



# University of Ruhuna Action Plan - 2021

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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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**GOAL 01: EXPANDING ACCESS TO EDUCATION**

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 1.1: To increase the enrolment in undergraduate programs by 500 undergraduates which are strategically important in economic development of the country by 2023</i>																		
Enrolment Agriculture	257	Increase by 100	Increase by 100	1.1.1 Increase the intake of students as per the request of UGC (Agri.)	Dean, HoD's, AR, AB													
Enrolment Allied Health Sciences	142			1.1.2 Begin to construct new Faculty complex with expanding facilities of lecture room, laboratory, library, welfare, etc. (AHS)													40%	
Enrolment Engineering	275			1.1.3 Introduce new degree programmes (AHS)													30%	
Enrolment FMST	100			1.1.4 Organize awareness programmes for A/L students (AHS)													30%	
Enrolment FGS	214			1.1.5 Alterations of the syllabus according to the forthcoming challenges (AHS)													70%	
Enrolment HSS	471			1.1.6 Sign more MOU with foreign universities to introduce new subject components to the degree programmes (AHS)													40%	
Enrolment Management	397																	
Enrolment Medicine	202																	
Enrolment Science	430																	
Enrolment Technology	185																	

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		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Continuation of 1.1				1.1.7 Expand infrastructure facilities for Engineering Workshop and Foundry (Eng.)			50%					100%				100%	5 Mn	
				1.1.8 Expand library collection and other facilities (Eng.)						50%				100%		100%	20 Mn	
				1.1.9 Extension of stage and toilet block of Examination hall which will be able to conduct examination for 510 student numbers arising from the increase intake for the first year (Eng.)				25%					100%			100%	9.75 Mn	
				1.1.10 Creation of additional Academic/ Academic Support/ Non Academic Carder (Eng.)						75%						75%		
				1.1.11 Obtain service of industrial experts for teaching (Eng.)														-
				1.1.12 Extension of faculty network for Workshop, Guest house, Block C, D of student center and student work areas, nearly 800m cabling. (Eng.)					50%				100%				100%	20 Mn
				1.1.13 Expand welfare and recreational facilities(Eng.)  Development of sports facilities  <ul style="list-style-type: none"> <li>• Swimming pool (Eng.)</li> <li>• Development of gym (Eng.)</li> <li>• Lighting for playground and volleyball court, Tennis court. (Eng.)</li> </ul>						25%							50%	120 Mn
				1.1.14 Construction of Staff Quarters (Stereo Type/Bachelor/ Married) (Eng.)							10%						20%	502 Mn

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Continuation of 1.1				1.1.15 Acquisition of Land adjacent to existing block (Eng.)					100%								100%	27.5 Mn	
				1.1.16 Construction of buildings <ul style="list-style-type: none"> <li>• 7-storied building to admit 200 new students for Bachelor of Science of Engineering degree program specialized in Computer Engineering (Eng.)</li> <li>• Heavy Structural Engineering Laboratory and Coastal and Port Engineering Laboratory for the Department of Civil and Environmental Engineering (Eng.)</li> <li>• Lecture Rooms and CAD/CAM Centre for the Department of Mechanical and Manufacturing Engineering (Eng.)</li> </ul>													30%	1310 Mn  661 Mn  220 Mn	
				1.1.17 Increase Hostel facilities for increased Intakes (Eng.)														75%	636 Mn
				1.1.18 Renovation of Girl's Hostel (Eng.)														100%	5 Mn
				1.1.19 Water treatment plant to treat effluent from the hostel blocks C and old hostel Building. (Eng.)														100%	8 Mn
				1.1.20 Finish Examination hall/ Gym Floor to conduct examinations for 510 first year students. (Eng.)														100%	10..5 Mn
				1.1.21 Boiler room extension works at Mechanical & Manufacturing Engineering Department. (Eng.)														100%	2 Mn
				1.1.22 Increase space for additional staff and partition (Eng.)														90%	5 Mn

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Continuation of 1.1				1.1.23 Road extension from Department blocks to the Workshop (The back side road) Nearly 300m road work (Eng.)													60%									75%	5 Mn	
				1.1.24 Extension of floor area of the Canteen block II (Eng.)														50%									60%	9 Mn
				1.1.25 Extension of CCTV camera network (Eng.)														50%									100%	5 Mn
				1.1.26 Establish Southern Center for Naval Studies and Shipping (Eng.)															100%								100%	400 Mn [MOHE Funded]
				1.1.27 Procurement of fifty seated bus and van for transportation of Staff and Students for industrial visit/internship activities (Eng.)															100%								100%	15 Mn
				1.1.28 Procurement of laboratory equipment for common course program due to increase of students (Eng.)															50%								100%	272 Mn
				1.1.29 Procurement of laboratory equipment & furniture for computer engineering degree. (Eng.)																							5%	404.6 Mn
				1.1.30 Enhancement of teaching and learning facilities (FMST)	Dean, HoD's	5%	10%	15%	15%	25%	40%	45%	45%	50%	60%	70%	95%											25 Mn
				1.1.31 Enhancement of students welfare facilities; expanding the canteen space and purchasing furniture to canteen (FMST)																								



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Continuation of 1.1				1.1.32 Increase the intakes annually  Completion of proposed building projects in order to expand infrastructure for learning and teaching (Mgt.)		Increase graduate output for business management												58 Mn [2021 allocation]
				1.1.33 Introduce new degree programs (Mgt.)														
				1.1.34 Improve the intercom system of the Faculty (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	5 Mn
				1.1.35 Expansion of office area (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	10 Mn
				1.1.36 Renovation of internal road system including gates (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	5 Mn
				1.1.37 Improve all tute rooms with modern facilities (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	5 Mn
				1.1.38 Improve staff rooms at all Departments and office spaces (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	25 Mn
				1.1.39 Increase the annual fund allocation as per the increasing no. of students. ( rehab, capital and recurrent) (Med.)		100%												55 Mn
				1.1.40 Curriculum revision (Med.)		100%												10 Mn
				1.1.41 Development of Proposed playground at Keselgashena (Med.)						25%								1500 Mn

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		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Continuation of 1.1				1.1.42 New land for expansion (Med.)					10%									200 Mn	
				1.1.43 Renovation and furnish the hostel at Uluwitike (Med.)								30%						15 Mn	
				1.1.44 Expansion of canteen facility (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	3 Mn	
				1.1.45 Expansion of Library and student study area (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	750 Mn	
				1.1.46 Improve the facilities of existing lecture theatres (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	125 Mn	
				1.1.47 Develop common labs (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	125 Mn	
				1.1.48 Examination hall for 300 students (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	75 Mn	
				1.1.49 Purchase new vehicles to improve the transport facility. (Med.)					30%										50 Mn
				1.1.50 Renovate existing staff quarters (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	25 Mn	
				1.1.51 Double the annual recurrent expenditure including Chemicals, lab wares (Med.)		100%													
				1.1.52 Creation of additional Academic/ Academic Support/ Non Academic Carder (Med.)		100%													
				1.1.53 Expand ICT infrastructure facilities (Med.)		0%	10%	25%	30%	35%	45%	55%	60%	75%	90%	100%	0%	10 Mn	
				1.1.54 Increase Hostel facilities to increase intake (Med.)				25%			30%					50%		500 Mn	

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<b>Continuation of 1.1</b>				1.1.55 Allocation of a permeant space for the new study Department of Anesthesiology.(Med.)		100%														
				1.1.56 Obtain approval of new cadre positions in the Department of Anesthesiology (Med.)		100%														
				1.1.57 Increase the intake of students subject to the condition that the required cadre positions and funds are provided. (Sci.)	Dean, HoD's															500 Mn
				1.1.58 Building facilities for FM&IS degree program. (Sci.)	Dean, HoD/Maths															
				1.1.59 Completion of Lecture hall building. (Funded under AHEAD project) Completion of the Stage III of the approved master plan of the Faculty by the end of 2023 (Tec.)	VC, Dean/Tec., Registrar, HoD's															Funded under AHEAD Project
				1.1.60 Increase the Cadre positions (10:1 ratio) for additional intake (Tec.)	Dean/Tec.															
				1.1.61 Acquisition of Fixed assets for additional intake (Tec.)	Dean/Tec., AR, AB, HoD's															94 Mn

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				1.1.62 Facilitate the transportation for staff and students (Tec.)	Dean/Tec., AR														
				1.1.63 Increase the printed library materials (for main library and faculty libraries) (Lib.)	Librarian			10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	10 Mn (for books)	
				1.1.64 Expand the learning spaces of main library and faculty libraries (Lib.)															3 Mn
				1.1.65 Increase self-learning facilities in the main library and faculty libraries (Lib.)															2 Mn
				1.1.66 Improve office environments at main and faculty libraries (Lib.)															1 Mn
				1.1.67 Renovate the Ceylon Room in the Main Library (Lib.)															1 Mn
				1.1.68 Renovate the Legal Deposit Section in the Main Library (Lib.)															1 Mn
<b>Objective 1.2: To introduce 30 new degree programs of strategic importance to the development of the country by 2023</b>																			
New Undergraduate Programmes		06	06	1.2.1 Department of Agricultural Engineering is planning to introduce “BSc in Agro-Industry Innovation and Technology Management” (Agri.)	Dean, HoD’s and All academic staff members of the respective Departments														

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New Postgraduate Programmes		06	06	1.2.2	Department of Food Science and Technology is working on to introduce new degree program on “BSc in Food Science and Technology” (Agri.)																
				1.2.3	Department of Crop Science is developing the course structure for a new degree program “BSc in Crop Production Technology and Environment” (Agri.)																
				1.2.4	Department of Agricultural Biology is developing the course structure for a “BSc in Biodiversity Conservation and Agro-Ecosystem Management” (Agri.)																
				1.2.5	Department of Agricultural Biology is planning to introduce a new undergraduate program as “BSc in Applied Plant Molecular Biology” (Agri.)																
				1.2.6	Department of Agricultural Engineering is planning to initiate “MSc in Precision Agriculture and Innovation” and the concept paper has recommended by the Internal Quality Assurance Cell for further processing. (Agri.)	Dean/ FGS, HoD’s and All academic staff members of the Faculty															
				1.2.7	Department of Crop Science is planning to initiate a new MSc Program. (Agri.)																
				1.2.8	Department of Soil Science is planning to introduce a new MSc program equivalent to SLQF level 10 including exit points (Agri.)																
				1.2.9	Department of Animal Science is developing the curriculum for MSc in Animal Science (Agri.)					40%											100%

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Continuation of 1.2				1.2.10 Further curriculum development of the following new degree programs.  1.BSc in Public Health 2.BSc in Health Technology 3.BSc in Oral Technology 4.BSc in Health Interventional Therapy (AHS)	Dean, HoD's, AR, AB													50%			
				1.2.11 Introduce a new degree program for Bio system engineering (Eng.)													100%		100%	2 Mn	
				1.2.12 Develop by-laws and curricular for new programs, obtain feedbacks from stake holders and review by external reviewers (Eng.)																50%	2 Mn
				1.2.13 Facilitate available staff to update knowledge in new areas (Eng.)																100%	1 Mn
				1.2.14 Create new academic and non-academic cadre positions and recruitment (Eng.)																40%	
				1.2.15 Develop MIS for admin & Further development of MIS for examination works (Eng.)																60%	2 Mn
				1.2.16 Introduction of New MSc program in Energy Technology and Management (Eng.)																100%	2 Mn
				1.2.17 Introduction of New MSc Program in Building Service Engineering (Eng.)																100%	2 Mn
				1.2.18 Introduction of new MSc program in Telecommunication Engineering (Eng.)							100%									100%	2 Mn

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Continuation of 1.2				1.2.19	Introduction of new degree programme 'BScHons in Marine Services and Resource Management' in 2023 (FMST)	chairperson and committee members	5%	10%	15%	20%	25%	25%	25%	30%	40%	40%	45%	50%					
				1.2.20	Introduction of new degree programmes in Public Management and Governance, Media and Cultural Studies, Geographical Information System, Computational Economics, Development Practices (H&SS)	Dean, HoD (Economics, Sinhala, Public Policy, Geography, Sociology)																	
				1.2.21	Introduction of BBA in Business Management (Mgt.)	Dean, HoD's	<ul style="list-style-type: none"> <li>Produce graduates to the field of Business management</li> <li>New Knowledge skills and competency development</li> <li>Higher level of employability</li> </ul>																
				1.2.22	Introduction of BBA (Finance) in 2020 (Mgt.)																		
				1.2.23	Introduction of BBA (Business Law) in 2020 (Mgt.)																		
				1.2.24	Submission of the revised 8 proposals for four year (honours) Degree programs (Sci.)	Dean, HoD's and All academic staff members of the respective Departments																	1 Mn
				1.2.25	Submission of the proposal for four year BSc in Science Education for providing students a path for teaching career (Sci.)																		
1.2.26	Submission of the proposal for MSc in Mathematics education and MSc in Science Education (Sci.)	HoD's, All academic staff members of the respective Departments, Chairman/  BoS and Dean/FGS																	0.2 Mn				

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Continuation of 1.2				1.2.27 Submission of proposal for MSc in Applied Statistics (Sci.)														
				1.2.28 Submission of proposal for MSc in Advanced Organic Chemistry (Sci.)														
				1.2.29 Obtain approval for proposals submitted for Postgraduate programs in Analytical Chemistry (Sci.)														
				1.2.30 Development of Curriculum (Tec.)	Dean/Tec., HoD's													
				1.2.31 Introduction of new field of studies (Tec.)	Dean/Tec., HoD's													
				1.2.32 Complete the academic activities of reabsorbed students (FGS)														
				1.2.33 Introduction of MA in Folklore Studies MA in Development Planning, MA in Sinhala.(proposals are prepared) (H&SS)	HOD's Sinhala, Geography													
				1.2.34 Implement new awareness programs for new intakes (Lib.)	Librarian			10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	0.5 Mn
				1.2.35 Provide library guidance through videos (Lib.)														
				1.2.36 Create user interaction through web (Lib.)														
			1.2.37 Promote library facilities and services Through videos, digital banners and digital Display Boards (Lib.)															



