions

- Establish/Upgrade industrial training centers at faculty level

- Expose students to world of work through industry linkages
- Strengthen the University Industry Business Linkage
- Establish the Faculty Business Linkage Cell/Business Incubators

Strategy 1.4.2 Strengthen career planning and mentoring programmes

Actions

- Upgrade the career guidance unit with physical and human resources to create conducive environment for career guidance
- Develop a mechanism to conduct mentoring and counseling programs on regular basis
- Strengthen student interaction with alumnus and encourage alumnus to assist students in their professional development.
- Introduce/Strengthen Industrial Cells at faculty level
- Establishing Counselling Units at Faculty Levels

Goal 2: Enhance the image of the university by enriching research culture

Objective 2.1: To develop a conducive environment for research

Strategy 2.1.1: Widen the access to funding opportunities for research

Actions

- Formulation of a research grant policy
- Ensure the allocation of 10% of capital budget for research grants
- Improve the competencies of academic staff to obtain the competitive research grants
- Establish faculty level research funds

Strategy 2.1.2: Improve the infrastructure facilities for research

Actions

- Establish faculty level research units
- Increase purchasing of equipment, software required for research
- Provide access to journal and e-resources

Objective 2.2: To encourage collaborative research

Strategy 2.2.1: Facilitate collaborative research

Actions

- Formulation of policies and procedures for collaborative research involving academics, students and industry
- Signing MOU/MOA with industry and foreign universities

Objective 2.3: To widen the research outcome disseminating channels

Strategy 2.3.1: Organizing research symposia

Actions

- Organize student research forums to disseminate findings
- Conduct annual research symposium by all Faculties
- Conduct university international symposium

Strategy 2.3.2: Publication of research journals

Action

- Ensure the publication of university journals bi-annual
- Introduce Faculty journals

Objective 2.4: To recognize and award the high quality research of university community

Strategy 2.4.1: Awarding and Rewarding systems for encouraging researchers

Action

- Develop policies and procedures for awarding and rewarding researchers at faculty level
- Develop policies and procedures for awarding and rewarding researchers at University level
- Recognize and reward national and international outstanding research works and publications of the university community

Objective 2.5: To enhance the university image

Strategy 2.5.1: Conducting image building campaign of the university

Actions

- Establishment of an image building unit to design and implement the image building programmes, activities and products
- Implementing a well-organized event for 25th celebration of the SUSL in 2021
- Conducting a systematic event for the celebration of university day
- Conducting awareness programmes for the stakeholders about the all degree programmes conduct by the university

Goal 3: To Improve Physical, Infra, Super Structures and Human Capital

Objective 3.1 To d

velop Physical, Infra and super structures facilities

Strategy 3.1.1 Accelerate approved construction projects

Actions

- Construction of the Buiding Complex of Faculty of Medicine
- Construction of the Buiding Complex of Faculty of Technology
- Construction of the Building Complex of Main Library
- Construction of Cafeteria of '**Walawa**' girls' hostel

- Construction of the Building Complex of Faculty Applied Sciences Stage II (Phase 1)
- Construction of Housing project at **Nonpareil**
- Initiate the Building Complex of Faculty of Agricultural Sciences phase I (Stage I)
- Initiate the Building Complex of Faculty of Social Sciences & Languages phase II (Stage I)
- Initiate the Building Complex of Faculty of Management Studies Phase II (Stage I)

Strategy 3.1.2 Accelerate the initiation of physical, Infra and super structures projects

Actions

- Initiate the waste and waste water management project
- Initiate the Administrative Building Complex project
- Initiate Building Complex of the Faculty of Graduate Studies
- Initiate the Student Centre project
- Initiate the Solar power project
- Expand the capacity of the University medical center with Emergency Treatment Unit (ETU)
- Expand the capacity of the ICT centre
- Initiate the construction of hostels
- Initiate construction/improvement of University Road network
- Initiate the Gymnasium and Sport Complex
- Initiate the Mini Hotel/Teaching Hotel for the tourism and Hospitality Management degree programmes
- Initiate the building complex of the CODI

Strategy 3.1.3 Renovate the existing building

Actions

- Convert underutilized building into teaching facilities, accommodation and cafeteria
- Rehabilitation and improvements of staff and students' accommodation
- Improve the facilities of new building acquired for the Medical Faculty at Ratnapura
- Rehabilitation of existing roads

Strategy 3.1.4 Introduce a Physical Development Plan for the University

Actions

- Identify future physical development requirements
- Prepare a contour map for University Land
- Prepare a physical development plan considering unique features (Roads, Buildings and other facilities)

- Prepare a master plan for the University Road network
- Prepare a landscape plan for the University
- Develop an University Environment Policy
- Develop University Green Procurement Guidelines Policy
- Introduce energy management policy
- Prepare drawing plans for electricity supply, water supply and network line in the University

Strategy 3.1.5 Enhance the physical facilities to improve the quality of teaching and learning environment

- Develop the physical facilities and resources of the Faculty of Medicine
- Develop the physical facilities and resources of the Faculty of Technology
- Strengthen ICT resources and infrastructure
- Improve the physical facilities of all the other Faculties
- Improve the physical facilities of administration offices
- Improve the physical facilities of student support services (health, sports, cafeterias, hostels and accommodations etc.)

