

DRAFT SOROTI UNIVERSITY WORK PLAN FOR 2015-2017

SUMMARY OF KEY ISSUES PENDING FOR 2015-2017

- i) Complete the Development and accreditation of Academic Programmes
- ii) Complete the drafting of detail Strategic Plan(focus on of the plan will be on Academic Units, Administrative Units, handling support services to kick start the university.
- iii) Plan for computerization of the university.
- iv) Mobilization of funds for putting up infrastructure of the university and staff development
- v) Identification of key staff and staff development.
- vi) Plan and implementation of BOT under PPP
- vii) Drafting of key policies and statutes
- viii) Partnerships, internationalization and networking

GOAL	OBJECTIVES	STRATEGIES	DELIVERABLES OUTPUTS/ OUTCOMES	RESPONSIBILITY CENTRE
To Ensure Effective Operations Of The Task Force	To facilitate and motivate staff to perform their duties	<ul style="list-style-type: none"> (i) Review of remuneration based on the changes in the environment and benchmarked policies (ii) Include element gratuity (iii) To acquire equipment and facilities for the operation of the Task Force (iv) Workshops and meetings for Task Force. (v) To facilitate the Task Force in benchmarking and targeted training (vi) To recruit staff in critical areas 	<ul style="list-style-type: none"> (i) Payroll report (ii) List of equipment bought (iii) Reports of meetings and workshops held (v) reports of benchmarking (vi) List of staff recruited. 	VC US AR
Judicious use of this land to gain greatest advantage	<ul style="list-style-type: none"> (a) to secure the land from encumbrances (b) To obtain the land title in the names of Soroti university (c) To establish a Master Plan for the entire University 	<ul style="list-style-type: none"> (i) Engaging local leaders to deal with any dispute on the land (ii) To work out modalities for removing or relocating the illegal tenants in conjunction with the government Valuer and Attorney general (Legal Expert). (iii) Designing and publishing a Master Plan (iv) Integrating this Plan into Soroti 	<ul style="list-style-type: none"> (i) Report on number of tenants removed (ii) Report of government Valuer (iii) Master plan 	US DVC

		district Cadastral maps		
Resource mobilisation, Judicious use and accountability of funds	<ul style="list-style-type: none"> (a) To provide University policy on financial management (b) To budget for and implement activities as per work plan and within amount allocated (c) To ensure timely accountability of funds received (d) To prepare and submit to MoEST&S quarterly and annual financial reports (e) To assist in Annual audit of funds received. 	<ul style="list-style-type: none"> (i) Management to prepare and submit to Council, University financial policy for approval (ii) Spend funds according to approved budget, work plan and procurement plan (iii) Accurate book keeping and financial reporting (iv) Submitting quarterly and annual financial reports to MoEST&S (v) Providing auditors with all the financial transactions during a particular period. (vi) Answering queries arising out of audit (vii) Budget for 2015/2016 (viii) Budget for 2016/2017 for opening the University 	<ul style="list-style-type: none"> (i) Draft Financial policy (ii) Audit report (iii) Quarterly (iv) Financial reports (v) Budget for 2015/2016 (vi) Budget for 2016/2017 	VC US AR
To Build a world class capital infrastructure	<ul style="list-style-type: none"> (a) To evaluate the current physical plan as prerequisite for making University Master Plan (b) To identify and plan for the required University-wide infrastructure (c) To prioritize construction or establishment of the infrastructure 	<ul style="list-style-type: none"> (i) Completion of the multipurpose building. (ii) Start the process of making master plan (iii) Start on External works planning and Execution. (iv) Categorize and list of the requirements for University wide infrastructure for teaching and learning, social amenities (v) Prioritize the requirements according to needs and the resource envelop. (vi) Implement the development of facilities as planned. (vii) Basic Furnishing of 	<ul style="list-style-type: none"> (i) Reports on construction (ii) Proposal on external works (iii) Proposal on phase two which includes requirements' for construction (iv) Report on furnishing (v) Report on the completed playing fields (vi) Report on contacts with religious leaders 	US VC