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				1.2.38 External reviewing of new undergraduate curricular (CQA)	Director/CQA	0%					50%						100%	Expert comments for 7 new programmes 0.45
				1.2.39 Facilitate stakeholder meetings (CQA)								50%						100%
				1.2.40 External reviewing of new postgraduate curricular (CQA)	Director/CQA					50%							100%	Expert comments on one programme 0.20
				1.2.41 Introduction of compulsory course “Responsible Conduct of Research” for all research based postgraduates (CQA)	Director/CQA Dean/FGS												100%	New course for postgraduate
<i>Objective 1.3: To introduce 20 new distance mode courses out of which 10 are online mode courses by year 2023</i>																		
Number of new distance learning courses introduced		02	02	1.3.1 Following courses are successfully going on.  1. Advanced Certificate/ Diploma in Biodiversity and Ecosystem 2. Certificate/Diploma in Scientific Tea Manufacturing and Quality Management  Faculty Board has recommended following Certificate/ Diploma Programs and under processing.	DCEU and Coordinators of the Program													

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Number of new online courses introduced	01	02	02	1. Agro Entrepreneurship and Economical Home Gardening 2. Scientific Plantation of export Oriented Crops 3. Urban Agriculture and Edible Home Gardening Agricultural Machinery Operation Technology (Agri.)																		
				1.3.2 Department of Agricultural Economics is planning to introduce new online courses in the field of agribusiness management such as Business Law, Business Ethics, Social Network Analysis etc. (Agri.)	HoD and academic staff members of the Department of Agric. Economics																	
				1.3.3 Identify market demand for specialized areas (Eng)																		
				1.3.4 Develop teaching materials/web pages/leaflets/posters for distance and short courses(Eng)																		
				1.3.5 Organize public awareness campaigns/advertisements (Eng)																		1 Mn
				1.3.6 Introduction of Online MSc program in Energy Technology and Management (Eng)																	100%	Erasmus funding
				1.3.7 Introduction of Online MSc program in Marine Engineering(Eng)																	100%	1 Mn
				1.3.8 Introduction of Online MSc program in Naval Architecture (Eng)																	100%	1 Mn

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<b>Continuation of 1.3</b>				1.3.9 Develop curriculum and get approval from the relevant authorities to implement following programmes <ul style="list-style-type: none"> <li>• Diploma in Tourism Studies (2021)</li> <li>• Certificate in English ( 2021)</li> <li>• Advanced Certificate in English( 2021)</li> <li>• Diploma in English (2021)</li> <li>• Higher Diploma in English( 2021)</li> <li>• Diploma in Regional Governance and Community Development ( 2022)</li> <li>• Higher Diploma in Psychological Counseling (2022)</li> <li>• Diploma in Sinhala( 2023) (H&amp;SS)</li> </ul>	Dean, HOD's / Public Policy/DELT/ Sinhala/ Sociology				20%	20%		20%		20%		20%		0.1 Mn	
				1.3.10 Introduce Certificate course in Communicative Sinhala for Non-Native Speakers, Certificate Course in Spiritual Well-being, Certificate course in Heritage and Tourism , Diploma in Human Rights and Social Inclusion (H&SS)	Dean, HoD's Sinhala/History and Archaeology/ Pali and Buddhist Studies/Sociology					25%			25%			50%		0.1 Mn	
				1.3.11 Introduce Higher Diploma in Human Resource Management (Mgt.)	Dean, HoD's; Chairperson/ BoS- DCEU														
				1.3.12 Introduce Diploma in Marketing (Mgt.)	Dean; HoD's; Chairperson/ BoS- DCEU														
				1.3.13 Introduce Higher Diploma in Human Resource Management (Mgt.)															

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Continuation of 1.3				1.3.14 Obtain approval for the certificate course in Biotechnology proposed by the Department of Zoology (Sci.)	HoD/Zoology, Dean, Director/ DCEU														0.05 Mn
				1.3.15 Submission of proposals for online certificate/short courses (Sci.)	All staff of relevant departments, HoD's, Dean, Director/ DCEU														0.25 Mn
				1.3.16 Design courses according to SLQF guidelines (Tec.)	Dean/Tec., HoD's														
				1.3.17 Introduction of new online certificate course in German Language (CMLC)	Coordinator/ Language Coordinator														
				1.3.18 Introduction of new online certificate course in French Language (CMLC)															
				1.3.19 Introduction of new online certificate course in Japanese Language (CMLC)															
				1.3.20 Introduction of new online certificate course in Chinese Language (CMLC)															
				1.3.21 Introduction of new online certificate course in Korean Language (CMLC)															
			1.3.22 External reviewing of new distance learning courses (CQA)	Director/CQA Director/ DCEU						50%							100%	Expert comments on two programmes 0.10	

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				1.3.23 External reviewing of new online course (CQA)	Director/CQA Director/ DCEU						50%							100%	Expert comments one programme 0.50				
<b>Objective 1.4: To implement the common credit transfer system for selected undergraduate degree programs by year 2023</b>																							
Number of degree programmes with common credit transfer system		01	01	1.4.1 Department of Agricultural Economics is planning to introduce new degree programmes related to agribusiness management with common credit transfer system (Agri.)	Dean, HoD and academic staff members of the Department of Agric. Econ.																		
				1.4.2 Internship programme with Japan (AHS)	Department of Nursing															50%			
				1.4.3 Post Graduate opportunities for Sri Lankan Health Professions for Master degrees (AHS)																	50%		
				1.4.4 Identify feasible courses through which students can be exchanged and formulate required agreements (Eng.)																			
				1.4.5 Sign MOU between relevant universities /institutions (Eng.)																		40%	7 Mn
				1.4.6 Proceed with the curriculum revision initiated. Revised objectives will be incorporated and a booklet will be Prepared ( Dep. of Pharmacology) (Med.)	HoD/Pharm																		0.02 Mn

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost				
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					
				1.4.7 Proposal will be developed and need a common University policy to implement a credit transfer system (Tec.)	Dean/Tec., HoD's																	
				1.4.8 Awareness programmes on common credit transfer system (CQA)	Director/CQA IQAC/Chiars						50%							100%	Awareness programmes 0.1			
<b>Objective 1.5: To increase the enrolment of postgraduate students by 50 students annually</b>																						
Number of new postgraduate students enrolled	214	50	50	1.5.1 Increase the enrollment of new postgraduate students for the 3 postgraduate degree programmes conducted by the Department of Agric. Economics namely MAED, MABM, MScAgERM annually by 20% (Agri.)	Dean, HoD and academic staff members of the Department of Agric. Economics																	
				1.5.2 Advertise postgraduate courses (Eng.)																	1 Mn	
				1.5.3 Expand laboratory, ICT and library facilities for postgraduate students (Eng.)  •Laboratory •ICT facilities •Computer accessories •Furniture for Library																	60%	15 Mn
				1.5.4 Expand class room facilities, creating desk spaces and physical facilities (Eng.)																		
				1.5.5 Create research associate posts (10) (Eng.)																	100%	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Continuation of 1.5				1.5.6 Popularization of postgraduate studies among young graduates (Eng.)													100%			
				1.5.7 Preparation of hand book for graduate Courses (Eng.)														100%		
				1.5.8 Provide consultancy services (Eng.)																
				1.5.9 Introduction of New MSc program in Energy Technology and Management (Eng.)															100%	
				1.5.10 Introduction of New MSc Program in Building Service Engineering (Eng.)															100%	
				1.5.11 Introduction of Online MSc program in Energy Technology and Management (Eng.)															100%	
				1.5.12 Introduction of Online MSc program in Marine Engineering (Eng.)															100%	
				1.5.13 Introduction of Online MSc program in Naval Architecture (Eng.)															100%	
				1.5.14 Introduction of new MSc program in Telecommunication Engineering (Eng.)															100%	
				1.5.15 Introduction of new postgraduate degree of MEng in Water and Environmental Engineering. (Eng.)															20%	
				1.5.16 Introduction of new MSc in Water and Environmental Management(Eng.)															20%	
				1.5.17 Enhance facilities for post graduate studies (MPhil, PhD); laboratory spaces, instruments (FMST)	Dean, HoD's, All academic staff	10%	25%	30%	35%	40%	40%	40%	45%	50%	60%	70%	80%	2 Mn		

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost			
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
				1.5.18 Contributions from the faculty staff to run the programs in terms of teaching, research supervisions, curricular revisions, examinations etc. (Mgt.)		Coordinators of the programs; HoDs, BoS FGS															
				1.5.19 Encourage young academics with PhDs to initiate collaborative research activities that provide postgraduate research degree opportunities for interested young graduates (Sci.)	All senior academic staff members, HoD's, Chairman/BoS, Dean															0.2 Mn	
				1.5.20 Encourage staff to get research grants through NSF, NRC, etc. (Tec.)	Dean, HoD's, staff																
<b>Objective 1.6: To introduce 20 new partnership programs with overseas organizations by year 2023</b>																					
Number of new partnership programs with overseas organizations		04	04	1.6.1 Increase the partnership programmes with overseas organizations annually by 35% (Agri.)	Dean, HoD/ Ag. Econ, Members of the Ag. Econ																
				1.6.2 Sign more MOU with foreign universities (AHS)	Dean, HoD's, AR, AB																50%
				1.6.3 Initiate collaborative research programme with local and foreign universities and institutions. (AHS)																	50%



