



# University of Ruhuna Action Plan - 2020

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# **Vision and Mission of the University of Ruhuna**

## ***Our Vision***

To be prime intellectual thrust  
of the nation.

## ***Our Mission***

To advance knowledge and skills through  
teaching, research and services to serve the society.

## Corporate Goals

1. Expanding access to education, research and services.
2. Enriching quality of education.
3. Enhancing relevance of education and research.
4. Empowering justice and equity.
5. Ensuring Good Governance.
6. Endowing invention and innovation.
7. Epitomizing the uniqueness.

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## University of Ruhuna – Action Plan 2020

Goal 01 : EXPANDING ACCESS TO EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired Performance level target (output)		Action Programme / s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
1.1	<p><b>Objective:</b> To increase the enrollment in undergraduate programs by 500 which are strategically important in economic development of the country by 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>• Enrollment Agriculture</li> <li>• Enrollment Allied Health Sciences</li> <li>• Enrollment Engineering</li> <li>• Enrollment FMST</li> <li>• Enrollment FGS</li> <li>• Enrollment HSS</li> <li>• Enrollment Management</li> <li>• Enrollment Medicine</li> <li>• Enrollment Science</li> <li>• Enrollment Technology</li> </ul>							
		255	-	270	1.11 Increase 10 more students with total increase of 60 within five years for the BSc Agribusiness Management honours degree (BSc ABM) and Green Technology honours degree (BSc GT) (Agri.)	Dean/Agri., Coordinator/ BSc Agribusiness Management and Green Technology	<ul style="list-style-type: none"> <li>• Increase graduate output for health care services</li> </ul>	4,307 Mn (Personal emoluments)
		130	160	300	1.12 Begin to construct new Faculty complex with expanding facilities of lecture room, laboratory, library, welfare, etc.(AHS)			601.80 Mn (12 story building – MOHE funded )
		275	-	400	1.13 Introduce new degree programmes (AHS)			1.12 - 3000 Mn (AHS construction – MOHE funded )
		110	140	190	1.14 Organize awareness programmes for A/L students (AHS)	Dean / AHS		1.13 -1.16 - 5.0 Mn
		937	-	-	1.15 Alterations of the syllabus according to the forthcoming challenges (AHS)			240.25 Mn (Major rehab )
		480	490	640	1.16 Sign more MOU with foreign universities to introduce new subject components to the degree programmes (AHS)			198.50 Mn(Construct project continuation )
		400	600	600	1.17 Expand infrastructure facilities for Engineering Workshop and Foundry(Eng.)			
		200	220	300	1.18 Expand library collection and other facilities (Eng.)			
		421	-	440	1.19 Expand lecture room facilities(Eng.)			301.55 Mn (Rehabilitation )
		186	245	245	1.110 Creation of additional Academic/ Academic Support/ Non Academic Carder (Eng.)			PPE Acquisition – 344 Mn





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1.1	Continuation of 1.1				1.131 Expansion of office area (Med.) 1.132 Renovation of internal road system including gates (Med.) 1.133 Improve all tute rooms with modern facilities (Med.) 1.134 Improve staff rooms at all Dep and office spaces (Med.) 1.135 Increase the annual fund allocation as per the increasing no. of students. ( rehab, capital and recurrent) (Med.) 1.136 Cost for curriculum revision, Improve the facilities of existing lecture theatres (Med.) 1.137 Development of Proposed playground at Keselgashena (Med) 1.138 New land for expansion (Med.) 1.139 Renovation and furnish the hostel at Uluwitike (Med.) 1.140 Expansion of canteen facility (Med.) 1.141 Expansion of Library and student study area(Med.) 1.142 Develop common labs(Med.) 1.143 Examination hall for 300 students(Med.) 1.144 Improve the transport facility, to purchase new vehicles(Med) 1.145 Renovate existing staff quarters(Med.) 1.146 Improve the facilities of existing lecture theaters(Med.)	Dean/Med., All HoD's, SAR, SAB, SAL, All academic nonacademic staff members in the Faculty		10 Mn 5 Mn 5 Mn 20 Mn 45M (for annual Recurrent, Rehab & capital as above) 10 Mn 1500 Mn 200 Mn 15 Mn 2.5 Mn 750 Mn 125 Mn 75 Mn 50 Mn 25 Mn 10 Mn

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1.1	Continuation of 1.1				1.147 Double the annual recurrent expenditure including Chemicals, lab wares. (Med) 1.148 Obtaining approval from the Cabinet for the required building and Commencement of construction of the building.(Sci.)  1.149 Commencement of the new BSc in Finacial Mathematics and Industrial Statistics degree programme(Sci.) 1.150 Completion of Lecture hall building. (Funded under AHEAD project) (Tec.)  1.151 Completion of the Stage III of the approved master plan of the Faculty by the end of 2023.(Tec.) 1.152 Increase the Cadre positions (10:1 ratio) for increase intake (Tec.) 1.153 Acquisition of Fixed Assets for additional intake and Biosystem Technology programme (Tec.)	Dean/ Sci., Head/ Mathematics	<ul style="list-style-type: none"> <li>To increase the intake of internal Science undergraduates by 50 students in the academic year 2022/2023.</li> </ul>	Recurrent allocation
1.2	<p><b>Objective:</b> To introduce 30 new degree programs of strategic importance to the development of the country by 2023.</p> <p><b>KPIs:</b></p> <ul style="list-style-type: none"> <li>New UndergradutaesProgrammes</li> <li>New Postgraduates Programmes</li> </ul>	-	6	6	1.21 Faculty of Agriculture is willing to introduce new degree program on Food Science and Technology.(Agri) 1.22 Conducting feasibility study to identify basic requirements for the new degree program (Eng) 1.23 Identify new areas that need more human resources (Eng)	VC, Dean/Tec., Registrar, HoD's	<ul style="list-style-type: none"> <li>Increase of graduate output</li> </ul>	AHEAD Project funded  146 Mn  Budget Proposal

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1.2	Continuation of 1.2				1.24 Develop by-laws and curricular for new programmes, obtain feedbacks from stake holders and review by external reviewers(Eng)  1.25 Establish Southern Center for Naval Studies and Shipping (Eng) 1.26 Construction and completion of new building for the new degree programme (Eng) 1.27 Expand ICT infrastructures and facilities to access intranet/ internet(Eng) 1.28 Create new academic and non-academic cadre positions and recruitment 1.29 Acquisition of Land adjacent to existing block (Eng)  1.210 Procurement of fifty seated bus and van for transportation of Staff and Students for industrial visit/internship activities (Eng) 1.211 Construction of Dry-docks and Jetty facilities (Eng)  1.212 Facilitate available staff to update knowledge in new areas (Eng) 1.213 Create new academic and non-academic cadre positions and recruitment (Eng) 1.214 Develop MIS for admin (Eng)  1.215 Further development MIS of exam(Eng)  1.216 Incorporated to the Action plan, cooperate plan 2019-2023(FMST) 1.217 Committee of the Faculty of FMST and FMF (FMST) for the development of new degree program completed the first stakeholder meeting on 12 <sup>th</sup> September 2019	Dean/Eng., HoD's , AR		510 Mn MOHE Funded
						Chairperson and committee of FMST, Dean/FMST, HoD's, Committee of the faculty of Management and Finance	• Produce graduates to the field of Marine services and resource management	





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1.3	<p><b>Objective: To introduce 20 new distance mode courses out of which 10 are online mode courses by year 2023.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of new distance learning courses Introduced</li> <li>Number of new online courses introduced</li> </ul>	3	5	12	<p>1.239 Facilitate Stakeholder meeting for feedback on existing curricular (IQUA)</p> <p>1.240 Facilitate the introduction of enhancement programs on English, ICT, PhyEdu.(IQUA)</p> <p>1.241 Prepare proposals for 02 new degree programmes related the Social Sciences (H&amp;SS)</p>	Dean/H&SS, HoD's/Econ., Geography		SF activity
		-	2	9	<p>1.31 Advanced Certificate in Biodiversity and Ecosystem Management(Agri.)</p> <p>1.32 Diploma in Biodiversity and Ecosystem Management(Agri.)</p> <p>1.33 Identify market demand for specialized areas(Eng.&amp;DCEU)</p> <p>1.34 Develop teaching materials/web pages/leaflets/posters for distance and short courses(Eng.&amp; DCEU)</p> <p>1.35 Organize public awareness campaigns/advertisements (Eng.&amp; DCEU)</p> <p>1.36 Prepare the course modules and take permission from relevant official(FMST)</p> <p>1.37 Faculty board approval was taken for the prepared course structure and decided to proceed for official requirements(FMST)</p> <p>1.38 Completion of a new By-Law for the courses offered by the Faculty(H&amp;SS)</p> <p>1.39 Identify market demand for specialized areas (H&amp;SS)</p>	Dean/Agri., Chairperson/ BoS in Agriculture for DCEU Director/ DCEU	<ul style="list-style-type: none"> <li>Market oriented skill graduates</li> <li>To enhance the community service of the Faculty</li> </ul>	

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1.3	Continuation of 1.3				1.310 Develop teaching materials/web pages/leaflets/posters for distance and short courses (H&SS) 1.311 Organize public awareness campaigns/advertisements (H&SS) 1.312 Introduce Diploma in Entrepreneurship in 2021 (Mgt.) 1.313 Introduce Higher Diploma in Human Resource Management in 2020 (Mgt.) 1.314 Introduce Diploma in Accounting in 2021 (Mgt.) 1.315 Introduce distance learning program on accreditation, quality management, for MLTs, Development of curriculum 1.316 Design Certificate/Diploma courses according to SLQF guidelines (Tec.) 1.317 Take initial step to formulation of curriculum for online courses (Lib. & DCEU) 1.318 Review new degree programs and facilitate the approval process (IQUA)	Director/DCEU , Board of study Coordinators , Dean/Mgt. , HoD's  HoD/ Pathology  Dean/Tec., HoD's  IQUA	<ul style="list-style-type: none"> <li>Increase the number and quality of frontline executives</li> <li>Higher employability</li> <li>National and International Recognition Revenue</li> <li>Human Resources Development (Professional Qualifications)</li> </ul>	SF activity  SF activity  SF activity  SF activity  SF activity

