University of Sri Jayewardenepura

UPDATED CORPORATE PLAN

2021-2025

University of Sri Jayewardenepura
Gangodawila 10250
Nugegoda
Sri Lanka

University of Sri Jayewardenepura

Updated Corporate Plan 2021-2025

University of Sri Jayewardenepura
Gangodawila, Nugegoda,
Sri Lanka.

The future of the University of Sri Jayewardenepura (USJ) will be defined and driven by the university's move for excellence. Making that move requires a strategic vision, mission and a clear path for achieving it. Corporate planning is our careful and systematic process, during which we build commitment towards priorities essential for mission-driven critical work. Corporate planning establishes signposts that map the journey towards eminence and provides opportunities to assess the steps along the way. Corporate planning also helps us ensure that the university remains vital, sustainable, accountable and responsible. Entire corporate planning is founded on the overarching principles of the Core Values, Vision and Mission of the USJ.

Our Vision

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Prosper Lives through Education

Our Mission

We exist to

Develop globally competent citizens through our education for sustainable future drawing inspirations from our cultural heritage and wisdom

Our strategic education approach in the coming decade for a sustainable future is based on our unique 4-H Model to ● THINK Critically ● FEEL Morally ● ACT Competently ● BEING Well and 3-P Model to seriously contemplate ● People ● Planet ● Prosperity

Our Values

Shared values are the commitments made by the USJ community regarding how work will be conducted. Our values at USJ are:

- **Academic Excellence and Performance**
- **Universal Loving Kindness and Compassion**
- **Modesty and Integrity**
- **Preserving Socio-cultural and Natural Heritage**
- **Freedom of Intellectual Thought and Creativity**
- **Accountability and Social Responsibility**