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<b>Continuation of 1.6</b>				1.6.4 Encourage young scientists to peruse PG studies (Dep of Biochemistry) (Med.)														
				1.6.5 Funding has been sought(Dep of Medicine) (Med.)	Department of Medicine													3 Mn
				1.6.6 Introduce Two partnership programs (Dep of Parasitology) (Med.)													50%	5-10 Mn
				1.6.7 Facilitate 8 PGIM trainees, 3 PhD/MPhil students (Dep. Of Psychiatry) (Med.)														
				1.6.8 Introduce Screening on Inborn Errors in Metabolism (Med.)	HoD/NMU													Generated Income
				1.6.9 Development and expansion of Mycology laboratory.( Dep of Microbiology) (Med.)	Department of Microbiology												50%	1 Mn
				1.6.10 Partnership agreement with Cardiff Metropolitan University, UK ( Under Erasmus programme) (Eng.)													100%	
				1.6.11 Conduct a joint M.Sc program with Sirindone University (Eng.)													80%	
				1.6.12 Submit joined research proposals for external funding(Eng)													80%	
				1.6.13 Start Postgraduate program with Northombria University (Eng)													60%	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 1.6</b>				1.6.14 Facilitate staff to engage in joined research with external institutes/Universities(Eng)															
				1.6.15 Initiate joint PhD program with Royal Melbourne Institute of Technology (RMIT) University, Australia and Faculty of Engineering, University of Ruhuna(Eng)														100%	
				1.6.16 Initiate joint MSc and PhD scholarship programme with Vrije University Brussel (VUB), Belgium (Eng)															50%
				1.6.17 MOU with University of Southern Queensland, Australia (Eng.)															100%
				1.6.18 Partnership program with Sirindone University (Eng.)															60%
				1.6.19 Sustainable continuation of the partnership programmes already functioning (China, Taiwan, Norway,) (FMST)	Dean, HoD's, CINTA coordinator	10%	20%	25%	30%	30%	50%	50%	60%	60%	70%	80%	90%		
				1.6.20 Introduce new partnership programmes with potential organizations (FMST)															
				1.6.21 Provide opportunities to do collaborative research works in local/international and joint Masters programs local/international (FMST)															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost									
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec										
		<b>Continuation of 1.6</b>						1.6.22 Develop 'Taiwan Sri Lanka Marine Research Centre' under the MoU with NSYSU (FMST)	Coordinator-International Links Programme/ Appointed member/s with the Head of the Department HoD (SOC)																		
				1.6.23 Identify key areas, Discuss with the relevant authorities, Sign MOU with the organization (FMST)							33%					33%			33%							0.1 Mn	
				1.6.24 Sign more MOU with foreign universities (Mgt.)	Dean, HoD's,	Exposure of undergraduates to International environment																					
				1.6.25 Keep existing partnerships live (Med.)  Cooperative studies between Aichi Medical University, Japan Cooperative studies between CNTD, Liverpool, UK Cooperative studies between Washington University, USA. Cooperative studies between TFGH, Atlanta, USA. (Dep of Parasitology)																						10-20 Mn	
				1.6.26 Develop new cooperative studies with Tokyo University, Japan. (Dep of Parasitology) (Med.)																							
				1.6.27 Enrolment of more overseas research students under this programme (Med.)	Department of Microbiology																						
				1.6.28 Encourage academic staff for utilizing their contacts with overseas universities/institutions to form partnership programs for the purpose of enhancing university education and research and development activities (Sci.)	All senior academic staff members, HoD's, Dean																					0.1 Mn	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost							
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec								
				1.6.29 Collaboration with Ames Laboratory, Iowa State University, USA (Dr. K.G.S.H. Gunawardana) Collaborative MSc thesis project with Khon Kaen University, Thailand and University of Ruhuna (Tec.)	Dean, HoD's																				
				1.6.30 Obtaining membership of international QA agency (CQA)	Director/CQA																			100	Membership of international QA agency 0.2
<b>Objective 1.7: To increase the capacity and facilities for research by 25% by year 2023</b>																									
Percentage of increase in funds allocated by the university for research purposes		5%	5%	1.7.1 Annually Organize Faculty research symposium (AHS)	Dean, HoD's, AR, AB																		100%		
				1.7.2 Sign more MOU with local and foreign universities (AHS)																					
Number of articles published by university academics in indexed journals	140	50	50	1.7.3 Increase collaborative research projects (AHS)	Dean, HoD's, AR, AB																				
Number of competitive research grants received by the university for academics		50	50	1.7.4 Organize and participate in workshops related to research works (AHS)	Dean, HoD's, AR, AB						10%														

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Number of research awards received by academics		05	05	1.7.5 Train academic and nonacademic staff members for the research environment (AHS)																
Number of new citations	2680	500	500	1.7.6 Provide more facilities to undergraduate researches (AHS)						10%										
				1.7.7 Encourage undergraduates to carry out more productive research projects.(AHS)						20%										
				1.7.8 Introduce new postgraduate, M.Sc., M.Phil and PhD degrees (AHS)																
				1.7.9 Motivate industrial staff to register for part time postgraduate research degrees and carry out research in the Faculty (Eng)	Dean, Research committee	10%	10%	10%	20%	40%	45%	50%	60%	60%	70%	80%	100%	0.1 Mn		
				1.7.10 Facilitate academic staff to work and conduct research in the industry for short period (Eng)														5 Mn		
				1.7.11 Facilitate industrial staff and alumina to conduct their research in the Faculty (Eng)														5 Mn		
				1.7.12 Provide funds for undergraduate student research projects(Eng.)														9 Mn		
				1.7.13 Publish articles in indexed journals(Eng.)																

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Continuation of 1.7				1.7.14 Increase the number of research collaborations (Eng.) SD & CC , Tokyo Cement, INCEE, Hasti Cement, Dialog, NBRO , SLT ,DID, IDB, TRCSL													100%			
				1.7.15 Encourage Academic staff for conducting research & submit proposals (FMST)																
				1.7.16 Provide the Faculty research grant annually from the recurrent budget (FMST)																
				1.7.17 Allocate more facilities for final year undergraduate research projects (FMST)																
				1.7.18 Encourage staff and students to conduct innovative (FMST)																
				1.7.19 Develop international collaboration for education (FMST)																
				1.7.20 Commencement of research colloquium and research journal in the Faculty (FMST)																
				1.7.21 Define percentage of publication fees for indexed Journals will be provided by the University (FMST)	All academic Staff members	20%	20%	30%	30%	40%	40%	50%	50%	60%	70%	70%	80%		0.1 Mn	
				1.7.22 Encourage staff members to apply for research grants (FMST)	All academic Staff members	20%	20%	30%	30%	40%	40%	50%	50%	60%	70%	70%	80%			
				1.7.23 Encourage to apply for research awards national/international (FMST)	All academic Staff members	20%	20%	30%	30%	40%	40%	50%	50%	60%	70%	70%	80%			
			1.7.24 Encourage staff members to publish research papers in indexed journals (always avoiding fake journals) (FMST)	All academic Staff members	20%	20%	30%	30%	40%	40%	50%	50%	60%	70%	70%	90%				

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Continuation of 1.7				1.7.25 Publish articles in accepted journals (H&SS)	HoD's, All Academics of the Faculty				10%	10%	10%	10%	20%	10%	10%	10%	10%	0.05 Mn
				1.7.26 Preparation and submission of proposals for research grants (H&SS)	HoD's/ Faculty Research Centre						10%	10%	20%	20%	10%	30%		0.05 Mn
				1.7.27 Encourage academic staff to apply for research grants/ awards (H&SS)	Dean, HoD's						40%		20%				40%	0.025 Mn
				1.7.28 Encourage staff to publish articles online in English medium and open Google accounts (H&SS)	All HoD's	5%	5%	5%	5%	10%	10%	10%	10%	10%	10%	10%	10%	
				1.7.29 This amount would be distributed as faculty research grants, Undergraduate final year research program and registration fee for conferences, symposia, etc. (Mgt.)	Dean, HoD's, All academics													
				1.7.30 Organize Faculty research symposium Annually (Mgt.)	Dean, HoD's, All academics	Important research findings More publications in indexed journals												
				1.7.31 Publish Faculty Journal (Mgt.)	Dean, HoD's, All academics													
				1.7.32 Organize and participate workshops related to research works (Mgt.)	Dean, HoD's, All academics	Number of research publications of the staff Research conference held/supported Publication of a Faculty journal												
			1.7.33 Train academic and nonacademic staff members for the research environment and forming research groups (Mgt.)	Dean, HoD's, All academics														

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 1.7</b>				1.7.34 Provide more facilities to undergraduate researches (Mgt.)	Dean, HoD's, All academics														
				1.7.35 Introduce new postgraduate PhD Programme (Mgt.)	Dean, HoD's, All academics														
				1.7.36 Facilitate industrial staff and alumina to conduct their research in the Faculty (Mgt.)	Dean, HoD's, All academics														
				1.7.37 Staff's participation in research workshops / seminars etc. (Mgt.)															
				1.7.38 Develop research laboratory in diabetes and cardiovascular disease (Dep of Medicine) (Med.)	Dep Medicine						50%								4 Mn
				1.7.39 Motivate academic staff to publish the research outputs in SCI/SCI expanded journals(Med.)	Academic staff														
				1.7.40 Initiate more collaborative research (Dep of Medicine) (Med.)				25%			50%				75%		100%		
				1.7.41 Publish manuscript from already completed MD and PhD research of Dr. NL De Silva & Dr. J Ruben(Dep of Parasitology) (Med.)	Supervisors							50%						75%	0.5 Mn - 0.75 Mn
				1.7.42 Accumulated funds will be utilized on postgraduate research programs(NMU) (Med.)	Manjula Hettiarachchi														
				1.7.43 Renovation of available laboratories to facilitate more researches( Dep of Microbiology) (Med.)	Department of Microbiology						50%								2 Mn
			1.7.44 Encourage academic staff to apply grants journals(Dep of Biochemistry) (Med.)	Academic staff															



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Continuation of 1.7				1.7.45 Motivate new recruits to register for a higher degree and look for competitive grants to complete their research work (Dep of Parasitology) (Med.)	Supervisors							50%						75%	5 Mn	
				1.7.46 Most journals take more than expected time period for the review process. Hence, projections may go beyond a year (NMU) (Med.)	Manjula Hettiarachchi															
				1.7.47 Motivate academic staff to publish the research outputs (Med.)	Academic staff															
				1.7.48 Encourage staff to do high standard researches (Tec.)	All the academic and administrative staff members															
				1.7.49 Encourage staff to initiate competitive research proposals to get research grants in year 2021 (Tec.)	Dean, HoD's															
				1.7.50 Increase the access to journals (Lib.)																2 Mn
				1.7.51 Upgrade and maintain the article index (Lib.)																
				1.7.52 Provide required articles supplied through Document Delivery Service (Lib.)																
				1.7.53 Upgrade and maintain Institutional Repository (Lib.)																1.0 Mn
				1.7.54 Increase the number of Interlibrary Loans (Lib.)																
			1.7.55 Access to Similarity Detection Platform (Lib.)																	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 1.7</b>				1.7.56 Publish Rohan Journal and Journal of University of Ruhuna (Lib.)														0.2 Mn	
				1.7.57 Conduct awareness programs on journal databases and similarity detection platforms (Lib.)				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	0.2 Mn	
				1.7.58 Conduct awareness programs on identifying fake journals (Lib.)															0.5 Mn
				1.7.59 Participate workshops related to research works (Lib.)														100%	
				1.7.60 Facilitated annual library research grants on time (Lib.)															
				1.7.61 Train academic and nonacademic staff members for the research environment (Lib.)															
				1.7.62 Library staff participation in research workshops / seminars etc. (Lib.)															
<b>Objective 1.8: To implement “High Tech Resource Sharing Policy” within the university by 2023</b>																			
Number of High Tech instruments registered under sharing registry		15	25	1.8.1 Maintenance of all sophisticated instruments by renewing all service agreements with relevant companies (FMST)	Dean/FMST and HoD’s	25%	25%	30%	30%	35%	35%	40%	40%	50%	60%	70%	80%	0.05 Mn	
				1.8.2 Implement of Sharing registry (FMST)															
				1.8.3 Provide High Tech Facility (Mgt.)	Dean, HoD’s, Coordinator-ELTA ELSE														
				1.8.4 Number of instruments/ Machines are already available to share by other scientists on requests (Tec)															
				1.8.5 Equipment and machineries in Mechanical machine shop, Material Laboratory, Automobile Laboratory, Biosystems Laboratories are available. (Tec)															

**GOAL 02: ENRICHING QUALITY OF EDUCATION**

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 2.1: To ensure that 70% of the academic staff has obtained PhD or PhD equivalent qualifications by year 2023</i>																		
Percentage of academics with PhD or PhD equivalent	51.3%  (308 out of 600 academics as of 31/12/2020)	61%	70%	2.1.1 Provide support and encouragements for Probationary Lectures to obtain post-graduate opportunities.  Provide required assistance for the timely completion of PhD for the staff members who already undertaken PhD research.(Agri.)														
				2.1.2 Motivate academic staff members (AHS)	Dean, HoD's, AR, AB													
				2.1.3 Provide more funds to carryout academic research projects up to PhDs (AHS)														
				2.1.4 Facilitate probationary lecturers to attend workshops on proposal writing(Eng)														
				2.1.5 Facilitate probationary lecturers to do postgraduate research in the Faculty (Eng)														1Mn
				2.1.6 Nominate probationary lecturers for grants/scholarships(Eng)														1Mn
				2.1.7 Find link programmes for human resource development and sign MOUs(Eng)														80%