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1.4	<p><b>Objective:</b> To implement the common credit transfer system for selected undergraduate degree programs by year 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of degree programmes with common credit transfer system</li> </ul>	-	-	2	<p>1.41 Internship programme with Japan (AHS)</p> <p>1.42 Post Graduate opportunities for Sri Lankan Health Professions for Master degrees (AHS)</p> <p>1.43 Identify feasible courses through which students can be exchanged and formulate required agreements (AHS/Eng)</p> <p>1.44 Sign MOU between relevant universities /institutions (AHS/Eng)</p> <p>1.45 Revise curriculum to include common credit transfer system for local/international (FMST)</p> <p>1.46 Implement credit transfer system in 2023 (Mgt.)</p> <p>1.47 Need a common University policy to implement a credit transfer system (Tec.)</p> <p>1.48 Awareness programmes common credit transfer system(IQAU)</p>	<p>Department of Nursing</p> <p>Dean/FMST HoD's,AR</p> <p>HoD's</p> <p>HoD's</p> <p>IQAU</p>	<ul style="list-style-type: none"> <li>Broaden the opportunities of Education</li> <li>Increase the job opportunities</li> <li>Increase the no of students intake to the Faculty</li> <li>Increase the elective students count</li> <li>Broaden the opportunities of Education</li> <li>Ensuring the consistency among the faculties and universities</li> </ul>	<p>Collaboration activity</p> <p>SF activity</p> <p>Collaboration activity – 1 Mn</p> <p>Collaboration activity – 1 Mn</p>

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1.5	<p><b>Objective :</b> To increase the enrollment of postgraduate students by 50students annually</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of new postgraduate students enrolled</li> </ul>	50	50	50	<p>1.51 Initiate discussions for two new postgraduate Degree programs with the Faculty of Graduate Studies.(AHS)</p> <p>1.52 Identify market demand for the specialization area (Eng.)</p> <p>1.53 Expand laboratory ,ICT and library facilities for postgraduate students (Eng.)</p> <p>1.54 Increase funding for postgraduate research (Eng.)</p> <p>1.55 Expand class room facilities, creating desk spaces and physical facilities (Eng.)</p> <p>1.56 Create research associate posts (10) (Eng.)</p> <p>1.57 Expand laboratory and ICT facilities for research works (Eng.)</p> <p>1.58 Popularization of postgraduate studies among young graduates (Eng.)</p> <p>1.59 Preparation of hand book for graduate Studies (Eng.)</p> <p>1.510 Provide consultancy services (Eng.)</p> <p>1.511 Encourage Academic staff for conducting research &amp; submit proposals (FMST)</p> <p>1.512 Provide the Faculty research grant annually (FMST)</p> <p>1.513 Provide opportunities to do collaborative research works in local/international (FMST)</p> <p>1.514 Initiate MSc and joint Masters programs local/international (FMST)</p> <p>1.515 Establish the Ruhuna Dept. of Forensic Medicine as a specialist centre for training in special interest areas of Forensic Anthropology and Forensic Histopathology</p>	<p>Department of Pharmacy</p> <p>Dean / Eng. , DR,SAR</p> <p>Dean/FMST,HoD 's, all academic staff</p> <p>Head/FM</p>	<p>SF activity</p> <p>SF activity</p> <p>Faculty research grant</p> <p>To become a national reference centre and a centre of excellence in forensic anthropology &amp; forensic histopathology</p>	<p>4M</p>

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1.5	Continuation of 1.5				<p>1.516 Initiate discussions for two new postgraduate Degree programs with the Faculty of Technology and Faculty of Allied Health Sciences.(FGS)</p> <p>1.517 Further, all Faculty students are encouraged to register for MPhil and PhD Degree Programs(FGS)</p> <p>1.518 Develop by-laws and curriculum for the. Programme and obtain feedbacks (H&amp;SS)</p> <p>1.519 Organize awareness campaign /advertisement for postgraduate programs Preparation of hand book for graduate studies (H&amp;SS)</p> <p>1.520 To initiate research program in hematology, Establish hematology diagnostics and research laboratory (Med.)</p> <p>1.521 Create postgraduate opportunities through the service function of the Nuclear Medicine Unit (Med.)</p> <ul style="list-style-type: none"> <li>Plan to get more funds to replace old machines with new upgraded ones.</li> <li>To recruit new PhD students.</li> <li>To start a new drug trial centre.</li> <li>Now we have facilities to provide bench-aid training for 10-20 students at a given time. Two PhD students are completing their research work. A new drug trail has initiated under USAID grant 2017. Over 55 million rupees worth Grant has received by the FRTSU in June 2017.</li> </ul> <p>1.522 Submission of proposal for MSc in Mathematical Education (Sci.)</p> <p>1.523 Submission of proposal for MSc in Applied Statistics (Sci.)</p>	<p>Dean/FGS, Chairpersons of Boards of Studies and SAR/FGS</p> <p>Dean/H&amp;SS</p> <p>Head Pathology, Prof. Menik Hettihewa</p> <p>HoD/ Dep of Parasitology</p> <p>HoD/ Mathematics and Chairman/ BoS in Science</p> <p>HoD/ Mathematics and Chairman/ BoS in Science</p>	<ul style="list-style-type: none"> <li>Ongoing research established Mphil (2) PhD (2)</li> <li>To have increased number of HDs and SCI publication</li> <li>To commence new postgraduate degree programs by 2023.</li> </ul>	<p>SF activity</p> <p>Generated income</p> <p>Generated income</p> <p>SF activity</p>



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1.6	Continuation of 1.6				<p>1.63 Initiate collaborative research programme with local and foreign universities and institutions.(AHS)</p> <p>1.64 Looking for external institutes / persons for joint research programs(Eng.)</p> <p>1.65 Submitting joined research proposals for external funding(Eng.)</p> <p>1.66 Facilitate effective human and physical resources exchange/sharing(Eng.)</p> <p>1.67 Facilities staff to engage in joined research with external institutes/Universities(Eng.)</p> <p>1.68 Establish new collaboration with overseas organization via CINTA (FMST)</p> <p>1.69 Continuation of MSc program with South China Sea Institute of Oceanology (FMST) started in 2011</p> <p>1.610 Continuation of MSc program with National SunyatSen University Taiwan under the MOU(FMST) started in 2019</p> <p>1.611 Continuation of postgraduate Programme under NOR Lanka Blue project started in 2019</p> <p>1.612 Implement new Collaborative Postgraduate program for environmental Science with, Norway (FMST)</p> <p>1.613 Working on two new partnership program on Erasmus+ (H&amp;SS)</p> <p>1.614 Develop a new proposal in partnerships with 04 universities in Asia and Norway (H&amp;SS)</p> <p>1.615 Facilitate effective human and physical resources exchange/sharing (H&amp;SS)</p>	Dean /Eng., Director/CINTA	<ul style="list-style-type: none"> <li>• Increase higher education opportunities to graduates</li> <li>• Reveal important research findings to nationally and internationally</li> </ul>	<p>Collaboration activity – 1 Mn</p> <p>SF activity</p>

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1.6	Continuation of 1.6				1.616 Facilities staff to engage in joined research with external institutes/Universities (H&SS) 1.617 Sign MOUs with overseas organizations (Med.)  1.618 Enrolment of more overseas research students under this programme (Med.)  1.619 To start research and partnership with overseas universities on hematology, quality management and accreditation (Med.)  1.620 Introduction of new technology in service and research (Med.)  1.621 Identify potential collaborators in the field of mental health & psychology (Med.)  1.622 Expand existing DUKE Ruhuna Collaboration (Med.) 1.623 Increase academic and non-academic carder (Med.) 1.624 Generate department funds to keep existing partnerships live (Med.) <ul style="list-style-type: none"> <li>• Cooperative studies between Aichi Medical University, Japan</li> <li>• Cooperative studies between CNTD, Liverpool, UK</li> <li>• Cooperative studies between Washington University, USA.</li> <li>• Cooperative studies between TFGH, Atlanta, USA.</li> </ul>	International affairs coordinator, Dean/Med.  Department of Microbiology  HoD/ Pathology  Prof. Menik Hettihewa  Department of Psychiatry  HoD/ Dep of Parasitology	<ul style="list-style-type: none"> <li>• Network developments</li> <li>• Knowledge sharing</li> <li>• Exposure to the International environment</li> <li>• Increase number of research students</li> <li>• Partnership with research and development</li> <li>• Exchange of academics</li> <li>• Improved service and research</li> <li>• Collaborative research publications and PG students</li> <li>• To have increased number of HDs and SCI publication</li> </ul>	

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1.7	<p><b>Objective:</b> To increase the capacity and facilities for research by 25% by year 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Percentage of increase in funds allocated by the university for research purposes</li> </ul>	-	-	-	<p>1.625 To develop new cooperative studies with Tokyo University, Japan. (Med.)</p> <p>1.626 Collaboration with Ames Laboratory, Iowa State University, USA (Dr. HarshadewaGunawardhana) (Tec.)</p> <p>1.627 Establishment of international partnership about quality assurance(IQAU)</p> <p>1.628 Establishing a new partnership program with a foreign Institutions (CINTA)</p> <p>1.629 Implementing joint research programs, postgraduate courses, etc. with overseas institutes and acquire funding (CINTA)</p> <p>1.630 Facilitate effective human and physical resources exchange/sharing activities (CINTA)</p> <p>1.631 Increasing research publications through joint authorships and dissemination of knowledge to wider communities (CINTA)</p> <p>1.71 This amount would be distributed as faculty research grants, TARE Journal, Undergraduate final year research program and registration fee for conferences, symposia, etc.(Agri.)</p>	<p>Dr. HarshadewaGuna wardhana IQAU</p> <p>All Deans,Director/ CINTA</p> <p>Dean/Agri., HoD's, All academics</p>	<ul style="list-style-type: none"> <li>Crystal Growth</li> <li>International recognition</li> <li>Transforming to internationalization and establishing networks, it is expected to share scientific knowledge and resources thus enhancing the quality of education standards while upgrading University status through visibility and rankings</li> </ul>	

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	<ul style="list-style-type: none"> <li>Number of articles published by university academics in indexed journals</li> </ul>	89	144	157	1.72 Annually organize Faculty research symposium(AHS)	Dean/Eng. ,HoD's , AR	<ul style="list-style-type: none"> <li>Important research findings</li> </ul>	01 Mn
	<ul style="list-style-type: none"> <li>Number of competitive research grants received by the university for academics</li> </ul>	17	22	23	1.73 Sign more MOU with local and foreign universities(AHS)		<ul style="list-style-type: none"> <li>More publications in index journals</li> <li>Infrastructure development of laboratories and faculty</li> </ul>	Collaboration activity – 1 Mn
	<ul style="list-style-type: none"> <li>Number of research awards received by Academics</li> </ul>	15	21	26	1.74 Increase collaborative research projects(AHS)		5 Mn	
	<ul style="list-style-type: none"> <li>Number of new citations</li> </ul>	1030	958	1221	1.75 Organize and participate workshops related to research works(AHS)		1 Mn	
					1.76 Training academic and nonacademic staff members for the research environment(AHS)		1 Mn	
					1.77 Provide more facilities to undergraduate researches(AHS)		2 Mn	
					1.78 Encourage undergraduates to carry out more productive research projects(AHS)		2 Mn	
					1.79 Introduce new postgraduate, M.Sc., M.Phil and PhD degrees (AHS)		1 Mn	
					1.710 Motivate industrial staff to register for part time postgraduate research degrees and carry out research in the Faculty(Eng.)			
					1.711 Facilitate academic staff to work and conduct research in the industry for short period(Eng.)			
					1.712 Facilitate industrial staff and alumina to conduct their research in the Faculty (Eng.)			
					1.713 Facilitated annual Faculty research grants on time (FMST)			
					1.714 Enhance the collaborative research programs (FMST)			
					1.715 Allocate more facilities for final year undergraduate research projects (FMST)		Dean/FMST and all academic staff	Faculty Annual Allocation



