WAYAMBA UNIVERSITY OF SRI LANKA

Strategic
Plan
and
Action Plan

2019
2023

INTRODUCTION & HISTORY OF THE UNIVERSITY

The institution was birthed as the Affiliated University College of the North Western Province in 1991 with two academic areas, namely, Home Science & Nutrition and Agricultural Sciences. These sections were affiliated to the University of Kelaniya and University of Peradeniya respectively. Subsequently, it became the Wayamba Campus of the Rajarata University of Sri Lanka in 1996 with two Faculties - Faculty of Agricultural Sciences and Faculty of Applied Sciences.

After that the Wayamba University of Sri Lanka was established with effect from 01st of October, 1999 for the purpose of providing, promoting and developing higher education in the branches of learning of Applied Sciences, Business Studies & Finance, Agriculture & Plantation Management and Livestock, Fisheries & Nutrition. Accordingly, four Faculties and 16 Departments of Study were assigned to the Wayamba University by the Government Notification in the Extraordinary Gazette No. 1093/8 issued on Tuesday, 17th of August, 1999.

A new department has been established in the year 2016 in the Faculty of Agriculture & Plantation Management under the name of Biosystems Engineering to offer a new degree programme in Bachelor of Bio Systems Technology (BBST).

After that by two Extraordinary Gazettes of the Government No.1954/43 issued on 19th February 2016 and No. 2037/17 issued on 21st September 2017, the Faculty of Medicine with 15 departments and Faculty of Technology with 04 departments have been added to the Wayamba University of Sri Lanka respectively.

Now there are 36 academic departments and 06 faculties in the Wayamba University of Sri Lanka. To establish the Faculty of Medicine and Faculty of Technology, buildings are being constructed and 75 students will be admitted to the new Faculty of Medicine in the year 2018.

Having evolved into a fully - fledged University, today the Wayamba University of Sri Lanka has carved an identity of its own and stands proudly on par with the other universities in the university system in Sri Lanka.

The Wayamba University of Sri Lanka has enjoyed a fruitful existence of 20 years having been granted University status in 1999. It is located in two premises, Kuliyapitiya and Makandura with two Faculties in each of the Premises.

VISION

To be a leading higher education institute in Sri Lanka recognized for its outstanding academic programmes, innovative research, scholarship and outreach with the ultimate target of serving the mankind

MISSION

To develop highly qualified and responsible citizens who contribute to the improvement of society and sustainable development of the country

VALUES

We are committed to certain fundamental/core values shared throughout the higher education sector. University staff and student community is characterized by our values. They define the qualities most important to the University and provide guidance for all that we do in order to enrich our teaching and learning environment. We encourages all members of the University community to not only know and appreciate but also live by on a daily basis.

Core Purpose →

To transform the society for the better future.

Academic Excellence & Integrity →

WUSL promotes and sustains intellectual enquiry characterized by the highest standards of professionalism, ethics and integrity, academic rigour, excellence and relevance by strengthening our actions in teaching and learning, in research and its application, and in engagement with our communities.

Innovation & Enterprise →

WUSL is committed to search for knowledge- and evidence-based solutions to problems and the issues of our local, national and international stakeholders -students, alumni, staff, partners, professions, government, industry, academic peers and community groups - through research; and engage resourcefully, entrepreneurially and proactively as a catalyst for positive change in the country and beyond.

Ethical Standards →

WUSL will maintain the highest ethical standards in all of its activities and promote the values of openness, honesty, tolerance, fairness and responsibility in all areas.

Social Responsibility & Accountability →

WUSL is accountable to its students, staff and general public for the effective conduct of its teaching and research activities, and for the efficient and proper use of the resources at its disposal with an emphasis on transparency, and responsibility towards environment.

ORGANIZATIONAL STRUCTURE

THE COUNCIL

VICE CHANCELLOR

COUNCIL SUB COMMITTEES

SENATE

SENATE SUB COMMITTEES

AIA — Clerical & Allied — Minor Staff

Librarian — SAL — AL / AL — Clerical & Allied — Minor Staff

Bursar — DB — SAB — AB / AB — Clerical & Allied — Minor Staff

Registrar — DR — CSU — SAR / SAR / SAR — AR (multiple) — Clerical & Allied — Minor Staff

Medical Centre — Medical Officer — Nurse/Pharmacisr/PHIU — Minor Staff

Landscape Division — Curator — Landscape Supervisor — Minor Staff

Maintenance Unit — Works Engineer — Works Suprintandont (Civil/Electrical) — Supervisor (Civil/Electrical/Draftsman)/Clerical & Allied — Minor Staff

Physical Education Unit — Director — Instructors — Minor Staff

DEAN Faculty of Medicine — AR — Faculty Board and Sub Committees — Head 15 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

DEAN Faculty of Technology — AR — Faculty Board and Sub Committees — Head 04 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

DEAN Faculty of Livestocks, Fisheries and Nutrition — AR — Faculty Board and Sub Committees — Head 04 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

DEAN Faculty of Agriculture and Plantation Management — AR — Faculty Board and Sub Committees — Head 05 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

DEAN Faculty of Applied Sciences — AR — Faculty Board and Sub Committees — Head 04 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

DEAN Faculty of Business Studies & Finance — AR — Faculty Board and Sub Committees — Head 05 / Head 03 / Head 02 / Head 01 — Panel of Lecturers — Clerical & Allied — Minor Staff

Director/ ICTC — Lecturers / Instructors — Other Staff

Director/ SDC — Lecturers / Instructors — Other Staff

Cordinator/ SW

Director/ EA

Cordinator/ CGU

Director/ Internal Quality Assurance Unit

Director/ External Degree Program Unit

Director/ Business Incubation Centre

PRESENT SITUATION OF THE UNIVERSITY

The Faculties which comprise the Wayamba University of Sri Lanka and the Departments of study under each Faculty are as follows:

Faculty of Agriculture & Plantation Management

- Department of Agribusiness Management
- Department of Biotechnology
- Department of Biosystems Engineering
- Department of Horticulture & Landscape Gardening
- Department of Plantation Management

Faculty of Applied Sciences

- Department of Computing & Information Systems
- Department of Electronics
- Department of Industrial Management
- Department of Mathematical Sciences

Faculty of Business Studies & Finance

- Department of Accountancy
- Department of Banking & Finance
- Department of Business Management
- Department of Insurance & Valuation

Faculty of Livestock, Fisheries & Nutrition

- Department of Applied Nutrition
- Department of Aquaculture & Fisheries
- Department of Food Science & Nutrition
- Department of Livestock & Avian Sciences

Faculty of Technology

- Department of Mechanical and Manufacturing Technology
- Department of Electrotechnology
- Department of Construction Technology
- Department of Nano Science Technology

Faculty of Agriculture & Plantation Management

The Faculty of Agriculture and Plantation Management (FAPM) was established on 1st October 1999 by the Government Notification in the Extraordinary Gazette No.1093/8 of Tuesday, 17 August 1999 and the faculty is located at Makandura Premises of the University.

The Faculty of Agriculture and Plantation Management offers the B.Sc. (Agriculture) Degree programme and a new degree programme, Bachelor of Biosystems Technology (BBST) starting from the intake of 2015/2016 batch of students which are of four years duration. The faculty also offers an external degree programme of three years duration i.e. B.Sc. (Plantation Management) Degree. This is a unique programme designed to fulfill the needs of the professionals in the plantation sector.

Faculty of Medicine

▶ Department of Anatomy

▶ Department of Physiology

▶ Department of Biochemistry

▶ Department of Surgery

▶ Department of Obstetrics & Gynecology

▶ Department of Pediatrics

▶ Department of Psychiatry

▶ Department of Community Medicine & Family Medicine

▶ Department of Medicine

▶ Department of Pathology

▶ Department of Pharmacology

▶ Department of Microbiology

▶ Department of Forensic Medicine

▶ Department of Parasitology

▶ Department of Medical Education

Faculty of Applied Sciences

The Faculty of Applied Sciences of the Wayamba University of Sri Lanka was established with effect from 01st October, 1999 by the Government Notification in the Extraordinary Gazette No.1093/8 of Tuesday 17 August 1999 and the faculty is located at Kuliyapitiya Premises of the University.