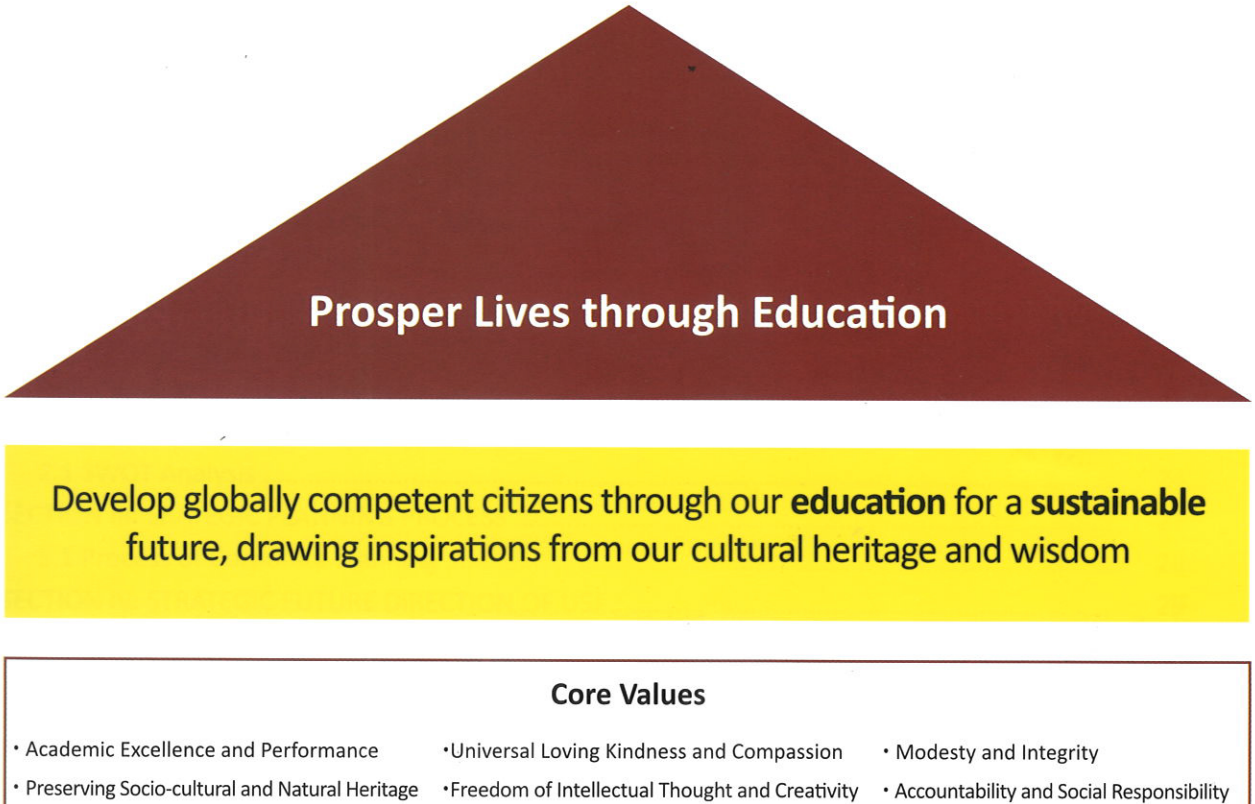

Figure 1: USJ Future Direction

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Rolling Plans

2024 - 2025

Faculty	Objectives	Referenced Strategy/ies	Task/activities	Lead role/ responsibility	Secondary responsibility	Timeline		Progress in 2021-2022	Rolling Plan		Comments
						Starting	Completion		Plan for 2024	Plan for 2025	
Goal 01: Learning and Education											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	1.1 To produce globally competitive graduates in the streams of Humanities & Social Sciences	1.1.1 By increasing the number of course units offered in the medium of English from 50% to 75%	1.1.1.1 Increase number of courses offered in the English medium	Dean	Heads, Academic staff	2024	2025	2021-60% 2022- 78%	continue	continue	Human Financial Physical resources are needed
			1.1.1.2 Increase number of students studying in the English medium	Dean	Heads, Academic staff	2024	2025	2021-20% 2022 - 27%	continue	continue	Human Financial Physical resources are needed
			1.1.1.3 Conduct a diploma in English to undergraduates who successfully. complete the certificate course offered by DELT	Head - DELT	Course Coordinator	2024	2025	2021- 09 courses 2022- 05 courses	continue	continue	Human Financial Physical resources are needed
			1.1.1.4 Develop manuals on English related to each subject (English for Specific Purposes)	Heads	Academic Staff	2024	2025	2021-03 2022-06	continue	continue	Human Financial Physical resources are needed
			1.1.1.5 Distribute learning materials and conduct (selected) assessment activities via LMS	Dean	Heads, LMS Coordinator, Lecturers	2024	2025	2021-100% 2022- 98%	continue	continue	Human Financial Physical resources are needed
			1.1.1.6 Conduct teaching, learning and assessment via LMS	Dean	Heads, LMS Coordinator, Lecturers	2024	2025	2021- 100% 2022- 98%	continue	continue	Human Financial Physical resources are needed
		1.1.2 By incorporating socio-emotional skills and soft skills into Degree Programs	1.1.2.1 Evaluate and monitor theincorporation of socio-emotional skills and soft	Dean	Heads, AHEADCoordinator, Curriculum Development Committee	2024	2025	2021- 32 courses were evaluated, and 3640 student feedback	none	none	Human Financial Physical resources are needed
			1.1.2.2 Conduct Out-bound training on soft skills (leadership) and socio-emotional skills	Heads	Academic staff	2024	2025	2021-02 2022-10	continue	continue	Human Financial Physical resources are needed
		1.1.3 By creating opportunities for students to receive foreign exposure via online modes	1.1.3.1 Organize an international annual workshop/program me for undergraduates in collaboration with a foreign university	Heads of the relevant Departments	Staff of the relevant Departments	2024	2025	2021- Due to COVID, this activity is not practiced.	continue	continue	Human Financial Physical resources are needed
		1.1.4 By maintaining academic excellence in teaching, research and testing and evaluation	1.1.4.1 Conduct workshops on Teaching methodology	Dean	Heads QAC coordinators, Degree programme representatives for QAC	2024	2025	2021- Due to COVID, it was not organized. 2022- Could not be conducted due to the lack of resources	continue	continue	Human Financial Physical resources are needed
			1.1.4.2 Conduct workshops on Testing and evaluation	Dean	Heads QAC coordinators, Degree programme representatives for QAC	2024	2025	2021- 0 due to Covid - 19 2022- lack of resources	continue	continue	Human Financial Physical resources are needed

		1.1.4.3 Update and upgrade course units to be on par with subject benchmarks	Heads	Academic staff	2024	2025	2021-20% 2022-37%	continue	continue	Human Financial Physical resources are needed
	1.1.5 By introducing new undergraduate programs of study	1.1.5.1 Introduce Bachelor Degree in Law	Head	Department of Criminology and Criminal Justice	2024	2025	2022-Waiting for the final approval of UGC.	to be started	continue	Human Financial Physical resources are needed
		1.1.5.2 Introduce B. A (Hons) in Social Work Degree)	Head	Department of Sociology	2024	2025	Degree program accepted by the UGC. In 2024, it will be started.	to be started	continue	Human Financial Physical resources are needed
		1.1.5.3 Introduce B. A. (Hons) Degree in Western Music Introduce B. A. in Western Music External Degree Introduce B. A. in Creative Music Technology External Degree	Head	Department of Music and Creative Technology	2024	2025	2021- started 14 students were enrolled. 2022- Completed Due to a lack of human resources, the program has been shifted to 2025. Due to a lack of human resources, the program was removed until the fulfillment of staff .The proposal was prepared in 2022 and submitted to the faculty. The application is	none	to be started	Human Financial Physical resources are needed
		1.1.5.4 Introduce B. A. (Hons) Degree in Drama and Theatre	Head	Department of Languages, Cultural Studies and Performing	2024	2025	2022- temporary hold due to lack of	none	none	
	1.1.6 By introducing Postgraduate Study Programs	1.1.6.1 Introduce Postgraduate Diploma in Sociology Introduce Postgraduate Diploma in Social Work Introduce M. A. in Social Work	Head	Department of Sociology	2024	2025	To be commenced in 2024. To be commenced in 2024. Scheduled to commence in 2025. 2022- programme was started and 91 students enrolled.	continue	continue	Human Financial Physical resources are needed
		1.1.6.2 Introduce MEcon in Economics (one year) Introduce MEcon in Development	Head	Department of Economics	2024	2025	2022 programmes have been approved by the QAC and proceeding with UGC approval currently.	to e started	continue	Human Financial Physical resources are needed

	1.2 To disseminate knowledge to the world outside	1.2.1	1.2.1.1 Economics (two years) Introduce MEcon in Financial Economics (two years) Postgraduate Diploma in Development Policy Analysis					2022-Still in review the process. 2021- approval process. To be commenced 2023.	to be started	continue	Human Financial Physical resources are needed
			1.2.1.2 Introduce Postgraduate Degree Programs in the fields of Archaeology, Heritage Management and Cultural Studies	Head	Department of History and Archaeology	2024	2025	Postponed	none	none	
			1.2.1.3 Introduce Master of Music (1 year) Introduce Master of Western Music (02 year)					Due to a lack of human resources, the programme was removed from the action plan.	none	none	
			Introduce Master of Music (02-year)			2024	2025	Due to a lack of human resources, the programme was removed from the action plan. The program was shifted to 2026 due to the difficulty of managing multiple courses simultaneousl y due to a lack of human resources.	none	none	
			Introduce MSc/Diploma courses (both Sinhala and English mediums) on Human Rights	Head	Department of Political Science	2024	2025	This programme has not commenced in 2021.	none	none	
			Introduce a Postgraduate Diploma in Social Statistics Introduce Postgraduate Diploma in Business Statistics	Head	Department of Social Statistics	2024	2025	Progress in 2021-2022	to be implement ed	continue	Human Financial Physical resources are needed
			Introduce an M.A. in Criminology and Criminal Justice (one year) Introduce an M. A. in Corrections and Criminal Justice (one year)	Head	Department of Criminology and Criminal Justice	2024	2025	Approved and to be commenced 2023. To be advertised in July 2023.	to be started	continue	Human Financial Physical resources are needed