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1.7	Continuation of 1.7				<p>1.728 Develop research laboratory (Med.)</p> <ul style="list-style-type: none"> <li>Increased use of available equipment for research</li> <li>Renovate available laboratories to facilitate research</li> </ul> <p>1.729 Through Technology Transfer office funds finding for good research , Ongoing research allowance, Conducting several studies related to pharmacology, medicine or pediatrics NMU generated fund will allocate SLR 3 million per year for research (Med.)</p> <p>1.730 Continue the research studies and paper writing (Med.)</p> <p>1.731 Increase academic and non-academic carder (Med.)</p> <p>1.732 Improve research infrastructure (Med.)</p> <p>1.733 Recruit research assistant or a demonstrator (Med.)</p> <p>1.734 Secure external funding (Med.)</p> <p>1.735 Generate department funds (Med.)</p> <p>1.736 Attract PG students (Med.)</p> <p>1.737 To provide facilities to manage patients with parasitic illness in the region; To increase the number of medical officers working in the Filariasis Clinic (Med.)</p> <p>1.738 To improve diagnostic tests done in the department to provide facilities to Teaching Hospital Karapitiya (Med.)</p> <p>1.739 To introduce ELISA based / RDT filariasis diagnosis. To examine patients' samples free of charge by using excess materials of research projects (Med.)</p>	<p>Head/ Pathology</p> <p>Prof. Menik Hettihewa</p> <p>Academic staff members of NMU</p> <p>Department of Psychiatry</p> <p>Head/ Dep of Parasitology</p>	<ul style="list-style-type: none"> <li>Research established</li> <li>Increased teaching output facility in hematology</li> <li>Enhance research culture in UOR</li> <li>Peer reviewed</li> <li>Publications in indexed journals</li> <li>Successful completion of PG degrees</li> <li>To have increased number of HDs and SCI publication</li> <li>To expand the service capacity</li> </ul>	Generated income

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			Year 2020	Year 2023				
1.7	Continuation of 1.7				<p>1.740 Plan to get one designated TO to run the service laboratory (Med.)</p> <p>1.741 To improve diagnostic tests done in the department to provide facilities to Teaching ; Hospital Karapitiya: To introduce ELISA / RDT based diagnostic tests to diagnose malaria, leishmaniasis, like parasitic diseases and common viral diseases like dengue (Med.)</p> <p>1.742 To examine all suspected malaria cases referred by THK. To identify the malaria parasite up to species level by DNA sequencing (Med.)</p> <p>1.743 Plan to continue the same collaboration with Malaria Unit, UoC and AMC, MOH. Plan to improve the laboratory to diagnose other NTDs and important parasitic and viral diseases. (Med.)</p> <p>1.744 Planning to upgrade existing Filariasis Research Training and Services Unit (FRTSU) to Neglected (NTD) Support Center (Med.)</p> <p>1.745 Pure and applied physiology research will be increased with the participation of all the staff of the dept. of Physiology (Med.)</p> <p>1.746 Carrying out research activities with increased links with industries. (Sci.)</p> <p>1.747 Conduct research seminars/ workshops/ conferenecs (Sci.)</p> <p>1.748 Formualation of proposal for research and services laboratory.(Sci.)</p> <p>1.749 Establishment of research and services laboratory(Sci.)</p>	<p>Head/ Dep of Physiology</p> <p>All Staff members</p> <p>Dean/Sci., HoD's</p>	<ul style="list-style-type: none"> <li>• Generation of new knowledge to enhance the well-being of the community</li> <li>• Increasing number of research publications of the staff by 5% by 2021</li> <li>• Enhancing Research and Services</li> </ul>	

Goal 01 : EXPANDING ACCESS TO EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired Performance level target (output)		Action Programme / s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
1.8	<p><b>Objective:</b> To implement “High Tech Resource Sharing Policy” within the university.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of High tech instruments registered under sharing registry</li> </ul>	20	24	32	<p>1.750 Biodiversity Resource Centre in Combination of Proposed Museum (Sci.)</p> <p>1.751 Encourage staff to apply for research grants. Extend final year student’s research project for publications(Sci.)</p> <p>1.752 Introduction of compulsory course “Responsible Conduct of Research” for all research based postgraduates(IQAU)</p> <p>1.81 Maintenance of all sophisticated instruments by renewing all service agreements with relevant companies (FMST)</p> <p>1.82 Implement of Sharing registry(FMST)</p> <p>1.83 Develop research facility in to potential flowcytometry molecular hematology (Med.)</p> <p>1.84 Instruments will be made available for the pool (Med.)</p> <p>1.85 Number of instruments/ Machines is already available to share by other scientists on requests. (Tec.)</p>	<p>Dean/Sci., Head/Botany, Head/Zoology</p> <p>HoD's, Research Committee FGS, IQAU, Research Ethics Committee</p> <p>Dean/FMST and HoD’s</p> <p>Head/Pathology, Prof. Manik Hetihewa</p> <p>Head/ Department of Eng. Tech. and Head/Bio systems Tec.</p>	<ul style="list-style-type: none"> <li>Quality research and publications</li> <li>Improved capacity of postgraduates</li> <li>Initiate herbal drug development</li> <li>Skilled Graduates</li> </ul>	

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.1	<p><b>Objective:</b>To ensure 70% of the academic staff has obtained PhD or PhD equivalent qualifications by year 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of academics with PhD or PhD Equivalent</li> </ul>	55%	60%	70%	<p>2.11 Ensure more than 80% of academic staff obtained PhD or Equivalent qualifications by 2023 (Agri)</p> <p>2.12 Motivate academic staff members (AHS)</p> <p>2.13 Provide more funds to carryout academic research projects upto PhDs (AHS)</p> <p>2.14 Provide facilities for probationary lecturers to prepare for IELTS /TOEFL/GRE(Eng.)</p> <p>2.15 Facilitate probationary lecturers to attend workshops on proposal writing(Eng.)</p> <p>2.16 Facilitate probationary lecturers to do postgraduate research in the Faculty (Eng.)</p> <p>2.17 Nominating probationary lecturers for grants/scholarships(Eng.)</p> <p>2.18 Find link programmes for human resource development and sign MOUs(Eng.)</p> <p>2.19 Nominate probationary lecturers for postgraduate studies through link programmes (Eng.)</p> <p>2.110 Facilitate for staff exchange programmes Enhance research/facilities in laboratories for split postgraduate programmes (Eng.)</p> <p>2.111 Facilitate probationary lecturers with recommendations and study leave(Eng.)</p>	<p>Dean/Agri., All HoD's, All academics</p> <p>Dean/Eng., HoD's</p>	<ul style="list-style-type: none"> <li>Increase quality of teaching process of degree programmes</li> <li>Broaden the syllabus of degree prommes</li> <li>Important research findings</li> <li>Quality graduate output</li> </ul>	<p>4,307 Mn (Personal emoluments)</p> <p>601.80 Mn (12 story building – MOHE funded )</p> <p>AHEAD Project-AHS</p> <p>860 Mn (AHS faculty – MOHE funded )</p> <p>240.25 Mn (Major rehab )</p> <p>198.50 Mn (Construct project continuation )</p> <p>301.55 Mn (Rehabilitation )</p> <p>PPE Acquisition – 344 Mn</p>



Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.2	<p><b>Objective: 60% of the administrative process and functions will be automated by 2020 and by 2023 it will be converted into a fully automated system.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Percentage of process Automated</li> </ul>	35%	60%	100%	<p>2.126 Probationary Lecturers are encouraged to apply for postgraduate studies at foreign universities or local universities.(Tec.)</p> <p>2.127 Encourage academic staff members of the Library to undertake postgraduate studies (Lib.)</p> <p>2.128 Provide facilities for Assistant Librarians , Senior Assistant Librarians to fulfill entry requirements for a PhD.(Lib.)</p> <p>2.129 Nominating Assistant Librarians and Senior Assistant Librarians for grants/scholarships (Lib.)</p> <p>2.130 Formulate guidelines on the HR profile of the University, faculties and admin units (IQAU)</p> <p>2.21 Fill the existing vacant cadre (AHS)</p> <p>2.22 Purchase office equipment, furniture and accessories (AHS)</p> <p>2.23 Develop MIS system of the Faculty (AHS)</p> <p>2.24 Organize and participate training programmes for nonacademic staff (AHS)</p> <p>2.25 Encourage nonacademic staff members to develop their educational and employment qualifications (AHS)</p>	<p>HoD's, Quality Assurance Council, Staff members</p> <p>IQAU</p>	<ul style="list-style-type: none"> <li>All staff with PhD degrees</li> <li>Ensure the quality of staff (both academic and non-academic)</li> <li>Enhance productivity of the administration process of the Faculty</li> </ul>	<p>10 Mn</p> <p>0.5 Mn</p> <p>0.5 Mn</p>

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.2	Continuation of 2.2				<p>2.26 In cooperate the all process in academic programme to the MIS, LMS, website (FMST)</p> <p>2.27Facilities will be developed for online registration/ obtain relevant information from the website in 2020 (FGS)</p> <p>2.28 Further development of existing MIS system of the Faculty (H&amp;SS)</p> <p>2.29 Implementation of the process of developing fully automated LMS with in the Faculty (H&amp;SS)</p> <p>2.210 Many administrative functions are at the University Level (Tec.)</p> <p>2.211Introducing a new automated system to get connected with students in order to satisfy their needs from Students' Affairs Branch with linking to RUMIS(SA)</p> <p>2.212 Facilitate the automation process through introducing automation standards.(IQUA)</p>	<p>AR, Sys. Ana., Heads</p> <p>Dean/H&amp;SS</p> <p>VC, Registrar, HOD's</p> <p>AR/SA</p> <p>IQUA</p>	<ul style="list-style-type: none"> <li>Speedup the whole process and reduce the paper work</li> <li>100% automated systems</li> <li>Increasing the efficiency of the branch.</li> <li>Reducing the waiting time of students.</li> <li>Expedite the effective service process with accurate information.</li> <li>Automated admin process</li> </ul>	CBG allocation 2020

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.3	<p><b>Objective:</b> To ensure the integration of management information system (MIS) in all faculties, library and administration units by year 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of faculties with Fully Integrated MIS</li> <li>Level of Integration of library to the MIS</li> <li>Number of Administrative units with Fully Integrated MIS</li> </ul>	-	-	10	2.31 MIS was fully implemented in 2019 for students' registration for courses and examinations, getting attendance of the students and printing examination admissions. Finger print detecting devices will be used to get student attendance for feeding into MIS (Agri.)	Dean/Agri., HoD's, DR		
		-	-	100%	2.32 Provide training of MIS to all staff members (AHS)		• Enhance productivity of the Faculty	0.5 Mn
		-	-	All	2.33 Enhance students to use of MIS system (AHS)			0.5 Mn
					2.34 Discussion on New development of MIS within the faculty board appointed committee (FMST)	AR, Sys. Ana., HoD's, faculty board appointed committee		
					2.35 Maintenance of server computers and keeping backups (FMST)			
					2.36 Introduce new systems (Med.)	Dean/Med., HoD/IT		
					2.37 Developing further depending on the needs of the Faculty (Tec.)	Dean/Tec., AR, HoD's, Sys. Ana. , Assist Network Manager	• User friendly MIS	
					2.38 Continuation of integration of MIS (Lib.)			
					2.39 Continuation and expansion of the Integrated Library Management System (Lib.)			