The Faculty offers B.Sc. (General) degree programme which is three years duration, B.Sc. (Joint Major) Degree, B.Sc. (Special) Degree in Applied Electronics, B.Sc. (Special) Degree in Industrial Management, B.Sc. (Special) Degree in Mathematics with Statistics and B.Sc. (Special) Degree in Computer Sciences which are of four years duration.

Faculty of Business Studies & Finance

The Faculty of Business Studies and Finance of the Wayamba University of Sri Lanka was established on 01st October 1999 by the Government Notification in the Extraordinary Gazette No.1093/8 of Tuesday, 17 August 1999 and the faculty is located at Kuliyapitiya Premises of the University.

tancy & Business Finance, B.Sc. (Special) Degree in Banking & Finance, B.Sc. (Special) Degree in Business Management and B.Sc. (Special) Degree in Insurance & Valuation which are of four years duration. All the degree programmes are conducted in English medium. In addition to the undergraduate programmes the faculty launched Postgraduate Diploma in Business Management (PGDBM) and Master of Business Administration (MBA) in 2005 with the noble purpose of expansion of knowledge to promote the sustainable development in Sri Lanka.

Further, The Faculty offers five Diploma courses: Diploma in Insurance, Higher Diploma in Insurance, Diploma in Personal Financial Management, Diploma in Banking & Financial Studies and Diploma in Business Management.

Faculty of Livestock, Fisheries & Nutrition

The Faculty of Livestock, Fisheries and Nutrition along with the other three faculties was established in 1999 by the Government Notification in the Extraordinary Gazette No.1093/8 of Tuesday, 17 August 1999 and the faculty is located at Makandura Premises of the University.

are of four years duration; B.Sc. in Food Science & Nutrition Degree and B.Sc. in Food Production & Technology Management Degree.B.Sc. in Food Science & Nutrition Degreeprogramme was introduced in 2001 and B.Sc. in Food Production & Technology Management Degreeprogramme was introduced in 2009..

Faculty of Technology

The Faculty of Technology was established by the Government Notification in the Extraordinary Gazette No. 2037/17 issued on 21st September 2017.The building complex is under construction at Kuliyapitiya Premises of the University.

An initial intake of 160 students was admitted for the academic year 2015/2016 for Bachelor of Engineering Technology (BET) degree programs.

· BET in Construction Technology

· BET in Electrotechnology

· BET in Mechanical and manufacturing Technology

· BET in Nano Science Technology

These four-year degree programs are conducted in English medium covering major technology disciplines.

Faculty of Medicine

The Faculty of Medicine was established by the Government Notification in the Extraordinary Gazette No.1954/43 issued on 19th February 2016. The building complex is under construction at the proposed land for the Faculty of Medicine at Labuyaya.

75 students will be admitted to the Faculty of Medicine in the year 2018.

Undergradute Programs offered by Faulties

Agriculture & Plantation Management
- B.Sc. (Agriculture)
- Bachelor of Bio Systems Technology

Applied Sciences
- B.Sc. (General)
- B.Sc. (Joint Major)
- B.Sc. (Special) in Industrial Management
- B.Sc. (Special) in Applied Electronics
- B.Sc. (Special) in Mathematics with Statistics
- B.Sc. (Special) in Computer Sciences

Business Studies & Finance
- B.Sc. (Special) in Banking & Finance
- B.Sc. (Special) in Business Management
- B.Sc. (Special) in Insurance & Valuation
- B.Sc. (Special) in Accountancy & Business Finance

Livestock, Fisheries & Nutrition
- B.Sc. in Food Science & Nutrition
- B.Sc. in Food Production & Technology Management

Post gradute Programs offered by the University

Business Studies & Finance
- Post Graduate Diploma in Business Management
- Master of Business Administration

M.Phil. and Ph.D. Degrees offered by the Wayamba University of Sri Lanka on the recommendation of the Senate Research and Higher Degree Committee.

EXTERNAL COURSES OFFERED BY THE UNIVERSITY

Faculty / Unit / Center	Courses
Faculty of Agriculture & Plantation Management	B.Sc. in Plantation Management Degree (External) Diploma in Food Business & Marketing
Faculty of Applied Sciences	Diploma in Software Application Development
Faculty of Business Studies & Finance	Higher Diploma in Insurance Diploma in Insurance Diploma in Banking & Financial Studies Diploma in Business Management Diploma in Personal Financial Management (for AIA Insurance Staff)
English Language Teaching Unit Kuliyapitiya Premises	Diploma in English
English Language Teaching Unit Makandura Premises	Certificate Course in English through E-Learning
Information Communication Technology Center Kuliyapitiya Premises	Diploma in Information Technology
Information Communication Technology Center Makandura Premises	Diploma in Information Technology
Staff Development Center	Professional Diploma in Teaching Technology & Methodology Higher Diploma in Teaching Methodology and Educational Management Certificate Course on Staff Development

LIBRARY

The main Library at Kuliyapitiya Premises and the Library at Makandura Premises serve the under-graduate programmes conducted at the respective Premises, in the form of books, journals including e-journals, CDs, DVDs etc. They also possess a large number of material in general fields. Both Libraries serve the students and staff (academic, administrative and non - academic) of the University.

INFORMATION COMMUNICATION TECHNOLOGY CENTERS

The two ICT Centers located in Kuliyapitiya and Makandura Premises look after the IT requirements of the University community. In addition to supporting the IT related subjects of undergraduate programmes, the units offer courses for students and staff to enhance their career opportunities and to update their knowledge in IT. And also, the units offer two Diploma and two Certificate courses for external students.

ENGLISH LANGUAGE TEACHING UNITS

The new admissions to the University start off their University career with an intensive English programme conducted by these Units before they commence their respective academic programmes. The Units serve the undergraduates throughout their undergraduate programmes with proficiency courses combined with their degree programmes. They also offer programmes for the University staff and also serve the general community outside the University by way of workshops, seminars, English camps etc. The units are equipped with

language laboratories and a large number of reading material for the use of staff and students.

PHYSICAL EDUCATION UNIT

The Physical Education Unit focuses on developing the sports skills of undergraduates through standard and methodical physical education and training programmes and recreational activities. Training in sports/games is

undertaken by the Unit for undergraduates to take part in inter-university, national and international level.

STAFF DEVELOPMENT CENTER

The center serves academic, administrative and non-academic staff for the development of their careers professionally. The Certificate Course in Staff Development offered to staff freshly recruited to the post of Lecturer (Probationary) has been offered successfully on a regular basis and staff from other Universities and institutions around Sri Lanka has participated. Another programme offered by the Center is the Professional Diploma in Teaching Technology & Methodology which is also conducted on a regular basis. The Center also offers programmes on request by various institutions.

MEDICAL CENTERS

CAREER GUIDANCE UNIT

The enhancing of quality of university undergraduates and development of professional and soft skills is looked after by the Career Guidance Unit. This is handled through personal development programmes in the form of workshops and seminars on soft skills, entrepreneurship and other related areas. Formation of student companies has been a highlight of the activities of the unit.

There are two functioning medical centers in Wayamba University of Sri Lanka. Both Medical Centers in Kuliyapitiya and Makandura premises play a key role in promoting health of university students and staff.

EXTERNAL AFFAIRS UNIT

External Affairs unit is located at Makandura premises. External Affairs Unit develops links between the University and the outside community. Employability survey of students passed out from the Wayamba University of Sri Lanka is carried out by this unit annually.