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<b>Continuation of 2.1</b>				2.1.8 Nominate probationary lecturers for postgraduate studies through link programmes (Eng)														
				2.1.9 Facilitate for staff exchange programmes (Eng)														
				2.1.10 Facilitate probationary lecturers with recommendations and study leave(Eng)														
				2.1.11 Enhance research facilities in laboratories for split postgraduate programmes (Eng)														
				2.1.12 Facilitate probationary lecturers to attend workshops on proposal writing.(Eng)														
				2.1.13 Encourage Probationary Lecturers to pursue postgraduate in foreign countries based on the requirement of the Department. (Eng.)														
				2.1.14 Enhancement of international and local collaborations for postgraduate programs (FMST)	Dean, HoD's	50%	55%	55%	55%	55%	55%	55%	55%	55%	55%	60%	65%	
				2.1.15 Encourage academics to register and complete PhDs (FGS)	HoD's					30%			30%				40%	1Mn
				2.1.16 Ensure academic staff obtained PhD or Equivalent qualifications (Mgt.)	Dean HoD's, All academics	Increase quality of teaching process of degree programmes												

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
				2.1.17 Form links with foreign universities to avail enrollment to PhD degree program (Mgt.)		Enhance knowledge skills and competencies teaching quality														
				2.1.18 Conduct workshops for improving research skills and analytical skills (Mgt.)		Enhance students learning quality														
				2.1.19 Facilitate MD in Medical Medicine and Board certified 5 staff members (Dep of Medicine) (Med.)																
				2.1.20 Get the degree for already completed MD and PhD theses of Dr. NL De Silva & Dr. J Ruben(Dep of Parasitology) (Med.)	All academics													100%		
				2.1.21 Facilitate 4 MDs 2 PhDs (Dep.of Psychiatry/ Dep of Pharmacology) (Med.)																
				2.1.22 Encourage all probationary lecturers to apply for PhDs. Six probationary lecturers are already enrolled to the PhDs. (Tec.)	Dean, HoD's,Academic staff															
<i>Objective 2.2: To ensure that 60% of the administrative process and functions will be automated by 2020 and by 2023 it will be converted into a fully automated system</i>																				
Percentage of process automated		45%	100%	2.2.1 Fill the existing vacant carde (AHS)														50%		
				2.2.2 Purchase office equipment, furniture and accesories (AHS)																30%
				2.2.3 Develop MIS system of the Faculty (AHS)																

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
		<b>Continuation of 2.2</b>						2.2.4 Organize and participate training programmes for nonacademic staff (AHS)											
				2.2.5 Encourage nonacademic staff members to develop their educational and employment qualifications (AHS)														50%	
				2.2.6 In cooperate all processes of academic programme to the MIS, LMS, website (FMST)	Dean, HoD's, Sys. Ana, ICT committee	50%	50%	50%	50%	50%	50%	55%	55%	55%	60%	60%	60%		
				2.2.7 Develop MIS and LMS into new format (FMST)															
				2.2.8 Develop website with peer review comments (FMST)															
				2.2.9 Implementation of awareness programs by Short courses, workshops Obtain necessary technical support and instruments. (H&SS)	All HoD's														
				2.2.10 Developing MIS for all administrative functions and integrating the MIS (Mgt.)	Dean HoD's; AR	Enhance productivity of the administration process of the Faculty													
				2.2.11 Increase the no of users of the LMS up to 100% of student population (Med.)	Dean, SAR, Sys. Ana.	50%	60%	65%	70%	70%	70%	70%	75%	80%	85%	95%	100%	0.5Mn	
				2.2.12 Implement the OMR solution to mark all MCQ questions (Med.)	Dean, SAR, HoD's	100%													
				2.2.13 Approval and recruit for the new cadres relevant to the ICT (Med.)	Dean, SAR				25%	40%			100%						

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
								2.2.14 Most of the processes have already automated Student attendance, medical submission, student registration, meal ordering through the systems (Tec.)	Dean, AR, HoD's										
				2.2.15 Fill the existing vacant cadre (Lib.)															
				2.2.16 Maintain and upgrade Library Management System (ISURu) (Lib.)														1.2Mn	
<b>Objective 2.3: To ensure the integration of management information system (MIS) in all faculties, library and administration units by year 2023</b>																			
Number of faculties with fully integrated MIS	10	Target achieved		2.3.1 MIS is fully integrated.(Agri.)															
				2.3.2 Provide training of MIS to all staff members (AHS)	Dean, HoD's, AR, AB													30%	
				2.3.3 Encourage students to use of MIS system (AHS)														50%	
Level of integration of library to the MIS	0%	-	100%	2.3.4 Further development of existing MIS system by adding student attendance feeding in to MIS through finger print and such other identified projects. (Eng)													80%	5Mn	
Number of administrative units with fully integrated MIS		-	All	2.3.5 Automation of Library operating system.(Eng.)														60%	7Mn
				2.3.6 MIS is fully functioning and need to improve some processes in user-friendly manner (FMST)	Dean, HoD's, Sys. Ana., ICT committee	50%	50%	50%	50%	50%	50%	55%	55%	55%	60%	70%	80%		

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
		<b>Continuation of 2.3</b>																	
				2.3.7 Conduct 50% of academic and administrative activities by MIS Mode (FGS)															
				2.3.8 Keep maintaining the Workload in MIS while ensuring the accountability of our capacity (H&SS)	Dean, HoD's														0.2Mn
				2.3.9 Integrate the fully automated MIS at each and every administrative functions, covering both student and staff administration (Mgt.)	Dean, HoD's, AR	Enhance productivity of the Faculty operations													
				2.3.10 Fully integrated MIS for Student registration & exam registration (Med.)	Dean, SAR, Sys. Ana.	90%	95%	100%											
				2.3.11 Fully integrated MIS for result management (Med.)	Dean, SAR, Sys. Ana., SAL														2Mn
				2.3.12 Fully integrated MIS for student affairs (Med.)	Dean, SAR, Sys. Ana.	90%	95%	100%											
				2.3.13 Recently an Instructor in Computer Technology is recruited to Dean's office of the FoS and the MIS is being improved (Sci.)															0.5 Mn
				2.3.14 Have fully integrated MIS (Tec.)	Dean, AR, HoD's														
				2.3.15 Planned to have a computer unit at the library in the 2021 (Tec.)	Dean, Sys. Ana., AL														



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
				2.3.16 Most of the administrative works have fully integrated with MIS, including student registration, result releasing, medical submission, publication of notices etc. (Tec.)	Dean, AR, HoD's															
				2.3.17 Implementation of RFID and tattle tape security systems for faculty libraries. (Eng. Lib. and Agri. Lib.) (Lib.)				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%		3Mn	
				2.3.18 Maintain the existing RFID and tattle tape security system at the Main Library (Lib.)																1.5Mn
				2.3.19 Development of online platform for evaluation of teachers, courses, and programmes by students, peers and external reviewers (CQA)	Director/CQA IQAC/Chairs						50%								100%	On line teacher/pe evaluation platform 0.2
<b>Objective 2.4: To increase physical assets by 50% including all lecture theatres and laboratories with modern teaching facilities by the year 2023</b>																				
Percentage of lecture theatres with modern teaching facilities		25%	50%	2.4.1 Proposal for establishment of a laboratory complex with teaching and learning facilities was submitted for approval of the KOICA funds.(Agri.)																
Percentage of laboratories with modern teaching facilities		25%	50%	2.4.2 Establish modern type lecture halls and laboratories in the newly constructing Faculty complex (AHS)	Dean, HoD's, AR, AB															40%
				2.4.3 Ensure the development of graduate attributes as specified by accreditation bodies (AHS/Eng.)																60%
				2.4.4 Resubmit of project proposal of central laboratory with high end laboratory instruments (AHS)																40%

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<b>Continuation of 2.4</b>				2.4.5 Write of proposal of modernizing existing lecture rooms, tutorial rooms, practical classes (AHS)													40%	
				2.4.6 Provide ICT facilities to necessary lecture rooms and theaters(audio and multi-media equipments(Eng.)													100%	10Mn
				2.4.7 Set-up video conferencing facilities in 4 department seminar rooms (Eng)													60%	5Mn
				2.4.8 Develop five SMART lecture rooms and three SMART Laboratories and computer center (Eng)													40%	20Mn
				2.4.9 Basic facilities like multimedia and internet are available in lecture halls and laboratories. Need to supply those facilities for newly establish lecture halls (FMST)	Dean, HoD's	10%	10%	15%	25%	30%	45%	55%	60%	60%	70%	80%	90%	2Mn
				2.4.10 Supply delivery and commissioning of furniture to the Chemistry laboratory II (FMST)	Dean, HoD/LIMWT	10%	10%	15%	25%	30%	45%	55%	60%	60%	70%	80%	100%	20Mn
				2.4.11 Convert all (42) lecture theatres with Multimedia Projector, Computer and Internet Facilities, Sound System. 09 lecture theatres already converted to smart class rooms (H&SS)	Dean, HoD's													5Mn
				2.4.12 Set up a Language development cell with 10 computers and other required facilities under AHEAD project (Public Policy) (H&SS)	Dean, Coordinator-IT Unit, HOD/Geography/ Public Policy													2.5Mn

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 2.4</b>				2.4.13 Establish a computer Lab with 15 computers with network facilities, Department of Public Policy (AHEAD Project) (H&SS)															
				2.4.14 Establish a Cartography/GIS Lab in the Department of Geography (AHEAD) (H&SS)															
				2.4.15 Establish a computer lab with 150 computers( UGC support) (H&SS)															
				2.4.16 Establish a meteorological station ( Geography) (H&SS)															
				2.4.17 Equip all the lecture theaters and tutorial rooms with modern teaching aids 100% and practical classes with modern technology (Mgt.)	Dean, HoD's, AR														
				2.4.18 Audio Visual Lab; Computer Lab; Smart Class Room (Mgt.)															
				2.4.19 Increase the MMP facilities (Med.)	Dean, SAR, HoD's					25%					50%			100%	1Mn
				2.4.20 AC the LTs (Med.)	Dean, SAR, HoD's	25%	35%	40%	60%	80%	100%								
				2.4.21 Increase the PA systems facilities (Med.)	Dean, SAR, HoD's					25%					50%			100%	1Mn
				2.4.22 Improve the existing laboratory and tutorial room to uplift with modern facilities by the AHEAD grant. (Dep of Parasitology) (Med.)	HoD/Parasitology													100%	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 2.4</b>				2.4.23 Establish smart classrooms under AHEAD project (Sci.)	HoD's, Dean and Faculty Coordinator of the AHEAD project														2.5 Mn
				2.4.24 All the available lecture theaters are equipped with modern teaching facilities, i.e. multi-media, wi-fi access etc. Students could attend lectures remotely under virtual platform as well with available network coverage within the Faculty (Tec)	Dean, HoD's														
				2.4.25 Workshop and laboratory building is fully equipped with modern teaching facilities (Tec.)	Dean, HoD's														
				2.4.26 Purchase book shelves for main and faculty libraries. (Lib.)															
				2.4.27 Purchase Track Rolling Library Shelving Storage for Legal Deposit Collection. (Lib.)															
				2.4.28 Purchase furniture for museum and library purposes. (Lib.)															2Mn
				2.4.29 Formulate a guideline on the minimum facilities (quantity and quality) required to carry out an effective teaching learning process (eg. for a lecture hall, class room, computer lab etc). (CQA)	Director/CQA IQAC/Chairs						50%							100%	Requirement regis 0.1
				2.4.30 Review each teaching learning spaces and assess the compliance with the minimum requirements (internal and external review) (CQA)							50%								100%

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost				
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					
<i>Objective 2.5: To reach national and international accreditation standards for relevant degree programs by 2023</i>																						
Number of degree programmes internationally accredited		03	02	2.5.1	There is no accreditation for BSc Agriculture degree programs.(Agri.)																	
				2.5.2	Ensure the development of graduate attributes as specified by accreditation bodies (AHS)	Dean, HoD's, AR, AB												50%				
				2.5.3	Ensure the development of graduate attributes as specified by accreditation bodies (Eng.)																1Mn	
				2.5.4	Maintain in-house quality assurance system and maintaining accreditation memberships (Eng.)																1Mn	
				2.5.5	Hire of external examiners for each program (Eng.)																6 Mn	
				2.5.6	Conduct regular Industrial Consultative Committee meetings in the two degree programs offering by the departments (Eng.)																	0.5Mn
				2.5.7	Upgrade laboratory facilities and safety facilities (Eng.)																60%	1Mn
				2.5.8	Facilitate 5 industrial visits or field visits for each degree offering by the Departments for one academic year (Eng.)																	4Mn
				2.5.9	Facilitate academic staff to take full membership of local and international professional bodies (Eng.)																	3Mn