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.4	<p><b>Objective: To increase physical assets by 50% including all lecture theatres and laboratories with modern teaching facilities by the 2023.</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of Lecture Theaters with Modern Teaching Facilities</li> <li>Percentage of Laboratories with Modern Teaching Facilities</li> </ul>	-	20%	50%	2.310 Linking the Library system and MIS specifically to process the Clearance forms and Cancellation of student registrations.(SA)	AR/SA	<ul style="list-style-type: none"> <li>Reducing the wasted time of students who come to complete the clearance forms and cancel the student registrations.</li> <li>User-friendly, attractive and informative web site</li> <li>Functional web site for IQAU</li> <li>Efficient evaluation system</li> </ul>	
					2.311 Facilitate the improvement of University website(IQAU)	IQAU/IQAC		
					2.312 Development of web site of IQAU	IQAU/IQAC		
			2.313 Development of online platform for evaluation of teachers, courses, and programmes by students, peers and external reviewers(IQAU)	IQAU				
			2.314 Initiation of digital document counter and repository(IQAU)					
			2.41 It is expected to equip all the lecture theaters and tutorial rooms with modern teaching aids 100% and practical classes with modern instruments, chemicals & resources by year 2023.(Agri.)	Dean/Agri., HoD's, DR, Chairman/IQAC				
2.42 Proposal for establishment of a laboratory complex was rejected in 2018 however, currently working on submitting a revised proposal to establish a Multi-story Laboratory complex coupled with a central laboratory equipped with high end laboratory instruments.(Agri.)								





Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.5	<p><b>Objective: To reach national and international accreditation standards for relevant degree programs by 2023.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of Degree programmes internationally accredited</li> </ul>	-	-	2	<p>2.51 SER were submitted for all degree programs for program review process in 2019 and currently being waiting for the site evaluation.(Agri.)</p> <p>2.52 Ensuring the development of graduate attributes as specified by accreditation bodies (AHS)</p> <p>2.53 Ensuring the development of graduate attributes as specified by accreditation bodies (AHS/Eng.)</p> <p>2.54 Maintaining in-house quality assurance system and maintaining accreditation memberships (Eng.)</p> <p>2.55 Hiring of external examiners for each program (Eng.)</p> <p>2.56 Conduct regular Industrial Consultative Committee meetings in the two degree programmes offering by the departments (Eng.)</p> <p>2.57 Upgrade laboratory facilities and safety facilities (Eng.)</p> <p>2.58 Facilitate 5 industrial visits or field visits for each degree offering by the Departments for one academic year (Eng.)</p> <p>2.59 Facilitate academic staff to take full membership of local and international professional bodies (Eng.)</p> <p>2.510 Establishment of HPC Center / Die and Mould Center and Upgrade other laboratory facilities and safety facilities (Eng.)</p>	Dean/Eng., HoD's AR, Director/IQAU	<ul style="list-style-type: none"> <li>Sri Lanka Nursing Council registration will applied for the Nursing Degree Programme at University of Ruhuna</li> </ul>	



Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.6	<p><b>Objective : To establish Five “Centralized Instrumentation Labs” with state of the art equipment by year 2023</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of instrumentation Labs established</li> </ul>	-	-	2	<p>2.522 Review all courses through the Internal Quality Assurance Cell ( All faculties) to ensure the level of compliance with SLQF and other guidelines (Through internal reviews)(IQUAU)</p> <p>2.61 Centralizedinstruemntaion laboratory will be desingn in the newly established faculty complex (AHS)</p> <p>2.62 Starting &amp; continuation of the process of Expand laboratory facilities (Expansion of existing laboratory facilities quantitatively and setting up new labs with emerging technologies)-(Eng.)</p> <p>2.63 Starting &amp; continuation of the process of Expand laboratory facilities (Expansion of existing laboratory facilities)</p> <p>2.64 Provide new ICT infrastructures (Mgt.)</p> <p>2.65 Purchase computers and other ICT facilities (Mgt.)</p> <p>2.66 Provide network facilities for the staff/students (Mgt.)</p> <p>2.67 Fund have been requested under 2020, 2021 and 2022 budgets to purchase equipment (Tec.)</p>	<p>FGS, IQAU IQACs</p> <p>Dean/Eng., HoD’s ,AB and AR, SAR/Capital works, WE</p> <p>Dean and HoD Geography and History and Archaeology</p> <p>Dean/Mgt., HoD’s, ICT coordinator</p> <p>VC,Registrar,S AR Gen Admin Bursar, WE, Dean/Tec., HoD’s ,AB</p>	<ul style="list-style-type: none"> <li>Enhance ICT knowledge</li> <li>Increased employability of graduates</li> <li>Two Workshops, Two Eng. Tec labs, One ICT labs/ Two biosystems labs</li> </ul>	20 Mn

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.7	<p><b>Objective :</b> To establish six skills laboratories at Faculty of Allied Health Sciences and other relevant faculties with - state - of – the - art equipment by 2023</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of “Skills Laboratories” established</li> </ul>	-	2	6	<p>2.71 Writing &amp; Submitting of project proposal for skill laboratories (AHS)</p> <p>2.72 Starting &amp; continuation of the process of establishment of soft skill development labs in each department(Eng.)</p> <p>2.73 Equip Workshop II (Tec.)</p> <p>2.74 Complete the construction of Stage II building (Tec.)</p>	<p>Dean/Eng., HoD's, AR and AB</p> <p>Dean/HoD's</p>	<ul style="list-style-type: none"> <li>Increase the quality of graduate output</li> <li>Graduates will be able to provide better service to local society</li> <li>Skill development labs</li> </ul>	5 Mn
2.8	<p><b>Objective:</b> To increase the library digital facilities.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of digital collections available at the library</li> </ul>	-	-	30%	<p>2.81 Establish library digital facilities (AHS)</p> <p>2.82 Training all staff of the library (AHS)</p> <p>2.83 Develop the digital collection (Main Library and all Faculty libraries) (Lib.)</p> <p>2.84 Assess the user-friendliness and efficiency of the library (including the web and other online systems)(IQAU)</p>	<p>IQAU</p>	<ul style="list-style-type: none"> <li>Increase Productivity of library</li> <li>Increased library access</li> </ul>	13.50 Mn (Library books & periodicals )





Goal 02 : ENRICHING QUALITY OF EDUCATION									
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost	
			Year 2020	Year 2023					
2.10	<p><b>Objective: To Complete all the Programme reviews of Faculties and prepare the university for the Institutional Review which is scheduled in 2020.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of faculties which has completed the programme review</li> <li>Percentage readiness to the institutional review</li> </ul>	-	-	10	<p>2.936 Provide Wi-Fi network facilities for the library staff and patrons of the Main library and Faculty Libraries (Main and Faculty libraries) (Lib.)</p> <p>2.937 Making staff aware on ICT based teaching learning methodologies (including assessment)(IQAU)</p> <p>2.938 Provide wifi/internet facilities to staff and students of the faculty (H&amp;SS)</p> <p>2.101 SER were submitted for Program review of 3 degree programs and site evaluation would be taken place at the end of 2019(Agri.)</p> <p>2.102 Maintain Faculty mechanism according to the Institutional review process (AHS)</p> <p>2.103 Preparation for program reviews(Eng.)</p> <p>2.104 Make necessary arrangement to aware staff members for Programme review, organize workshop and internal review (FGS)</p> <p>2.105 Once in every three months Programme Review meetings were held within the faculty to identify the areas to develop / reorganize in accordance with the Institutional Review (FGS)</p> <p>2.106 FGS assils to complete Chapter 7 of the Institutional Review portpolio and the draft Document will completed before end of December 2019(FGS)</p>	IQAU/IQACs	<p>Dean/ Agri., All staff of the Faculty</p> <p>Dean/Eng., Director/IQAU, AR, Chairperson IQAC,SER writers, HoD's, Dean, AR</p>	<ul style="list-style-type: none"> <li>Award high standards degree programmes</li> </ul>	

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
2.11	<p><b>Objective:</b> To implement U- multi rank system for the university by 2023.</p> <p><b>KPI:</b></p> <ul style="list-style-type: none"> <li>Ranking of university of Ruhuna</li> </ul>			√	<p>2.107 Follow the review process (Mgt.)</p> <p>2.108 PR in 2020 Jan (Med.)</p> <p>2.109 Fac of Tec has some time to go for programme review.(Tec.)</p> <p>2.1010 Program reviewing of 3 degree programs of faculty of Science and Faculty of Fisheries and Marine Sciences and Technology(IQAU)</p> <p>2.1011 Review of 3 programmes at faculty of Engineering(IQAU)</p> <p>2.1012 Institutional review process(IQAU)</p> <p>2.111 Making aware of the staff on the factors influencing the university ranking.(IQAU)</p>	<p>Dean/Mgt., HoD's, IQAC, Staff Members Dean and all staff Dean/Tec., HoD's IQAU/IQAC</p> <p>IQAU</p> <p>IQAU/IQACs</p>	<ul style="list-style-type: none"> <li>Increase the quality of the degree program</li> <li>Externally reviewed programmes</li> <li>Eternally review on the University</li> </ul>	