LAND SPACE OF THE UNIVERSITY

Land	Acres	Rood	Perches
Kuliyapitiya Premises	68	3.74	-
Makandura Premises	35	3	-
Vice Chancellor's Lodge	-	1	10
Faculty of Medicine	28	-	12.84
Total	132	3.74	22.84
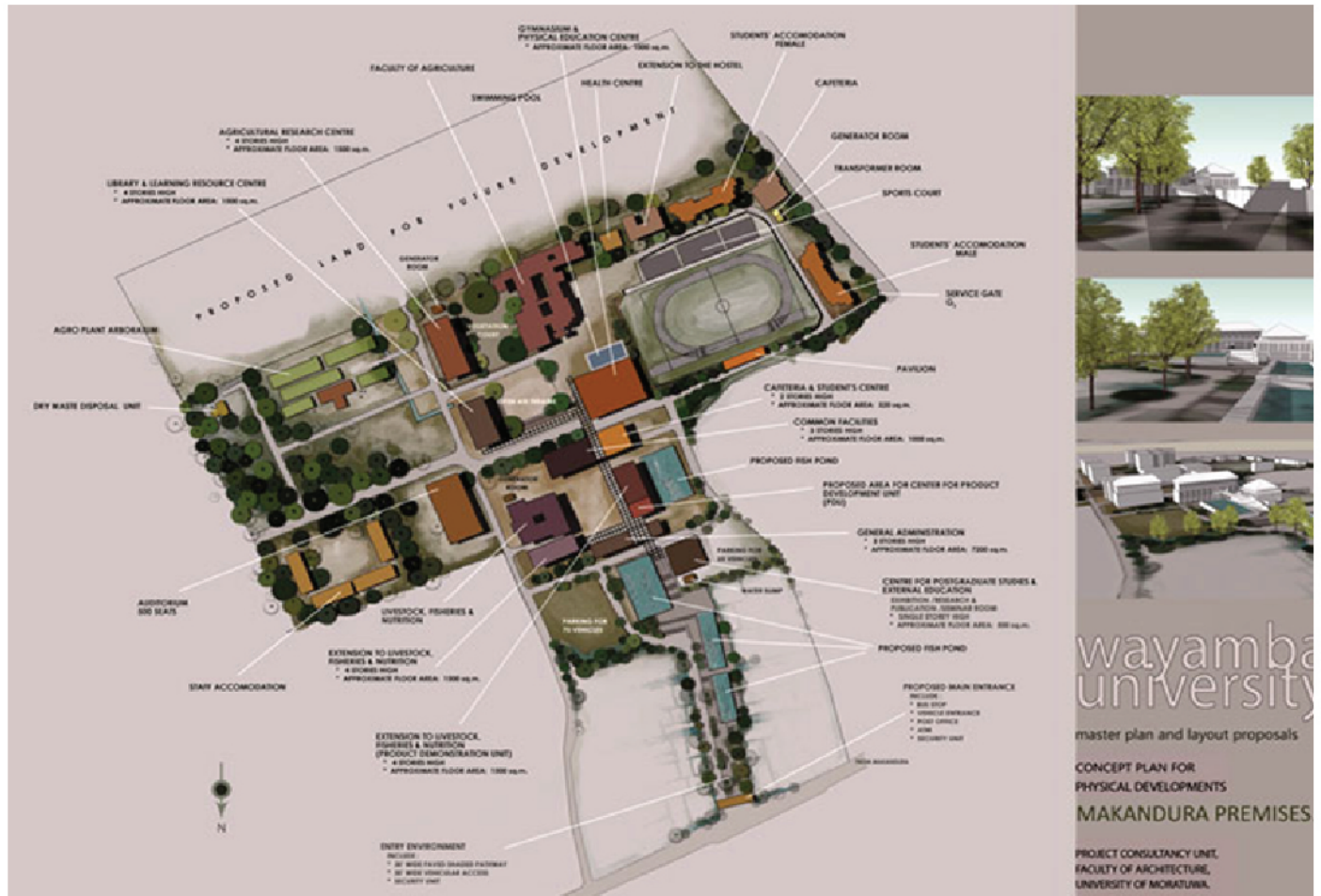
wayamba university

master plan and layout proposals

CONCEPT PLAN FOR
PHYSICAL DEVELOPMENTS

MAKANDURA PREMISES

PROJECT CONSULTANCY UNIT,
FACULTY OF ARCHITECTURE,
UNIVERSITY OF MORATUWA.

TOTAL NUMBER OF STUDENTS AS AT 01.01.2019 (Faculty wise)

Faculty	Number of students
Agriculture & Plantation Management	995
Applied Sciences	677
Business Studies & Finance	2370
Livestock, Fisheries & Nutrition	588
Technology	453
Total	5155

TOTAL NUMBER OF
STAFF AS AT 01.01.2019

Staff Catagory	Numberof staff
Academic	178
Library (Academic)	05
Academic Support	13
Executive	36
Non Academic	389
Total	621

GOALS AND STRATEGIES

Wayamba University of Sri Lanka possesses broad, central goals that have been developed by the Strategic Planning Committee, based on widespread consultation with members of the university community and key stakeholders

1. Quality enhanced and accredited education meeting the international standards at the level of undergraduate and postgraduate as well as professional

2. Fulfilling the growing demands for higher education through an increased student access

3. Produce entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders

4. Create a conducive environment for research, innovation, scholarship and outreach/commercialization

5. Committed university community serving the mankind

GOAL 1

Quality enhanced and accredited education at undergraduate, postgraduate and professional level meeting international standards

Objective 1.1: Provide high standard updated educational experience to undergraduates, postgraduates and professionals

Strategies:

1.1.1 Establish procedures for regular monitoring and reassess the study programmes at university/ faculty level

1.1.2 Make appropriate revisions to the study programmes to apprehend the core competencies aligned with related disciplines.

1.1.3 Facilitate and strengthen the study programmes to meet the benchmarks and standards.

1.1.4 Strengthen the Internal Quality Assurance Unit (IQAU) and enhance quality assurance processes and procedures.

1.1.5 Strengthen Faculty Quality Assurance Cells (FQAC) to prepare study programmes to obtain accreditation ensuring capacity development and complying to the high standards.

Objective 1.2: Update and streamline the procedures, norms, standards, by-laws and regulations.

Strategies:

1.2.1 Review policies and procedures adopted by Faculties, Departments and Units on teaching and learning, and identify good models.

1.2.2 Establish appropriate procedures, by-laws etc. aiming at excellence in teaching and learning

Objective 1.3: Improving the competencies and satisfaction of staff at all levels to deliver education of global standards.

Strategies:

1.3.1 Provide opportunities for further learning, skills development and international exposure to staff at all levels.

1.3.2 Develop a performance appraisal system to promote excellence in teaching, research, inventions, institutional development and public engagement.

1.3.3 Reward staff for their involvement in teaching, research, inventions, institutional development and public engagement.

Objective 1.4: Enhancing and diversifying the human and physical resources for optimal teaching and learning experience.

Strategies:

1.4.1 Develop tools for teaching-learning for staff to have an easy access to new pedagogies and "best practices".

1.4.2 Provision and maintenance of updated services and state of the art environmentally-sustainable facilities to create an international standard teaching and learning ambiance.

1.4.3 Recruit and retain highly qualified staff and support teaching, research and public engagement.

1.4.4 Create and adopt effective mechanisms to reduce administrative burdens on staff.

Objective 1.5 Create and sustain a conducive academic culture that supports teaching excellence in all academic units.

1.5.1 Develop a strong feedback system that generates comprehensive information

1.5.2 Ensure that academic leaders (Deans, Heads and Professors) and senior academics are committed and engaged in process of teaching and advising

1.5.3 Create and nurture constructive dialogue on important intellectual issues among the staff and students within and across the academic units.

1.5.4 Promote intellectually rewarding cross-department, cross-faculty and/or inter-disciplinary collaborations among the staff.

1.5.5 Inculcate intellectual harmony within the University and between higher education institutes.

GOAL 2

Fulfilling the growing demand for higher education through an increased student access

Objective 2.1 : Strengthen efforts to attract an excellent and diverse body of students.

Strategies:

2.1.1 Establish new study departments/ faculties, and introduce new programmes and expand the current programmes in high demand fields that fit with the mission of the University.

2.1.2 Introduce and facilitate lateral entry from government organizations.

2.1.3 Enroll foreign students to the existing academic programs.

2.1.4 Enhance the university's national and international reputation though media and communication channels

2.1.5 Establish study centers on regional basis.

2.1.6 Initiate collaborative academic programs with the potential national, regional (Asian) and other international institutes.