		Introduce M. A in Writership and Communication M. A. R in Writership and Communication	Head	Department of Sinhala and Mass Communication	2024	2025	2021- This programme is pending 2022- The Proposal is Handed over to the QA Cell and the Proposals given by the QA cell are b in Cooperated. Postponed	none	none	
		Introduce a Postgraduate Diploma in Anthropology Introduce an M.A. in Anthropology (one year)	Head	Department of Anthropology	2024	2025	A Proposal was submitted in 2021. 2022- Proposed to be introduced in the year 2023 (Action Plan 2022-2026 of the Department)	to be started	continue	Human Financial Physical resources are needed
		Introduce an M. A. in Philosophy (one year) Introduce an M. A in Psychology (one year)	Head	Department of Philosophy and Psychology	2024	2025		to be started	continue	Human Financial Physical resources are needed
	1.2.2 By Introducing Advanced Diplomas/Diplomas in different study fields	1.2.2.1 Introduce Advanced Diploma in Buddhist Heritage and Tourism	Head	Department of Pali and Buddhist Studies	2024	2025	2021- could not be implemented due to a lack of resources.	none	none	
		1.2.2.2 Introduce an Advanced Diploma in Criminology and Criminal Justice Introduce a Diploma in Cyber Crime	Head	Department of Criminology and Criminal Justice	2024	2025	Not commenced yet. 2021- 36 students were enrolled. 2022- 37 students were enrolled. 2021- 84 students were enrolled 2022- 87 students were enrolled. The course was not commenced due to insufficient number of applicants. 2021- 31	continue	continue	Human Financial Physical resources are needed

		1.2.2.3 Introduce Advanced Diploma in Social Work Introduce Advanced Diploma in Sociology	Head	Department of Sociology	2024	2025	It was not implemented due to a lack of resources. It was not implemented due to a lack of resources.	none	none	
		1.2.2.4 Introduce Diploma in Western Music Introduce Advance Diploma in Western Music	Head	Department of Music and Creative Technology	2024	2025	Due to a lack of human resources, the programme was removed until the fulfillment of staff	none	none	
		1.2.2.5 Introduce a Diploma in Forensic Anthropology	Head	Department of Anthropology	2024	2025	2022- Proposed to be introduced in the year 2026 (Action Plan 2022-2026 Department of Anthropology)	none	none	
		1.2.2.6 Diploma in Eco/Philosophy and Environmental Rights Diploma in Child Studies	Head	Department of Philosophy and Psychology	2024 2023	2025 2025	Plan to commence in 2023. 2022- started Participant - 327	to be started	continue	Human Financial Physical resources are needed
		1.2.2.7 Introduce an Advanced Certificate Course in Voice Training d	Head	Department of Music and Creative Technology	2024	2025	Shifted to 2025.	none	to be started	Human Financial Physical resources are needed
		1.2.2.8 Certificate Course in Criminology and Criminal Justice Advanced Certificate Course in Criminology and Criminal Justice	Head	Department of Criminology and Criminal Justice	2024	2025	Not commenced yet. Not commenced yet	to be started	continue	Human Financial Physical resources are needed
		1.2.2.9 Introduce a Certificate course in Music	Head	Department of Music and Creative Technology	2024	2025	The program was shifted to 2026 due to the difficulty of managing multiple courses simultaneously due to a lack of human resources.	none	none	
		1.2.2.10 Introduce a Certificate course in Traditional Agriculture	Head	Department of Anthropology	2024	2025	Proposed to be introduced in the year 2026 (Action Plan 2022-2026 of the Department of Anthropology).	none	none	
	1.2.3 By streamlining and aligning the extended courses with the existing standards	1.2.3.1 Conduct inauguration, orientation and award ceremonies for extended courses	Head	Dean, Academics, Course Coordinators	2024	2025		continue	continue	Human Financial Physical resources are needed

		(SLQF, NVQ etc.	1.2.3.2 Print course related material	Head	Dean, Academics, Course Coordinators	2024	2025		continue	continue	Human Financial Physical resources are needed
			1.2.3.3 Prepare common guidelines for extended courses	Head	Committee Coordinators of Extension Courses	2024	2023		none	none	
			1.2.3.4 Conduct special training workshops for the academics of extended courses	Head	Dean, Academics, Course Coordinators	2024	2025		continue	continue	Human Financial Physical resources are needed
	1.3 To establish new departments with specialized areas according to global and national current trends and requirements	1.3.1 By increasing the number of students offering Mass Communication, Dance and Theatre Arts	1.3.1.1 Establish Department of Communication and Mass Media Studies	Head	Dean / Head, Academic staff	2024	2025	The proposal is in the approval stage with UGC.	to be impliment	continue	Human Financial Physical resources are needed
			1.3.1.2 Establish Department of Dance and Theatre Arts		Dean / Head, Academic staff	2024	2025	Final proposal has been submitted to the UGC.	to be impliment	continue	Human Financial Physical resources are needed
		1.3.2 To produce research oriented, creative and competent graduates	1.3.2.1 Conduct a competition of business ideas	Dean	Entre-Club and Centre for Digital Education and Professional Development	2024	2025	2021-79 students participated 2022- 400 students participated	continue	continue	Human Financial Physical resources are needed
			1.3.2.2 Entre Club Awards Ceremony	Dean,	Entre-Club and Centre for Digital Education and Professional Development	2024	2025	In 2021, 500 students participated. In 2022, 300 students participated.	continue	continue	Human Financial Physical resources are needed
	1.4 To develop employability and employment opportunities for undergraduates	1.4.1			Career Guidance Unit, Internship Coordinator, Centre for Digital Education and Professional Development			In 2021, 500 students participated. In 2022, 300 students participated.	continue	continue	Human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	1.1 To popularize study programs in Applied Sciences	1.1.1 Increase the student intake up to a maximum of 850	1.1.1.1 Increase intake for existing study programs	Dean FAS	Heads	2021	2025	900 annually	Maintaining the status quo	Maintaining the status quo	Due to resource limitations increasing the intake further is not possible
		1.1.2 Introduce new courses / study programs to cater for national and international requirements	1.1.2.1 Introduce new undergraduate and postgraduate degree/study programmes in Applied & Allied Sciences, Biochemistry and Biomedical Sciences, Sports Science & Material ScienceManagement,	Dean FAS / Heads/Program Coordinators	Academic Staff	2021	2025	6	Maintaining the status quo	Maintaining the status quo	Several new programmes are yet to be introduced (Computational Chemistry/Polymer Indusrial MGT/Environmental Sustainablity etc.
			1.1.2.2 Establishment of Department of Genetics and Molecular Biology	Dean FAS	Coordinator and Staff of GMB Unit	2021	2024	Approval process in progress	Probably the Gazette notification will be issued in 2024		

