ACTION PLAN - 2019
University of Ruhuna

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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Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES							
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.1	**Objective: To increase the enrollment in undergraduate programs by 500 which are strategically important in economic development of the country by 2023.** **KPIs :** • Enrollment Agriculture • Enrollment Allied Health • Enrollment Engineering • Enrollment FMST • Enrollment FGS • Enrollment HSS • Enrollment Management • Enrollment Medicine • Enrollment Science • Enrollment Technology	 250 112 225 95 748 461 400 180 390 136	 250 125 250 110 700 511 408 190 425 186	 300 360 400 160 - 600 440 200 440 200	**1.11** Introduction of the new degree programme of BSc Food Science and Technology by 2023 (Agri) **1.12** Work for the establishment of the Dept. of Multi-disciplinary Studies by 2021 (Agri) **1.13** Expand infrastructure facilities for Engineering Workshop and Foundry(Eng.) **1.14** Expand library collection and other facilities (Eng.) **1.15** Expand lecture room facilities(Eng.) **1.16** Creation of additional Academic/ Academic Support/ Non Academic Carder (Eng.) **1.17** Obtaining service of industrial experts for teaching (Eng.) **1.18** Expand ICT infrastructure facilities (Eng.) **1.19** Expand welfare and recreational facilities(Eng.) **1.110** Completion of proposed building projects(Eng.) **1.111** Construction of Staff -Quarters (Stereo Type/Bachelor/ Married) -(Eng.) **1.112** Writing & submitting of project proposal for land acquisition for extension of electrical building ,civil building & construction of infrastructure facilities for computer engineering(Eng.) **1.113** Increase Hostel facilities to increase intake(Eng) **1.114** Development of sports facilities (swimming pool) (Eng) **1.115** Development of gym (Eng)	Dean/ Agri. , HoD's , DR Dean / Eng. , HODs,AR,AB of Faculty of Eng.	• Increasing access to higher education • More employable skilled graduates	3,424 Mn (Personal emoluments) 320 Mn (12 story building – MOHE funded) 150 Mn (AHS faculty – MOHE funded) 80 Mn (Major rehab) 160 Mn(Construct project continuation) 18.5 Mn (Agri guest house) 139 Mn (Rehabilitation)

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES								
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.1	**Continuation of 1.1**				**1.116** Increase the level of awareness of the degree programs(FMST) **1.117** Increase the number of outreach activities organized by the Faculty(FMST) **1.118** Increase the teaching and learning facilities(FMST) **1.119** Purchase necessary extra equipment, chemicals and Glassware(FMST) **1.120** Complete the supply, delivery and commissioning of the Chemistry lab II(FMST)	Dean/FMST, HoD's	• Social Recognition to the degree programs • Enhancement of Student centered teaching and learning	7.5 Mn
					1.121 Taking steps to reabsorb more than 700 stagnated postgraduate students for relevant courses and pave the way for them to complete their Degree programs within the year 2019(FGS)	Dean/FGS and SAR	• More graduates for working force • Capacity for professorial clinical surgical training increases by 50% Provide facilities for increase intake of medical students	SF activity
					1.122 Build day wards and day operating theatre for clinical care student teaching at new building coming up –Center for Clinical Excellence (Med) **1.123** Continue the construction of professorial ward complex (Med)	Dean/Med, AR /CW/SAR/Med		
					1.124 Increase the level of awareness of the degree programs among the government schools by conducting worshops/exhibitions for G.C.E. (A/L) students in Science streams (Sci.) **1.125** Increase the number of outreach activities organized by the societies of the Faculty (Sci.)	Dean/Sci., HoD's of Sci.	• Awareness of the facilities and strengths of the Human and Physical infrastructure of the faculty among school leavers	60. Mn (MOHE Funded)

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES

No.	Objective and KPI	Present level of performance (Year 2018)	Year 2019	Year 2023	Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
1.1	**Continuation of 1.1**				**1.126** Increase the teaching and learning facilities of the departments (Sci.) **1.127** Purchasing necessary equipment, chemicals and Glassware (Sci.) **1.128** Obtaining approval from UGC for the Four Year Degree programmes and commencing those degree programmes (Sci.) **1.129** Obtaining approval from UGC for the B.Sc. (Honours) Degree programme in Financial Mathematics and Industrial Statistics and Commencing that degree programme (Sci.)	Dean/Sci., HoD's of Sci.	• Enhancement of Student centered teaching and learning • More graduates for working force • More graduates for working force	
					1.130 Complete the laboratory building (Tec.) **1.131** Construction of lecture hall building (Tec.) **1.132** Construction of the stage 3 of the faculty (Tec.) **1.133** Rehabilitation of existing infrastructure(Tec.)	Dean /Tec,SAR / CW, AR		180 Mn (AHEAD Funds)

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES								
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.2	**Objective: To introduce 30 new degree programs of strategic importance to the development of the country by 2023.** **KPIs:** • New Undergraduate Programs • New Postgraduate Programs	 6 6	 6 6	 6 6	**1.21** Introduction of new Degree program of Food Science & Technology (Agri) **1.22** Continuation of the process of curricular development (AHS) **1.23** Conducting feasibility study to identify basic requirements for the new degree program (Eng) **1.24** Identify new areas that need more human resources (Eng) **1.25** Develop by-laws and curricular for new programmes, obtain feedbacks from stake holders and review by external reviewers(Eng) **1.26** Establish Southern Center for Naval Studies and Shipping (Eng) **1.27** Construction and completion of new building for the new degree programme (Eng) **1.28** Expand ICT infrastructures and facilities to access intranet/ internet(Eng) **1.210** Create new academic and non-academic cadre positions and recruitment **1.211** Acquisition of Land adjacent to existing block (Eng) **1.212** Procurement of fifty seated bus and van for transportation of Staff and Students for industrial visit/internship activities (Eng)	Dean/Agri.,HOD's/ DR Dean/AHS, /HOD's Dean/Eng.HOD's , AR/Eng.	• Skilled graduates suitable for present & future job market • New Knowledge skills and competency development • Cater to changing demand of the market	125 Mn (MOHE Funded)

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES							

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			Year 2019	Year 2023				
1.2	**Continuation of 1.2**				**1.213** Construction of Dry-docks and Jetty facilities (Eng) **1.214** Facilitate available staff to update knowledge in new areas (Eng) **1.215** Create new academic and non academic cadre positions and recruitment (Eng) **1.216** Develop MIS for admin (Eng) **1.217** Further development MIS of exam (Eng) **1.218** Committee appointed by the Faculty of FMST and FMF has worked on development of new degree program (FMST) **1.219** Obtain feedback from the industrial partnership. Mapping of curriculum for Outcome Based Education(FMST) **1.220** Discussion on a new degree program of "Marine Services and Resource Management" (FMST) **1.221** Collect comments from stakeholders (FMST) **1.223** Mapping of curriculum(FMST)	Dean/Eng. ,HOD's/ AR Dean / FMST and FMF Committee members		Generated Income SF activity

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.2	**Continuation of 1.2**				**1.224** Enhance the strategically important research relevant to the MPhil and PhD Degrees.(FGS) **1.225** Start a new master Degree program relevant to development planning.(FGS) **1.226** Prepare proposal for two new degree programs (public policy and geography) (H&SS) **1.227** Revise faculty By- law to comply with new curriculum (H&SS) **1.228** Introduce BBA (Finance) in 2019 (Mgt) **1.229** Introduce BBA (Business Management) in 2019 (Mgt)	Dean/FGS, Chairpersons of the BOS',Course Coordinators Dean /H&SS /DR/HoD's of public policy & geography Mgt./AR/HoD's	• More skillfull graduates tally with market demand • Introduction of a degree program by sharing resources of two faculties too produce outstanding graduates for needs of the country • Postgraduate qualifications for professionals working in these subject areas	