2.1.7 Introduce/further strengthen fee levying courses to cater into the market demands for education

Objective 2.2 Enhance academic and personal support programs aiming the effective transition, retention and success of students

Strategies:

2.2.1 Provide transition support for students (Orientation Programmes etc.) to develop capabilities to pursue successful learning experience.

2.2.2 Provide academic and personal support (Tutorial, Peer mentoring, English language skills, specialist academic workshops, tailored learning support, study facilities, internet and computer access, library space, employment placements after graduation and volunteer opportunities, career guidance etc.) for overall academic success of the students.

2.2.3 Provide financial assistance (Needy students' scholarships, Bursaries etc.) for the students from low-socio economic status to support the successful completion of their studies.

2.2.4 Build a network to get the support of the alumni to mentor students for career and research opportunities.

Objective 2.3 Facilitate access to special-ly-able students to University

Strategies:

2.3.1 Support the students with disabilities with various combinations of assistance in accomplish their educational objectives

2.3.2 Provide infrastructure (attempts to maintain a barrier free environment, easily accessible to the physically disabled and to others) and resources / facilities to cater into the unique needs of differently-abled students.

GOAL 3

Entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders

Objective 3.1: Enhance overall employability of both internal and external graduates

Strategies:

3.1.1 Incorporate explicitly the relevant graduate employability skills in the learning outcomes of every subject.

3.1.2 Improve social-emotional skills (soft skills) of students.

3.1.3 Timely curricular revisions to meet the needs of job market.

3.1.4 Design authentic assessment activities aligned with industry practices, standards and approaches.

3.1.5 Support increased opportunities for student work experience, placements and internships.

3.1.6 Provide career options, outcomes and information on career pathways

Objective 3.2: Improve entrepreneurship

Strategies:

3.2.1 Promote private-public partnerships by linking university with relevant stakeholders.

3.2.2 Develop community based course modules

3.2.3 Conduct appropriate out-reach programmes

3.2.4 Business Incubation program to support those students and graduates putting enterprise and employability skills city

3.2.5. Ensure students are offered with a range of enterprise skills development opportunities and guidance (e.g. Business consultation meetings).

3.2.6 Provide career services that encourage students to consider new venture creation and self-employment as valid graduate career options.

GOAL 4

Conducive environment for research, innovations, scholarships and outreach/commercialization

Objective 4.1: Coordinate all activities related to research and development through a designated unit.

Strategies:

4.1.1 Establish a Faculty of Graduate Studies

4.1.2 Increase the allocation and provision of university grants for research and development

4.1.3 Develop a mechanism to recognize the contributions of university staff to research and development

4.1.4 Implement strategically focused, cost-effective enhancements to the infrastructure in support of research, scholarship, and creativity – facilities in university libraries, shared research facilities in the faculties.

4.1.5 Develop mechanisms that allow undergraduate and graduate students to engage in research and coursework.

Objective 4.2 Improve institution-wide services for the administration and support of research grants

Strategies:

4.2.1 Eliminate administrative barriers to successful competition for external funding and implementation of research projects.

4.2.2 Develop and implement an efficient and effective financial accounting and research administrative system/s

Objective 4.3: Recognize the innovations, scholarships and commercialization activities of university staff and students.

Strategies:

4.3.1 Develop a mechanism to promote and sustain the contributions of university staff and students towards innovations and commercialization

4.3.3 Develop linkages between university and public, semi-government and private institutions.

GOAL 5

Committed university community serving the mankind

Objective 5.1: Inspire the sense of roles and responsibilities as world citizens among university community

Strategies:

5.1.1 Strengthen mentoring system of the university

5.1.2 Promote environmental sensitivity in all actions of the University community

5.1.3 Encourage staff offering their expertise to the external community

Objective 5.2 Develop rigorous, systematic evaluations of all outreach and extension programs

Strategies:

5.2.1 Develop explicit criteria for evaluating programs that emphasize quality, importance to the university, and impact on society.

5.2.2 Include an external-review component in regular evaluations of outreach programs.

5.2.3 Establish an institutional mechanism for collecting data and information on the quality and impact of extension and outreach programs and for conducting evaluations.

Objective 5.3: Inculcate human values, respect for diversity and commitment for equality/equity and social justice

Strategies:

5.3.1 Develop a 'growth mind-set' of staff and students.

5.3.2 Facilitate achieving multi-lingual proficiency /competency

5.3.3 Promote student activities in community service, outreach, sports and leadership building.

Action Plan of Wayamba University of Sri Lanka (2019-2023)

Goal 1: Quality enhanced and accredited education meeting the national and international standards at the level of undergraduate and

Objective 1.1 Provide high standard updated educational experience to undergraduates, postgraduates and professionals

Strategies	No	Action	Responsible Person	Time Frame
1.1.1 Establish procedures for regular monitoring and reassess the study programmes at university/ faculty level	1	Evaluate the student performance at different levels and course units and take follow-up/remedial actions.	Deans/HODs	2018 onwards
1.1.2 Make appropriate revisions to the study programmes to apprehend the core competencies aligned with related disciplines.	1	Periodic revisions to the curriculum to meet the demand in the discipline and national needs.	Dean / CADC	2018 onwards in every 3 to 5 years
1.1.3 Facilitate and strengthen the study programmes to meet the benchmarks and standards.	1	Accreditate the study programmes with the relevant professional bodies.	Dean / CADC	2018 onwards
	2	Periodic curriculum revisions adhering to SBS, SLQF, and standards anticipated by accreditation bodies.	Dean and CADC	2018 onwards
	3	Training all the staff on curriculum development	VC, Registrar, Dean, Director	Regularly from 2017
	4	Expand the library facilities by constructing proposed library complex at Kuliyapitiya and Makandura.	VC / Librarian	2019
1.1.4 Strengthen the Internal Quality Assurance Unit (IQAU) and enhance quality assurance processes and procedures.	1	Update the faculty staff and students regarding quality assurance activities, developments and comply.	IQAU / FQAC	2017 onwards
	2	Conduct training on QA aspects for staff.	IQAU / FQAC / Director SDC	2017 onwards periodically
	3	Facilitate Study Programme Internal & External Reviews.	IQAU/Dean/FQAU	2018 onwards
	4	Continue to create and publicize reports; monitoring progress towards the university's annual and long range goals.	VC/IQAU/Council	2018 onwards (2018 - FBSF; 2019 - FAPM, FLFN, FAS)
1.1.5 Strengthen Faculty Quality Assurance Cells (FQAC) to prepare study programmes to obtain accreditation ensuring capacity development and complying to the high standards.	1	Capacity development of the FQAC and the faculty staff on quality assurance aspects and implementation.	IQAU/FQAC	2017 onwards
	2	Facilitate the functioning of FQAC by providing permanent office space, staff and infrastructure.	Dean / FQAC	2017 onwards

Objective 1.2 Update and streamline the procedures, norms, standards, by-laws and regulations.

1.2.1 Review policies and procedures adopted by Faculties, Departments and Units on teaching and learning, and identify good models.	1	Develop University-wide common academic policies and procedures	VC, Senate, Council	2017 onwards
	2	Periodic review of policies and procedures and introduce new or revise documents (e.g. Prospectus, Students Handbook etc.) related to teaching and learning at faculty level.	ADPSEC (Senate) / Faculty CADC	2018 onwards
	4	Review current practices on teaching and learning adopted by the Faculties and Units, identify good practices and share them among others.	IQAU/FQAC	2017 onwards
	5	Streamline functions of all Senate subcommittees.	VC/Senate	2017 onwards
1.2.2 Establish appropriate procedures, by-laws etc. aiming at excellence in teaching and learning	1	Formulation and revision of procedures on teaching and learning.	ADPSEC (Senate)	2017 onwards
	2	Training the capacity development of academic staff on teaching and learning methodology.	Director SDC	2017 onwards

Objective 1.3 Improving the competencies and satisfaction of staff at all levels to deliver education of global standards.