		offices and teaching /learning space be done (viii) Construction of Road network (ix) Construction of Sports (x) Influence religious leaders to build places of prayer at the University.		
To ensure Efficiency and effectiveness in managing the affairs of the University	(a) To set the organizational structure that will facilitate achievement of University goals (b) To establish management structures that will support attainment of University goals (c) To populate the structures so they run University activities (d) To employ initial staff who will guide policy in their respective domains	To Finalize development of the following (a) Strategic plan (b) university policies (c) university staff establishment (d) Plan for Proposed units (i) School Medicine and Health Sciences (ii) School of Engineering and Technology (iii) School of Culinary and Gastronomic Sciences (iv) School of Education and Applied Sciences (v) School of and Business Sciences and Economics. (vi) School of School of Open and Distance Learning (vii) Academic Hospital (viii) Value Addition Centre (ix) Research Support and Management Centre. (x) Technology Incubation and Transfer Unit/Department (xi) Sports Complex (xii) Central Administration of the University	(i) Strategic plan for 2016-2020 (ii) Draft university polices (iii) University Governance, management, Organisation structure	Task Force

<p>To be the Centre of excellence in education and research</p>	<ul style="list-style-type: none"> (a) To develop teaching and learning methodologies that are flexible and technically specialized (b) To commit the University to quality and excellence (c) To encourage lecturers to aspire for creativity and innovativeness (d) To train all students and academic staff in modern research methodologies (e) To build and maintain acknowledged leadership in departments in key knowledge areas (f) To pursue University-wide services for the administration and support of research grants including government, and industry funding 	<ul style="list-style-type: none"> (i) Visitation and approval of the Institution by National Council for Higher Education. (ii) Retraining of teaching staff (iii) Commitment to national and international standards (iv) Inducting teaching and research staff on strategies of thinking creatively (v) Ensuring research methods are incorporated in all curricula of the University (vi) Ensuring a Programme for training and retraining lecturers in research methodologies is developed and implemented. (vii) Ensuring that research administration is well coordinated in one research office (viii) Programmes accreditation from NCHE (ix) To encourage lecturers to aspire for creativity and innovativeness (x) Purchase of educational materials (Procurement of equipment and scholastic materials start such as computers, software, library books, lab equipment 	<p>Charter for the university Number of Programmes accredited Report on induction and retraining of staff</p> <ul style="list-style-type: none"> (i) Functioning library and central ICT system (ii) Educational and equipment purchased 	<p>VC AR</p>
<p>Excellence in innovation</p>	<ul style="list-style-type: none"> (i) To develop a strong culture and practices of innovation and entrepreneurship within the institution (ii) To Provide an environment and infrastructure that fosters intellectual, discovery, creative problem solving and the dissemination and application of knowledge. 	<ul style="list-style-type: none"> (i) To develop student and staff advisory facility for research focused in areas of innovation and entrepreneurship drawing from disciplines, cross-disciplinary work, curriculum as well as teaching and learning (ii) To retrain existing businesses, guide them to medium growth levels and provide advice on 	<p>Functioning Innovation centre</p>	<p>VC AR</p>

	<ul style="list-style-type: none"> (iii) To partner with strategic units within the institution, relevant higher education structures, industry, government and communities to promote and grow Small to Medium Enterprises (iv) To contribute in growing applicable research and build strong scholarship in areas of curriculum, teaching and learning as well as in innovation and entrepreneurship drawn from within the institution and communities (v) To provide training in novel ideas generation, prototype development, testing and commercialisation as well as work with relevant units to secure Intellectual Property rights (vi) To provide up-to-date information on innovation and entrepreneurship trends and future directions including developing models and conceptual frameworks that support curriculum, teaching and learning, research as well as application processes of the institution (vii) to respond to emerging challenges and opportunities that innovation and entrepreneurship enable within the institution, local communities and regionally in relation to promoting SMEs and enterprising behaviour 	diversification and, building strategic networks for aggressive competitiveness		
Employment and development of well qualified and competent staff	<ul style="list-style-type: none"> (a) To provide policy guidelines on staff recruitment, and deployment (b) To provide for training of staff (c) To support or create incentives for staff requiring further training 	<ul style="list-style-type: none"> (i) Projecting human resources and their support needs for 2016 to 2019 (ii) Publication and dissemination of human resources Manual (iii) Development of Staff training 	<ul style="list-style-type: none"> (i) Staff Establishment (ii) Human manual (iii) List of recruited staff who have taken up positions 	DVC AR