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			Year 2019	Year 2023				
1.2	**Continuation of 1.2**				**1.230** Submission of the proposal for BSc. In Science Education (Sci.) **1.231** Submit proposals for 9 new BSc. Hons degree programs with double major (Sci.) **1.232** Proposing an Undergraduate Degree Programme in Science Education (Sci.) **1.233** Get UGC approval for the Bio System Degree program & requested additional teaching staff. (Tec.) **1.234** Revision of Undergraduate curricular based on OBE(IQAU) **1.235** Stakeholder meeting for feedback on curricular(IQAU) **1.236** Introduction of enhancement programs on English, ICT, Phy Edu.(IQAU)	Dean Sci./AR/HoD's Dean Tec./AR/HoD's Director IQAU/Faculty coordinators	• Enhance the knowledge of state and private sector employees who are in relevant fields. • Skilled graduates suitable for present & future teaching positions for the GCE Advanced Level classes • Increased employability	

Goal 01 : **EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES**							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				

No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Year 2019**	**Year 2023**	**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
1.3	**Objective: To introduce 20 new distance mode courses out of which 10 are online mode courses by year 2023.** **KPIs :** • Number of new distance learning courses Introduced • Number of new online courses introduce	 - -	 2 2	 2 2	**1.31** Start the process of introducing Advance Certificate in Biodiversity and Ecosystem Mgt.(Agri) **1.32** Start the process of introducing Diploma in Biodiversity and Ecosystem Mgt.(Agri) **1.33** Establishment of the distance education programme of BSc Food and Business (Agri & DCEU) **1.34** Identify market demand for specialized areas(Eng &DCEU) **1.35** Develop teaching materials/web pages/leaflets/posters for distance and short courses(Eng & DCEU) **1.36** Organize public awareness campaigns/advertisements (Eng & DCEU)) **1.37** Enroll 200 students for the English and other extension/ certificates/ diploma courses (H&SS & DCEU) **1.38** Preparation of Course structure, bylaws for the courses and fill the official requirements for 3 short courses(FMST & DCEU) **1.39** Start the process of introducing Diploma in Entrepreneurship, HRM under distance education(Mgt.& DCEU) **1.310** Introduce distant learning Programme in accreditation and quality management lab management for MLTS(Med.& DCEU) **1.311**Take initial step to formulation of curriculum for online courses(Lib. & DCEU) **1.312** Develop teaching materials/web-based platform for an online course (DCEU)	Dean/Agri. HoD's, DR Dean /Agri., Director/DCEU ,HoD's Dean/Eng., HoD's Director/ DCEU Dean/H&SS, HoD's Director/ DCEU Dean/FMST, HoD's Director/ DCEU Heads/Mgt. , HoD's Director/ DCEU Dean/Med., HoD's Director/ DCEU Librarian Director/ DCEU Director/ DCEU	• Produce skilled employees for industries • Fulfill the social requirements of the target groups in the southern province • Market oriented skill graduates • Increase the number and quality of frontline executives • Higher employability • Cater to changing demand of the market • Enhance the level of professional knowledge through of Health care personals • Produce skilled employers for Library and information science field	SF activity SF activity SF activity SF activity SF activity

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES								
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.4	**Objective:** To implement the common credit transfer system for selected undergraduate degree programs by year 2023. **KPI :** • Number of degree programmes with common credit transfer system	0	0	1	**1.41** Identify feasible courses through which students can be exchanged and formulate required agreements (AHS/Eng) **1.42** Sign MOU between relevant universities /institutions (AHS/Eng) **1.43** Revise curriculum to include common credit transfer system (FMST) **1.44** Start the process of Implement credit transfer system in 2023 (Mgt) **1.45** Implementation of already approved Common credit transfer system (Tec.)	Dean/AHS,Eng HoD's, AR Dean/FMST HoD's,AR Dean/Mgt, AR HoD's, AR Dean/Tec./AR/ HoD's	• Increased number of undergraduates shared with other universities • Increased number of foreign students • Ensuring the consistency among the faculties and universities • Broaden the opportunities of Education	

Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES								

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			Year 2019	Year 2023				
1.5	**Objective :** **To increase the enrollment of postgraduate students by 50 students annually** **KPIs :** • Number of new postgraduate students enrolled	50	50	50	**1.51** Restructuring/reviewing of the existing 5 MSc programmes at the Faculty of Agriculture and Graduate Studis (Agri & FGS) **1.52** Identify market demand for the specialization area (Eng.) **1.53** Develop by-laws and curriculum for the M.Sc./M.Eng. Programme and obtain feedbacks (Eng.) **1.54** Organize awareness campaign /advertisement for postgraduate programs (Eng.) **1.55** Expand laboratory ,ICT and library facilities for postgraduate students (Eng.) **1.56** Increase funding for postgraduate research (Eng.) **1.57** Expand class room facilities, creating desk spaces and physical facilities (Eng.) **1.58** Create research associate posts (10)-(Eng.) **1.59** Expand laboratory and ICT facilities for research works (Eng.) **1.510** Popularization of postgraduate studies among young graduates (Eng.) **1.511** Preparation of hand book for graduate Studies (Eng.) **1.512** Provide consultancy services (Eng.) **1.513** Encourage Academic staff for doing research & submit proposals (FMST) **1.514** Provide the Faculty research grant annually (FMST) **1.515** Provide opportunities to do collaborative research works in local/international (FMST) **1.516** Initiate MSc and joint Masters programs(FMST)	Dean / FGS , DR , SAR Dean / Eng. , DR,SAR Dean / FMST , AR	• Increased number of professionally qualified experts • an increase in skilled personnel with post graduate qualifications • To have increased number of Research , Publications , Innovative and Practical findings	SF activity 0.5 Mn SF Activity SF Activity

			Goal 01 : EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES				

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.5	**Continuation of 1.5**				**1.517** Initiate discussions for two new postgraduate Degree programs with the Faculty of Technology and Faculty of Allied Health Sciences(FGS)			
					1.518 Prepare a proposal for a Post Graduate Diploma in Education(H&SS)	All Deans, DR , SAR , AR		
					1.519 Register new PhD students increasing of postgraduate student number by starting a new drug trial center(Med)			
					1.520 Proposing Postgraduate Degree Programmes in Anlytical Chemistry (Sci.)	Dean Sci. and HoD/Chemistry	• An increase in skilled personnel with post graduate qualifications in Analytical Chemistry	

Goal 01 : **EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES**							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
1.6	**Objective:** **To introduce 20 new partnership programs with overseas organizations by year 2023.** **KPI :** • Number of new partnership programs with overseas organizations	4	4	4	**1.61** Working on new partnership program(AHS) **1.62** Looking for external institutes / persons for joint research programs(Eng) **1.63** Submitting joined research proposals for external funding(Eng) **1.64** Facilitate effective human and physical resources exchange/sharing(Eng) **1.65** Facilities staff to engage in joined research with external institutes/Universities(Eng) **1.66** Continuation of MSc program with South China Sea Institute of Oceanology(FMST) **1.67** Start 03 Postgraduate program with National Sunyat Sen University Taiwan under the MOU (FMST) **1.68** Colloborative Postgraduate program for Fisheries with, Norway (FMST) **1.69** Sign MOUs with overseas organizations (Mgt) **1.610** Identify potential collaborators with common problems in health and diseases (Med) **1.611** Continue and expand the existing DUKE Ruhuna collaboration to different Dimension (Med) **1.612** Enrolment of more overseas research students under DUKE Ruhuna programme (Med) **1.613** To commence desired partnership research and courses in hematology, quality assurance and accreditation (Med) **1.614** To keep existing partnerships live with Aichi Medical University,Japan , CNTD Liverpool, UK ,Washington University USA and TFGH,Atlanta,USA (Med) **1.615** Develop new cooperative studies with Tokyo University, Japan. (Med)	Dean / AHS, HoD's Dean /Eng, Director/CINTA Dean/FMST, Director/CINTA Dean/Mgt. Director/CINTA Dean/Med. Director/CINTA	• Nationally & internationally important more research findings • Enhance the number of collaborative research work for post graduate • Enhance quality of teaching and research • Network developments • Knowledge sharing • Exposure to the International environment	SF Activity