	1.1.3 Attract foreign students for FAS study programmes	1.1.3.1 Collaborate with USJ International Office and strengthen FAS international student attractions	FAS Dean/ Director USJ International Office/ FAS International Office Representative	Heads/ Programme Coordinator s/ Academic Staff	2021	2024	0	Maintaining the status quo	Maintaining the status quo	Intended to introduce Short cources/Summer Camps
	1.1.4 Disseminate departmental expertise across	1.1.4.1 Offer new courses for other Faculties	Dean FAS / Heads/Progra m Coordinators	Academic Staff	2021	2025	revised	Maintaining the status quo	Maintaining the status quo	
1.2 To produce nationally and internationally recognized & industry demanding graduates	1.2.1 Compliance with National Quality Assurance frameworks	1.2.1.1 Curriculum revisions in undergraduate and postgraduate degree programmes according to national benchmark statements	Dean FAS / Heads/Progra m Coordinators	FASCurriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator-FAS AHEAD	2021	2025	12	Maintaining the status quo	Maintaining the status quo	Departments conduct Curriculum revisions periodically as required.
		1.2.1.2 Ensure the compliance with SLQF	Dean FAS / Heads/Progra m Coordinators	FASCurriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator-FAS AHEAD	2021	2025	3	Maintaining the status quo	Maintaining the status quo	FAS QAC continously monitoring and workino ensure the SLQF alignment of the degree programmes
	1.2.2. Alignment with International Accreditation Bodies	1.2.2.1 Establishment of Faculty Accreditation Committee	Dean FAS	FASCurriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator-FAS AHEAD Accreditatio n Committee/ FAS QA Cell/ Academic staff	2021	2024	0	Maintaining the status quo	Maintaining the status quo	
		1.2.2.2 Adoption of recommendation s of relevant subject/professio nal bodies (ACM, IEEE, RIC, etc.)	Dean FAS/ Heads	FASCurriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator-FAS AHEAD Accreditatio n Committee/ FAS QA Cell/ Academic staff	2021	2025	0	Maintaining the status quo	Maintaining the status quo	
		1.2.2.3 Attempts to get exemptions from professional bodies for FAS graduate profiles	Dean FAS / Heads	FASCurriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator-FAS AHEAD Accreditatio n Committee/ FAS QA Cell/ Academic staff	2021	2025	0	Maintaining the status quo	Maintaining the status quo	
	1.2.3 Enhance hand on experience and industry interaction	1.2.3.1 Organize industrial visits/ field visits	Dean FAS / Heads/Progra m Coordinators	Academic Staff	2021	2025	34	Maintaining the status quo	Maintaining the status quo	During 2021/2022 it was difficult to organize field visits due to pandemic and fuel crisis
		1.2.3.2. Collaborate with industry for internships and employment opportunity	Dean FAS / Heads/Progra m Coordinators	Academic Staff	2021	2025	To be recorded	Maintaining the status quo	Maintaining the status quo	

		1.2.4 Identify the opportunities and scholarships for postgraduate studies in foreign universities.	1.2.4.1 Obtain foreign collaborations through Academic staff members links with foreign collaborators to assist students find postgraduate courses in foreign countries	Dean FAS / Heads/Program Coordinators	Academic Staff	2021	2025	94	Maintaining the status quo	Maintaining the status quo	Already several MoUs have been initiated to obtain different PG scholarships to FAS UGs'.
			1.2.4.2. Contact reputed consultant firms to hold annual Education fairs and workshops	Dean FAS / Heads/Program Coordinators	Academic Staff	2021	2025	0	Maintaining the status quo	Maintaining the status quo	During 2021/2022 it was difficult to organize such education fairs due to pandamic and fuel crisis
		1.2.5 Enhancing soft skills and employability skills of undergraduates	1.2.5.1. Conducting workshops in collaboration with the industry	Dean FAS / Heads/Program Coordinators	Academic Staff / FAS AHEAD	2021	2025	Students participated - 2498 No. of Work shops -35	Maintaining the status quo	Maintaining the status quo	
			1.2.5.2Enhance the exiting courses on entrepreneurship and make a link between entrepreneurship and science subjects	Dean FAS/ Heads	FAS Curriculum Developmen t/ Committee/ Coordinator - FAS AHEAD	2020	2024	16	Maintaining the status quo	Maintaining the status quo	Entreprenureship Course Units are offered by different Degree Programmes to enhance Entreprenurial skills of the students (Extended Degree, MGT Science, GMP,SSM, FST)
		1.2.6. Maintain academic excellence in teaching, and research	1.2.6.1 Promote participation in international/national conferences and workshops	USJ Research Council & Dean FAS	Heads/Progr am Coordinator s/ Academic Staff	2021	2025	126	Maintaining the status quo	Maintaining the status quo	
			1.2.6.2. Increase student participations in industry related activities (co-curricular and extra- curricular)	Dean FAS / Heads/Program Coordinators	Academic Staff/ Coordinator - FAS AHEAD	2021	2025	383	Maintaining the status quo	Maintaining the status quo	
		1.2.7 Promote cutting- edge technologies	1.2.7.1. Enhance the existing central instrumentation facility with all modern equipment and equip departmental research laboratories	Dean FAS / Heads/Program Coordinators	Director/ Central Instrument Center/ Academic Staff/ Academic Supportive Staff	2021	2025	813	Maintaining the status quo	Maintaining the status quo	
	1.3.Ensure the quality of undergraduate and post-graduate degree programmes to meet national and international quality assurance benchmark	1.3.1 Promote Outcome Based Education (OBE)-Learner Centred Teaching (LCT)	1.3.1.1. Incorporate OBE-LCT methods into course units and revise course outlines and incorporate co-curricular activities when applicable	Dean FAS / Heads/Program Coordinators	FAS Curriculum Developmen t Committee/ FAS QA Cell/ Academic Staff/ Coordinator - FAS AHEAD	2021	2025	813	Maintaining the status quo	Maintaining the status quo	Several initiations have taken under AHEAD grant and continuing
			1.3.1.2 Introduce new degree programmes in Applied and Allied Sciences and Sport Management	Dean FAS /	Heads/Program Coordinators	2021	2025	0			Several new programmes are yet to be introduced (Computational Chemistry/Polymer Indusrial MGT/Environmental Sustainablity etc.