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.1	<p><b>Objective: Revising curricula of all the undergraduate degree programmes in order to increase the overall employability upto 95% within one year of graduation by year 2023.</b></p> <p><b>KPIs:</b></p> <ul style="list-style-type: none"> <li>Percentage of the employability of graduates of faculty of Agriculture</li> <li>Percentage of the employability of graduates offaculty of Allied Health Sciences</li> <li>Percentage of the employability of graduates offaculty of Engineering</li> <li>Percentage of the employability of graduates offaculty of Fisheries and Marine Sciences &amp;Technology</li> <li>Percentage of the employability of graduates of faculty of Humanities and Social Sciences</li> <li>Percentage of the employability of graduates offaculty of Management and Finance</li> <li>Percentage of the employability of graduates of faculty of Science</li> <li>Percentage of the employability of graduates of faculty of Technology</li> </ul>							
		65%	75%	95%	3.11 Curriculum revision be introduced targeting job prospects of undergraduates (Agri.)	Dean/Agri., Curriculum Development Committee		Research & development 54.25 Mn
		98%	100%	100%	3.12 A job fair was held with the support of Alumni on June for the first time and fresh graduates were interviewed. Faculty has decided to organize this event annually.(Agri.)	Alumni association Chairman/Job fair committee All academics		
		90%	95%	100%	3.13 Further revisions of curriculum of three degree programmes (AHS)		• Increase employability of graduates	1 Mn
		75%	75%	75%	3.14 Obtaining the feedback from stakeholders on existing curriculum (Eng.)			
		32%	32%	-	3.15 Appoint committees covering all sub divisions which includes experts from industry (Eng.)	Dean/Eng., HoD's, AR		
		67%	72%	95%	3.16 Make a comparison of revised curriculum with well know civil engineering degree programs around the world (Eng.)			
		60%	65%	80%	3.17 Meeting with relevant industries and stake holders to find their problems(FMST)	Dean/FMST, HoD's, all academic staff		
-	-	95%	3.18 Revise and introduce new graduate attributes for the degree programs (H&SS)	Dean/H&SS, HoD's				

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.2	<p><b>Objective: To Revise curricula of all distance and continuing degree programmes to increase the employability to 90% by year 2023.</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of the employability of graduates of all distance and continuing degree programs</li> </ul>	-	50%	90%	<p>3.19 Revise all undergraduate degree programs to increase employability by 20% (H&amp;SS)</p> <p>3.110 Conduct internship program (Mgt.)</p> <p>3.111 Sign the MOU with Private sector institutes (Mgt.)</p> <p>3.112 Organize Career fairs. (Mgt.)</p> <p>3.113 Provide additional Industrial Training opportunities.(Sci.)</p> <p>3.114 Conduct programmes for enhancing IT, English and soft skills.(Sci.)</p> <p>3.115 Conduct of employability surveys for each Degree program (QAU)</p> <p>3.116 Employer and other stakeholder feedback survey(QAU)</p> <p>3.21 Revise and implement curriculum of BA external degree program. (H&amp;SS)</p>	<p>Dean/Mgt., HoD's, Internship coordinator Career guidance faculty coordinator</p> <p>Coordinators (ITRCC, English, Career Guidance, FSC Course units), Dean/ Sci.</p> <p>QAU, QACs</p> <p>QAU, QACs</p> <p>Dean/H&amp;SS, Director/ DCEU, HoD's</p>	<ul style="list-style-type: none"> <li>Increase the employability of graduates</li> <li>Increase the employability of science graduates</li> <li>Updated information about employability</li> <li>Employer feedback</li> </ul>	

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.3	<p><b>Objective:</b> To Convert all degree programmes to 4 year honours degree programmes by 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of programs converted</li> </ul>	-	-	100%	<p>3.22 Conduct English language intensive course for newly enrolled students. (H&amp;SS)</p> <p>3.31 All degree programmes are 4 year honors degree programmes (Agri.)</p> <p>3.32 Technology Faculty offers only 4year honours degrees. Bachelor of Engineering Technology honours Bachelor of ICT honours Bachelor of Biosystems Technology honours(Tec.)</p> <p>3.33 Encourage the faculties to have exit points(IQAU)</p> <p>3.34 Obtain UGC approval for already developed year honours degree programmes of the Faculty (H&amp;SS)</p>	<p>Dean/Tec., HoD's</p> <p>IQAU</p> <p>Dean/H&amp;SS</p>	<ul style="list-style-type: none"> <li>Internationally Qualified Graduates</li> </ul>	
3.4	<p><b>Objective :</b> To increase the provision of industrial training/implant training/internships for the undergraduates of the Humanities and Social Sciences degree programme to 80% by the year 2023 and maintain the provision of industrial training/implant training/internships for all other undergraduates of the degree progeammes at 100%.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of provision of Industrial training/internships to the graduates of faculty of Humanities and Social Sciences</li> </ul>	-	-	80%	<p>3.41 Sign MOU with industries (H&amp;SS)</p>	<p>Dean/H&amp;SS, HoD's, Director/Carrier Guidance</p>		

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.5	<p><b>Objective:</b> To ensure 80% of research undertaken by university to address the national/regional needs by 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Percentage of the research studies undertaken to address national / regional needs of the country</li> </ul>	40%	50%	80%	<p>3.42 Sign the MOU with Private/Public sector institutes.(Mgt.)</p> <p>3.43 All degree programmes are designed with 6 months industrial training components.(Tec.)</p> <p>3.44 Implement Soft Skills Development Certificate Course.(CGU)</p> <p>3.45 Conducting employability skills training programme collaboration with industry experts.(CGU)</p> <p>3.46 Providing opportunities for getting real work experience/ ( short term)(CGU)</p> <p>3.47 Assist the faculties in formulating guidelines on Internship programs(IQAU)</p> <p>3.51 90% of the research undertaken by the FoA addresses the regional and national needs.(Agri.)</p> <p>3.52 The collaborative program with Southern Provincial council (SPC) to solve agricultural problems prevailing in the southern region is going on. Five projects were already completed and few more projects will be continuing.(Agri.)</p> <p>3.53 Encourage academic staff members and students to carryout researches related to national/regional needs(AHS)</p>	<p>Dean/Mgt., HoD's, Internship Coordinator</p> <p>Dean/Tec., HoD's</p> <p>Director – CGU, Career Counselors &amp; Faculty Career Advisors</p> <p>IQAU</p> <p>Dean/Agri., HoD's, Focal points of FoA and SPC</p>	<ul style="list-style-type: none"> <li>Increase the employability of graduates</li> <li>Develop social networks</li> <li>Personality development</li> <li>Industrial exposure to all graduates</li> <li>To increase students' employability</li> </ul>	1 Mn

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.5	Continuation of 3.5				3.54 Implement collaborative researches with different institutions(AHS)  3.55 Assignmore budget to researchers(AHS) 3.56 Facilitate staff with flexible time tables enabling to supervise more undergraduate research projects (Eng.) 3.57 Provide necessary funds for undergraduate research projects(Eng.) 3.58 Provide funds for students to submit papers and participate in international/local conferences/symposiums(Eng.) 3.59 Start collaborative research programmes with industry (Eng.) 3.510 Increase funds for staff research (Eng.) 3.511 Expand existing annual academic session in the Faculty (Eng.) 3.512 Facilitate to employ research associates from external funds(Eng.) 3.513 Create temporary carders for 6 research assistants (Eng.) 3.514 Motivate staff to apply and use external research grants (Eng.) 3.515 Felicitate for collaborative research projects funded by external organizations (Eng.) 3.516 Provide funds for staff to publish international SCI journal papers whenever necessary (Eng.) 3.517 Meeting with relevant stake holders to find out their needs (Eng.) 3.518 Passed the message to the Supervisors through the BOS Chairpersons. About research these will be introduced by the Faculty in 2020.(FGS) 3.519 Weighted research proposals considering of address the national & regional needs. (H&SS) 3.520 Felicitate collaborative research projects (H&SS) 3.521 Conduct academic research to address national/regional needs (H&SS)	Chairpersons, Dean/FGS  Dean/H&SS, HoD's	<ul style="list-style-type: none"> <li>As the University, participate in the problem solving of the country.</li> </ul>	Collaborative activity (1 Mn)  5 Mn

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.6	<p><b>Objective : To Complete the introduction of the principles of Outcome-Based-Education (OBE) methods to all degree programmes by 2023</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of degree curricula OBE methods introduced</li> </ul>	-	70%	100%	<p>3.522 Decision making with participative approach to ensure in a productive way(Mgt.)</p> <p>3.523 Continue the research studies.(Med.)</p> <p>3.524 Development of Haematology and Chemical Pathology Research lab.(Med.)</p> <p>3.525 Improvement of Immunohistochemistry laboratory collaborate with Ministry of health /professional bodies to identify national needs.(Med.)</p> <p>3.526 Students are expected to start research projects in the fourth year after the industrial training. They are guided to find research projects during industrial training so that more than 80% will be relevant to national/regional needs.(Tec.)</p> <p>3.527 Improvement of quality of student research</p> <p>3.528 Introduction of best undergraduate research to annual VC award</p> <p>3.61 The curricula of all 3 degree programs will be revised according to the OBE and expected to be completed in 2020.(Agri.,IQAU)</p> <p>3.62 Curriculum revision will focus more on student centered learning methods (Agri.)</p> <p>3.63 Workshops on OBE were organized for academics (Agri.)</p>	<p>Dean/mgt., HoD's, Coordinators of TTO</p> <p>Individual researcher - Department of Microbiology</p> <p>Head Pathology</p> <p>Department of Psychiatry</p> <p>Dean/Tec., HoD's, Staff</p> <p>IQAU, IQACs</p> <p>IQAU, IQACs, Deans of the Faculties</p> <p>Dean/Agri., HoD's, Chairman/IQAC</p>	<ul style="list-style-type: none"> <li>Commercialize the research findings</li> <li>Continue to cater national/regional needs</li> <li>Increased research facility</li> <li>Research publication which influence national policy makers</li> <li>All Graduates with experiences in conducting research to solve relevant needs</li> <li>Better quality student research</li> </ul>	



Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.7	<p><b>Objective: To Improve the mechanism for commercialization of research by 2023.</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>• Implementation of Technology Transfer policy</li> <li>• Implementation of spin off policy</li> <li>• Intellectual property policy</li> </ul>	-	-	100%	3.71 Taking suitable guidance and assistance from TTO (Agri. & Eng.)	Chairman/TTC and TTC members	<ul style="list-style-type: none"> <li>• Commercialization of new research findings</li> </ul>	
		-	-	50%	3.72 Implementations to be taken via the TTC (FMST)			
		-	-	100%	3.73 Technology Transfer Unit is established in the university for the commercialization of inventions.(Tec.)	Director / TTO	<ul style="list-style-type: none"> <li>• Increased the channeling of technology transfer in the University to the market</li> <li>• Enhanced the opportunities to the academia and students to protect their IP</li> <li>• Enabled earning of upfront fee and royalty sharing from commercialized product</li> <li>• Establishment of tech park in the University of Ruhuna</li> </ul>	
					3.74 Conduction of awareness workshops for staff about technology transfer (TTO)			
					3.75 Active detection of research projects from all the faculties with potential IP products (TTO)			
					3.76 Provide financial support to apply PCT and patent for identified projects(TTO)			
					3.77 Fund opportunities for student projects leading to entrepreneurship (TTO)			
					3.78 Establishment of TSIC center to support staff(TTO)			

**Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**

No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
3.8	<p><b>Objective:Ensuring the successful commercialization of research projects.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>• Number of commercialization of products</li> <li>• Number of agreements with external parties to commercialize products.</li> </ul>	5	14	-	<p>3.79 Establishment of easy online registration system to the TTO</p> <p>3.710 Provide the access to the patent search data bases for staff and students for prior art search(TTO)</p> <p>3.711 Provide and connect selected academic research based on the product outcome to the relevant industry (TTO)</p> <p>3.712 Provide links to industrial partners to solve their industrial issues by the University human resources (TTO)</p> <p>3.81 Research finding are available on products that would be commercialized.(Agri.)</p> <p>3.82 Expand library resources to support researchers (Eng.)</p> <p>3.83 Looking for external institutes/ persons for joined research programmes(Eng.)</p> <p>3.84 Submitting joined research proposals for external funding (Eng.)</p> <p>3.85 Establishment of Commercialization unit (Eng.)</p> <p>3.86 Implementations to be taken via the TTC (FMST)</p> <p>3.87 Implement research projects targeting the development of commercialized products and Establishing new research programme in relation to national commercial needs.(H&amp;SS)</p> <p>3.88 Through research on QC material and related areas.(Med.)</p>	<p>HoD's, All academics</p> <p>Chairman/TTC and TTC members</p> <p>Dean/H&amp;SS, HoD's,</p> <p>Head Pathology/ DrDeepaniSiriwardhana, Prof LakminiMudduwa</p>	<ul style="list-style-type: none"> <li>• Establish 3 star up companies from students</li> <li>• Commercialization of new research findings</li> <li>• Recognition and revenue</li> </ul>	



Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.1	<p><b>Objective:</b> To Ensure the provision of basic infrastructure facilities to cater to differently abled persons in all buildings by year 2023.</p> <p><b>KPI:</b></p> <ul style="list-style-type: none"> <li>Percentage of provision of the existing buildings with the basic facilities for differently abled people.</li> </ul>	-	30%	60%	<p>4.11 Expect to make access to all buildings, facilitate visual &amp; hearing aid equipment and lavatory facilities for differently-abled persons.(Agri.)</p> <p>4.12 Construction of new faculty complex with facilities to differently abled students.(AHS)</p> <p>4.13 Planning new building structures with accessibility of lifts rams and disable access (Eng.)</p> <p>4.14 Introduce new mobility program under Erasmus +Planning new building structures with accessibility of lifts rams and disable access. (H&amp;SS)</p> <p>4.15 Implement this objective and expansion of the facilities.(Mgt.)</p> <p>4.16 To develop a ramp and railing with chair escalator at entrance to pathology(Med.)</p> <p>4.17 Renovate laboratories to accommodate wheel chairs(Med.)</p> <p>4.18 All constructed buildings are designed with easy access to disable students(Tec.)</p> <p>4.19 Formulate the requirements and asses current compliance(IQAU)</p>	<p>Dean/Agri., DR, Chairman/ Computer Committee</p> <p>Dean/Eng., AR, WE, SAR/ CW Dean/H&amp;SS, coordinator</p> <p>Dean/Mgt., HoD's, Building committee</p> <p>Head Pathology</p> <p>VC, Registrar, Dean/Tec.</p> <p>IQAU/IQACs</p>	<ul style="list-style-type: none"> <li>Friendly environment create with differently abled students</li> <li>Provide facility required to differently-able under graduates</li> <li>Full accessibility to disabled students</li> <li>All labs and lecture halls are accessible</li> </ul>	MOHE Funded 3000 Mn

Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.2	<p><b>Objective:</b> To improve learning facilities for a total of 25 differently-abled students by year 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of differently abled students registered for the degree programs.</li> </ul>	-	2	10	<p>4.21 When the paper notices are published for calling applications for the Degree and Diploma Programs in 2023 (after completion of relevant requirements for them) (FGS)</p> <p>4.22 Implement this objective and expansion of the facilities.(Mgt.)</p> <p>4.23 Differently able students can be admitted if students are interested and capable with available facilities(Tec.)</p>	<p>Dean/Mgt., AR/SA</p> <p>VC, Registrar, Dean/Tec.</p>	<ul style="list-style-type: none"> <li>Provide facility required to differently-able students</li> <li>All labs and lecture halls are accessible</li> </ul>	
4.3	<p><b>Objective:</b>To provide financial/social support for all students who have dire economic/social needs by 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Percentage of students receiving financial support out of bursary/ mahapola scholarships</li> <li>Number of other scholarships introduced</li> </ul>	-	50%	80%	<p>4.31 Under the <i>Wiru-Sisu</i> Scholarship 4 scholarships would be given per year.(Agri.)</p> <p>4.32 Introduce new scholarship programmes.(AHS)</p> <p>4.33 Seeking possibilities to generate funds in order to provide scholarships (Eng.)</p> <p>4.34 <i>Sisudiriyas</i>scholarship programe initiated for one student in level II has been increased the number of awardees.(FMST)</p>	<p>Dean/Eng., AR</p>	<ul style="list-style-type: none"> <li>Assist undergraduate s to carry out their studies without any obstacles</li> </ul>	2 Mn

Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.4	<p><b>Objective : To maintain conducive environment for all ethno-religious communities to study and live in harmony.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of multi-cultural events/programs</li> <li>Number of students from different ethno-religious communities</li> </ul>	12	15	17	4.35 Introduction of 1 new scholarship program and Seeking possibilities to generate funds to provide scholarships.(H&SS)  4.36 Develop the funding program (Mgt.)  4.37 Some other scholarships are also given(Tec.)  4.38 Introducing and Coordinating different scholarships between the faculties and Student Affairs Branch.(SA) 4.39 Introduction of a students' welfare fund and provision of scholarship opportunities for most needy students (H&SS)	Dean/H&SS, HoD's  Dean/Mgt., HoD's, Academic staff  DVC, AR/SA  AR/SA  Dean/H&SS, HoDs	<ul style="list-style-type: none"> <li>Enhance social concerns of the graduates</li> <li>Help students with financial difficulties</li> <li>Being able to address many students' grievances (Appeals) regarding economic issues.</li> </ul>	0.5 Mn
					4.41 Events would be organized by the students for the festivals like Sinhala and Tamil New Year, Wesak, Deepavali, Ramazan,Thaipongal and Christmas.(Agri.)  4.42 Annually organize multicultural programmes.(AHS)	DSSC, Patrons of Art Society, Buddhist Society, President, Welfare Society, Students Union		



Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.5	<p><b>Objective :</b> To ensure equal opportunities in all activities irrespective of gender, ethnicity and religion.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of incidents reported relevant to this concern</li> <li>Number of events /programs implemented in this concern</li> </ul>	-	-	-	4.51 Decision making with participative approach to ensure the transparency of decision making.(Mgt.)	Dean/Mgt., HoD's, Academic staff	<ul style="list-style-type: none"> <li>nity of the Faculty staff</li> <li>No conflicts among the staff</li> <li>Equal rights for all</li> </ul>	0.5 Mn
4.6	<p><b>Objective :</b> To introduce 10 course modules relevant to social harmony for all undergraduate degree programs by 2023.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of social harmony oriented courses / units</li> </ul>	-	1	1	4.52 Equal opportunity is given for all students and employees(Tec.)	Staff		
		3	3	5	4.61 Planning to introduce social harmony module in Agriculture degree programs with the next curriculum revision.(Agri.,IQAU)	Dean/Agri., Chairman/ Curriculum Development Committee	<ul style="list-style-type: none"> <li>Improve social harmony of the students</li> </ul>	
					4.62 Planning to introduce social harmony module in degree programs with the next curriculum revision.(AHS,IQAU)			
					4.63 Conduct research on reconciliation and peace building (H&SS)			
					4.64 Continually offer social harmony course unit for the degree programs (H&SS)	Dean/H&SS, HoD's,IQAU	<ul style="list-style-type: none"> <li>Ensure the ethnic cohesion among students</li> </ul>	
					4.65 Conduct language course under the center for Modern Languages and Civilization (H&SS)			
					4.66 Prepare and submit a new funding proposal to NORHED on social harmony and inclusive education (H&SS)			

Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Desired performance level target ( output )	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.7	<p><b>Objective: To ensure at least 30% of female representation among office bearers of all student unions and study circles by 2023.</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Number of female representation among office bearers of all student unions and study circles</li> </ul>	-	4	4	<p>4.67 Develop a course module with related to social harmony(Mgt.,IQAU)</p> <p>4.68 There are more than 15 multidisciplinary course units offered under each degree programme. All students engage with common interest.(Tec.)</p> <p>4.71 Changing by-laws of appointment criteria of the student union.(AHS)</p> <p>4.72 Changing of By- laws of student unions &amp; case circles(All faculties)</p> <p>4.73 Amend the existing constitution(Mgt.)</p> <p>4.74 University has imposed a condition on female student participation by changing the ByLaw of students' union(Tec.)</p>	<p>Dean/Mgt., HoD's, IQAC</p> <p>Dean/Tec., HoD's, Staff</p> <p>DVC, All Deans, DR/L&amp;D AR/ SA</p> <p>Dean/Mgt., HoD's, Senior treasurer of the study circles</p> <p>VC, DVC, Dean/Tec., Senior Student Counselor</p>	<ul style="list-style-type: none"> <li>High level of social harmony among students</li> <li>Give opportunity for female students to express decisions</li> <li>Improve the gender equality in decision making</li> <li>Female representation in student activity</li> </ul>	