1.3.1 Provide opportunities for further learning, skills development and international exposure to staff at all levels.	1	Provide opportunities for the staff to expose to the latest science, technology and management in relevant disciplines. (e.g.: attending local and overseas training, industrial / institutional visits, competitions, conferences, staff exchange etc.)	Dean / Director SDC /Registrar	2017 onwards
	2	Develop a mechanism for staff members to undergo industrial training / institutional exposure.	Dean / Directors of External Affairs, SDC, BREAD	2018 onwards
	3	Establish and expand industry / institutional collaboration.	Director / External Affairs, Dean /Director, BIC	2017 onwards
	4	Develop Continuous Professional Development programmes (CPD) for all categories of staff (e.g.. Accreditation of senior teachers in HE)	Director, SDC	Every year, 2 CPD programmes for Academic and Administrative staff
	5	Continue conducting tailor-made short courses to address specific training needs /requested by faculty and other divisions	Director, Director SDC / Dean / Librarian / Registrar / Bursar	2017 onwards
1.3.3 Reward staff for their involvement in teaching, research, inventions, institutional development and public engagement.	1	Reward annually recognizing the significant contribution in (1) research and inventions; (2) Product development and commercialization (3) teaching; (4) institutional development, (5) public engagement and national development	Senate/Council	(1) 2017 (2) 2018 (3) 2018 (4) 2019 (5) 2019

Objective 1.4 Enhancing and diversifying the human and physical resources for optimal teaching and learning experience.				
1.4.1 Develop tools for teaching-learning for staff to have an easy access to new pedagogies and "best practices".	1	Facilitate using LMS, e-teaching, webinars etc. in all courses conducted in the University.	Dean and HOD / ICTC / Director SDC	2018/19
1.4.1 Develop tools for teaching-learning for staff to have an easy access to new pedagogies and "best practices".	1	Preparation of handbooks and modules for the CPD and Short courses.	Director SDC	prepare for every programme and updating
	2	Conduct capacity building workshops and courses to train staff on new pedagogies and best practices	Director SDC	2017 onwards
	3	Enhance and expand IT facilities for staff members by providing laptops, internet, free installation of educational software and providing training.	ICTC / Dean	2018 onwards
1.4.2 Provision and maintenance of updated services and state of the art environmentally-sustainable facilities to create an international standard teaching and learning ambiance.	1	Expand and enhance capabilities of technology-enhanced classrooms, laboratories and related support services to match with the international standards.	VC/Bursar/Dean	2018 onwards
	2	Establish a virtual learning environment to facilitate blended learning experience.	Dean and HOD / ICTC	2018 onwards
	3	Provide facilities to use standard tools such as smart boards, VR boxes, Simulator software.	ICTC / Dean	2018 onwards
	4	Refurbishing and upgrading Lecture Rooms/ Labs/ Student Study Areas.	Dean / HOD	2018 onwards
	5	Expand university wide Wi-Fi facilities / provide wired internet connections to student hostels and staff quarters.	ICTC	2018 onwards
	6	Continue to renovate and modernize open-access computer labs.	ICTC	2018 onwards
	7	Establishing Faculty Libraries and providing Information facilities.	Librarian	2019 onwards
	8	Establish integrated library services through online tools and sharing information through Information Networks e.g.. SLSTINET, HELIS, INFLIBNET.	Librarian	2018 onwards
	9	Develop a mechanism to digitize all distinctive and unique collections, with particular emphasis on at-risk formats like audio and video, and holdings in Special Collection.	Librarian	2018 onwards
		Upgrade library services by providing user spaces and workflows, and optimize the library spaces via online tools and services.	Librarian	
	10	Establish a new computer laboratory and a computer network test laboratory for increased student intake.	ICTC	2020
	11	Expand and enhance the networking and telecommunication infrastructures	ICTC	2019
	12	Introduce online and distance based learning facilities.	Dean / CADC / ICTC	2018 onwards
1.4.3 Recruit and retain highly qualified staff and support teaching, research and public engagement.	1	Improve infra-structure facilities and services for staff (office equipment, furniture, Guest house, child care, medical facilities, transport etc.).	VC/Registrar/Bursar /Dean	2018 onwards
	2	Continue to develop housing scheme for academic and administrative staff through township programme.	VC/Registrar/Bursar/ Dean	2018 onwards
	3	Publicize the facilities and resources available for research, teaching and public engagement.	VC	2017 onwards
	4	Capacity development through short-term training	Director SDC	2018 onwards
	5	Appoint a senate subcommittee to identify appropriate guidelines for recruiting academic staff, and obtain Senate / Council approval for these guidelines while implementing these guidelines into a marking scheme, pre-selection interviews, emotional quotient testing and other procedures and if required submit these guidelines for UGC approval.	VC/Senate/Council	2019
	6	Develop a policy to advertise all vacancies of academic, administrative and support staff and recruitment of high calibre academic staff on permanent basis.	VC, Dean, SAE/AE, SAR/CW	2019
	7	Develop a recruitment plan and human capital development plan.	VC/ Registrar/ Bursar/ Dean/ ICTC	2019
	8	Advertise training opportunities for junior faculty members.	Deans	2018onwards
1.4.4 Create and adopt effective mechanisms to reduce administrative burdens on staff.	1	Capacity development of administrative and management staff.	Director SDC	2018 onwards
	2	Streamline the role and responsibilities assigned to administrative and management staff; Provide clearly defined guidelines for the academic staff on administrative work such as examination, teaching learning related assignments.	VC/Dean/Registrar	2017 onwards
	3	Conduct staff satisfaction survey on services and facilities and take follow-up actions.	Registrar / Dean (AR)	2018 onwards
	4	Develop staff portal in the web / preparation of templates for key documents.	Dean / Web Advisory Committee	2019
	5	Establish an ICT based facility management system for the University.	ICTC	2019
	6	Develop / procure software and other required resources to maintain document database.	Registrar / Bursar	2019

1.5 Create and sustain a conducive academic culture that supports teaching excellence in all academic units.				
1.5.1 Develop a strong feedback system that generates comprehensive information	1	Conduct surveys on employability, grandaunts' and alumni satisfaction, industry feedback, teacher reflection on implementation of courses.	Dean	2018 onwards
1.5.2 Ensure that academic leaders (Deans, Heads and Professors) and senior academics are committed and engaged in process of teaching and advising	1	Formalize and streamline the procedure of assessment of workload; Adherence to standard work norms and reporting to Senate.	Dean	2017 onwards
	2	Capacity building on mentoring, counselling and advising for academic and administrative staff.	Director SDC	2018 onwards
	3	Conduct regular review meetings related to the general and academic administrative matters	Strategic Management Committee / Deans/Registrar	2018 onwards
	4	Conducting library awareness programmes, Information Literacy skill development programmes, advisory service and referral service.	Librarian	On Demand
	5	Initiate knowledge sharing platform.	HOD, Academic Staff	2018 onwards - monthly sessions
1.5.3 Create and nurture constructive dialogue on important intellectual issues among the staff and students within and across the academic units.	1	Introduce/continue the teaching/learning methods such as journal club, seminars, faculty talks, public talks, guest lectures, blogs, joint projects (inter and intra faculty) etc.	Dean / Faculty Staff/Students bodies and societies	2018 onwards
	2	Provide greater opportunities for student and staff to attend research symposia and conferences.	Dean / HOD	2018 onwards
	3	Strengthen the undergraduate research component by providing more facilities.	Dean	2018 onwards
	4	Strengthen student society work to have a wider participation.	Dean and HOD/ Students' Societies / Student Unions	2017 onwards
	5	Create student teacher forums and knowledge sharing platforms across the units.	Dean / HOD	2017 onwards
	6	Organizing annual symposia and conferences in subject disciplines.	Deans/ELTU/ICTC	2018 onwards
1.5.4 Promote intellectually rewarding cross-department, cross-faculty and/or interdisciplinary collaborations among the staff.	1	Continue to provide university research grants for multi or inter-disciplinary collaborative studies.	RHDC	2018 onwards
	2	Conduct collaborative workshops, seminars, symposia etc. within the University and with external organizations.	RHDC / Dean	2018 onwards
	3	Create opportunities for staff, especially for junior staff to engage in research by developing viable research groups.	Deans / Faculty Research Committees	2018 onwards
1.5.5 Inculcate intellectual harmony within the University and between higher education institutes.	1	Establish collaborative research links within the university with other institutions.	RHDC / Faculty Staff	2018 onwards
	2	Publicize the faculty/department level events to external organizations.	Dean and HODs	2017 onwards
	3	Conduct collaborative workshops, seminars, symposia, joint projects, etc.	RHDC / Faculty Staff	2018 onwards
	4	Organize cultural events / days	Coordinator Social Harmony / Student Unions / Student Societies	2018 onwards.
	5	Organize guest lectures and special lectures on current affairs and subject matters.	Deans / HOD	Periodically from 2017
	6	Continue hosting Wayamba University International Conference (WinC) and Wayamba University Research Congress (WURC)	VC, Deans, SRHDC	2018 bi-annually

Goal 2: Fulfilling the growing demand for higher education through an increased student access

Objective 2.1: Strengthen efforts to attract an excellent and diverse body of students.

