



**UNIVERSITY OF ZAMBIA  
OFFICE OF THE VICE CHANCELLOR**

**THE VICE CHANCELLOR'S WORKPLAN 2022 -2026**

**The Vice Chancellor's approved Work Plan for period 2021-26 with targets, outputs and indicators has been articulated in detail under a separate submission. In very broad terms it is based on the following 19 areas:**

1. Implementing the 2021 UNZA Financial Sustainability Framework(FSF) and ensuring that UNZA becomes viable and financially sustainable;
2. Advancing UNZA's rise in international rankings from the current number 18 to be among the top 10 Universities in Africa;
3. Stabilizing UNZA's Pay Day in order to enhance industrial harmony;
4. Arresting UNZA's escalating debt by ensuring that UNZA has no retirees on its payroll, and keeping up-to-date with NAPSA and ZRA statutory contributions;
5. Right-sizing the structure and staffing levels of the University in order to manage personnel emoluments (PEs);
6. Completing the operationalization UNZA Holdings Company Limited to generate income for the University;
7. Securing at least one Public Private Partnership (PPP) Agreement for the construction of new students hostels, staff houses and shopping mall.
8. Supporting the Ministry of Education to find an investor who can complete the 4,800 bed space incomplete hostels under a PPP arrangement;
9. Operationalizing the Maize Milling and Processing Plant at Liempe Farm;
10. Implementing the 100MGW Solar Energy Plant in Chief Chiwala's Area, Ndola Rural;
11. Improving water and sanitation at the two Campuses;

12. Improving security and safety by completing construction of the 3KM perimeter wall fence and continue investing in electronic access control systems and CCTVs;
13. Improving teaching and learning infrastructure including laboratory facilities to achieve World Class standards;
14. Intensifying efforts in internationalization of UNZA through beneficial local and international partnerships and collaborations including University-industry linkages;
15. Creating a SMART UNZA by investing in and adopting ICT in all operations of the University including Online Teaching & Learning;
16. Achieving 100% accreditation of all UNZA academic programmes with Higher Education Authority(HEA);
17. Operationalizing the Enterprise Risk Management Policy and Framework
18. Achieving 100% certification of UNZA Programmes and qualifications of academic staff with the Zambia Qualifications Authority (ZAQA);
19. Investing in sports and recreation facilities.



Professor Luke E. Mumba  
**Vice Chancellor**