Goal 01 : **EXPANDING ACCESS TO EDUCATION,RESEARCH AND SERVICES**							

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
1.7	**Objective:** To increase the capacity and facilities for research by 25% by year 2023. **KPIs :** • Percentage of increase in funds allocated by the university for research purposes • Number of articles published by university academics in indexed journals • Number of competitive research grants received by the university for academics • Number of research awards received by academics • Number of new citations	5% 50 50 5 300	5% 50 50 5 300	5% 50 50 5 500	**1.71** Published TARE Journal – 2019.(Agri) **1.72** Enhance research works in faculty of Agriculture through research grants and by providing assistant for research works of undergraduate students (Agri) **1.73** Identify demanding research partnerships with industry (Agri) **1.74** Motivate industrial staff to register for part time postgraduate research degrees and carry out research in the Faculty(Eng) **1.75** Facilitate academic staff to work and conduct research in the industry for short period(Eng) **1.76** Facilitate industrial staff and alumina to conduct their research in the Faculty (Eng) **1.77** Facilitated Faculty research grants on time(FMST) **1.78** Enhance the collaborative research programs(FMST) **1.79** Allocate more facilities for final year undergraduate research projects(FMST) **1.710** Encourage staff and students to conduct innovative research(FMST) **1.711** Develop international collaboration for education research and other(FMST) **1.712** Nominate one more adjunct Professor for the faculty(FMST) **1.713** Develop the Museum to a standard level taking consultancies form international expertise (FMST)	Dean / Agri , HoD's , DR Dean / Eng. , HoD's ,AR Dean / FMST , HoD's	• More research findings & New research findings for development of the country • Develop a research culture among undergraduates, alumina and staff and increase the number of research postgraduates and publications • Increment of Number of publications in Indexed journals • Publishable student researches • Patentable inventions and innovations • Increased number of research publications of the staff	17.50 Mn (All faculties)

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			Year 2019	Year 2023				
1.7	**Continuation of 1.7**				**1.714** Guide and encourage researchers to do quality ethical sound research through University level and Faculty level Ethical Review Committees at all the Faculties, under Dean FGS (FGS) **1.715** Establish Centre of Ethical Studies of the university by 2023 (FGS) **1.716** Prepare and submit proposals for 03 research grants(H&SS) **1.717** Conducting the fifth international conference of H&SS (H&SS) **1.718** Staff's participation in research workshops / seminars etc.(Mgt.) **1.719** Conducting research workshops/ seminars(Mgt.) **1.720** Introduce research journals forming research groups(Mgt.) **1.721** Recruit research assistant or a demonstrator secure external funding, Generate department funds Attract PG Student(Med) **1.722** Submission of research papers(Med) **1.723** Improve research infrastructure by Renovation & upgrading out dated lab complex as Hematology Diagnostics and Research laboratory Chemical Pathology diagnostics and research lab (Med) **1.724** To develop new research proposal and projects enroll M.Phil., PhD students(Med) **1.725** To commence Distant Learning Course in Research Methodology (Med & DCEU)	Dean / FGS ,Chairman/ERC and SAR Dean/H&SS, HoD's Dean/Mgt., HoD's Dean/Med., HoD's , Director/DCEU	• More research conference to be held/supported • Publication of a Faculty journal Research grants • Dissemination of novel research findings • Increase ranking of University of Ruhuna	NORHED Project & CPDS Project funds SFA activity

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			Year 2019	Year 2023				
1.8	**Objective: To implement "High Tech Resource Sharing Policy" within the university.** **KPI :** • Number of High tech instruments registered under sharing registry	-	5	25	**1.81** Maintenance of all sophisticated instruments by signing service agreements with relevant companies(Eng & FMST) **1.82** Maintenance of all sophisticated instruments by signing service agreements with relevant companies (FMST) **1.83** Implement of Sharing registry(FMST) **1.84** Purchasing of Electron microscope flow cytometry, Ultrasound , Hour pH and Manometers , Gastrointestinal Endoscopy Facility and used them in resource sharing basis (Med)	Dean/Eng., FMST,HoD's,AR Dean/FMST and HoD's , AR Dean/Med., HoD's ,SAR	• Collaborative research findings & productive usage of high-tech resource	35 Mn (For all faculties)

Goal 02 : ENRICHING QUALITY OF EDUCATION							
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
2.1	**Objective:To ensure 70% of the academic staff has obtained PhD or PhD equivalent qualifications by year 2023.** **KPI :** • Percentage of academics with PhD or PhD Equivalent	**51%**	**54%**	**70%**	2.11 Encourage new academic staff to do postgraduate studies(Agri) 2.12 Provide facilities for probationary lecturers to prepare for IELTS /TOEFL/GRE(Eng) 2.13 Facilitate probationary lecturers to attend workshops on proposal writing(Eng) 2.14 Facilitate probationary lecturers to do postgraduate research in the Faculty (Eng) 2.15 Nominating probationary lecturers for grants/scholarships(Eng) 2.16 Find link programmes for human resource development and sign MOUs(Eng) 2.17 Nominate probationary lecturers for postgraduate studies through link programmes (Eng) 2.18 Facilitate for staff exchange programmes Enhance research/facilities in laboratories for split postgraduate programmes (Eng) 2.19 Facilitate probationary lecturers with recommendations and study leave(Eng) 2.110 Enhance research facilities in laboratories for split postgraduate programmes (Eng) 2.111 Facilitate probationary lecturers to attend workshops on proposal writing(Eng) 2.112 Acknowledge PhD holders regarding the opportunities for required fields at the department (Eng) 2.113 Enhancement of international and local collaborations for postgraduate programs(FMST) 2.114 Through links with foreign universities to avail enrollment to PhD degree program(Mgt) 2.115 Conduct workshops for improving research skills and analytical skills (Mgt)	Dean/Agri., HoD's Dean/Eng., HoD's Dean/FMST, HoD's, Dean/Mgt.,AR, HoD's	• Improving qualify of teaching • More research findings • Skilled & qualified academic staff • Enhance knowledge, skills and competencies of teaching quality • Enhance students learning quality • Upgrading of study programs • Quality graduates	1 Mn

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
2.1	**Continuation of 2.1**				**2.116** Encourage academic staff members of the Library to undertake postgraduate studies (Lib.) **2.117** Provide facilities for Assistant Librarians , Senior Assistant Librarians to fulfill entry requirements for a PhD.(Lib.) **2.118** Nominating Assistant Librarians and Senior Assistant Librarians for grants/scholarships (Lib.)	Librarian	• Enhance the quality of the Library services	
					2.119 Facilitate probationary lecturers to attend workshops on proposal writing (Sci.) **2.120** Encourage probationary lecturers to do postgraduate research within stipulated period (Sci.) **2.121** Nominating probationary lecturers for grants/scholarships (Sci.)	Dean/Sci., HoD's	• Skilled and qualified academic staff for the enhancement of the quality of degree programmes offered by the Faculty of Science	
2.2	**Objective: 60% of the administrative process and functions will be automated by 2020 and by2023 it will be converted into a fully automated system.** **KPIs :** • Percentage of process Automated	**30%**	**35%**	**100%**	**2.21** Further development of existing MIS system by adding student attendance feeding in to MIS through finger print (Agri) **2.22** Implementation of new approaches(FMST) **2.23** Implementation of the process of developing fully automated MIS with in the Faculty (FMST) **2.24** To purchase a computer server for the well-functioning of the system(FGS) **2.25** Forward a request to recruit program analyst to the FGS(FGS) **2.26** Further development of branch MIS and Interconnection of branch MIS. (Admin)	Dean/Agri. DR, AB Dean/FMST,AR Dean/FGS, HoD's Registrar, Bursar All branch Heads, Sys.Ana.		Generated Fund