	1.4 Encourage Students to Use technology	1.4.1 Encourage students to Avoid plagiarism	1.4.1.1 Use of plagiarism detection software	Dean FAS	Heads/ Programme Coordinators	2021	2025	1			Plagiarism Accusations are reported as the progress. Staff members are provided with Turnitin Access
		1.4.2 Set up a reading nook to encourage students to read and further enhance their subject knowledge	1.4.2.1 Provide access to e-library facility	Dean FAS/ Librarian/ Heads	FAS Web Team/ FAS Library Committee Member/ Department al Library Coordinator	2021	2025	117	Maintaining the status quo	Maintaining the status quo	All the students are provided with the E-Library Facility
		1.4.3 Facilitate current assessment methods based on online teaching	1.4.3.1. Introduce a suitable online teaching and evaluation platform and improve facilities provided	Dean FAS / Heads/Progra m Coordinators	FAS LMS	2021	2025	No.of Traning programmes on LMS and other online platforms - 07	Maintaining the status quo	Maintaining the status quo	All the students are provided with LMS Facility/ University Email Addresses/ Google Class Room and Zoom
					Committee/ FAS Web Team/ Academic Staff/ Academic Supportive Staff			No.of staff who use the facility - 52	Maintaining the status quo	Maintaining the status quo	Several Traning programmes were conducted on Google Classroom, Zoom, Smart Classroom
			1.4.3.2. Train the staff (and students) to use online teaching/learning tools	Dean FAS / SDC	Heads/Progr am Coordinator s/ FAS AHEAD	2021	2025	52			No. of Trained staff is indicated.
		1.4.4 Improve the existing courses and introduce new technology to meet current global demand	1.4.4.1 Adopt new technology enabled components (web based teaching/learning resources) into course units	Dean FAS / Heads/Progra m Coordinators	Academic Staff/ Coordinator-FAS AHEAD	2021	2025	702	Maintaining the status quo	Maintaining the status quo	Almost all the course units are transformed into technology enable modes and Continuing
			1.4.4.2 Facilitate the access to new online courses	Dean FAS / Heads/Progra m Coordinators	Academic Staff	2021	2025	1644	Maintaining the status quo	Maintaining the status quo	Such online courses are considered as Continous assignments of several course units by SSM Degree Programme
		1.4.5 Distribute lecture notes, tutorials and other related course material via LMS/Moodle	1.4.5.1 Encourage the staff to use the LMS/Moodle to distribute lecture notes,	Dean FAS / Heads/Progra m Coordinators	FAS LMS	2021	2025	473			All the Academic Staff are provided with LMS Login
			1.4.5.2. Encourage the students to use the LMS/Moodle to access lecture notes, tutorials etc. Train the staff (and students) to use LMS/Moodle		Committee/ FAS Web Team/ Academic Staff/ Academic Supportive			All students in the FAS	All students in the FAS	All students in the FAS	All the course units are linked with the LMS facility to communicate with the students.
			1.4.5.3.Train the staff (and students) to use LMS/Moodle		Staff			7	Maintaining the status quo	Maintaining the status quo	For Staff Traning programmes are conducted. For students during the orientations LMS Awareness programmes are conducted.
		1.4.6 Improve the IT skills of students	1.4.6.1. Promote utilization of computer facilities for academic purposes	Dean FAS / Heads/Progra m Coordinators	Academic & Academic Supportive Staff/ Coordinator FAS AHEAD	2021	2025	441	Maintaining the status quo	Maintaining the status quo	Through annual procerement and AHEAD grant computer access was increased.