Strategies	No	Action	Responsible Person	Time Frame
2.1.1 Establish new study departments/faculties, and introduce new programmes and expand the current programmes in high demand fields that fit with the mission of the University.	1	Establishment of Faculty of Graduate Studies and the Faculty of Engineering.	VC / Senate / Council	2019/20
	2	Introduce new degree programmes FLFN - B.Sc. degree in the discipline of Food Process Technology & Human Nutrition and Dietetics	Dean FLFN / CADC	2019
	3	FAS – Introduce at new bachelor degree programmes in relevant disciplines.	Dean / CADC	2020
	4	FBSF - Introduce (external/internal) degree programmes in relevant disciplines	Dean / CADC	2019/20
	5	Introduce taught / research Master Programmes - MSc in Nutrition, Food Science, Animal Science, Fish Production & Environment (FLFN)	Dean / CADC	2019
	6	Introduce Postgraduate program (Masters), Diploma / Professional / Short courses in disciplines of strong employment demand (FAPM)	Dean / CADC	2018 onwards
	7	Introduce Research Degree (M.Phil., Ph.D.) in Industrial Management and Computer Science (FAS)	Dean / CADC	2020
	8	Introduce M.Sc. in Computer Science programme (FAS)	Dean / CADC	2020
	9	Introduce MBA in Banking & Finance and DBA (FBSF)	Dean / CADC	2019
	10	Increase number of student enrolment for existing study programmes by 30% - FAPM.	Dean and HOD	2018 to 2019 by 15% 2020 to 2021 30%
	11	Increase number of student enrolment for existing study programmes by 10% - FAS /FBSF	Dean and HOD	2019/20
	12	Increase number of student enrolment for Food Production & Technology Management from 60 students to 85 students		
	13	Introduce IT Certificate, Diploma and Higher National Diploma courses	ICTC	2018 onwards
	14	Introduce IT based courses on current industry demand (e.g.: Hardware, Graphic designing, Web)		
	15	Introduce professional certificate courses (e.g.: CCNA, RHCE, Microsoft) - ICTC (Makandura)		
	16	Introduce new subject streams within the existing departments - FAS	CDC / HOD	by 2020
	17	Provide opportunities for students outside the GCE (A/L) Physical Science Stream to enrol for the current degree programmes - FAS	CADC	
2.1.2 Introduce and facilitate lateral entry from government organizations.	1	Reserve enrolments for lateral entry from government organizations in non-degree courses conducted by ICTC-Makandura.	ICTC	2018 onwards
	2	Reserve enrolments for lateral entry for teachers - FAS	Dean / HOD	2018 onwards
2.1.3 Enrol foreign students to the existing academic programs.	1	Advertise undergraduate and postgraduate placements for foreign students.	Deans	2018 onwards
	2	Participation in international educational fairs to promote internal courses.	VC, Dean, Registrar	2020
	3	Introduce on-line courses in high demanding disciplines	CADC	2020
	4	Establish educational links by signing MOUs with foreign universities for student exchange programmes.	Dean, Registrar and HOD	2018 onwards
2.1.4 Enhance the university's national and international reputation through media and communication channels	1	Continue hosting and participating at Exhibition, Conferences, Open Days, Media Production on University and Degree Programmes, etc.	Dean / Student Societies / Student Union	2017 onwards
	2	Expand and enhance facilities of Media Unit of FLFN.	Dean	2018 onwards
	3	Webcasting /Video streaming of University events	VC, Registrar, ICTC	2018 onwards
	4	Continue conducting Social Responsibility Programmes and Outreach Programmes.	Dean / HOD / Student societies / Student Union	2017 onwards
	5	Encourage more commercially and socially valuable research activities.	RHDC / Coordinator, External Affairs	2018 onwards
	6	Partner with schools and related organizations to promote study programs and change higher education mindset and preparedness.	Dean / Coordinator, External Affairs	2018 onwards
	7	Improve the standard and quality of the existing research conferences	RHDC / Dean	2018 onwards
2.1.5 Establish study centres on regional basis.	1	Set up regional study centres in Colombo, Kurunegala and in Up-country.	Dean (FAPM / FBSF) and HOD	2021
	2	Establish study centres in selected schools or government offices in different regions on shared basis	ICTC	2021
	3	Conduct feasibility studies to find out possibilities to offer English courses (e.g. Diploma in English) at regional centres	ELTU Course Directors/Course Coordinators.	2019
2.1.6 Initiate collaborative academic programs with the potential national, regional (Asian) and other international institutes.	1	Introduce B.Sc. External Degree Programme with SLSI. - FLFN	Dean / CADC	2019
	2	Offering Masters programme in collaboration with School of Food Science, Washington State University. - FLFN	CADC	2019
	3	Establish new collaborations with foreign universities/institutions for postgraduate and undergraduate studies - FLFN / FAPM.	Dean / HOD	2018 onwards
	4	Establish collaboration in capacity and professional development of staff and students; staff and student exchange programmes.	Dean and HODs	2019
	5	Introduce Diploma / Higher diploma programme in teaching methodology and technology with the collaboration of teaching schools and regional teacher resource centre/Kuliyapitiya.	Director SDC	annually from 2019

2.1.7 Introduce/further strengthen fee levying courses to cater into the market demands for education	1	Introduce B.Sc. External Degree Programme in Food Quality Management, Diplomas, Certificates and Short Courses in the areas of Community Nutrition, Dietetics, Functional Foods and Nutraceuticals. - FLFN	Dean / CADC	2020
	2	Introduce new external bachelor degree programme - FBSF	Dean / CADC	2019/20
	3	Introduce an external degree program in Computer Science by extending the current external diploma program. (FAS)	Dean / CADC	2020
	4	Introduce an Associate Diploma/Certificate Courses in Livestock & Poultry Farms. - FLFN	Dean/CADC (FLFN)	2019
	5	Introduce an Associate Diploma/Certificate Courses in Aquaculture, Fisheries and Environmental Management. - FLFN	Dean/CADC (FLFN)	2019
	6	New Postgraduate program (Masters); Develop existing and new Diplomas / Professional / Short courses on need basis - FAPM Introduce M.Sc. In Computer Science program - FAS	Dean and HODs	2019
	7	Introduce IT Certificate, Diploma and Higher National Diploma courses Introduce IT based courses on current industry demand (e.g.: Hardware, Graphic designing, Web, MS Office) Introduce professional certificate courses (e.g.: CCNA, RHCE, Microsoft) - ICTC-M	ICTC - Makandura	2019
	8	Restructure the existing diploma in English as Certificate course in English. Diploma in English and Higher diploma in English; Start short courses for professional (teachers, nurses etc.) - ELTU	Coordinator/Course Director.	2018/19
	9	Introduce a fee levying course in Industrial Management/Data Analysis - FAS	HOD / CADC	2019
	10	Introduce short courses in the fields of Engineering and Technology - FAS		
	11	Introduce new courses to increase awareness of ICT in the community. - FAS	HOD-CMIS / CADC	2021
	12	Introduce foreign training component to the MBA programme - FBSF	Director MBA	2018/2019