		<p>policy</p> <p>(iv) Encouraging staff to improve their qualification</p> <p>(v) Recruitment of key Academic and Non-Academic staff.</p>		
<p>Support services To create needs a supportive comprehensive environment in which the university community can pursue its vision and mission.</p>		<p>(i) Setting up Support services (Creation of partnership with the private sector to build operate and transfer facilities (BOT) such as students support services hostels, catering services</p> <p>(ii) Hostel for students</p> <p>(iii) Accommodation for core staff (guest House)</p> <p>(iv) Construction of Multipurpose commercial</p>	<p>(i) BOT policy</p> <p>(ii) The List of Dealers procured under PPP</p> <p>(iii) Report on facilities constructed</p>	DVC
<p>Library To establish University library responsible for the curation and dissemination of information, plus facilitating learning and knowledge creation.</p>	<p>(i) To Build Digital Infrastructure needed to support different modes of research, teaching, and scholarly communication.</p> <p>(ii) To build library collection, Establish processes and support structures for selecting, acquisitions, preservation, and provide access to the full spectrum of reading materials.</p> <p>(iii) Develop a staff establishment and engaged workforce that can succeed and thrive in an ever-changing environment</p>	<p>(i) Develop strategic plan for library</p> <p>(ii) Budget for library</p> <p>(iii) Allocate space in the current complex for library</p> <p>(iv) Furnish the library</p> <p>(v) Recruit librarian</p>	<p>(i) List of library collection</p> <p>(ii) Budget for library</p> <p>(iii) Report on the furnishing of allocated space</p> <p>(iv) The list of library staff appointed</p>	VC AR
<p>Technology driven University</p>	<p>(i) To provide the University with world class ICT infrastructure</p> <p>(ii) To provide ICT as a teaching and learning tool</p> <p>(iii) To provide identity management services for entire University</p>	<p>(a) Plan for ICT establishment</p> <p>(b) Updating of university website</p> <p>(c) Acquisition of software for management and learning</p> <p>(d) Connecting the University to optic Fiber cable</p> <p>(e) E-learning policy</p> <p>(f) Creating a campus wide ICT network</p> <p>(g) Extending ICT services through</p>	<p>(i) ICT strategic plan</p> <p>(ii) Function website</p> <p>(iii) University connected to national backbone collaboration agreement with RENU</p> <p>(iv) ICT and E-learning policies</p>	AR VC

		<p>creating a smart campus</p> <p>(h) Joining RENU and other bodies to increase the level of information access</p>	(v) Report on Software acquired for management and e-learning	
<p>Partnerships and Net working</p> <p>To promote Knowledge transfer partnerships and networking</p>	<p>a) To market the university through various means such as website, research, media.</p> <p>b) To establish outreach programs.</p> <p>c) To enter into mutual relationships with other institutions.</p> <p>d) To apply for membership to relevant institutional bodies.</p>	<p>i. to develop strategic alliances with business, industry, government, agencies and other post-secondary institutions to enhance student learning, mobility and employment</p> <p>ii. To create partnerships with the following organisations</p> <p>a) TKNIKA</p> <p>b) UMA</p> <p>c) AFRISA</p> <p>d) Commonwealth</p> <p>h</p> <p>e) UNISA</p> <p>f) IGAD</p> <p>g) Universities in Norway</p> <p>h) Kajjansi Fisheries research Centre</p> <p>i) In charge of water management</p>		VC AR
<p>Launching of the University and start of the Academic year. 16/17</p>	<p>To ensure that Soroti University fully functional with all the officers and the Council plus other key University organs in place</p>	<p>(i) Procurement of scholastic materials continue such computers, library books, lab equipment transport equipment for key officials and for university operations</p> <p>(ii) Recruitment of key Academic and Non-Academic staff</p> <p>(iii) Training of key Academic Staff continues</p> <p>(iv) Adverts for recruitment of students Admission of the first cohort of Soroti University students</p>	<p>Soroti University fully functional with all the features</p> <p>(i) Vision and Mission</p> <p>(ii) Titled Land at the disposal of the institution;</p> <p>(iii) Availability of Infrastructure including ICT</p> <p>(iv) Funding arrangements</p> <p>(v) Accredited Academic</p>	Task Force

		<ul style="list-style-type: none"> (v) construction of sports facility completed (vi) Interim Executive of the University to guide in the formative stage. (vii) Setting up of the organs, facilities and Programmes. (viii) Procurement of scholastic materials and facilities 	<ul style="list-style-type: none"> Programmes and research agenda (vi) Quality and qualified Human resource (vii) Organization and Management of University plus policies. (viii) Availability of key Support Services (ix) Key University officers and the Council plus other key University organs in place 	
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