Goal 02 : ENRICHING QUALITY OF EDUCATION

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
2.3	**Objective: To ensure the integration of management information system (MIS) in all faculties, library and administrative units by year 2023.** **KPIs :** • Number of faculties with Fully Integrated MIS • Level of Integration of library to the MIS • Number of Administrative units with Fully Integrated MIS	- 51% -	- 60% -	10 100% All	2.31 Start the process of interconnecting MIS of FGS with all BOS(FGS) 2.32 Integrate students' management information system and implementation (H&SS) 2.33 Continue LMS system for all the course units of the faculty(H&SS) 2.34 Further development of automated process(Med) 2.35 Continuation of integration of MIS (Lib) 2.36 Continuation and expansion of the Integrated Library Management System (Lib) 2.37 Introduction of a new MIS to FoS replace FoS MIS with advanced features (Sci.) 2.38 Encourage all academic staff to use LMS system for all the course units of the faculty (Sci.)	Dean/FGS, SAR, Dean/H&SS, DR Dean/Med, SAR All Deans, DR, SAR, and AR of faculties Dean/Sci. , HoD's ,CS	• Fully automated MIS of UOR • Maximum usage of data & information for decision making and availability of speed & reliable communication System • Link the Integrated Library Management System with student welfare, Finance,Academic, Non-Academic and with all Faculty databases • Automated MIS for FoS with advanced features • Enhancement of teaching and learning process	
2.4	**Objective: To increase physical assets by 50% including all lecture theatres and laboratories with modern teaching facilities by the 2023.** **KPI :** • Percentage of Lecture Theaters with Modern Teaching Facilities • Percentage of Laboratories with Modern Teaching Facilities	- -	- -	50% 50%	2.41 Resubmitting of project proposal of central laboratory with high end laboratory instruments(Agri.) 2.42 Writing of proposal of modernizing existing lecture rooms, tutorial rooms, practical classes (Agri) 2.43 Submit proposal to construct four stories building for the faculty (departments and lecture theaters)(Agri) 2.44 Resubmitting of project proposal of central laboratory with high end laboratory instruments(AHS) 2.45 Writing of proposal of modernizing existing lecture rooms, tutorial rooms, practical classes(AHS) 2.46 Provide ICT facilities to necessary lecture rooms and theaters(Eng.)	Dean/Agri, , Chairman/IQAU and DR/ Agri. Dean/AHS, AR, AB Dean/Eng., HOD's and AR	• Well-functioning of the teaching and learning process • Teaching and learning friendly environment • Improved self-leaning of students • Aligned curriculum and teaching learning methods	122 Mn (Whole University)

Goal 02 : ENRICHING QUALITY OF EDUCATION								

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
2.4	**Continuation of 2.4**				2.47 Purchase and install audio and multimedia equipment's(Eng) 2.48 Set-up video conferencing facilities in 3 department seminar rooms (Eng) 2.49 Apply for donor agencies for development of physical resources (eg. new labs, Optical Fiber Communication lab, underwater communication lab etc.) (Eng) 2.410 Modification of 06 lecture theatres with modern teaching facilities(H&SS) 2.411 Rehabilitate/ Modify Faculty Auditorium(H&SS) 2.412 Modify and improve 10 class rooms for English Language Teaching (H&SS) 2.413 Modify and improve conditions of the faculty computer labs (04 labs)(H&SS) 2.414 Establishment of Archaeology lab(H&SS) 2.415 Develop lecture theaters and computer laboratories equipped with modern facilities by 2023(FMST) 2.416 Establishment of microscopes with distal mobile output, students can capture images through their mobile phones (Med) 2.417 New Lecture theatres are included in two new building coming up for the FOM-(Med) 2.418 Identify underutilized land in the Faculty to develop parking areas(Med) 2.419 Upgrading the existing multimedia center at the Main Library (Lib.) 2.420 Provide modern ICT facilities in reading areas and working areas of the Main library and Faculty libraries (Lib.) 2.421 Provide ICT/Multimedia facilities for all lecture theaters (Sci.)	Dean/H&SS, HOD's Dean/FMST, HOD's AR Dean/Med. HOD's SAR Librarian , faculty Librarians, SAR (Library services) , Section heads Dean / Sci. , AR	 • Promote self-learning of patrons • Teaching and learning friendly environment for FoS	ELTU Development fund

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
2.5	**Objective: To reach national and international accreditation standards for relevant degree programs by 2023.** **KPIs :** • Number of Degree programmes internationally Accredited	-	-	2	**2.51** Program reviewing of 3degree programs (Agri) **2.52** Ensuring the development of graduate attributes as specified by accreditation bodies (AHS/Eng) **2.53** Maintaining in-house quality assurance system and maintaining accreditation memberships (Eng) **2.54** Hiring of external examiners for each program (Eng) **2.55** Conduct regular Industrial Consultative Committee meetings in the two degree programmes offering by the departments (Eng) **2.56** Upgrade laboratory facilities and safety facilities (Eng) **2.57** Facilitate 5 industrial visits or field visits for each degree offering by the Departments for one academic year (Eng) **2.58** Facilitate academic staff to take full membership of local and international professional bodies (Eng) **2.59** Establishment of HPC Center / Die and Mould Center and Upgrade other laboratory facilities and safety facilities (Eng) **2.510** Facilitate internal staff to publish their research work in international conferences, refreed journals etc (Eng) **2.511** Upgrade the facilities and resources to an international standard (FMST) **2.512** Initiate accreditation processes (FMST) **2.513** Align all the postgraduate Degree and Diploma courses to UGC approved requirement levels and monitoring (FGS) **2.514** Review all postgraduate courses through the Internal Quality Assurance Cell (FGS) **2.515** Conducting awareness workshops (Med) **2.516** Follow the process of international accreditation (Med) **2.517** Fulfill the requirements of international Accreditations (Med)	Dean/Agri, Eng. , AHS,HOD's, DR Director/IQAU Dean/Eng., HOD's AR, Director/IQAU Dean/FMST and Director/IQAU , TTO Dean/FGS , Chairman/IQAC, Director/IQAU Dean/ Med., HOD's, SAR	• Enhance national and international recognition of the UOR and recognition of the graduates • Attract more students.	10 Mn(Whole University) 3 Mn

Goal 02 : ENRICHING QUALITY OF EDUCATION

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
2.6	**Objective : To establish Five "Centralized Instrumentation Labs" with state of the art equipment by year 2023** **KPI :** • Number of instrumentation Labs established	-	-	2	2.61 Starting & continuation of the process of Expand laboratory facilities (Expansion of existing laboratory facilities quantitatively and setting up new labs with emerging technologies)-(Eng) 2.62 Planning of Laparoscopy training Lab and Ultra sound training Lab (Med)	Dean/Eng, HOD's ,AB and AR, SAR/Capital works, WE Dean/Med, SAR , HoD's	• Increase intake of annual civil engineering undergraduates • Increasing of opportunities for engineering studies • Market accepted graduates with an ability to confidently handling high - end equipment	
2.7	**Objective : To establish six skills laboratories at Faculty of Allied Health Sciences and other relevant faculties with – state - of – the - art equipment by 2023** **KPI :** • Number of "Skills Laboratories" established	-	2	2	2.71 Writing & Submitting of project proposal for skill laboratories (AHS) 2.72 Starting & continuation of the process of establishment of soft skill development labs in each department(Eng) 2.73 Establishment of "Aquaculture facilitating lab" (FMST)	Dean/AHS, HODs, AR and AB Dean/Eng., HODs, AR and AB Dean/FMST HoD's , AR	• Service to the society for wellbeing of the environment and uplift their economy	
2.8	**Objective: To increase the library digital facilities.** **KPI :** • Percentage of digital collections available at the library	-	-	30%	2.81 Develop the digital collection(Med) 2.82 Develop the digital collection (Main Library and all Faculty libraries) –(Lib)	Dean/Med, SAR , SAL Librarian, Faculty Librarians, Division Heads, SAR (Library services)	• Increase the access and usage of information	