Objective 2.2 Enhance academic and personal support programs aiming the effective transition, retention and success of students

2.2.1 Provide transition support for students (Orientation Programmes etc.) to develop capabilities to pursue successful learning experience.	1	Strengthening the current induction programme for new entrants.	Dean / HOD	2017 onwards
	2	Introduce study support programmes through CGU/Library /ELTU/ICTC and Faculties	Dean / Director CGU / Co-ordinators ELTU / Directors ICTC / Librarian / Registrar	2017 onwards
	3	Improve access to the necessary information on degree programmes and academic regulations	Dean / Registrar	2017 onwards
	4	Introduce interim/optional programme (15 weeks interfaculty) on teaching methodology, technology and education management for undergraduates of the final year who wish to pursue professions in teaching/education	Director, SDC	2019
	5	Conduct Library Orientation Programme, IL & awareness programme	Librarian	Annually and on demand
	6	Review and improve Intensive English programme	ELTU	2017 onwards
	7	Support programmes on study skill development	CGU / Faculties	2017 onwards
2.2.2 Provide academic and personal support (Tutorial, Peer mentoring, English language skills, specialist academic workshops, tailored learning support, study facilities, internet and computer access, library space, employment placements after graduation and volunteer opportunities, career guidance etc.) for overall academic success of the students.	1	Review and strengthen the mentoring system in the Faculties	Dean / HOD	2017 onwards
	2	Review and improve e-portfolio implemented at FLFN	Dean (FLFN)	2017 onwards
	3	Strengthening Faculty Counselling System; Establish counselling centres	Senior Students Counsellors	2017 onwards
	4	Review and revise ongoing English language teaching programmes and conduct English Language Proficiency courses and special classes for weak students in specific and identified areas.	Coordinators of ELTU	2017 onwards
	5	Conduct well-focused Career Guidance Programmes through CGU on personal development, skill development and study skills.	Director / CGU	2017 onwards
	6	Expand the virtual learning environment and encourage staff and students to use in degree programmes	Dean / Teaching Learning Committees / ICTC	2017 onwards
	7	Enhance ICT facilities - Expand Wi-Fi and internet coverage; Increase internal backbone bandwidth; Establish research lab with high performance computers and software; Implement video conferencing system; Use smart boards and high-tech teaching tools effectively; Construct new building facilities to provide internet and computer services	ICTC	2017 onwards
	8	Training academics on mentoring and counselling to facilitate peer tutoring and peer counselling by students	Director SDC	Annually from 2018
	9	Expansion of library space Provide academic and personal support through : Marketing tools, Library service OPAC, Resources, Internet, AV materials	SALs and Librarian	2018 onwards
	10	Provide services such as proofread the thesis, research papers, CVs etc. Start self-practice programmes in language laboratories.	ELTU staff	2017 onwards
	11	Holding Career fairs; Organizing job fairs , Mock interviews with industry.	CGU	2017 onwards
	12	Develop strategies that encourage programs to monitor undergraduate and graduate student progress and promote degree completion	Dean / Teaching Learning Committees / CADC	2017 onwards
	13	Streamline and synchronize the academic calendar to decrease the time from enrolment to graduation	Dean / Teaching Learning Committees / CADC	2017 onwards
	14	Improve facilities in canteens, cafeteria, students accommodation, water, sanitation and services such as banking and shops	Registrar	2017 onwards
	15	Improve recreational facilities, sports and extra curricular activities by improving facilities	Registrar / Deans/ Director Physical Education / Director Welfare	2017 onwards

Strategies	No	Action	Responsible Person	Time Frame
2.2.3 Provide financial assistance (Needy students' scholarships, Bursaries etc.) for the students from low-socio economic status to support the successful completion of their studies.	1	Create a database for the students who excelled in both academic and extra-curricular activities; economically deprived students	Coordinator / Students Welfare, SAR/Welfare	2017 onwards
	2	Find sources of financial assistance to needy students; Establishing scholarship programme with the support of industries/professional bodies	Deans Coordinator / Students Welfare, SAR/Welfare	2018 onwards
	3	Support finding part-time / vacation employment opportunities for students in industry.	Coordinator / Students Welfare, SAR/Welfare	2018 onwards
	4	Provide scholarships to enrol in fee-levying courses	Directors of Courses	2018 onwards
2.2.4 Build a network to get the support of the alumni to mentor students for career and research opportunities	1	Form Faculty Alumni Association; Appointing a committee of academic staff members to coordinate with the executive committee of Alumni Association.	Dean and HOD	2019
	2	Organize collaborative and networking events and activities with alumni and current students	Deans	2019
	3	Obtain participation and service of professionals and alumni for university development activities	Dean, AR/SW, AR/SAR Faculties	2017 onwards
	4	Conduct career guidance workshops and mentoring sessions through Alumni Associations	CGU	Annually

Objective 2.3 Facilitate access to specially-able students to University

Strategies	No	Action	Responsible Person	Time Frame
2.3.1 Support the students with disabilities with various combinations of assistance in accomplish their educational objectives	4	Make special arrangements to sit exams without difficulties	Coordinator/ Students Welfare, SAR/Student Welfare	2018 onwards
2.3.2 Provide infrastructure (attempts to maintain a barrier free environment, easily accessible to the physically disabled and to others) and resources / facilities to cater into the unique needs of differently-abled students.	1	Provide special support and infrastructure (a) Expansion of Library Building and Construct new Building with elevators, entrance with ramps.(b) Improve the user experience on all devices and platforms, with special attention to accessibility for users with disabilities.	Librarian	2020
	2	Provision of required teaching and learning equipment as the necessity arises-specialized equipment/software for differently-abled access of computer systems	Dean and HOD / AR SW	2018 onwards

Goal 3. Entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders

Objective 3.1 Enhance overall employability of both internal and external graduates

Strategies	No	Action	Responsible Person	Time Frame
3.1.1 Incorporate explicitly the relevant graduate employability skills in the learning outcomes of every course unit.	1	Conducting training programmes for the academics on curriculum revision and development of Generic Graduate Attributes (GGA) through course modules	Director SDC	2019
3.1.3 Timely curricular revisions to meet the needs of job market.	1	Continue conducting annual employability survey	Director / External Affairs	2017 onwards

Goal 4. Conducive environment for research, innovations, scholarships and outreach / commercialization

Objective 4.1: Promote and Coordinate all activities related to research and development

Strategies	No	Action	Responsible Person	Time Frame
4.1.1 Develop a mechanism to coordinate research and development in the University.	1	Establish Research Facilitating Unit (RFU) for the University	VC/ Senate/ Council/ RHDC	2019
4.1.2 Increase the allocation and provision of university grants for research and development	1	Continue University Research Grant Scheme with greater funding and opportunities for young researchers.	RHDC / Bursar	2019
	2	Conduct workshops and awareness sessions on funding opportunities, proposal writing and writing publications	RHDC / Director SDC / Faculty Research & Publications Committee	2019
	3	Develop a scheme for contributing towards publications in international peer reviewed journals	SRHDC	2019
	4	Provide research funds through generated funds of different academic units	SRHDC	2019
4.1.4 Implement strategically focused, cost-effective enhancements to the infrastructure in support of research, scholarship, and creativity – facilities in university libraries, shared research facilities in the faculties.	1	Establish Centre for Food Studies / Research Centres for the faculties	VC / Deans	2020
	2	Upgrade the facilities of the laboratories.	Deans	2019
	3	Establish common research laboratories	Deans	2019
	4	Improve library/database facilities through online access, data bases to journals literature; Inter library loan system; e-order replacement system, reference library for theses, Online catalogue for theses	Librarian / Library Committee	2019
	5	Develop & advance (a) Reference Services (b) Referral Services (c) Advisory Services (d) ILL Service (e) IL Programmes and improve the facilities in the library	Librarian / Library Committee	2019
4.1.5 Develop mechanisms that allow undergraduate and graduate students to engage in research as part of their coursework.	1	Strengthen and continue the research dissemination sessions for undergraduates (AGRESS, URES, ASBIRES etc.)	Dean & HODs	2017 onwards
	2	Host Conferences, Symposia etc., annual research congress	Deans / RHDC	2017 onwards
	3	Conduct workshops on Scientific writing & Data Analysis	Deans / HoDs / RHDC	2017 onwards
	4	Initiate postgraduate programmes in the high demanding disciplines	Deans / RHDC / CADC	2018 onwards