Goal 04 : ENSURING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
4.8	<p><b>Objective:</b> To ensure the implementation of Sex and Gender base violence prevention.</p> <p><b>KPI:</b></p> <ul style="list-style-type: none"> <li>Number of cases regarding Sex and Gender-based violence</li> </ul>	-	-	-	<p>4.75 After changing of the By-Law of Student Unions and Societies Student Affairs Branch will not accept the documents of Student Union and societies without 30% minimum female representation and does not proceed them to Senate and Council.(SA)</p> <p>4.81 Develop a mechanism to report sex and gender base violence(Mgt.)</p> <p>4.82 Develop a system to handle the cases(Mgt.)</p> <p>4.83 Provide counselling for students(Mgt.)</p> <p>4.84 University has taken strong actions to avoid ragging and violence.(Tec.)</p>	AR/SA	<ul style="list-style-type: none"> <li>Increasing the female participation in decision making of Student Unions and Societies.</li> </ul>	
4.9	<p><b>Objective:</b> To enhance facilities to improve the learning of official languages by 2023.</p> <p><b>KPIs:</b></p> <ul style="list-style-type: none"> <li>Number of Tamil language courses to Sinhala students</li> <li>Number of Sinhala languages courses to Tamil students</li> </ul>	-	1	1	<p>4.85 Awareness programmes on SGBV(IQAU)</p> <p>4.91 Planning to introduce Tamil language training for Sinhala students &amp; Sinhala Language training for Tamil students.(Agri.)</p> <p>4.92 Include language sessions for academic timetables.(AHS)</p>	<p>Dean/Mgt., HoD's, Senior student counselors</p> <p>VC, Council, D VC, Proctor, Senior Student Counsellor</p> <p>IQAU, IQACs</p>	<ul style="list-style-type: none"> <li>Minimize the sex and gender base violence</li> <li>Ragging free environment</li> <li>Improve linguistic knowledge of students</li> </ul>	2 Mn

<b>Goal 04 : ENSURING JUSTICE AND EQUITY</b>								
<b>No.</b>	<b>Objective and KPI</b>	<b>Present level of performance (Year 2019)</b>	<b>Desired performance level target ( output )</b>		<b>Action programme/s</b>	<b>Coordinating Responsibility</b>	<b>Desired Outcome</b>	<b>Estimated Input and Cost</b>
			<b>Year 2020</b>	<b>Year 2023</b>				
					4.93 Planning to introduce Tamil language course for Sinhala students (H&SS)  4.94 Introduce Tamil language course unit for student under new curriculum (H&SS) 4.95 Assess the adequacy of facilities(IQAU)  4.96 Continently teaching Sinhala and English languages under respective departments(H&SS)	Coordinator/ CMLC, Dean/H&SS   IQAU, IQACs   HOD-English, Sinhala, Dean/H&SS		

Goal 05 : ENSURING GOOD GOVERNANCE								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
5.1	<p><b>Objective:</b> To regularize and adhere to the existing governing rules and regulation.</p> <p><b>KPIs:</b></p> <ul style="list-style-type: none"> <li>Duly completed circular / by-law)</li> <li>Percentage of stipulated meeting-audit and management and finance meetings</li> <li>Number of induction training programs conducted</li> </ul>	-	80%	100%	5.11 Conduct awareness workshops for all staff members.(AHS)  5.12 Maintain and implement works and norms according to existing governing rules and regulations.(AHS)  5.13 Practice to rules and regulation policies and procedures at decision making in all levels.(H&SS) 5.14 Practice Internal rules.(H&SS) 5.15 Practice to norms and values when making decisions.(H&SS) 5.16 Introduction of induction programme for all new non-academic recruits(IQAU)  5.17 Categorization and Uploading of all relevant UGC circulars of academic staff to the University web (Aca.Est.)  5.18 Complete Academic branch web page in a descriptive, creative and attractive manner (Aca.Est.)	Dean/H&SS, HoD's  SDC, IQAU	<ul style="list-style-type: none"> <li>Smooth function of administration process</li> <li>Trained non academics with better attitudes and mind set</li> </ul>	2 Mn
5.2	<p><b>Objective:</b> To maintain accountability and transparency.</p> <p><b>KPIs:</b></p> <ul style="list-style-type: none"> <li>Percentage of timely submitted annual reports, annual accounts, procurement plan</li> </ul>	-	90%	100%	5.21 Submitted documents related to maintain accountability and transparency on time.(AHS)		<ul style="list-style-type: none"> <li>Denote quality of the Faculty</li> </ul>	

Goal 05 : ENSURING GOOD GOVERNANCE								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
5.3	<ul style="list-style-type: none"> <li>Percentage of timely updated fixed asset registry</li> <li>Percentage of faculty progress report submission</li> <li>Percentage of on time submission of information to external parties</li> </ul> <p><b>Objective: To optimize the organizational performance.</b></p> <p><b>KPIs:</b></p>	-	90%	100%	5.22 Submission of all reports/ plans on time.(H&SS)	Dean/H&SS, DR, HoD's		
		-	90%	100%	5.23 Development of Academic staff leave record database with links to relevant authorities (Aca. Est.)			
		-	85%	100%	5.24 Development and implementation of advance E- letter register with tracking system to relevant authorities and to the customers( 2020-2021) (Aca. Est.)	IQAU		
		-			5.25 Develop the Academic Accountability and workload model as a source for annual report information(IQAU)			
5.4	<ul style="list-style-type: none"> <li>Percentage of administrative staff achieving above level 8 performance</li> <li>Percentage of non – administrative staff achieving above level 5 performance</li> <li>Number of trainings and workshops conducted for administrative and non – administrative staff</li> </ul> <p><b>Objective: To serve the stakeholders within a reasonable time frame</b></p> <p><b>KPIs:</b></p>	-	75%	95%	5.31 Facilitate process manuals preparation/revision/improvement(IQAU)	IQAU		
		-	65%	85%	5.32 Improve staff performance through the development of employee-friendly working environment by fixing air conditioners and setting within the branch computer networking (Aca. Est.)			
		-	8	12	5.33 Train academic branch staff members on effective handling of data and information and educate them on the importance of accurate information and data handling (Aca. Est.)			
		-			5.34 Train academic branch staff members on essential knowledge and technology for the implementation of paperless E-branch in mid-2022. (Aca. Est.)			
	<ul style="list-style-type: none"> <li>Percentage of timely and adapted client charter.</li> </ul>	-	90%	100%	5.41 Strengthen the mechanisms to address student grievances (H&SS)	Dean/H&SS, HoD's		

Goal 05 : ENSURING GOOD GOVERNANCE								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
5.5	<ul style="list-style-type: none"> <li>Percentage of implementation of grievance policy</li> <li>Number of grievance committee meetings conducted</li> </ul>	-	80%	100%	5.42 Increase capacity and skills of the counseling services.(H&SS) 5.43 Introduction of new student requirements based system.(SA)	AR/SA	<ul style="list-style-type: none"> <li>Serve the students in an efficient manner</li> </ul>	
		-	12	12				
		-	65%	100%				
	<b>Objective: Topromote open and comprehensive stakeholder engagement through maintaining an effective and efficient customer friendly environment</b>  <b>KPIs :</b> <ul style="list-style-type: none"> <li>Percentage of negative feedback of students</li> <li>Percentage of negative feedback of staff.</li> <li>Percentage of negative feedback of community.</li> </ul>	-	30%	-	5.51 Maintenance of duly updated faculty web site (H&SS)	AR/SA	<ul style="list-style-type: none"> <li>Maintaining a student centered environment by speeding up the activities carried out by the Student Affairs Branch</li> </ul>	
		-	30%	-	5.52 Setting up suggestion boxes and properly handle them.(H&SS)			
		-	30%	-	5.53 Maintaining the open door policy for students and staff in order to address their issues.(SA)			

<b>Goal 05 : ENSURING GOOD GOVERNANCE</b>								
<b>No.</b>	<b>Objective and KPI</b>	<b>Present level of performance (Year 2019)</b>	<b>Desired performance level target ( output )</b>		<b>Action programme/s</b>	<b>Coordinating Responsibility</b>	<b>Desired Outcome</b>	<b>Estimated Input and Cost</b>
			<b>Year 2020</b>	<b>Year 2023</b>				
<b>5.5</b>	<b>Continuation of 5.5</b>				5.54 Development and introduction of the E- platform for submitting recruitments and promotion applications and progress reports (Aca. Est.)  5.55 Development and implementation of E-performance evaluation system for granting annual increments (Aca. Est.)			

Goal 06 : EMPOWERING INVENTION AND INNOVATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.1	<p><b>Objective: To develop and maintain a database of inventions and patents of University of Ruhuna by 2023.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Establishing a data base for inventions</li> <li>Establishing a data base for patents</li> </ul>	-	60%	100%	<p>6.11 Two gold medals and one silver medal were achieved at “සහසක් නිමැවුම්” National Level Invention and Innovation Exhibition. Six gold medals and two silver medals were achieved at “සහසක් නිමැවුම්” Invention and Innovation Exhibition (Southern Provincial Exhibition). (Agri.)</p> <p>6.12 Information relevant to this connected to FGS will be collected within 2019 through the BOS’s (FGS)</p> <p>6.13 Encourage students to make inventions through projects.(Tec.)</p> <p>6.14 Set-up faculty level data base in TECMIS(Tec.)</p> <p>6.15 Information relevant to inventions and patents will be collected by TTO</p> <p>6.16 Data base management by TTO</p> <p>6.17 To develop and maintain an electronic database of all Postmortem examinations and Clinical forensic medical examinations done by the Dept. of Forensic Medicine for clinical forensic medical examinations and post-mortem examinations (Med.)</p>	All academics		
		-	60%	100%		TTO, Faculty coordinators	<ul style="list-style-type: none"> <li>Increase the number of patents</li> </ul>	
						Director/ TTO	<ul style="list-style-type: none"> <li>TTO plan to achieve up to date data base on inventions, innovations and IP protection</li> </ul>	
						Head/Dept. of Forensic Medicine with all academic staff	<ul style="list-style-type: none"> <li>To become a University Dept. responding to state and client requirements effectively and timely</li> </ul>	600,000.00

<b>Goal 06 : EMPOWERING INVENTION AND INNOVATION</b>								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.2	<b>Objective: To obtain five national and one international patent/s per year by 2023.</b>							
	<u>KPIs :</u> <ul style="list-style-type: none"> <li>Number of national patents obtained</li> <li>Number of international patents obtained</li> </ul>	10	2	8	6.21 Through the research on reference material and QC.(Med.)	Head Pathology, Prof ManikHettihewa		
6.3	<b>Objective: To commercialize two patents per year by 2023</b>							
	<u>KPI :</u> <ul style="list-style-type: none"> <li>Number of patents commercialized</li> </ul>	-	1	2	6.22 All inventors in the faculty should be directed to apply for National/International patents (Tec.)	TTO, Dean/Tec., HoD's, Project supervisors	<ul style="list-style-type: none"> <li>More national and international patents</li> </ul>	
6.4	<b>Objective: To achieve five participations in national and international exhibitions in inventions and innovations per year.</b>							
	<u>KPIs :</u> <ul style="list-style-type: none"> <li>Number of participations in national exhibitions</li> </ul>	-	1	2	6.31 Faculty and TEC Transfer Unit shall take necessary actions to recommend selected inventions for commercialization.(Tec.)	TTO, Dean/Tec., HoD' s, Project supervisors	<ul style="list-style-type: none"> <li>Foreign exchange earnings and new products</li> </ul>	
		13	8	12	6.41 To continue the regular number of participation in national and international meetings (Eng.)			