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
2.9	**Objective: To provide access to ICT facilities for all academic staff and students by expanding Wi-Fi facilities by year 2023.** **KPIs :**				**2.91** Establishment of new access points within the academic premises (Agri) **2.92** Purchasing of 50 laptops to the computer Laboratory (AHS)	Dean / Agri. and Coordinator/ ICT unit Dean/AHS, AR, AB	• Increasing of wi-fi usage of students. • Providing more study facilities to students • Enhance knowledge sharing • Improve the efficiency of academic staff	10 Mn (AHS) 9 Mn (Eng)
	• Percentage of areas covered by Wi-Fi within the university premises	-	20%	100%	**2.93** Establishment of new access points within the academic premises (Eng) **2.94** Purchasing of 50 laptops to the computer laboratory (Eng) **2.95** Increase the space of computer center (Eng)			
	• Percentage of hostels covered by Wi-Fi	-	20%	100%	**2.96** Provide central UPS facilities (Eng) **2.97** Create cadres for computer labs and recruit them (Eng) **2.98** Provide necessary furniture (Eng)			
	• Percentage of academic staff who were provided with personal computers	-	70%	100%	**2.99** Purchase and install license operating systems and software (Eng) **2.910** Set up a High Performance Computing Centre (Eng) **2.911** Increase the bandwidth up to (15 Mb/s) for internet access (Eng) **2.912** Increase the space of computer center (Eng) **2.913** Increase access to internet through wireless access system (Wi-Fi) – (Eng/FMST) **2.914** Purchase and installation of licence virus Guard (Eng/FMST) **2.915** Provide ICT facilities to necessary lecture rooms and theaters (FMST) **2.916** Purchase and install audio and multimedia Equipments (FMST) **2.917** Facilitate/Motivate staff to use state of the art technologies for delivering lectures (FMST) **2.918** Set-up video conferencing facilities in seminar Rooms (FMST) **2.919** Purchase computers, server computer, tables and Chairs (FMST) **2.920** Maintenance of IT facilities (FMST)	Dean/Eng., Head ICT,AR,AB Dean/FMST, HOD's,AR,		

Goal 02 : ENRICHING QUALITY OF EDUCATION								

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
2.9	**Continuation of 2.9**				2.921 Increase the number of computer based practical(FMST) 2.922 Improvement of the LMS(FMST)	Dean / FMST		
					2.923 Provide Wi-Fi network facilities for the staff/students(Mgt) 2.924 Provide personal computers for the academic staff(Mgt)	Dean/Mgt.ICT coordinator		
					2.925 Cover the lending and reference area (Lib)	Librarian		
					2.926 Provide Wi-Fi network facilities for the library staff and patrons of the Main library and Faculty Libraries (Main and Faculty libraries) – (Lib) 2.927 Purchase computers, servers, Wi-Fi access points, networking accessories, UPS, tables and chairs (Main and Faculty libraries)- (Lib)	Librarian, SAL (Main and Faculty libraries)		
2.10	**Objective: To Complete all the Programme reviews of Faculties and prepare the university for the Institutional Review which is scheduled in 2020.** **KPIs :** • Number of faculties which has completed the programme review • Percentage readiness to the institutional review	 2 50	 4 60	 10 100	2.101 Program reviewing of 3 degree programs of faculty of Agriculture & Medicine(Agri & Med.) 2.102 Preparation for program reviews(Eng) 2.103 Once in every three months program review meetings will be held within the faculty to identify the areas to develop / reorganize to suit for the Institutional Review (FGS) 2.104 Align all degree programs in line with subject bench mark of the UGC(H&SS) 2.105 Address the review recommendations (IQAU)	Dean/Agri/Med, Director/IQAU, HOD's DR, SAR Dean/Eng., Director/IQAU, AR, Dean/FGS and SAR, Director/IQAU,All board of studies Dean/H&SS,HOD's, Director/IQAU Deans, Director/IQAU	• Updated & developed degree programs	

Goal 02 : ENRICHING QUALITY OF EDUCATION								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
2.11	**Objective: To implement U- multi rank system for the university by 2023.** **KPI :** • Ranking of university of Ruhuna			√	**2.111** Preparation for the applying of U- multi rank system	Vice Chancellor, All deans, Registrar, Bursar		

Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
3.1	**Objective: Revising curricula of all the undergraduate degree programmes in order to increase the overall employability upto 95% within one year of graduation by 2023.** **KPIs:**				3.11 Curriculum revision be introduced targeting job prospects of undergraduates (Agri & AHS) 3.12 A job fair will be held with the support of Alumni (Agri & AHS)	Dean/Agri., AHS, Curriculum development committee Alumni association chairman/Job fair committee and all academics		
	• Percentage of the employability of graduates of faculty of Agriculture	55%	60%	80%	3.13 Obtaining the feedback from stakeholders on existing curriculum (Eng.)			
	• Percentage of the employability of graduates of faculty of Allied Health Sciences	96%	98%	100%	3.14 Appoint committees covering all sub divisions which includes experts from industry (Eng.) 3.15 Make a comparison of revised curriculum with well know civil engineering degree programs around the world (Eng.)	Dean/Eng. HOD's and AR		
	• Percentage of the employability of graduates of faculty of Engineering	88%	90%	100%			• Increasing of percentage employability of graduates	
	• Percentage of the employability of graduates of faculty of Fisheries and Marine Sciences &Technology	58%	60%	80%	3.16 Meeting with relevant industries and stake holders to find their problems (FMST) 3.17 Revise all undergraduate degree programs to increase employability by 20%(H&SS)	Dean/FMST and HoD's		
	• Percentage of the employability of graduates of faculty of Humanities and Social Sciences	25%	30%	55%	3.18 Revise and introduce new graduate attributes for the degree programs (H&SS) 3.19 Conduct English language intensive course for newly enrolled students (H&SS,Sci.)	Dean/H&SS,Sci. and Head - DELT		
	• Percentage of the employability of graduates of faculty of Management and Finance	63%	65%	85%				
	• Percentage of the employability of graduates of faculty of Science	58%	60%	80%				
	• Percentage of the employability of graduates of faculty of Technology	-	-	95%				

Goal 03 : **ENHANCING RELEVANCE OF EDUCATION AND RESEARCH**								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
3.2	**Objective: To Revise curricula of all distance and continuing degree programmes to increase the employability to 90% by year 2023.** **KPI :** Percentage of the employability of graduates of all distance and continuing degree programs	-	50%	90%	**3.20** Revise and implement curriculum of BA external degree program(H&SS)	Dean/H&SS, Director/ DCEU, HOD's	• More employable BA external Degree Graduates	
3.3	**Objective: To convert all degree programmes to 4 year honours degree programmes by 2023.** **KPI :** • Number of programs converted	-	-	100%				
3.4	**Objective : 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 programmes at 100%.** **KPI :** • Percentage of provision of Industrial training/internships to the graduates of faculty of Humanities and Social Sciences	-	10%	80%	**3.41** Expand internship opportunities for special degree students (H&SS)	Dean/H&SS, HOD's, Director/Carrier Guidance		

Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH								
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
3.5	**Objective: To ensure 80%of research undertaken by university to address the national/regional needs by 2023.** **KPI :** • Percentage of the research studies undertaken to address national / regional needs of the country	-	40%	80%	3.510 The collaborative program with Southern Provincial council (SPC) to solve agricultural problems prevailing in the southern region has been commenced and will be continuing and identifying focal points of SPC and FoA (Agri) 3.511 Weighted research proposals considering of address the national & regional needs (Agri) 3.512 Facilitate staff with flexible time tables enabling to supervise more undergraduate research projects (Eng) 3.513 Provide necessary funds for undergraduate research projects(Eng) 3.514 Provide funds for students to submit papers and participate in international/local conferences/symposiums(Eng) 3.515 Start collaborative research programmes with industry (Eng) 3.516 Increase funds for staff research (Eng) 3.517 Expand existing annual academic session in the Faculty (Eng) 3.518 Facilitate to employ research associates from external funds(Eng) 3.519 Create temporary carders for 6 research assistants (Eng) 3.520 Motivate staff to apply and use external research grants (Eng) 3.521 Felicitate for collaborative research projects funded by external organizations (Eng) 3.522 Provide funds for staff to publish international SCI journal papers whenever necessary (Eng) 3.523 Meeting with relevant stake holders to find out their needs (Eng)	Dean/Agri., HOD's and focal points of faculty of Agriculture and SPC Research proposal evaluation committee of UOR Dean/Eng. /HOD's Bursar	• Development of southern province agriculture sector & providing solutions in national level development of agriculture • Research outputs those address to national needs • Commercialization of the research findings • Cutting edge research publications which will help the national policy and decision makers • Increase the number of applied research work	

		Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH						

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
3.5	**Continuation of 3.5**				**3.524** Chairpersons of the BOS informed to acknowledge the Researchers regarding this objective (FGS)	Dean/FGS, Chairpersons of BOS of the Faculties	• Research publications which are influenced national policy makers	
					3.525 Decision making with participative approach to ensure the achieving of national needs in a productive way (Mgt)	Dean/Mgt., HOD's	• Continue to cater national/regional needs	
					3.526 Develop Communication and links with Ministry of Health to identify national needs (Med)			
					3.527 Incorporate collaborator from Ministry of Health to University led health research projects (Med)	Dean/Med., HOD's, SAR		
					3.528 Identify the national needs and implement new research projects targeting national needs (Med)			
					3.529 Collaborate with Ministry of health /professional bodies to identify national needs (Med)			
					3.530 Continue the research studies (Med)			
					3.531 Increase funds for staff research (Sci.)	Dean/Sci., Bursar		

Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
3.6	**Objective : To complete the introduction of the principles of Outcome-Based-Education (OBE) methods to all degree curricula by 2023** **KPI :** • Number of degree curricula OBE methods introduced	-	60%	100%	**3.61** The curricula of all 3 degree programs will be revised according to the OBE and expected to be completed in 2019 (Agri) **3.62** Curriculum revision will focus more on student centered learning methods (AHS) **3.63** Workshops on OBE will be organized for academics (AHS & Eng.) **3.64** The curricula of all 3 degree programs will be revised according to the OBE and expected to be completed in 2019 (Eng) **3.65** Curriculum revision will focus more on student centered learning methods (Eng) **3.66** Implementing the process of OBE (Eng)	Dean / Agri., HOD's, Chairman/IQAU Dean / AHS, HOD's . Dean / Eng., HOD's	• Enhancing of OBE • Quality graduates • Enhance students learning quality • Enhance knowledge skills and competencies in teaching quality	
3.7	**Objective: To improve the mechanism for commercialization of research by 2023.** **KPI :** • Implementation of Technology Transfer Policy • Implementation of Spin Off Policy • Intelectual Property Policy	- - -	20% - 10%	100% 50% 100%	**3.71** Taking suitable guidance and assistance from TTO (Agri. & Eng.) **3.72** Working under the suitable guidance of TTO(FMST) **3.73** Establish research Centre in hematology and chemical pathology (Med)	Dean/Agri. Dean/Eng, Dirctor/TTO Dean/FMST and Dirctor/TTO Dean/Med. , Director /TTO	• Enhancement of University Industry linkage • Commercialization of new research findings	

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

Goal 03 : ENHANCING RELEVANCE OF EDUCATION AND RESEARCH

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
3.8	**Objective:Ensuring the successful commercialization of research projects.** **KPIs :** • Number of commercialization of products • Number of agreements with external parties to commercialize products.	- -	2 4	2 4	**3.81** Research finding are available on products that would be commercialized (Agri) **3.82** Expand library resources to support researchers (Eng) **3.83** Looking for external institutes/ persons for joined research programmes(Eng) **3.84** Submitting joined research proposals for external funding (Eng) **3.85** Establishment of Commercialization unit (Eng) **3.86** Implement research projects targeting the development of commercialized products(Med) **3.87** Establishing new research programme in relation to national commercial needs focusing hematology histology and chemical pathology(Med)	Dean/ Agri., HoD's, Dirctor/TTO Dean/Eng. SAL/Eng., Librarian Dean/Med, Director/TTO	• Develop new commercially viable products	4.5 Mn (Eng – library building)

Goal 04 : EMPOWERING JUSTICE AND EQUITY								
No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
4.1	**Objective: To ensure the provision of basic infrastructure facilities to cater to differently abled persons in essential buildings by 2023.** **KPI :** • Percentage of provision of the existing buildings with the basic facilities for differently abled people.	-	25%	50%	**4.11** Make access to all buildings, facilitate visual & hearing aid equipment and lavatory facilitates for differently-abled persons.(Agri) **4.12** Construction of new faculty complex with facilities to differently abled students (AHS) **4.13** Planning new building structures with accessibility of lifts rams and disable access (Eng.) **4.14** Prepare project proposal to develop facilities for differently abled students in existing buildings (General Admin) **4.15** Upgrade physical environment of lecture halls to cater in to differently-abled persons (H&SS) **4.16** Implement this objective and expansion of the facilities (Mgt) **4.17** Construction of new buildings with facilities for differently abled people (CW)	Dean/Agri., DR, SAR/ CW Dean/AHS, AR, WE, SAR/ CW Dean/Eng., AR, WE, SAR/ CW AR/Admin., SAR/CW Dean/ H&SS, DR, WE, SAR/ CW Dean/Mgt., , SAR/ CW SAR/ CW	• Differently able students friendly environment	
4.2	**Objective: To improve learning facilities for a total of 25 differently-abled students by year 2023.** **KPI :** • Number of differently abled students registered for the degree programs.	-	5	5	**4.21** Using of newly purchased touch screen monitor for teaching (Agri) **4.22** Implement this objective and expansion of the facilities (Mgt & Sci.)	Dean/Agri.. DR HOD's Dean/Mgt., Sci.,AR HOD's	• Provide facility required to differently-able students	

	Goal 04 : **EMPOWERING JUSTICE AND EQUITY**							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
4.3	**Objective: To Provide financial/social support for all the students who have dire economic/social needs by 2023.** **KPIs :** • Percentage of students receiving financial supportout of bursary/ mahapola scholarships • Number of other scholarships introduced	- -	40% 30	80% 70	4.31 Introduction of 1 new scholarship program (Agri.) 4.32 Under the *Wiru-Sisu* Scholarship 4 scholarships would be given per year (Agri.) 4.33 Introduction of 1 new scholarship program (AHS) 4.34 Seeking possibilities to generate funds in order to provide scholarships (Eng) 4.35 Develop the funding program (Mgt)	Dean/Agri., DR AR/SA Dean/AHS., AR Dean/Eng., AR Dean/Mgt., AR	• Reduce the burden of students • Enhance social concerns of the graduates	Earning from Endowment Funds
4.4	**Objective :To maintain conducive environment for all ethno-religious communities to study and live in harmony.** **KPIs:** • Number of multi-cultural events/programs Implemented • Percentage of students from different ethno-religious communities	- -	4 5%	6 20%	4.41 Support & providing required facilities to students to organize annual events such as New year, Vesak etc.(Agri & AHS) 4.42 75% of Degree and Diploma courses conducted in common communication language (English) by 2020 (FGS) 4.44 Recruit multi-religious students (Mgt)	Dean / Agri., AHS, DR, Senior student counselor, Deputy senior student counselor, Student Advisors of Societies Dean/FGS, SAR/ FGS, BOS's Dean/Mgt.		5 Mn External aiding agencies SF activity

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
4.5	**Objective : To ensure equal opportunities in all activities irrespective of gender, ethnicity and religion.** **KPIs :** • Number of incidents reported relevant to this concern • Number of events /programs implemented in this concern	 - -	 - 2	 - 6	**4.51** Decision making with participative approach to ensure the transparency of decision making (Mgt)	Dean/Mgt. BOS/Mgt., AR	• Develop confidence and unity among the Faculty staff,& students • No conflicts among the staff	
4.6	**Objective : To introduce 10 course modules relevant to social harmony for all undergraduate degree programs by 2023.** **KPI :** • Number of social harmony oriented courses / units	 -	 2	 2	**4.61** Planning to introduce social harmony module in degree programs with the next curriculum revision (Agri , AHS & Mgt.) **4.62** Conduct research on reconciliation and peace building (Funds from the British Council)- (H&SS) **4.63** Continually offer social harmony course unit for the degree programs(H&SS) **4.64** Conduct language courses under the center for Modern Languages and Civilization/CMLC – (H&SS)	Dean/Agri. /AHS, Mgt. Chairman/ Curriculum Development Committees/Agri Mgt.& AHS, Director/IQAU Dean/H&SS, DR, HOD's Dean/H&SS, DR, HOD's, Coordinator/ CMLC	• Increasing of social harmony among students society • Positive attitudes of the undergraduate toward society without discrimination • Ensure the ethnic cohesion among students	 Funded by British Council Project