Objective 4.2: Improve institution-wide services for the administration and support of research grants				
4.2.1 Eliminate administrative barriers to successful competition for external funding and implementation of research projects.	1	Establish Research Facilitating Unit (RFU) for the University	RHDC	2019
	2	Train administrative and related support staff on Financial regulation and implementation of activities related to fund handling (external sources)	Director SDC	2019
	3	Streamline financial and procurement procedures	VC, Dean, Registrar, Bursar	2019
	4	Train academic staff on research management and financial management	Director SDC / RHDC	2019
	5	Establish a Faculty Research Unit to coordinate with the external parties, identify research & other industry project opportunities	Deans / Faculty Research & Publication Committees	2019
4.2.2 Develop and implement an efficient and effective financial accounting and research administrative system/s	1	Establish Research Facilitating Unit (RFU) for the University	VC / RHDC	2019
	2	Develop e-financial management system.	Bursar / Registrar	2019
	3	Streamline financial and administrative system in the faculties	VC, Registrar, Bursar. Deans	2019
	4	Train research staff on administration and financial aspects	Director SDC/ Registrar / Bursar	2019
Objective 4.3: Recognize the innovations, scholarships and commercialization activities of university staff and students.				
4.3.1 Develop a mechanism to promote and sustain the contributions of university staff and students towards innovations and commercialization	1	Continue to successfully conduct annual research symposium, providing a forum for presentation of research at faculty level	Deans	2017 onwards
	2	Form student/staff companies to commercialize products and services	Director - BREAD	2018 onwards
	3	Provide opportunities for the staff members to get the industry exposure.	Deans / HoDs	2018 onwards
	4	Incorporate modules to promote Innovation and commercialization in the curricular	CADC	2019
4.3.2 Develop linkages between university and public, semi-government and private institutions.	1	Strengthen Outreach mechanisms of the faculties through establishment of Outreach Centres / Outreach arms	Deans	2019
	2	Establishment of Centre of Food Studies and other dedicated Centres	Deans	2019
	3	Develop web-based portals and social networks (such as Twitter, SMS) to educate general public and industry stakeholders	Deans / Publication Committee	2019
	4	Establish research and professional links with institutes, industries and organizations	Deans / Director - External Affairs / Director BIC / SUST	2017 onwards
	5	Create a database of stakeholders presently having links/collaboration	Deans / Director - External Affairs / Director BIC / SUST	2018 onwards
	6	Organize competitions, exhibitions and forums to promote collaborations and links	Deans / Director BIC	2018 onwards
	7	Provide local and foreign training and exposure to administration staff to share the experiences on university administration	VC, Deans, Registrar, Bursar	2019 onwards

5. Committed university community serving the mankind

Objective 5.1: Inspire the sense of roles and responsibilities as world citizens among university community				
Strategies	**No**	**Action**	**Responsible Person**	**Time Frame**
5.1.1 Strengthen mentoring system of the university	1	Develop procedures and guidelines, code of ethics for mentoring	Director SDC / IQAU	2018
5.1.1 Strengthen mentoring system of the university	1	Review and activate student mentoring system (e.g. e-portfolio; diaries); appoint mentors at the registration of new students	Deans	2017 onwards
	2	Conduct awareness seminars for students on mentoring	Deans	2018 onwards
5.1.2 Promote environment sustainability in all actions of the University community	1	Shift towards solar-energy system	VC / Bursar / Registrar	2019
	2	Introduce and promote electronic communication services to reduce paper based procedures	ICTG committee / ICTC	2019
	3	Training and awareness programme on green campus concept and eco friendly office practices to all staff and students	Director SDC / IQAU	annually from 2018
5.1.3 Encourage staff offering their expertise to the external community	1	Conduct outreach programs and consultancy services	Deans / Director BREAD	2018 onwards
	2	Continue conducting surveys for need analysis	Director External Affairs	2019

Objective 5.2: Develop rigorous, systematic evaluations of all outreach and extension programs				
5.2.1 Develop explicit criteria for evaluating programs that emphasize quality, importance to the university, and impact on society.	1	Establish outreach policy, mechanism and implementation units/Centres	Senate / Deans	2018 onwards
	2	Establish procedures, guidelines and mechanism for the function of Centre for Food Studies and similar centres for R&D	Deans	2018 onwards
5.2.2 Include an external-review component in regular evaluations of outreach programs.	1	Establish evaluation process for out-reach activities	Deans	2018 onwards
	2	Establish procedures, guidelines and mechanism for the function of BIC, Centre for Food Studies and similar centres for R&D	Deans	2018 onwards
5.2.3 Establish an institutional mechanism for collecting data and information on the quality and impact of extension and outreach programs and for conducting evaluations.	1	Establish monitoring process for out-reach activities	Deans	2018 onwards
	2	Establish feedback mechanism for the function of BIC, Centre for Food Studies and similar centres	Deans	2018 onwards
	4	Publicize reports and profiles of the Centres for R&D	VC, Registrar, Statistical officer, Deans, Directors of BREAD / External Affairs	2018 onwards
	5	Develop a database on individuals, agencies, and resources within the university with the capacity to offer quality consultancy and advisory services		2018 onwards
	6	Conduct surveys to receive feedback and for need analysis for future outreach activities	Director / External Affairs & Directors of Centres	2018 onwards

Objective 5.3: Inculcate human values, respect for diversity and commitment for equality/equity and social justice				
5.3.1 Develop a 'growth mind-set' of staff and students.	1	Training and awareness programme, "Growth mind-set" for the teacher in HE; Outwards bound training all staff bring up team spirit of staff inter/intrafaculty levels; Training/awareness programme on Spirituality and Human Values for staff.	Director SDC	2018 onwards
	2	Sharing success stories and experience of alumina and staff	Deans / HoDs	2018 onwards
5.3.2 Facilitate achieving multi-lingual proficiency /competency	1	Introduce language trainings for students and staff - short courses on second language proficiency of staff (e.g.. certificate course- teaching Tamil to Sinhala speaking staff)	ELTU / Director SDC	2018 onwards
	2	Make available library resources - Develop the collection on multi-lingual reference sources (e.g.. Dictionaries, Glossaries, Proverbs, Bibliographies etc.); Develop the collection of general readings on multi-lingual materials (e.g.. Story books, fictions, dramas, poetry etc.); Develop the collection of AV materials on multi-lingual materials (e.g.. Audio CDs, DVDs etc.)	SALs and Librarian	2018 onwards
	3	Conduct programmes for developing skills and competencies in IT, Communication and English of administrative staff and incorporate these in the recruitment criteria for administrative staff	Registrar / Bursar	2018 onwards
	4	Organizing Multi-Cultural events	Co-ordinator Social Harmony	2018 onwards
	5	Establish a cultural centre	Co-ordinator Social Harmony	2019
5.3.3 Promote student / staff activities in community service, outreach, social harmony, sports and leadership building	1	Promote and facilitate student society activities	Deans / HoDs / Student Unions	2017 onwards
	2	Streamline Out-reach activities	Deans / HoDs	2017 onwards
	3	Conduct well-focussed Career Guidance activities	CGU	2017 onwards
	4	Hold Freshers' sports championship, inter-faculty championship, Open championships; Participation at Inter-University Championship	Director / Physical Education; Sports Council / Sports advisory Board	2018 onwards
	5	Promote Staff sports activities; hold staff sports championship; conduct sports awareness sessions for staff and students	Director / Physical Education; Staff Sports Club	2017 onwards
	6	Improve sports facilities - gymnasium, grounds, courts	Director / Physical Education; Sports Council / Sports advisory Board	2017 onwards
	7	Continue holding Colours Awarding Ceremony	Director / Physical Education; Sports Council / Sports advisory Board	2017 onwards