			1.4.6.2 Upgrading the existing computer centre with more space, computers and software.	Dean FAS / Heads/Program Coordinators/ Coordinator-FAS AHEAD	Academic Staff/ Academic Supportive Staff	2021	2025	Number of new computers installed - 191	Maintaining the status quo	Maintaining the status quo	Through annual procerement and AHEAD grant computer access was increased.
								Number of users had free access or technical software at FAS Computer Centers-3549	Maintaining the status quo	Maintaining the status quo	Wifi facilities are upgraded.
	1.5 Facilitate smooth functioning of Bio system and technology areas	1.5.1 Strengthening Bio System and Technology areas	1.5.1.1 Provision of laboratory facilities in the fields of Food Technology, Environmental Technology, Botany, Polymer Technology, ICT and Sports & Exercise Science	Dean FAS/ Heads/Program Coordinators	Academic Staff	2021	2025	No. of Labs - 03 No.of Refurbishments - 00	Maintaining the status quo	Maintaining the status quo	Expansians are limited due to funding limitations
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	1.1 Increase and ensure the accessibility to the university education	1.1.1 Increase the number of course units offered in the medium of English from 50 % to 75 %	1.1.1.1 Increase intake of undergraduate degrees (Internal)	Dean/ Heads		2021	2025		A new degree program in Bsc Business Economics and Data Analytics will be introduced by the Department of Business Economics	None	We do not see the possibility to increase the intake further, given the limited resources at our disposal.
			1.1.1.2 Increase intake of undergraduate degrees (External)	Dean/ Heads/ Coordinators of External Degree Programmes		2021	2025		The Department of Entrepreneurship has proposed a new external degree in Entrepreneurship	None	We do not see the possibility to increase the intake further, given the limited resources at disposal.
			1.1.1.3 Increase intake of postgraduate diploma courses	Dean/ Heads/ Coordinators of Postgraduate Diploma Courses		2021	2025		Status quo* will be maintained. (* progress reported in 2022)	Status quo will be maintained	
			1.1.1.4 Increase intake of taught postgraduate degrees	Dean/ Heads/ Coordinators of Taught Postgraduate Degrees		2021	2025		The Department of Marketing, The Department of decision science and Department of Finance will propose two taught postgraduate degrees and will start the approval process	Getting approval for those postgraduate degrees	
			1.1.1.5 Increase intake of research-based postgraduate degrees (Research-based Programmes)	Dean/ Heads/ Coordinators of Research-based Postgraduate Degrees		2021	2025		Status quo will be maintained	Status quo will be maintained	
			1.1.1.6 Increase intake of postdoctoral research students	Dean/ Heads/ Coordinator of the PhD Unit		2021	2025		Status quo will be maintained	Status quo will be maintained	
			Increase intakes of extension programmes								

			1.1.1.7 Increase intake of certificate courses	Dean/ Heads/ Coordinators of Certificate Courses	2021	2025		Status quo will be maintained	Status quo will be maintained	
			1.1.1.8 Increase intake of diploma courses	Dean/ Heads/ Coordinators of Diploma Courses	2021	2025		Status quo will be maintained	Status quo will be maintained	
			1.1.1.9 Increase intake of advanced diploma courses	Dean/ Heads/ Coordinators of Advanced Diploma Courses	2021	2025		Status quo will be maintained	Status quo will be maintained	
			1.1.1.10 Attract foreign students to the existing programmes	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes	2021	2025		0	0	A lot of structural changes are needed and on top of that the inability to cater new students with the limited resources is a major concern.
		1.1.2 Redesign and restructure the existing programmes to address the ever-changing learning requirements	1.1.2.1 Improve less attractive programmes and redesign those to attract more students	Dean/ Heads/ Coordinators of Programmes	2021	2025		Major structural change that will support curriculum change of the FMSC. Further, there will be 12 programme reviews during the year.	Major structural change that will support curriculum change of the FMSC.	
		1.1.3 Introducing new programmes to address the requirements of the wider society	1.1.3.1 Introduce new specialization areas and new programmes	Head/ Coordinators of Extension, External and Postgraduate Programmes/ Curriculum Review and Development Committee	2021	2025		Departments of the FMSC plans to introduce at least 5 such specialization areas	Departments of the FMSC plans to introduce at least 5 such specialization areas	
		1.1.4 Enhance students' satisfaction through the provision of strong student support services	1.1.4.1 Continue the existing student support programmes to	Dean/ Heads/ Faculty Mentoring Coordinator/ Department Mentoring Coordinators	2021	2025		Continue the existing programmes	Continue the existing programmes	
			1.1.4.2 Maintain a comprehensive database of all students of the Faculty	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Deputy & Assistant Registrars	2021	2025		Already available	Already Available	
			1.1.4.3 Strengthen the students' associations to improve intra-departmental and inter-departmental student relationships as well as the staff-student relationships	Heads/ Advisors and Senior Treasurers of Students' Associations	2021	2025		Academic departments expect to further enhance the relationship with the students associations.	Academic departments expect to further enhance the relationship with the students associations.	
	1.2 Enhance the quality and relevance of all programmes to address the needs of students, business community and the wider society	1.2.1 Ensure quality assurance and obtain accreditations	1.2.1.1 Address the recommendations received from the Programme Review 2018 for the internal undergraduate programmes	Heads/ Quality Assurance Coordinators of Departments	2021	2025		Recommendations received from the Programme Review 2018 for the internal undergraduate programmes will be addressed.	Recommendations received from the Programme Review 2018 for the internal undergraduate programmes will be addressed	
			1.2.1.2 Adhere to the SLQF requirements	Heads/ Quality Assurance Coordinators of Departments/ Coordinator-Internal Quality Assurance Cell	2021	2025		All the academic departments Adhere to the SLQF requirements	Adhere to the SLQF requirements	
			1.2.1.3 Prepare for the next programme review with periodic revisions to curricula	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Curriculum Review and Development Committee/ Coordinator-Internal Quality Assurance Cell	2021	2025		Next programme review would be on 2024	There would be programme reviews for 2 external degree programmes in 2025	