Goal 04 : EMPOWERING JUSTICE AND EQUITY

	Goal 04 : EMPOWERING JUSTICE AND EQUITY							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
4.7	**Objective: To ensure at least 30% of female representation among office bearers of all student unions and study circles by 2023.** **KPI :** • Number of female representation among office bearers of all student unions and study circles	-	4	4	**4.71** Changing of By- laws of student unions & case circles (All faculties)	DVC, All Deans, DR/L&D, AR/ SA	• More active participation of female students on student activities, student level decision making • Improve the gender equality in decision making	
4.8	**Objective:To ensure the implementation of Sex and gender-base violence prevention.** **KPI :** • Number of cases regarding Sex and gender-based violence	-	-	-	**4.81** Educate new students on rules & responsibilities regarding sex & gender base violence **4.82** Develop a mechanism to report sex and gender base violence **4.83** Develop a system to handle the cases **4.84** Provide student counselling service (All faculties)	DVC, All Deans, Senior student counselor All Student counselors	• Prevention of gender base violence	1 Mn
4.9	**Objective: To enhance facilities to improve the learning of official languages by 2023.** **KPIs :** • Number of Tamil language courses to Sinhala students • Number of Sinhala languages courses to Tamil students	- -	1 1	1 1	**4.91** Planning to introduce Tamil language training for Sinhala students & Sinhala language training for Tamil students(All faculties)	Coordinator/ CMLC, All Deans, All DR/SAR/AR of faculties, and AR/ CMLC,	• Free communication of Sinhala and Tamil among Muslim students	

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	**Year 2023**				

Goal 05 : **ENSURING GOOD GOVERNANCE**

No.	Objective and KPI	Present level of performance (Year 2018)	Year 2019	Year 2023	Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
5.1	**Objective**: **To regularize andadhere to the existing governing rules and regulation.** **KPIs:** • Duly completed circular / by-law) • Percentage of stipulated meeting-audit and management and finance meetings • Number of induction training programs conducted	- - -	80% 100% 4	100% 100% 4	**5.11** Practice to rules and regulation policies and procedures at decision making in all levels (Mgt) **5.12** Practice Internal rules and regulations (Mgt) **5.13** Practice to ethical management practices (Mgt) **5.14** Practice to norms and values when making decisions (Mgt) **5.15** Conduct awareness program on good governess and efficient and effective management (Mgt) **5.16** Maintain such accountability and transparency throughout by adhering to set rules and regulations by all staff (Med) **5.17** Perpetration of subject wise index of circulars for academic/nonacademic establishment related UGC circulars (admin) **5.18** Creation of a web page for the administration for making available of applicable rules and regulations (admin) **5.110** Published all internal circulars in the administration web page (admin) **5.111** Translation of all internal circulars in to three Languages (English/Sinhala/Tamil) (admin) **5.112** Perpetration of Bylaw index for the University (admin) **5.113** Conducting induction program of applicable rules and regulation for newly recruited staff (admin) **5.114** Holding required number of audit and management committee meetings for the year(admin) **5.115** Holding required number of finance committee meetings of the year (admin)	Dean/Mgt., HoD's , AR Dean/Med., HoD's, SAR Registrar,DR,SAR/ Academic, Non academic	• Smooth functioning of administration system	

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
5.2	**Objective**: **To maintain accountability and transparency.** **KPIs:** • Percentage of timely submitted annual reports, annual accounts,procurement plan • Percentage of timely updated fixed asset registry • Percentage of faculty progress report submission • Percentage of on time submission of information to external parties	- - - -	80% 80% 90% 85%	100% 100% 100% 100%	**5.21** Submission of annual procurement plan on time (admin) **5.22** Completion of fixed asset register (admin) **5.23** Completion of annual suppliers register by January (admin) **5.24** Preparation of annual disbursement plan, reviewing periodically and reallocation of funds when necessary (admin) **5.25** Submission of annual report on time (admin) **5.26** Submission of annual accounts on time (admin) **5.27** Submission of annual performance reports(annual progress review of the strategic plan) (admin) **5.28** Submission of information of higher education to UGC/Ministry/Treasury etc. (admin)	Registrar, Bursar, DR/CMD, SAR/ Academic, Non academic, SAB/ Supplies	• Satisfied staff and other relevant customers about accountability & transparency of Administration system of UOR	
5.3	**Objective**:**To optimize the organizational performance.** **KPIs:** • Percentage of administrative staff achieving above level 8 performance • Percentage of non – administrative staff achieving above level 5 performance • Number of trainings and workshops conducted for administrative and non – administrative staff	- - -	75% 65% 8	95% 85% 12	**5.31** Compliance on academic accountability and workload model (admin) **5.32** Introduction of annual rewarding scheme (admin) **5.33** Holding an annual rewarding ceremony (admin) **5.34** Applying for productivity awards (admin) **5.35** Developing and updating of process manuals (admin) **5.36** Improving landscaping at the entrance to university premises (admin) **5.36** Annual short term trainings/workshops for all university staff (minimum 2 for each category) (admin) **5.37** Preparation of institutional IT policy (admin) **5.38** Improving the collection account system (admin) **5.39** Order individual digital display facility (30 units) for meetings in the Senate room and 30 units for the main Board room (admin) **5.310** Providing Wi-Fi coverage facility to entire administrative building complex (admin) **5.311**Providing intranet facility for all computers, within offices (admin) **5.312** 50% of the administrative process and functions will be automated by 2020 and it will be converted into a fully automated system by 2023(admin) **5.313** Developing SMS alert facility for student and employee communication (admin)	DVC , Registrar, Bursar , DR/CMD , SAB/Finance,SAR /Non academic , AR/Student Affairs , AR/ General Administration, Curator, Sys. Ana.	• Customer satisfied Administration	81.5 Mn (Admin building)

The table is within a box headed:

Goal 05 : **ENSURING GOOD GOVERNANCE**

Goal 05 : ENSURING GOOD GOVERNANCE								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
5.4	<u>**Objective**</u>: **To serve the stakeholders within a reasonable time frame** <u>**KPIs**</u>: • Percentage of timely and adapted client charter. • Percentage of implementation of grievance policy • Number of grievance committee meetings conducted • Percentage of grievances solved	- - - -	90% 80% 12 85%	100% 100% 12 100%	**5.41** Preparation of clients' charter (admin) **5.42** Developing acknowledgement procedures at the receiving of customer requests (admin) **5.43** Expediting the Provision of information as per the right to information act (admin) **5.44** Developing a policy for grievance handling of employees (admin) **5.45** Conducting grievance committee meetings once in a month (admin) **5.46** Attending students grievance requests promptly (admin) **5.47** Strengthen the mechanisms to address student grievances (H&SS) **5.48** Increase capacity and skills of the counseling services (H&SS)	DVC , Registrar, Bursar and all DR , SAR , SAB , AR , AB	• Satisfied Stakeholders	
5.5	<u>**Objective**</u>: **To promote open and comprehensive stakeholder engagement through maintaining an effective and efficient customer friendly environment** <u>**KPIs**</u> : • Percentage of negative feedback of students. • Percentage of negative feedback of staff. • Percentage of negative feedback of community.	- - -	30% 30% 30%	- - -	**5.51** Maintenance of duly updated university official web site (admin) **5.52** Installation of sign boards within the entire university premises (admin) **5.53** Upgrading the front office to a general information center(admin) **5.54** Preparation of university calendar (admin) **5.55** Providing internal staff directions within offices (admin) **5.56** Setting up suggestion boxes and properly handle them (admin) **5.57** Promoting e- application system for communication among staff (admin) **5.58** Annual student / employee satisfaction surveys (admin)	All DR , SAR , SAB , AR , AB , programmer cum System Analyst	• Customer friendly office environment	