Goal 06 : EMPOWERING INVENTION AND INNOVATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Desired performance level target ( output )	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.5	<ul style="list-style-type: none"> <li>Number of participations in international exhibitions</li> </ul> <p><b>Objective: To promote 10 awareness programs of developing inventions and obtaining Patents by 2023.</b></p> <p><b>KPI:</b></p> <ul style="list-style-type: none"> <li>Number of awareness programmes conducted</li> </ul>	1	1	2	6.42 Encourage students for innovation/invention by providing facilities.(FMST)	TTO, HoD's, Dean/FMST	<ul style="list-style-type: none"> <li>Creativity development, new products for the society/ industry</li> </ul>	
		4	10	15	6.43 Create opportunities for students to invent through projects and course units. Guide students to participate southern province exhibition, which selects inventions for national level exhibition and competition.(Tec.)	Dean/Tec., HoD's, Project supervisors		
					6.51 Annual Progress Review Sessions of MPhil and PhD students will be used as a platform for this.(FGS)	Dean/H&SS		
					6.52 Conduct awareness workshops.(H&SS)			
6.53 Conduct the awareness program/workshops.(Mgt.)	Dean/Mgt., HoD's, Faculty coordinator for TTO	<ul style="list-style-type: none"> <li>Improve the knowledge of obtaining patents among staff and students</li> </ul>						
6.54 Awareness programs on inventions and IP rights.(Tec.)	Faculty coordinators of TTO , HoD's, Dean/Tec.		<ul style="list-style-type: none"> <li>Give opportunities for students to develop creativity</li> </ul>					

Goal 06 : EMPOWERING INVENTION AND INNOVATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.6	<p><b>Objective:</b> To modify the degree curricula to include IP policy and patenting process in relevant programs by 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of courses modified</li> </ul>	2	3	6	6.55 Encourage students to participate invention/innovations competition. Overall coordination by TTO	Director / TTO	<ul style="list-style-type: none"> <li>Improve the knowledge of obtaining patents among staff and students</li> <li>Obtain 5 patents from each faculties and 3 PCT from University</li> </ul>	
					6.61 Conduct awareness workshops.(H&SS)	Dean/Mgt., HoD's, IQAC Staff	<ul style="list-style-type: none"> <li>Number of courses modified and added</li> </ul>	
					6.62 Conduct awareness workshops.(Mgt.)			
					6.63 Revision of curricular.(Mgt.)			
6.64 All degree programmes are new. The course units introduced by the Department of Multidisciplinary studies shall be modified. To be introduced for 4th year students.(Tec.)	Dean/ Tec., HoD's, Course coordinators	<ul style="list-style-type: none"> <li>Knowledgeable Graduates</li> </ul>						

Goal 06 : EMPOWERING INVENTION AND INNOVATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.7	<p><b>Objective: To establish product startup and commercialization unit by 2023.</b></p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>• Number of agreements with external parties to commercialize products</li> <li>• Number of commercialization of products</li> </ul>	3	7	10	6.65 Conduct awareness workshops (TTO)	Director /TTO	<ul style="list-style-type: none"> <li>• Improvement of awareness of IP policy and relevant process</li> <li>• To produce students who are convinced with IP management</li> </ul>	
					6.66 Revision of curricular (TTO)			
					6.67 Discussed the matter in meetings.TTO can provide resources for IP policy and patent search for curricula. (TTO)			
					6.71 Technology Transfer unit has been established.(Tec.)	TTO	• Development	
					6.72 Make agreements with external parties for commercialization of the product (TTO)	Director / TTO	<ul style="list-style-type: none"> <li>• Earn royalties and upfront fees</li> <li>• Improve the willingness of academia for commercializing of the research products</li> </ul>	SF activity

Goal 06 : EMPOWERING INVENTION AND INNOVATION								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
6.8	<p><b>Objective:</b> To establish a talent co-creation laboratory/incubator for experiment new ideas by 2019.</p> <p><b>KPI :</b></p> <ul style="list-style-type: none"> <li>Establishment of the talent co-creation laboratory /incubator</li> </ul>	1	3	5	<p>6.81 Establishment of Entrepreneurial incubator center (H&amp;SS)</p> <p>6.82 Establishment of Southern Incubation Centre - University of Ruhuna (Located at the Department of Physics)(Sci.)</p> <p>6.83 Engineering Technology workshop is established. (Tec.)</p> <p>6.84 Building under construction has another space for student inventions.(Tec.)</p>	<p>HoD/ Public Policy, Dean/H&amp;SS Dr. J.A.P. Bodhika (Chairaman, Incubator) Head/Physics, Dean/Science Dean/Tec. HoD's</p>	<ul style="list-style-type: none"> <li>Preparing prototype to commercialization level</li> <li>Skill development of students</li> </ul>	

Goal 07 : EPITOMIZING THE UNIQUENESS								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
7.1	<p><b>Objective : To introduce 5 new degree programmes and 10 new courses for the existing degree programmes related to fresh water and marine sciences to make the University unique.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of new degree programmes introduced</li> <li>Number of new course units introduced</li> </ul>	-	1	1				
7.2	<p><b>Objective: To enhance the Coastal Awareness Resource Center (CoRAC) by year 2023.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of awareness programmes conducted</li> <li>Number of scholars used the facility for academic purposes</li> </ul>	2	2	2	7.21 Preparing proposals to search funds enhance discussion with relevant authorities to conduct awareness program and activities (FMST)	CORAC Committee	<ul style="list-style-type: none"> <li>Well establishment of Coastal Awareness Centre Resource Center (CoRAC)</li> </ul>	SF activity
7.3	<p><b>Objective: To develop five new links with international maritime Universities and Research institutes by 2023.</b></p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of links developed with international maritime universities</li> <li>Number of links developed with research institutes</li> </ul>	50	150	250	7.22 Increasing the awareness of coastal resources among students & general public (FMST)			
		1	1	1				
		1	1	1				

Goal 07 : EPITOMIZING THE UNIQUENESS								
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2020	Year 2023				
7.4	<p><b>Objective:</b> To develop a university township around the university including national level aquarium by year 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of new constructions in the university township</li> <li>Setting up a national level aquarium with public – private partnership</li> </ul>	1	1	1				
7.5	<p><b>Objective:</b> To introduce 10 course units and 5 certificate courses to transfer knowledge and technology to local fishery community, fishery industry and harbor industry by 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of course units introduced</li> <li>Number of certificate courses introduced</li> </ul>	-	-	-	7.51 Follow the official procedure for taking the approval for prepared course modules for 3 certificate courses (FMST), Faculty board recommendation was taken	Dean/FMST , HoD's, coordinator, Head FAQ		
7.6	<p><b>Objective:</b> To introduce 5course units and 2 certificate/diploma courses relevant to tourism and hospitality management.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of course units introduced</li> <li>Number of certificate courses introduced</li> </ul>	9	10	-	7.61 Introduce new course unit (H&SS)	HoD/ Public Policy		
		-	-	1	7.62 Develop diploma level course(H&SS)			

Goal 07 : EPITOMIZING THE UNIQUENESS									
No.	Objective and KPI	Present level of performance (Year 2019)	Desired performance level target ( output )		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost	
			Year 2020	Year 2023					
7.7	<ul style="list-style-type: none"> <li>Number of diploma courses introduced</li> </ul>	-	-	-	7.63 Conduct awareness program(Mgt.)	Dean/Mgt., HoD's, IQAC Staff	<ul style="list-style-type: none"> <li>Number of courses introduced</li> <li>Increase the employability in tourism industry</li> </ul>	SF activity	
	<p><b>Objective:</b> To establish a diving unit under the Faculty of Fisheries and Marine Sciences &amp; Technology.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>The diving unit established</li> </ul>	-	-	1	7.64 Revise the curricular(Mgt.)				7.65 Develop a new specialization area(Mgt.)
7.8	<p><b>Objective:</b> To establish a student community service and volunteering center by 2023.</p> <p><b>KPIs :</b></p> <ul style="list-style-type: none"> <li>Number of centers established</li> </ul>	1	1	1	7.81 Improve the ongoing service of the center.(H&SS)	Dean/Mgt., HoD's, Coordinators	<ul style="list-style-type: none"> <li>No. of awareness program</li> <li>No. of beneficiaries</li> </ul>	SF activity	
					7.82 Conduct awareness programme and Organize community service projects(H&SS)				
					7.83 Conduct awareness program(Mgt.)				
					7.84 Establish a center(Mgt.)				
					7.85 Organize community service projects(Mgt.)				

## List of Abbreviations

<b>1.</b>	Agri.	–	Faculty of Agriculture	<b>19.</b>	CMD	–	Corporate Management Division
<b>2.</b>	AHS	–	Faculty Allied Health Sciences	<b>20.</b>	Aca.Est.	-	Academic Establishment Branch
<b>3.</b>	Eng	–	Faculty of Engineering	<b>21.</b>	L & D	–	Legal and Documentation Unit
<b>4.</b>	FGS	–	Faculty of Graduate Studies	<b>22.</b>	CMLC	–	Center for Modern Language and Civilization
<b>5.</b>	FMST	–	Faculty of Fisheries and Marine Science & Technology	<b>23.</b>	TTO	–	Technical Transfer Office
<b>6.</b>	H &SS	–	Faculty of Humanities and Social Sciences	<b>24.</b>	SA	–	Student Affairs Branch
<b>7.</b>	Med.	–	Faculty of Medicine	<b>25.</b>	CoRAC	–	Coastal Awareness Resource Center
<b>8.</b>	Mgt	–	Faculty of Management and Finance	<b>26.</b>	BoS	–	Board of Studies
<b>9.</b>	Sci.	–	Faculty of Science	<b>27.</b>	DVC	–	Deputy Vice Chancellor
<b>10.</b>	Tec	–	Faculty of Technology	<b>28.</b>	HoD's	–	Head of Departments
<b>11.</b>	Lib.	–	Library	<b>29.</b>	Sys. Ana.	–	System Analyst
<b>12.</b>	Admin.	–	General Administration Branch	<b>30.</b>	DR	–	Deputy Registrar
<b>13.</b>	CW	–	Capital Works	<b>31.</b>	SAR	–	Senior Assistant Registrar
<b>14.</b>	CS	–	Computer Science	<b>32.</b>	AR	–	Assistant Registrar
<b>15.</b>	CINTA	–	Centre for International Affairs	<b>33.</b>	SAL	–	Senior Assistant Librarian
<b>16.</b>	IQAU	–	International Quality Assurance Unit	<b>34.</b>	SAB	–	Senior Assistant Bursar
<b>17.</b>	IQAC	-	Internal Quality Assurance Cell	<b>35.</b>	AB	–	Assistant Bursar
<b>18.</b>	DCEU	–	Distance and Continuing Education Unit	<b>36.</b>	WE	-	Works Engineer