			1.2.1.4 Align the systems to obtain accreditation from the AACSB	Dean/ Heads/ Chairman-Faculty Accreditation Committee	2021	2025	The faculty is addressing the comments given by the AACSB council.	The faculty is addressing the comments given by the AACSB council	
		1.2.2 Curriculum reviewing and updating (whole-person development approach)	1.2.2.1 Conduct regular surveys to identify upcoming needs and requirements of the stakeholders	Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Curriculum Review and Development Committee	2021	2025	This will be done at the departmental level as well as faculty level	This will be done at the departmental level as well as faculty level	
			1.2.2.2 Develop networks with employers, professional bodies and other stakeholders	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	Networks built up to now will be further strengthens and at least 10 new MOUs will be signed at faculty level and departmental level.	Networks built up to now will be further strengthened and at least 10 new MOUs will be signed at faculty level and departmental level	
			1.2.2.3. Conduct a best practice survey annually to be in par with the emerging trends and standards in the global academia	Heads/ Curriculum Review and Development Committee	2021	2025	Departments plan to hold different stakeholder meetings in the coming year	Departments plan to hold different stakeholder meetings in the coming year	
			1.2.2.4. Review and develop courses	Heads/ Coordinators of Extension, External & Postgraduate Programmes/	2021	2025	This is a continuous process	This is a continuous process	
			1.2.2.5. Introduce programmes to develop skills and attitudes of students to enhance their employability	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of Skill Development Courses	2021	2025	Skill development programmes at the departmental level and the university level are in place	Skill development programmes at the departmental level and the university level are in place	
	1.3: Encourage more student-centered active learning through improved delivering and assessment methods	1.3.1. Empowering the academic staff for a strong Student-Centered Learning (SCL) environment	1.3.1.1 Conduct workshops/ training programmes for the academic staff on course design, teaching-learning and assessment methods that facilitate more student involvement and participation	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	All the academic departments plan to continue their training programmes for the academic staff on course design, teaching-learning and assessment methods aligned with the policy of the faculty	All the academic departments plan to continue their training programmes for the academic staff on course design, teaching-learning and assessment methods aligned with the policy of the faculty	
			1.3.1.2. Facilitate small group teaching	Dean/ Heads	2021	2025	Although this is a big challenge, all the academic departments plan to engage in small group teaching as much as possible.	Although this is a big challenge, all the academic departments plan to engage in small group teaching as much as possible.	
			1.3.1.3. Introduce SCL to the courses	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Course Coordinators	2021	2025	SCL is already introduced to all the existing courses and will be extended to the course units to be introduced	SCL is already introduced to all the existing courses and will be extended to the course units to be introduced	

	1.3.2. Develop and encourage an enriched teaching and learning environment	1.3.2.1. Increase the usage of LMS interaction by the academic staff	Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Course Coordinators/ Faculty & Department Level LMS Coordinators	2021	2025	LMS interaction will be further increased for all the courses offered by the academic departments	LMS interaction will be further increased for all the courses offered by the academic departments	
		1.3.2.2. Establish new units and departments	Dean/ Heads	2021	2025	Status quo will be maintained	1	
		1.3.2.3. Introduce interactive teaching aids and equipment	Dean/ Heads/ Deputy & Assistant Registrars/ Deputy & Assistant Bursars	2021	2025	Smart classroom are already established.	Smart classroom are already established.	
		1.3.2.4. Develop mechanisms for effective teaching evaluation	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Course Coordinators	2021	2025	Teaching evaluation obtained at the faculty level as well as at the department levels will be continued.	Teaching evaluation obtained at the faculty level as well as at the department levels will be continued	
	1.3.3. Ensure excellency of students' performance	1.3.3.1. Balance the students' workload	Dean/ Heads/ Management Common Programme Coordinator/ Coordinators of Extension, External & Postgraduate Programmes/ Course Coordinators	2021	2025	Maximum credits for a degree programme will be kept under 130.	Maximum credits for a degree programme will be kept under 130.	
		1.3.3.2. Ensure the quality of the external degree programmes	Heads/ Coordinators of External Degree Programmes	2021	2025	External degree programmes will be properly reviewed to ensure quality.	External degree programmes will be properly reviewed to ensure quality.	
		1.3.3.3. Promote independent learning and research among the internal undergraduates	Heads/ Coordinators of Research Courses	2021	2025	All the course that promote independent learning and research will be offered during the period.	All the course that promote independent learning and research will be offered during the period.	
		1.3.3.4. Improve the student performance and reduce the failure and drop-out rates	Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Course Coordinators	2021	2025	Faculty is in a continuous process of reducing the dropout and failure rates.	Faculty is in a continuous process of reducing the dropout and failure rates.	
		1.3.3.5. Recognize best performing students	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	At both Faculty level and departmental level best performing students are recognizer and awarded gold medals at the convocation	At both Faculty level and departmental level best performing students are recognizer and awarded gold medals at the convocation	
		1.3.3.6. Enhance the credit/ non-credit courses in a manner that improve the professional skills of the students	Heads/ Coordinators of Extension & External Programmes/ Curriculum Review and Development Committee	2021	2025	Skill development course units are already included in almost all the degree programmes offered by FMSC	Skill development course units are already included in almost all the degree programmes offered by FMSC	
	1.3.4. Increase the diversity of undergraduate programmes to enhance the quality and relevance of them to the needs of the job markets	1.3.4.1. Strengthen the standards and formalities of the undergraduate internship programmes and promote them	Heads/ Internship Coordinators	2021	2025	Internship policies are well established and under continuous improvements in all the academic departments	Internship policies are well established and under continuous improvements in all the academic departments	

			1.3.4.2. Introduce more specialization areas/ courses to undergraduate programmes from emerging management areas	Heads/ Curriculum Review and Development Committee	2021	2025	Updating the curriculum with more specialization areas and new courses is already done and paid much attention by all the academic departments	Updating the curriculum with more specialization areas and new courses is already done and paid much attention by all the academic departments	
		1.3.5. Promote industry-faculty collaborations for mutual benefits	1.3.5.1. Expand the business consultancy and training cells to cater to the consultancy and training needs of the business community	Dean/ Directors of related Centers and Units	2021	2025	Through different MOUs academics are expected to provide consultancy services to the industry	Through different MOUs academics are expected to provide consultancy services to the industry	
			1.3.5.2. Initiate and encourage executive and professional programmes in management	Dean/ Heads/ Coordinators of Extension/ External & Postgraduate Programmes	2021	2025	None	01 Executive and professional programme will be introduced.	
			1.3.5.3. Promoting industry visits for academics and students	Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	Industry visits is an important part of the academic calendar of all the academic departments.	Industry visits is an important part of the academic calendar of all the academic departments.	
		1.3.6. Promote and enhance the reputation of the departments and study programmes	1.3.6.1. Launch promotional programmes on social and electronic media to foster greater public recognition for the departments and study programmes	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Deputy & Assistant Registrars/ Deputy and Assistant Bursars	2021	2025	Most of the academic departments have a social media presence and they plan to enhance that further	Most of the academic departments have a social media presence and they plan to enhance that further	
			1.3.6.2. Develop promotional materials (brochures, video documentary, newsletters, etc.) to enhance the reputation of the departments and study programmes	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Deputy & Assistant Registrars/ Deputy and Assistant Bursars	2021	2025	Faculty and academic departments plan use such materials further for promotional purposes. E.g. Prospectus	Faculty and academic departments plan use such materials further for promotional purposes. E.g. Prospectus	
	1.4: Develop personality, soft skills, language (communicatio n) and ICT skills	1.4.1. Incorporate the concept of soft skills through various activities	1.4.1.1. Organize orientation programmes/ field visits/ workshops for professional orientation	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of Skill Development Courses	2021	2025	Orientation programmes will be conducted from time to time by the CGU, Departments to enhance the professional orientation.	Orientation programmes will be conducted from time to time by the CGU, Departments to enhance the professional orientation.	
			1.4.1.2. Strengthen language labs and activity rooms	Dean/ Heads/ Coordinator-Business Communication Unit/ Coordinator-ITRC/ Deputy and Assistant Registrars/ Deputy and Assistant Bursars	2021	2025	The existing resources will be maintained and strengthened	The existing resources will be maintained and strengthened	