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 2.5</b>				2.5.10 Facilitate internal staff to publish their research work in international conferences, refereed journals etc. (Eng.)														-	
				2.5.11 Follow the process of international accreditation (Mgt.)	Dean, HoD's, IQAC	Number of local and international accreditation													
				2.5.12 Currently no such an accreditation process (Med.)															
				2.5.13 Bachelor of Engineering Technology degree will be accredited to the Sydney accord (Tec.)	Dean, HoD/ET, Academic Staff ET														
				2.5.14 Increase the subscription to e-databases which are supporting the accreditation process. (Lib)															1.5Mn
				2.5.15 Establish group learning facilities in the Library (Lib)															1Mn
				2.5.16 Enhance the attractive nature of the library environment including faculty libraries (Lib)		5%	10%	20%	25%	35%	45%	55%	65%	75%	85%	95%	100%		1Mn
				2.5.17 Facilitate accreditation of 2 degree programmes (CQA)	Director/CQA Relevant Dean														
<b>Objective 2.6: To establish five "Centralized Instrumentation Labs" with state-of-the- art equipment by year 2023</b>																			
Number of "Instrumentation Labs" established		03	02	2.6.1 Laboratory is going to be established in the Department of Agricultural Engineering using the grants of BRITAE Project. Approval of the VC has received and all the items were ordered.(Agri.)															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 2.6</b>				2.6.2 Centralized instrumentation laboratory will be design in the newly established faculty complex (AHS)	Dean, HoD's, AR, AB												25%		
				2.6.3 Start and continuation of the process of Expand laboratory facilities (Expansion of existing laboratory facilities quantitatively and setting up new labs with emerging technologies) (Eng)													75%	2.5Mn	
				2.6.4 Establishment of HPC Center														70%	10Mn
				2.6.5 Establishment of Die and Mould Center safety facilities (Eng)														100%	2Mn
				2.6.6 Establishment of cement and concrete laboratory (Eng)														60%	10Mn
				2.6.7 Establishment of 5GInnovation and Research Laboratory (Eng)														100%	2Mn
				2.6.8 Three instrumentation labs are functioning to facilitate teaching learning and service to outside at nominal fee under the service laboratory of FMST. Petroleum Geology lab was established under a research grant of Dr. DMUAK Premarathne to provide service.(FMST)	Dean, HoD's, Research Grant awardees	40%	40%	50%	50%	50%	50%	50%	50%	50%	50%	50%	60%	60%	2Mn
				2.6.9 Develop state of art laboratories in the Faculty (FMST)															
				2.6.10 Provide new ICT infrastructures (Mgt.)			Enhance ICT knowledge												

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				2.6.11 Purchase computers and other ICT facilities (Mgt.)	Dean, HoD's, AR	Increased employability of graduates												
				2.6.12 Provide network facilities for the staff/students (Mgt.)	Dean, HoD's													
				2.6.13 6 laboratories are in the department of Engineering Technology  2 Laboratories in the dept. of BST (Tec.)														
<i>Objective 2.7: To establish six skills laboratories at Faculty of Allied Health Sciences and other relevant faculties with state-of-the-art equipment by 2023</i>																		
Number of "Skills Laboratories" established		02	02	2.7.1 Write & Submit of project proposal for skill laboratories (AHS)	Dean, HoD's, AR, AB												40%	
				2.7.2 All the laboratories focused on skill developments (Tec.)														
<i>Objective 2.8: To increase the library digital facilities by 60% by 2023</i>																		
Number of digital collections available at the library	1000	1500	-	2.8.1 Establish library digital facilities (AHS)	Dean, HoD's, AR, AB												30%	
				2.8.2 Train all staff of the library (AHS)													10%	



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
				2.8.3 Plan to have e-books for the library and to establish a computer unit in the library to facilitate the access for those (Tec.)	AL															
				2.8.4 Purchase new digital materials (Approximately 100 eBooks per year). (Lib.)		5 %	10%	20%	25%	35%	45%	55%	65%	75%	85%	95%	100%	2.5Mn		
				2.8.5 Download free and open access resources.(Lib.)																
				2.8.6 Convert selected existing printed materials into digital form (approximately 200 books per year). (Lib.)														0.5Mn		
<b>Objective 2.9: To provide access to ICT facilities for all academic staff and students by expanding Wi-Fi facilities by year 2023</b>																				
Percentage of areas covered by Wi-Fi within the university premises		50%	100%	2.9.1 New access points are going to be established in the Security Office expecting to expand for hostels stepwise.(Agri.)																
				2.9.2 Purchase a virtual internet server (AHS)	Dean, HoD's, AR, AB															100%
				2.9.3 Establish a Proxy-server to manage Wi-Fi and internet facilities (AHS)																40%
				2.9.4 Expansion of Wi-Fi coverage (AHS)																
Percentage of hostels covered by Wi-Fi		60%	100%	2.9.5 Expand hostels depending on the budget allocated for procurement in 2021.(Agri.)																
Percentage of academic staff who were provided with personal computers		90%	100%	2.9.6 Purchase more laptop and desktop computers (AHS)	Dean, HoD's, AR, AB													20%		

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 2.9</b>				2.9.7 Establish a computer laboratory for the Faculty (AHS)													20%		
				2.9.8 Recruitment of network manager, Programme-Cum Analyst for the Faculty (AHS)														50%	
				2.9.9 Establishment of new access points within the academic premises (Eng)														80%	3Mn
				2.9.10 Enhance the fiber network to provide Wi-Fi facilities(Eng.)														80%	10Mn
				2.9.11 Establishment of new access points in hostels (Eng)														50%	5Mn
				2.9.12 Provide Wi-Fi facilities at common Places within the Faculty such as; lecture Halls, auditorium, computer lab, student's canteen etc. (FMST)	Dean, ICT committee	0%	10%	10%	20%	20%	20%	50%	60%	60%	60%	70%	70%	20Mn	
				2.9.13 Provide priority to recently recruited probationary Lectures (FMST)	HoD's	0%	0%	0%	0%	5%	5%	5%	5%	5%	5%	5%	5%	2Mn	
				2.9.14 Laying cables to cover all departments of the faculty and install 23 more Wi-Fi access points (H&SS)	Coordinator-IT Unit														2Mn
				2.9.15 Wi Fi access to all- staff and students at the Faculty premises (Mgt.)	Dean, HoD's Computer unit	Enhance efficiency of academic staff													
				2.9.16 Computer Laboratory will be equipped with laptops (Mgt.)		Sharing the Knowledge. Increase student facilities													
			2.9.17 Provide personal computer for each academic staff (Mgt.)		Enhancing Teaching /Learning and research environment														

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				2.9.18 Increase the no of access point up to 20 (Med.)	Dean, SAR, Sys. Ana.					50%		60%		100%				
				2.9.19 Adhere with the University policy (Med.)														
				2.9.20 A proposal for providing WI-Fi access to all departments is being developed (Sci.)														1.2 Mn
				2.9.21 Wi-fi facility will be extended to hostel. Lecture halls, Library, canteen, and student common areas have wi-fi access (Tec.)	Dean, AR, Assistant Network Manager													
				2.9.22 Purchase new Wi-Fi access points for main library and faculty libraries (Lib)								50%					100%	0.5Mn
				2.9.23 Impalement central authentication system for library system (Lib)														
<b>Objective 2.10: To complete all the Programme reviews of faculties and prepare the university for the Institutional Review which is scheduled in 2020</b>																		
Number of faculties which has completed the programme review		08	10	2.10.1 Program review of three degree programs was completed.(Agri.)														
Percentage readiness to the Institutional Review		-	-	2.10.2 Maintain Faculty mechanism according to the Institutional review process (AHS)													80%	
				2.10.3 Preparation for program reviews(Eng)													100%	3Mn
				2.10.4 Ready to the institutional Review (60% readiness) (FGS)														

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				2.10.5 Preparation for the Institutional review (H&SS)														1Mn
				2.10.6 Completed the preparation for the Institutional review (Mgt.)	Dean, HoD's, All staff of the Faculty													
				2.10.7 PR was already done in 2020 and action plan will submitted. (Med.)														
				2.10.8 Submitted Self Evaluation Report for Programme review and expecting to be reviewed by the panel appointed by the UGC-QAAC (Sci.)														4 Mn
				2.10.9 Collect information required for Institutional Review (Sci.)														1 Mn
				2.10.10 Facilitate programme reviews of four faculties (CQA)	Director/CQA Relevant deans						50%						100%	External reviewer reports 0.8
				2.10.11 Facilitate institutional review (CQA)	Director/CQA						50%				100%			External review report 1.0
<b>Objective 2.11: To implement U- multi rank system for the university by 2023</b>																		
Ranking of University of Ruhuna			√	2.11.1 Faculty representative for the committee is appointed (Mgt.)	IQAC													
				2.11.2 Awareness programmes on university ranking (CQA)	Director/CQA IQAC/Chairs						50%						100%	Two awareness programs 0.1

GOAL 03: ENHANCING RELEVANCE OF EDUCATION AND RESEARCH																		
KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 3.1: To Revise curricula of all the undergraduate degree programmes in order to increase the overall employability up to 95% within one year of graduation by year 2023</i>																		
Percentage of the employability of graduates of Faculty of Agriculture		70%	80%	3.1.1 Curriculum is developing to target job prospects of undergraduates and hope to introduce from 2021 onwards.  Resuscitation of the Alumni Association and establishment of a Database, establishment of an Employer Feedback Acquisition Mechanism, establishment of a mechanism for regular student engagement in QA activities and establishment of centralized online teacher, course, and peer evaluation and action mechanism are some activities planning to implement via QAC.  New Department is going to establish as the “Department of Agricultural Information Technology” and a proposal has developed already. (Agri.)														
Percentage of the employability of graduates of Faculty of Allied Health Sciences	100%	100%	100%	3.1.2 Further revisions of curriculum of three degree programmes (AHS)	Dean, HoD’s, AR, AB													

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Percentage of the employability of graduates of Faculty of Engineering	50%	100%	100%	3.1.3	Obtain the feedback from stakeholders on existing curriculum (Eng.)															
				3.1.4	Appoint committees covering all sub divisions which includes experts from industry (Eng.)															
				3.1.5	Make a comparison of revised curriculum with well-known civil engineering degree programs around the world (Eng.)															3Mn
				3.1.6	Survey/Industrial camp training program(Eng.)													100%	10 Mn	
Percentage of the employability of graduates of Faculty of Fisheries and Marine Sciences & Technology	75%	85%	95%	3.1.7	Enhance the soft skills, ICT skills and Language fluency of graduates during their University career. (FMST)	Dean, HoD's, English coordinator/ All academic staff member Students societies	20%	40%	50%	60%	70%	70%	70%	70%	70%	80%	80%	0.1 Mn		
				3.1.8	Meeting with relevant industries and stakeholders to find their expectation from graduates (FMST)															
Percentage of the employability of graduates of Faculty of Humanities and Social Sciences	35%	40%	60%	3.1.9	Implementation of newly revised curricular. (H&SS)	Dean, HoD's, Faculty Career Advisor												1 Mn		
				3.1.10	Enhance soft skills of students. (H&SS)															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				3.1.11 Equip students with ICT and English skills (H&SS)														
				3.1.12 Introduce internships for all degree programmes of the faculty (H&SS)														
Percentage of the employability of graduates of Faculty of Management and Finance	90%	75%	85%	3.1.13 Introduce Curriculum revision targeting job prospects of undergraduates (Mgt.)	Dean, HoD's, Curriculum Development Committee; Alumni association, Job fair committee, All academics	Increase employability of graduates												
				3.1.14 Organize job fair annually (Mgt.)		Enhance soft skills of the graduates												
Percentage of the employability of graduates of Faculty of Science	75%	80%	85%	3.1.15 Various workshops are conducted by the career guidance coordinator of the faculty and job fairs are to be conducted (Sci.)	HoD's, Dean and Faculty Coordinator to CGU of UoR													0.5 Mn
Percentage of the employability of graduates of Faculty of Technology		100%	100%	3.1.16 The first batch of the students will be graduated in May 2021 (Tec.)														
				3.1.17 Conduct of tracer study for University	Director/CQA									100%				

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<i>Objective 3.2: To revise curricula of all distance and continuing degree programmes to increase the employability to 90% by year 2023</i>																			
Percentage of employability of graduates of all distance and continuing degree programs		70%	90%	3.2.1	Revision of External degree program Introducing new subjects which is demanded by the job market (H&SS)	Chair-BoS/DCE H&SS											1 Mn		
<i>Objective 3.3: To convert all degree programmes to 4 year honours degree programmes by 2023</i>																			
Number of programs converted		88%	100%	3.3.1	All degree programmes are 4 year honors degree programmes (Agri.)														
				3.3.2	Convert the existing three year BA degree programme into four year with exit points at 2000 and 3000 levels (H&SS)	Dean, HoDs', Chair-Curricular Development											0.5 Mn		
				3.3.3	All degree programmes are 4 year honors degree programmes (Mgt)		Internationally Qualified Graduates												
				3.3.4	Proposals are being developed for introducing research projects for all newly proposed four year degree programmes (Sci.)	HoD's and Dean													
<i>Objective 3.4: 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%</i>																			
Percentage of provision of industrial training/internships to the graduates of Faculty of Humanities and Social Sciences	40%	30%	80%	3.4.1	Industrial training is received by all the undergraduates. (Agri.)														