Objective 3.2 Strengthen Human Resources

Strategy 3.2.1: Effective Human Resources Planning

Actions

- Initiate human resource development Policy formulation
- Formalize the job design process

Strategy 3.2.2: Facilitate professional development of staff members

Actions

- Strengthen the SDC activities
- Appreciation of achievements/substantial contribution of staff members
- Encourage academic staff to obtain higher academic qualification (PhD) to improve their academic capacity
- Providing learning and development opportunities for administrative and non-academic staff members to uplift their capacity
- Develop master trainers through sending staff members for the short-term courses (Local and foreign)

Goal 4: To enhance the social responsibility and harmony for sustainable development

Objective 4.1: To enhance the empowerment of local community through capacity building to share mutual economic Benefits

Strategies 4.1.1: Adapting sustainable entrepreneurial approaches

- Encourage community to earn income providing accommodation, foods and other services
- Facilitate and guide the village community to engage in community based tourism activities
- To encourage and facilitate to start micro and small business enterprises (e.g. Food processing)
- Develop a web portal to promote and market the offerings (Products & Services) of the community

Strategies 4.1.2: To persuade the public and private organizations to invest in the adjacent areas

- Intervene to upgrade the existing Rural Hospital with advanced facilities
- Intervene to upgrade the existing Karagasthalaawa School
- Intervene to open up an entrance to the Horton Plains National Park via Nonpareil
- Encourage private sector in the adjacent areas (Hotels with Banquette facilities, Super Markets, A Grade Banks with foreign currency transactions, food court)

Objective 4.2: To promote harmony among university community and wider community.

Strategy 4.2.1. Develop service delivery mechanism for the wider community

Actions

- Organize interactive programmes and cultural events to promote social cohesion among the university community
- Organize students centered outreach activities

- Broaden extension services to improve the socio-economic status of the wider community
- Strengthen the ongoing activities related to the ‘University – township project’

Strategy 4.2.1. Improving Social wellbeing of the community

- Establish a Counseling centre to overcome the psychological issues of the community
- Promote community engagement in sports and cultural performances
- Conduct awareness campaign on non communicable diseases for the community
- Promote community based agro forests to minimize the wild fire in collaboration with the Dept. of Forest

Goal 5: To strengthen the governance and administrative systems for effective service delivery

Objective 5.1 To Institutionalize the strategic management plan within the university community for successful implementation and wider acceptance

Strategy 5.1.1: To develop a mechanism to implement the strategic management plan and the annual action plan

Actions

- Strengthen the Strategic Management Unit
- Appoint a committee to review and monitor the Strategic Management Plan of the university 2019-2023
- Conduct workshops and seminars for the university community to increase awareness and appreciate the importance of the strategic management plan
- Include strategic management as an agenda item for discussion in the statutory bodies
- Strengthen the Organizational Results Framework (ORF) development process
- Align university Procurement Plan with the Action Plan

Objective 5.2 To strengthen the policy formulation process in the university

Strategy 5.2.1 Streamline the policy and plan formulation process

Actions

- Formulate new policies and bylaws for key areas to deliver services efficiently

- Revisit faculty and university policies and by laws and revise them to suit changing requirements
- Develop a Procedure Manual for all the academic and administrative units

Strategy 5.2.2: Implement a management information system covering operational and administrative functions of the university.

Actions

- Appoint a committee to investigate the areas of MIS to be introduced
- Provide facilities to introduce a MIS
- Formulate a mechanism to conduct post implementation reviews and maintenance.

Proposed new Faculties Departments and Degree Programmes

Faculty of Applied Sciences

1. BSc Honours in Software Engineering
2. Split the Department of Physical Sciences in to three departments
 - Department of Physical Technology
 - Department of Chemical Technology
 - Department of Computer Technology
3. Upgrade the Department of Sports Sciences and Physical Education in to a Faculty: Faculty of Sport Sciences

Faculty of Geomatics

B.Sc. Honors in Geo-informatics

Faculty of Management Studies

Faculty of Tourism & Hospitality
 Department of Eco-Business Management
 B.Sc. Honours in Human Resource Management

Faculty of Social Sciences & Language

Splitting the Department of Languages into two named as:

1. Department of Languages and Translation Studies
2. Department of Foreign Languages

Department of English Language Teaching

1. BAHons(Teaching English as a Second Language)

Department of Social Sciences

1. BA Honours (Counselling)
2. BA Honours (Social Works and Community Development)
3. BA Honours (Peace and Conflict Management)

Department of Geography and Environmental Management

1. BA Honours (Earth Science and Environmental Management)

Department of Economics and Statistics

1. BA Honours (Finance and Business Economics)
2. BA Honours (Business Analytics)

Post Graduate Degree

1. Master in Business Economics (MBE)
2. MSc in Business Economics
3. MSc in Applied Statics
4. MA in Development Economics
5. MA in Disaster Management
6. MA in Applied Sociology
7. MA in Sociology
8. MA in International Relations and Public Policy

9. MA in Sinhala
10. MA in Hindi
11. MA in German
12. MA in English and Education
13. MA in English and Administration
14. Post Graduate Diploma in Development Sociology
15. Post Graduate Diploma in Statistics for Social Workers
16. Post Graduate Diploma in Geographical Information System

Faculty of Technology

Department of Information and Communication Technology

Bachelor of Information and Communication Technology (Majors – Networking Technology, Mobile Application Technology)

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