Goal 06 : **ENDOWING INVENTION AND INNOVATION**							

No.	Objective and KPI	Present level of performance (Year 2018)	Desired performance level target (output)		Action programme/s	Coordinating Responsibility	Desired Outcome	Estimated Input and Cost
			Year 2019	Year 2023				
6.1	**Objective: To develop and maintain a database of inventions and patents of University of Ruhuna by 2023.** **KPIs :** • Establishing a data base for inventions • Establishing a data base for patents	 - -	 50 50	 100 100	**6.11** Information relevant to inventions and patents will be collected by the FGS within 2019 through the BOS of the faculties (FGS)	Dean/FGS , all board of studies , TTO	• Data & information for the evaluation & decision making	0.5 Mn Technology transfer unit allocation
6.2	**Objective: To obtain five national and one international patent/s per year by 2023.** **KPIs :** • Number of national patents obtained • Number of international patents obtained	 1 -	 1 -	 2 1	**6.21** Conduct two awareness programs to Establish invention and innovation culture (Agri,Sci.)	Dean/ Agri., Sci.		Technology transfer unit allocation
6.3	**Objective: To commercialize two patents per year by 2023** **KPI :** • Number of patents commercialized	 -	 -	 2				
6.4	**Objective: To achieve five participations in national and international exhibitions in inventions and innovations per year.** **KPIs :** • Number of participations in national exhibitions • Number of participations in international exhibitions	 4 4	 5 4	 10 10	**6.41** According to the research and development plan (Agri) **6.42** To continue the regular number of participation in national and international meetings (Eng.) (SLMA,GMA,UoR AS,FMAS and ASMTH)	Dean/ Agri. Dean/ Eng.	• To have increased number of HDs and SCI publications	Technology transfer unit allocation

Goal 06 : ENDOWING INVENTION AND INNOVATION								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
6.5	**Objective: To promote 10 awareness programs of developing inventions and obtaining Patents by 2023.** **KPI :** • Number of awareness programmes conducted	2	2	10	**6.51** The Annual Progress Review Sessions of MPhil and PhD students will used as a platform for this(FGS) **6.52** Conduct the awareness program/workshops(Mgt) **6.53** Working with TTO(Med) **6.54** Encourage students to participate invention/innovations competition (Tec)	Dean/FGS, all board of studies , SAR/ FGS Dean/Mgt Director / TTO Dean/Med, TTO Dean/Tec., TTO	• Improve the knowledge of obtaining patents among staff and students	Allocation of TTO
6.6	**Objective: To modify the degree curricula to include IP policy and patenting process in relevant programs by 2023.** **KPIs :** • Number of courses modified	-	5	5	6.61 Conduct awareness workshops(Mgt) 6.62 Revision of curricular(Mgt) **6.63** Discussed the matter in meetings (Med)	Dean/Mgt ,TTO Dean/Med.	• Improvement of awareness of IP policy and relevant process	
6.7	**Objective: To establish product startup and commercialization unit by 2023.** **KPI :** • Number of agreements with external parties to commercialize products • Number of commercialization of products	3 3	3 3	3 3	**6.71** Make agreements with external parties for commercialization of the product (TTO)	Director / TTO		
6.8	**Objective: To establish a talent co-creation laboratory/incubator for experiment new ideas by 2019.** **KPI :** • Establishment of the talent co-creation laboratory /incubator	-	-	-				

	Goal 07 : EPITOMIZING THE UNIQUENESS							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
7.1	**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.** **KPIs :**							
	• Number of new degree programmes introduced	-	1	1				
	• Number of new course units introduced	-	2	2				
7.2	**Objective: To enhance the Coastal Awareness Resource Center (CoRAC) by year 2023.** **KPIs :**				**7.21** Preparing proposals to search funds, conduct discussions with relevant authorities for conduct awareness program and activities (FMST) **7.22** Increasing the awareness of coastal resources among students & general public (FMST) **7.23** Increasing of laboratory facilities for students (FMST)	CORAC Committee	• Well established Coastal Awareness Centre/ Resource Center (CoRAC)	7.5 Mn
	• Number of awareness programmes conducted	-	2	2				
	• Number of scholars used the facility for academic purposes	-	50	250				
7.3	**Objective: To develop five new links with international maritime Universities and Research institutes by 2023.** **KPIs :**							
	• Number of links developed with international maritime universities	1	1	1				
	• Number of links developed with research institutes	1	1	1				

	Goal 07 : EPITOMIZING THE UNIQUENESS							
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
7.4	**Objective: To develop a university township around the university including national level aquarium by year 2023.** **KPIs :** • Number of new constructions in the university township • Setting up a national level aquarium with public – private partnership	 - -	 1 -	 1 -	**7.41** Complete the process of land acquisition **7.42** Find private partner for setting up National aquarium	SAR / CW , Coordinator / Township Project		
7.5	**Objective: 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.** **KPIs :** • Number of course units introduced • Number of certificate courses introduced	 - -	 2 1	 2 1	**7.51** Identify the focused groups and preparing course structure for 3 certificate courses (FMST) **7.51** Prepare a proposal/ syllabus for a diploma course on Tourism and Hospitality (H&SS) **7.52** Shared with the established training center (Med)	Dean/FMST , HoD's and Senior academic coordinator Dean/H&SS Dean/Med., Head/pathology		
7.6	**Objective: To introduce 5 course units and 2 certificate/diploma courses relevant to tourism and hospitality management.** **KPIs :** • Number of course units introduced • Number of certificate courses introduced • Number of diploma courses introduced	 - - -	 1 1 1	 1 - 1	**7.61** Conduct awareness program and revise the curricular (Mgt) **7.62** Develop a new specialization area (Mgt)	Dean/Mgt , Director / IQAU, HoD's		

Goal 07 : EPITOMIZING THE UNIQUENESS								
No.	**Objective and KPI**	**Present level of performance (Year 2018)**	**Desired performance level target (output)**		**Action programme/s**	**Coordinating Responsibility**	**Desired Outcome**	**Estimated Input and Cost**
			Year 2019	**Year 2023**				
7.7	**Objective: To establish a diving unit under the Faculty of Fisheries and Marine Sciences & Technology.** **KPIs :** • The diving unit established	-	-	1 (in 2021)	**7.71** Finalizing of concept paper and implement the activities of "Diving Unit" under the faculty (FMST)	Dean/FMST ,Coordinators, Committee members and Staff of the faculty	• Broaden the practical knowledge of graduates	SF activity
7.8	**Objective: To establish a student community service and volunteering center by 2023.** **KPIs :** • Number of centers established	-	-	**1** (from year 2021)	**7.81** Conduct awareness programe (Mgt) establish a center **7.82** Organize community service projects (Mgt)	Dean/Mgt	• Increase student satisfaction and student activities	

List of Abbreviations

1. Agri.   –   Faculty of Agriculture
2. AHS   –   Faculty Allied Health Sciences
3. Eng.   –   Faculty of Engineering
4. FGS   –   Faculty of Graduate Studies
5. FMST   –   Faculty of Fisheries and Marine Science & Technology
6. H &SS   –   Faculty of Humanities and Social Sciences
7. Med.   –   Faculty of Medicine
8. Mgt.   –   Faculty of Management and Finance
9. Sci.   –   Faculty of Science
10. Tec.   –   Faculty of Technology
11. Lib.   –   Library
12. Admin.   –   General Administration Branch
13. CW   –   Capital Works
14. CS   –   Computer Science
15. CINTA   –   Centre for International Affairs
16. IQAU   –   International Quality Assurance Unit
17. DCEU   –   Distance and Continuing Education Unit

18. CMD   –   Corporate Management Division
19. L & D   –   Legal and Documentation Unit
20. CMLC   –   Center for Modern Language and Civilization
21. TTO   –   Technical Transfer Office
22. SA   –   Student Affairs Branch
23. CoRAC   –   Coastal Awareness Resource Center
24. BOS   –   Board of Studies
25. DVC   –   Deputy Vice Chancellor
26. HoD's   –   Head of Departments
27. Sys. Ana.   –   System Analyst
28. DR   –   Deputy Registrar
29. SAR   –   Senior Assistant Registrar
30. AR   –   Assistant Registrar
31. SAL   –   Senior Assistant Librarian
32. SAB   –   Senior Assistant Bursar
33. AB   –   Assistant Bursar