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost				
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					
				3.4.2 Internships included as compulsory in all the degree programmes (H&SS)	Dean, HoD's, Chair-Curricular Development Committee													5 Mn				
				3.4.3 Assist the faculties in formulating guidelines on Internship programs (CQA)	Director/CQA Relevant IQAC Chairs								100					Internship programme at FHSS 0.1				
<b>Objective 3.5: To ensure 80% of research undertaken by University to address the national/regional needs by 2023</b>																						
Percentage of the research studies undertaken to address national/regional needs of the country		60%	80%	3.5.1 The collaborative program with Southern Provincial council (SPC) to solve agricultural problems prevailing in the southern region is going on. (Agri.)	All academic staff members of the Faculty																	
				3.5.2 Encourage academic staff members and students to carryout researches related to national/regional needs (AHS)	Dean, HoD's, AR, AB															80%		
				3.5.3 Implement collaborative researches with different institutions (AHS)																		
				3.5.4 Assign more budget to researchers (AHS)																		
				3.5.5 Modify the SLC-2 Weapon Locating Radar system at School of Artillery, Minneriya (Eng)																	100%	-
				3.5.6 Establishment of energy storage system (ESS) at Energy Park, Hambantota (Eng)																		80%

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 3.5</b>				3.5.7 Industrial Automation projects (Eng)													30%		
				3.5.8 Development of methodology for municipal solid waste land fill management (Eng)														100%	1 Mn
				3.5.9 Development of Building regulation and structural health monitoring (Eng)														60%	20 Mn
				3.5.10 Improvement of the quality of undergraduate research providing better guideline, Modify the evaluation guidelines, conduct webinar with the participation of eminent Scientists for final year students. Commencement of research symposium In the Faculty in 2021.(FMST)	HoD's, CQA, All academic staff	10%	20%	40%	60%	60%	60%	70%	80%	80%	80%	90%	90%		2 Mn
				3.5.11 The research undertaken by the faculty addresses the regional and national needs (Mgt.)	Dean, HoD's, All Staff														
				3.5.12 Provide funds for staff to publish international indexed journal papers whenever necessary (Mgt.)		Commercialize the research findings													
				3.5.13 Decision making with participative approach to ensure in a productive way (Mgt.)		Link with industry													
				3.5.14 Introduction of best undergraduate research to annual VC award (mgt.)															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
				3.5.15 Implement research study on IEM which was not yet done in Sri Lanka(NMU) (Med.)	HoD/NMU														
				3.5.16 Adverse Drug Reaction (ADR) prevalence and influence will be determine. A Programme enhance the reporting of ADR will be implemented.( Dep of Pharmacology) (Med.)	Prof. SJ Dr. GL Dr. MT														
				3.5.17 A number of research projects have been initiated with the support of AHEAD grants (Sci.)														1 Mn	
				3.5.18 Evaluation of the quality of student research (CQA)	IQAC Chairs						50%						100%	Guidelines for best undergraduate research 0.1	
				3.5.19 Introduction of best undergraduate research to annual VC award (CQA)	Director/CQA IQAC chairs												100%	Annual award system 0.2	
<b>Objective 3.6: To complete the introduction of the principles of Outcome-Based-Education (OBE) methods to all degree programmes by 2023</b>																			
Number of degree curricula OBE methods introduced		80%	100%	3.6.1 The curricula of all 3 degree programs will be revised according to the OBE and expected to be completed early 2021.  Planning to organize training programs for teachers and students on OBE, SCT and technology-based learning by QAC. (Agri.)	Dean/Agri. HoD's Focal points of FoA and SPC														
				3.6.2 Curriculum revision will focus more on student centered learning methods (AHS)	Curriculum Development Committee														
				3.6.3 Develop a system to assess Program Outcomes (PO attainments) (Eng.)	Curriculum Development Committee														50%

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 3.6</b>				3.6.4 Curriculum revision was planned to do based on the Recommendations made through curriculum mapping of the degree programmes. (FMST)	CQA/HoD's	10%	10%	10%	20%	30%	50%	50%	60%	60%	70%	70%	75%		
				3.6.5 The curricula of all degree programs will be revised according to the OBE and expected to be completed in eventually (Mgt.)	Dean, HoD's, Chairman/ CQA	Quality graduates													
				3.6.6 Curriculum revision will focus more on student centered learning methods (Mgt.)		Enhance students learning quality													
				3.6.7 Workshops on OBE were organized for academics (Mgt.)		Enhance knowledge skills and competencies teaching quality													
				3.6.8 The curricula of all degree programs will be revised according to the OBE. Planning to organize training programs for teachers and students on OBE, SCT and technology-based learning by QAC (Sci.)	Dean, HoD's and IQAC of FoS														0.5 Mn
				3.6.9 Develop Curriculums according to OBE standards (Tec.)															
				3.6.10 Awareness programmes on OBE, SLQF, SBE, curriculum mapping (CQA)	Director/CQA IQAC Chairs								50%					100%	100 trained academics 0.1
<b>Objective 3.7: To improve the mechanism for commercialization of research by 2023</b>																			
Implementation of Technology Transfer Policy		60%	100%	3.7.1 Establishment of Framework for research commercialize (Eng.)													60%	0.5 Mn	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost			
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
Implementation of spin off policy		30%	50%	3.7.2 Organize an undergraduate project showcase for school children in Southern province and Industry (Eng.)														100%	2 Mn		
Intellectual property policy		50%	100%	3.7.3 Implementations to be taken via the TTC.(FMST)	TTC	0%	0%	10%	10%	10%	20%	20%	20%	30%	40%	40%	50%				
				3.7.4 Follow the university policy of TTO (Tec.)																	
				3.7.5 Follow the university policy (Tec.)																	
<b>Objective 3.8: To Ensure the successful commercialization of 10 research projects and enter into 20 external agreements by 2023</b>																					
Number of commercialization of products		02	02	3.8.1 Expand library resources to support researchers (Eng.)														20%	2 Mn		
Number of agreements with external parties to commercialize products		04	04	3.8.2 Collaborative research with external institutes/ persons for joined research programs(Eng.)														70%			
				3.8.3 Submitting joined research proposals for external funding (Eng.)															20%		
				3.8.4 Establishment of Commercialization unit (Eng.)																20%	
				3.8.5 Plan to have agreements (FMST)	TTC	0%	0%	10%	10%	10%	20%	20%	20%	30%	40%	40%	50%				

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
<b>Continuation of 3.8</b>				3.8.6 Liaise with Private Hospitals(NMU) (Med.)	HoD/NMU															
				3.8.7 Students are encouraged to do inventions and innovations (Tec.)	Dean, HoD's, Staff															
				3.8.8 Plan to have agreements in 2021 (Tec.)																

**GOAL 04: ENSURING JUSTICE AND EQUITY**

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	

*Objective 4.1: To ensure the provision of basic infrastructure facilities to cater to differently abled persons in all buildings by year 2023*

Percentage of provision of the existing buildings with the basic facilities for differently abled people		35%	50%	4.1.1	Make access to all buildings, facilitate visual & hearing aid equipment and lavatory facilities for differently-abled persons depending on the financial availability. (Agri.)	AR/ Agri.														
				4.1.2	Construction of new faculty complex with facilities to differently abled students (AHS)	Dean, HoD's, AR, AB												40%		
				4.1.3	Planning new building structures with accessibility of lifts rams and disable access (Eng.)														20%	
				4.1.4	Constructing elevators for three departments, admin building and lecture halls (Eng.)														40%	10Mn
				4.1.5	Basic facilities have been provided in existing buildings (FMST)	Dean, HoD's	30%	30%	30%	50%	50%	50%	50%	60%	60%	60%	70%	70%		1Mn
				4.1.6	Design the infrastructure in support of Differently abled people (H&SS)	Dean, HoD's														0.1Mn
				4.1.7	All the buildings are aligned to this requirement; Implement this objective and expansion of the facilities as required further (Mgt.)	Dean, HoD's, AR	Friendly environment create with differently abled students													
				4.1.8	FoS in the process of improving facilities for differently abled students (Sci.)															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost			
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
				4.1.9 All the existing buildings are constructed by considering the basic facilities of the differently abled people.  Proposed buildings also will be constructed by considering these needs (Tec.)																	
<b>Objective 4.2: To improve learning facilities for a total of 25 differently abled students by year 2023</b>																					
Number of differently abled students registered for the degree programs		05	05	4.2.1 QAC is planning for the establishment and approval of policies for serving the differently-abled students (Agri.)																	
				4.2.2 Provide required equipment to facilitate their education ( Erasmus + Project) (H&SS)	Dean, Coordinator-Erasmus + project (IncEdu)											100%		2Mn			
				4.2.3 Implement this objective and expansion of the facilities. (Mgt.)	Dean , AR/SA	Provide facility required to differently-able students															
				4.2.4 FoS in the process of improving facilities for differently abled students (Sci.)																	
				4.2.5 Feedback surveys on the experiences of differently able students (CQA)	Director/CQA Relevant IQAC Chairs											100%					Analysis on differently able students' feedback 0.1
<b>Objective 4.3: To provide financial/social support for all students who have dire economic/social needs by 2023</b>																					
Percentage of students receiving financial support out of bursary/mahapola scholarships	5%	60%	80%	4.3.1 Coordinate the assistance from Viru-Sisu Scholarship Foundation (Agri.)	AR/Agri.				100%												
				4.3.2 Introduce new scholarship programmes (AHS)	Dean, HoD's, AR, AB												10%				



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost			
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
Number of other scholarships introduced		50	70	4.3.3	Seeking possibilities to generate funds in order to provide scholarships (Eng)													60%			
				4.3.4	Sisudiriya scholarship programe was initiated for one student in level II has been increased the number of awardees up to two and the monthly installment has been increased to Rs 3000. Implementation of fundraising activities are conducted through societies (FMST)	Senior Treasurer/ Scholarship committee	20%	20%	30%	30%	40%	40%	40%	40%	50%	50%	60%	70%			
				4.3.5	Provision of scholarship facilities to students with dire needs (H&SS)	Dean, Coordinator-Students' Welfare Fund			10%			20%			50%				20%	5Mn	
				4.3.6	Introduce new scholarship programmes.(Mgt.)	Dean, HoD's, Student Counselors, all staff	Assist undergraduates to carry out their studies without any obstacles														
				4.3.7	Develop the funding program (Mgt.)		Enhance social concerns of the graduates														
<b>Objective 4.4: To maintain the conducive environment for all ethno-religious communities to study and live in harmony</b>																					
Number of multi-cultural events/programs implemented		06	06	4.4.1	Events would be organized by the students for the festivals like Sinhala and Tamil New Year, Wesak, Deepavali, Ramazan,Thaipongal and Christmas (Agri.)	DSSC, Office Bearers of the Students' Societies and all the students															
Percentage of students from different ethno-religious communities	3%	10%	20%	4.4.2	Annually organize multicultural programm (AHS)	Dean, HoD's, AR, AB															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Continuation of 4.4</b>				4.4.3 Conducting multi-cultural events Christmas carol program (Eng.) <ul style="list-style-type: none"> <li>• Vesak poya day</li> <li>• Poson poya day</li> <li>• Ramazan festival</li> <li>• Navarathri pooja</li> <li>• Mindfulness program</li> </ul>														1Mn	
				4.4.4 Encourage students to organize multicultural events as such celebrating Thai Pongal Already conducts at the Faculty (FMST)	DSSC/senior treasures of societies	20%	20%	20%	30%	40%	50%	70%	70%	70%	70%	75%	75%	0.1Mn	
				4.4.5 Conduct multi-cultural events in collaboration with the National Peace Council and in partnership with University of Jaffna, Eastern, and Sabaragamuwa (C-YEP project) (H&SS)	HoD/Public Policy, Sociology						20%		20%	20%	20%	20%		0.7Mn	
				4.4.6 Increase the number of English medium degree program (H&SS)															
				4.4.7 Events would be organized by the students for the festivals like Sinhala and Tamil New Year, Wesak, Deepavali, Ramazan, Thaipongal and Christmas. (Mgt.)	Student Counselors, Students Union	Improve the unity of different ethno-religious communities													
				4.4.8 Annually organize multicultural programmes. (Mgt.)															
				4.4.9 Recruit multi-religious students (Mgt.)	Dean, HoD's,	Ethnic cohesion among the students and staff													

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				4.4.10 Students and staff are encouraged to organize events inside the FOT (Tec.)	Dean, AR													
<i>Objective 4.5: To ensure equal opportunities in all activities irrespective of gender, ethnicity and religion</i>																		
Number of incidents reported relevant to this concern		-	-	4.5.1 Programmes are organized by students societies/students Union with the guidance approval of relevant authorities (FMST)	Dean, DSSC, Student counselors, Senior treasurer	20%	20%	30%	30%	30%	40%	40%	50%	60%	60%	70%	80%	
Number of events/programs implemented in this concern		04	06	4.5.2 Decision making with participative approach to ensure the transparency of decision making (Mgt.)	Dean, HoD's, Academic staff	No conflicts among the staff												
<i>Objective 4.6: To introduce 10 course modules relevant to social harmony for all undergraduate degree programs by 2023</i>																		
Number of social harmony oriented courses/units		02	02	4.6.1 Introduce social harmony module in degree programs with the next curriculum revision (AHS)	Dean, HoD's, AR, AB													
				4.6.2 Incorporate social harmony in the course modules of new syllabi (H&SS)	Chair-Cultural Center							20%	20%	20%	20%	20%		0.6Mn
				4.6.3 Develop a course module with related to social harmony (Mgt.)	Dean, HoD's, IQAC	Ensure the ethnic cohesion among students												
				4.6.4 Reviewing of social harmony modules in degree programs in Faculty of Agri, AHS & Mgt. (CQA)	Director/CQA Relevant IQAC Chairs								50%					

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 4.7: To ensure at least 30% of female representation among office bearers of all student unions and study circles by 2023</i>																		
Number of female representation among office bearers of all student unions and study circles		04	04	4.7.1	Change by-laws of appointment criteria of the student union (AHS)	Dean, HoD's, AR, AB												
				4.7.2	Change of By- laws of student unions & case circles (All faculties) (Eng.)													
				4.7.3	The guideline is considered whenever the Office bearers are being appointed.(FMST)	Dean, DSSC, HoD's	50%	50%	50%	50%	50%	60%	60%	60%	70%	70%	80%	90%
				4.7.4	Advise all societies to make structure of office bearers according to this norm (H&SS)	HoD's, Dean												
				4.7.5	Amend the existing constitutions (Mgt.)	Dean, HoD's, Senior treasurer of the study circles	Improve the gender equality in decision making											
<i>Objective 4.8: To ensure the implementation of Sex and Gender base violence prevention</i>																		
Number of cases regarding sex and gender based violence		-	-	4.8.1	Plan for the establishment and approval of policies for gender equity and equality (Agri.)													
				4.8.2	Educate new students on rules & responsibilities regarding sex & gender base violence (Eng.)											100%		
				4.8.3	Develop a mechanism to report sex and gender base violence(Eng.)											100%		

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
				4.8.4 Develop a system to handle the cases(Eng.)													100%	
				4.8.5 Provide student counseling service (Eng.)													100%	
				4.8.6 Organize workshops on ragging and sexual based harassments and violations (H&SS)														0.025Mn
				4.8.7 Develop a mechanism to report sex and gender base violence (Mgt.)	Dean, HoD's, Senior student counselors	Minimize the sex and gender base violence												
				4.8.8 Develop a system to handle the cases (Mgt.)														
				4.8.9 Provide counseling for students (Mgt.)														
<b>Objective 4.9 : To enhance facilities to improve the learning of official languages by 2023</b>																		
Number of Tamil language courses to Sinhala students		01	01	4.9.1 Introduce Tamil language training for Sinhala students & Sinhala Language training for Tamil students (Agri.)														
				4.9.2 Include language sessions for academic timetables	Dean, HoD's, AR, AB													
Number of Sinhala language courses to Tamil students		01	01	4.9.3 Introduce Tamil language training for Sinhala students & Sinhala language training for Tamil students (All faculties) (Eng.)														
				4.9.4 Tamil language has been included as a compulsory course module in the syllabi (H&SS)														0.1Mn
				4.9.5 Sinhala language has been included as a compulsory course module in the syllabi (H&SS)														0.1Mn

**GOAL 05: ENSURING GOOD GOVERNANCE**

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome	
		<i>Objective 5.1: To regularize and adhere to the existing governing rules and regulation</i>																			
5.1.1. Duly completed subject indexed circular/ by-law	20%	30%		5.1.1.1 Categorization of UGC circulars according to the subject.	DR/Aca. Est./Exam, SAR/Non Ac. /Admin.																
				5.1.1.2 Perpetration of By-law index for the University	DR/L&D																
				5.1.1.3 Translation of all internal circulars into English language	Registrar's Office																
				5.1.1.4 Publish all internal circulars in the Ruhuna University administration web page	Registrar's Office																
				5.1.1.5 Updating the Ruhuna University administration web page.	DR/CMD, Audio Visual Officer																
5.1.2 Percentage of required No of statutory meetings of Senate/ Council				5.1.2.1 Holding 10 Senate meetings for the year	DR/CMD																
				5.1.2.2 Holding 10 Council meetings for the year	Registrar's Office																
5.1.3 Percentage of required No of regulatory meetings-audit & management/ finance committee	20%	30%		5.1.3.1 Holding 4 audit & management committee meetings for the year	SAIA																

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome
				5.1.3.2 Holding 6 finance committee meetings for the year	SAB/Finance															
5.1.4 Revised By-law MPhil and PhD Degrees programmes				5.1.4.1 Revision of By-laws	DR/Exam, SAR/AR/Faculties, SAR/FGS, AR/DCEU															
<b>Objective 5.2: To maintain accountability and transparency</b>																				
5.2.1 Submission of Annual Accounts in time				5.2.1.1 Preparation of Final Statements	Bursar & All SAB/ ABs															
5.2.2 Updated Fixed Asset Register				5.2.2.1 Updating Fixed Asset Register	SAB/Accounts & All SAB/AB in Faculties															
5.2.3 Updated register for audit queries (internal/government)				5.2.3.1 Updating the register for audit queries (internal/ government)	SAIA															
5.2.4. Monthly Accounts Summery Report				5.2.4.1 Preparation of Monthly Accounts	SAB/Acc.															
5.2.5 Updated Inventory (divisional) Registers				5.2.5.1 Updating Inventory (divisional) Registers	All divisional Heads															
5.2.6 Updated Stock Books				5.2.6.1 Updating Stock Books	SAB/Supply, Store keeper															
5.2.7 Delegated of financial authority				5.2.7.1 Delegating of financial authority	Bursar & All SAB/ ABs															
5.2.8 Updated University Action Plan				5.2.8.1 Updating & compilation of University Action Plan	DR/CMD															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI								
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome							
5.2.9 Procurement Plan				5.2.9.1 Preparation of Procurement Plan	SAB/Supply, All divisional Heads																						
5.2.10 Audit Plan				5.2.10.1 Preparation of Audit Plan	SAIA																						
5.2.11 Standard operational procedure manual				5.2.11.1 Preparation of standard operational procedures	All divisional Heads																						
5.2.12 Examination manuals - Postgraduate - Undergraduate - External Degrees				5.2.12.1 Preparation of Examination manuals - Postgraduate - Undergraduate - External Degrees	Director/CQA, Dean/FGS																						
5.2.13 Annual Budget Estimates				5.2.13.1 Preparation of Annual Budget Estimates	Bursar																						
5.2.14 Cash Flow Statement				5.2.14.1 Preparation of Monthly Cash Flow Statements	Bursar & All SAB/ ABs																						
5.2.15 Submission of Asset Management Report to Comptroller Department	100%			5.2.15.1 Finalizing & submitting Asset Management Report to the relevant external authorities	Bursar & All SAB/ ABs																						
5.2.16 Submission of Annual Board of Survey Reports to Auditor General				5.2.16.1 Preparation & Submitting Final Report on Annual Board of Survey Reports	SAR/Admin.																						
5.2.17 Completion of formal disposal procedures				5.2.17.1 Conducting format disposal auctions	Bursar, SAB/Supply, Registrar, SAR/Admin.																						



KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI							
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome						
5.2.18 Submission of monthly vehicle usage reports to the Government Audit				5.2.18.1 Preparation & submitting of monthly vehicle usage reports to the Government Audit. Get the Council/UGC Approval for excess usage of fuel for assigned vehicles	SAR/Admin.																					
5.2.19 Fuel consumption tests done				5.2.19.1 Conducting fuel tests	SAR/Admin., Workshop Engineer																					
5.2.20 Bank reconciliation done				5.2.20.1 Preparation of bank reconciliation statements	SAB/Payments																					
<b>Objective 5.3: To optimize the organizational performance</b>																										
5.3.1. Number of Publications - Local - Foreign		85%	95%	5.3.1.1 Introduction of annual rewarding scheme	SAR/Non Ac., DR/Aca. Est.																					
				5.3.1.2 Holding an annual rewarding ceremony	SAR/Non Ac., DR/Aca. Est.																					
5.3.2 Number of patents		75%	85%	5.3.2.1 Apply productivity awards	SAR/Admin., DR/CMD																					
5.3.3 Number of UBL		10	12		All Admin officers																					
5.3.4 Number of commercial agreements					VC																					
5.3.5 Number of foreign grants received					Director/SDC, SAR/SDC, Director/CINTA																					

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome
5.3.6	Number of MOUs signed				Director/CINTA															
5.3.7	Special achievements				All Heads															
5.3.8	University ranking				All Heads															
5.3.9	Increasing generated Income				Director/DCEU, Bursar															
5.3.10	No of Awards				Relevant Heads of Dept.															
5.3.11	University IT Policy			5.3.11.1	Preparation of institutional IT policy	Head/CD														
				5.3.11.2	Providing intranet facility for all computers, within offices.	Head/CD														
5.3.12	University Wi-Fi Policy			5.3.12.1	Providing Wi-Fi coverage to entire administrative building complex.	Head/CD														
5.3.13	Landscaping project completion			5.3.13.1	Submission of landscaping proposal for wellamadama implementation of the project at 3 phases	Curator, SAR/Admin.														
5.3.14	No of Automated administrative service functions			5.3.14.1	Converting manual operations to partly/ fully automated	All Heads of Dept. and Divisions														

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome
<i>Objective 5.4: To serve the stakeholders within a reasonable time frame</i>																				
				5.4.1.1 Developing acknowledgement procedures at the receiving of requests	All Admin officers															
5.4.2 Implementation of University grievance policy		100%	100%	5.4.2.1 Providing information as per provision of rights to information act within a week	DR/L&D															
				5.4.2.2 Developing a policy for grievance handling - employees	Chairman/ G.C															
5.4.3 Number of grievance committee meetings conducted (Students & Staff)		12	12	5.4.3.1 Conducting grievance committee meeting in a regular basis	Chairman/ G.C.															
5.4.4 Percentage of grievances solved (Students & Staff)		90%	100%	5.4.4.1 Attending students grievance requests promptly	DVC, Faculty level G.C.															
5.4.5 E-portal for uploading grievances for students				5.4.5.1 Sending feedback for students/ employees	DR/Aca. Est., SAR/Non Ac., AR/ SA															
5.4.6 Answers for right to information Act.				5.4.6.1 Developing e-platform for grievance handily.	Coordinator-IT Unit, DVC, AR/SA															
5.4.7 Clients Charter				5.4.7.1 Preparation of divisional Client's Charters	All Heads of Dept. and Divisions															
5.4.8 Strengthening of proper Counseling service				5.4.8.1 Increase the number of counselors according to the student numbers	DVC, Student Counsellors															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI									
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome								
								5.4.8.2 Providing proper training for counseling	Dean, Committee members; HoD's, Director/SDC																			
<b>Objective 5.5: To promote open and comprehensive stakeholder engagement through maintaining an effective and efficient customer friendly environment</b>																												
5.5.1 Cadre assessment : - Academic - Administrative - Non Academic				5.5.1.1 Conducting meeting on cadre revision	VC, DVC, Cadre revision committee																							
				5.5.1.2 Preparation & submission reports to UGC	VC, Registrar																							
5.5.2 Staff training - Number of local training - Number of overseas training				5.5.2.1 Preparation of Annual training calendar	Director/SDC,SAR/SDC																							
				5.5.2.2 Conducting training programmes	DR/Aca. Est., SAR/Non Ac., SAR/SDC																							
5.5.3 Number of induction training programmes conducted				5.5.3.1 Conducting training programmes for newly recruited staff	SDC																							
5.5.4 New recruitments - Academic - Administrative - Non Academic				5.5.4.1 Calling applications, screening, interviewing and recruiting	DR/Aca. Est., SAR/Non Ac.																							
5.5.5 Staff promotion - Academic - Administrative - Non Academic				5.5.5.1 Academic – Conducting evaluations, selection interviews Non-Academic – Calling applications, selection interviews	DR/Aca. Est., SAR/Non Ac.																							

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	Based on KPI						
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Output	Outcome					
		5.5.6	Implementation Accountability workload model					5.5.6.1 Ensuring e-platform	All Deans, Director/CQA, All HoD's																
				5.5.6.2 Making assesments for uploaded information by the academic staff	All Deans, Director/CQA, All HoD's																				
5.5.7	Assign duty lists to all staff			5.5.7.1 Issuance of list of duties for employees	All Heads of Dept. and Divisions																				

<b>GOAL 06: ENDOWING INVENTION AND INNOVATION</b>																		
KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 6.1: To develop and maintain a database of inventions and patents of University of Ruhuna by 2023</i>																		
Establishing a database for inventions		100%	100%	6.1.1 It is in the progress of initiating a database in year 2021 (Tec.)														
Establishing a database for patents		100%	100%															
<i>Objective 6.2: To obtain five national and one international patent/s per year by 2023</i>																		
Number of national patents obtained		01	02	6.2.1 Obtain 5 patent certificates by 2023(Eng.)													30%	0.5 Mn
Number of international patents obtained		01	01	6.2.2 TTC has taken necessary action to encourage staff members (FMST)	TTC/all staff students	10%	10%	20%	20%	30%	30%	40%	50%	50%	60%	70%	80%	
<i>Objective 6.3: To commercialize two patents per year by 2023</i>																		
Number of patents commercialized		02	02	6.3.1 TTC has taken necessary action to encourage staff members (FMST)	TTC/ all staff Students	10%	10%	20%	20%	30%	30%	40%	50%	50%	60%	70%	80%	
<i>Objective 6.4: To achieve five participations in national and international exhibitions in inventions and innovations per year</i>																		
Number of participations in national exhibitions	02	08	10	6.4.1 Continue with the participation in national exhibitions such as Techno, Sahasak Nemewum (SIIP) etc. (Eng.)													50%	5 Mn

KPIs	Present level of Performance (Year 2020)	Desired Performance Level Target (output)		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Number of participations in international exhibitions		06	10	6.4.2 Students societies have been taken necessary actions to encourage participation. Transport and other facilities are needed to provided (FMST)	Students societies/ Senior treasurer	10%	10%	20%	20%	30%	30%	40%	50%	50%	60%	70%	80%	1Mn
<i>Objective 6.5: To promote 10 awareness programs of developing inventions and obtaining patents by 2023</i>																		
Number of awareness programmes conducted	05	04	10	6.5.1 Conduct the awareness program/workshops (Mgt.)	Dean, HoD's, Faculty coordinator for TTO	Improve the knowledge of obtaining patents among staff and students Give opportunities for students to develop creativity												
				6.5.2 Encourage students to participate invention/innovations competition. (Mgt.)		Improve the knowledge of obtaining patents among												
<i>Objective 6.6: To modify the degree curricula to include IP policy and patenting process in relevant programs by 2023</i>																		
Number of courses modified	01	05	05	6.6.1 Conduct awareness workshops (Mgt.)	Dean, HoD's, IQAC	Number of courses modified and added Improvement of awareness of IP policy and relevant process To produce students who are convinced with IP management												
<i>Objective 6.7: To establish product startup and commercialization unit by 2023</i>																		
Number of agreements with external parties to commercialize products	05	03	03	6.7.1 Establishment of Ruhuna Engineering Consultancy Service(Eng.)														100%
Number of commercialization of products		03	03															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<i>Objective 6.8: To establish a talent co-creation laboratory/incubator for experiment new ideas by 2019</i>																		
Establishment of the talent co-creation laboratory/incubator		-	-	6.8.1 Establishment of talent co creation Laboratory(Eng.)													100%	
				6.8.2 Room for co-creation laboratory was allocated for students under the guidance of TTC. Necessary facilities are needed to be provided (FMST)	TTC	10%	10%	15%	25%	30%	40%	45%	50%	50%	55%	60%	65%	0.1Mn
				6.8.3 Sothern Incubation Center (Sci.)														



<b>GOAL 07: EPITOMIZING THE UNIQUENESS</b>																			
KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<i>Objective 7.1: 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</i>																			
Number of new degree programmes introduced		01	01	7.1.1	Curriculum revision based on the output of the curriculum mapping of degree programmes (FMST)	IQAC/Curriculum Development committee	10%	10%	20%	20%	30%	40%	50%	50%	60%	70%	80%	80%	
Number of new course units introduced	All course Units in Level IV (FMST)	02	02	7.1.2	One new postgraduate Degree will start in 2021 (FGS)														
				7.1.3	Introduce new degree program in Marine Engineering (Eng)														60%
<i>Objective 7.2: To enhance the Coastal Awareness Resource Center (CoRAC) by year 2023</i>																			
Number of awareness programmes conducted	01	04	05	7.2.1	The committee was appointed on this regard. (FMST)	CoRAC committee	10%	15%	20%	25%	30%	40%	50%	50%	60%	70%	80%	80%	
Number of scholars used the facility for academic purposes	150	300	400	7.2.2	Students at their level II and level I use the resources to make new models to be used for awareness programmes in future	CoRAC committee	10%	15%	20%	25%	30%	40%	50%	50%	60%	70%	80%	80%	0.1Mn
<i>Objective 7.3: To develop five new links with international maritime Universities and Research Institutes by 2023</i>																			
Number of links developed with international maritime universities		01	01	7.3.1	Marine research center was established with the funds and expertise of NSYSU, Taiwan. Facilities have been provided and the HoD/F FAQ and staff members work accordingly. The University did necessary maintenance works at the research center in 2020. (FMST)	HoD's, all staff members	10%	15%	20%	25%	30%	40%	50%	50%	60%	70%	80%	80%	0.1Mn

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost	
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Number of links developed with research institutes	02	04	05	7.3.2 The collaboration between south China Sea Institutes of Oceanology has been continued since 2012. (FMST)															
<i>Objective 7.4: To develop a university township around university including national level aquarium by year 2023</i>																			
Number of new constructions in the university township		01	01																
Setting up a national level aquarium with public-private partnership		-	-																
<i>Objective 7.5: 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</i>																			
Number of course units introduced		02	02	7.5.1 The curriculum of the three certificate Courses were reviewed by a panel of reviewers appointed by CQA and the revised versions have been recommended by CQA to be implemented in 2021. (FMST)	HoD/FAQ, committee	20%	30%	30%	40%	45%	50%	55%	60%	60%	70%	80%	100%		
Number of certificate courses introduced		03	05																
<i>Objective 7.6: To introduce 5 course units and 2 certificate/diploma courses relevant to tourism and hospitality management</i>																			
Number of course units introduced		01	01	7.6.1 Introduction of Diploma programme 'in Marine Services and Resource Management (FMST)	Chairperson and committee members of FMST and FMF	10%	20%	25%	30%	40%	50%	60%	70%	80%	100%	100%	100%	0.1Mn	

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost		
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Number of certificate courses introduced		-	-	7.6.2 Conduct stakeholders meetings for development of the curriculum (FMST)																
Number of diploma courses introduced	01	01	01	7.6.3 Introduce a certificate course on tourism and heritage (H&SS)	Dean, HoD/Public Policy														0.5Mn	
				7.6.4 Introduce a Diploma in Tourism Service Studies (H&SS)	Dean, HoD/Public Policy							40%		10%		40%	0.7Mn			
				7.6.5 Conduct awareness program (Mgt.)	Dean, HoD's, IQAC Staff															
				7.6.6 Revise the curricular (Mgt.)		Increase the employability in tourism industry														
				7.6.7 Develop a new specialization area (Mgt.)																
<b>Objective 7.7: To establish a diving unit under the Faculty of Fisheries and Marine Sciences &amp; Technology</b>																				
The diving unit established	80%	80%	100%																	
<b>Objective 7.8: To establish a student community service and volunteering center by 2023</b>																				
Number of centers established		01	01	7.8.1 The Diving Unit was established in the Department of Oceanography and Marine Geology, FMST. The safety guidelines for instructors and trainees were established. Necessary equipment are needed to Purchased (FMST)	Coordinator, HoD/OCG	20%	20%	20%	20%	50%	50%	50%	50%	60%	60%	70%	70%	1 Mn		
				7.8.2 Setting up a center of mindfulness (H&SS)	HoD/Pali and Buddhist Studies															0.1Mn
				7.8.3 Conduct awareness program (Mgt.)	Dean, HoD's, Coordinators															

KPIs	Present level of Performance (Year 2020)	Desired Performance Level of Target output		Action Programme/s	Coordinating Responsibility	Time Frame (Desired Outcome as a percentage)												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<b>Continuation of 7.8</b>				7.8.4 Establish a center (Mgt.)														
				7.8.5 Organize community service projects (Mgt.)														

## List of Abbreviations

- |           |   |               |                                     |
|-----------|---|---------------|-------------------------------------|
| 1. Agri.  | - Faculty of Agriculture                                | 26. DR        | - Deputy Registrar                  |
| 2. AHS    | - Faculty of Allied Health Sciences                     | 27. SAR       | - Senior Assistant Registrar        |
| 3. Eng.   | - Faculty of Engineering                                | 28. AR        | - Assistant Registrar               |
| 4. FGS    | - Faculty of Graduate Studies                           | 29. SAL       | - Senior Assistant Librarian        |
| 5. FMST   | - Faculty of Fisheries and Marine Sciences & Technology | 30. SAB       | - Senior Assistant Bursar           |
| 6. H&SS   | - Faculty of Humanities and Social Sciences             | 31. AB        | - Assistant Bursar                  |
| 7. Med.   | - Faculty of Medicine                                   | 32. SAIA      | - Senior Assistant Internal Auditor |
| 8. Mgt.   | - Faculty of Management and Finance                     | 33. DSSC      | - Deputy Senior Student Counselor   |
| 9. Sci.   | - Faculty of Science                                    | 34. Sys. Ana. | - System Analyst                    |
| 10. Tec.  | - Faculty of Technology                                 | 35. Admin.    | - General Administration Branch     |
| 11. Lib.  | - Library   | 36. CMD       | - Corporate Management Division     |
| 12. CINTA | - Center for International Affairs                      | 37. Aca. Est. | - Academic Establishment Branch     |
| 13. CQA   | - Center for Quality Assurance                          | 38. Non Ac.   | - Non Academic Establishment Branch |
| 14. IQAC  | - Internal Quality Assurance Cell                       | 39. L&D       | - Legal and Documentation Branch    |
| 15. DCEU  | - Distance and Continuing Education Unit                | 40. SA        | - Student Affairs Branch            |
| 16. CGU   | - Career Guidance Unit                                  | 41. Acc.      | - Accounts Division                 |
| 17. SDC   | - Staff Development Center                              | 42. G.C.      | - Grievance Committee               |
| 18. TTO   | - Technology Transfer Office                            |               |                                     |
| 19. TTC   | - Technology Transfer Cell                              |               |                                     |
| 20. BoS   | - Board of Studies                                      |               |                                     |
| 21. CD    | - Computer Division                                     |               |                                     |
| 22. CoRAC | - Coastal Awareness Resource Center                     |               |                                     |
| 23. VC    | - Vice Chancellor                                       |               |                                     |
| 24. DVC   | - Deputy Vice Chancellor                                |               |                                     |
| 25. HoD's | - Head of Departments                                   |               |                                     |