			1.4.1.3. Enhance opportunities to develop English language skills	Dean/ Head/ Coordinators of Extension & External Programmes/ Coordinator-Business Communication Unit	2021	2025	From 2nd year onwards, all the lectures will be delivered in English and English course units will be a key component of all the curriculas offered by the academic departments.	From 2nd year onwards, all the lectures will be delivered in English and English course units will be a key component of all the curriculas offered by the academic departments.	
			1.4.1.4. Conduct combined programmes with the Career Guidance Unit (CGU) of the University	Dean/ Head/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of Skill Development Courses	2021	2025	CGU plans to continue their programmes with the faculty in the coming years as well.	CGU plans to continue their programmes with the faculty in the coming years as well.	
		1.4.2. Enhance literacy of Information and Communication Technology (ICT)	1.4.2.1. Strengthen ICT facilities	Dean/ Heads/ Deputy & Assistant Registrars/ Deputy & Assistant Bursars	2021	2025	New software such as SAP will be introduced. The existing facilities will be maintained and strengthened.	New software will be introduced. The existing facilities will be maintained and strengthened.	
			1.4.2.2. Update the curriculum to strengthen the students to work with ICT	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of ICT Courses/ Coordinator-ITRC	2021	2025	ICT course units are already incorporated in the curriculum of the all the degree programmes and that will continue to increase in the future	ICT course units are already incorporated in the curriculum of the all the degree programmes and that will continue to increase in the future	
			1.4.2.3. Use ICT facilities in other courses (non-ICT)	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of ICT Courses/ Coordinator-ITRC	2021	2025	Many departments plan to continue using ICT in the other course units they offer.	Many departments plan to continue using ICT in the other course units they offer.	
		1.4.3. Improve entrepreneurial skills of the students	1.4.3.1. Conduct short courses on entre preneurship	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of Entrepreneurship Courses	2021	2025	Many academic departments have included at least once course on entrepreneurship in the curriculum	Many academic departments have included at least once course on entrepreneurship in the curriculum	
		1.4.4. Inculcate ethical and responsible behaviour among the students	1.4.4.1. Organize workshops to develop positive attitudes of the students	Heads/ Coordinators of Extension, External and Postgraduate Programmes	2021	2025	All the academic departments encourage the students to participate in the workshop and seminars organized by the faculty and the CGU to enhance their positive attitudes.	All the academic departments encourage the students to participate in the workshop and seminars organized by the faculty and the CGU to enhance their positive attitudes.	
			1.4.4.2. Make students aware about disciplinary guidelines of the Faculty and University	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes	2021	2025	Student handbook is made available to all the students	Student handbook is made available to all the students	

			1.4.4.3. Include ethical code of conduct and social responsibility to the curriculum	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		Course outlines have a specific section to enlighten the students on that aspect	Course outlines have a specific section to enlighten the students on that aspect	
		1.4.5. Make a globalized student	1.4.5.1. Send students as volunteers to foreign countries	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		N/A	N/A	
			1.4.5.2. Accept volunteer students from foreign countries	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		N/A	N/A	
			1.4.5.3. Introduce student transfers and credit transfer systems with foreign countries	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		N/A	N/A	
			1.4.5.4. Encourage participation in international level competitions, sports and games	Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		Students are encourage to participate in such competitions and recognized at the faculty level and department level. For example Gold Medals are awarded at the convocation.	Students are encourage to participate in such competitions and recognized at the faculty level and department level. For example Gold Medals are awarded at the convocation	
Faculty of Medical Sciences											
Faculty of Medical Science	1.1 Enhance qu	1.1.1 Inculcate student-centered learning	1.1.1.1 Encourage the use of learning management system (LMS)	Chairperson LMS	Dean	2021	2025		300	All students	Achievable
			1.1.1.2 Improve library facilities to promote the usage of electronic resources such as e-journals	Chairperson LMS Committee and Library Committee	Dean	2021	2025				Removed. Not Practical. Students use their own electronic devices
			1.1.1.3 Improve facilities to promote the usage of e-books	Chairperson of Phase 1,2 and 3	Dean	2021	2025				Removed. Not Practical. Students use their own electronic devices
			1.1.1.4 Introduce the e-patient information management system	Head, Family Medicine	Dean	2021	2025		0	All final year students	In 2024 Lack of funds. But if funds are available can achieve in 2025
			1.1.1.5 Introduce web-based assignments to the curriculum (Eg: interactive tutorials, flash cards, picture dictionaries)	Chairperson LMS and other Heads	Dean	2021	2025				Removed. Physical sessions are conducted and 80% attendance is a mist thus this is removed. Not practical
			1.1.1.6 Introducing the 3D anatomy software to promote skills and using virtual realistic for the above purpose	Head anatomy, Forensic Medicine, Surgery and Family medicine	Dean	2021	2025		150+150	150+150	Achievable

1.1.2 Strengthen the clinical skills in diagnosing and rationally managing defined range of diseases and conditions relevant to Sri Lanka	1.1.2.1 Improve bed side clinical teaching to train in obtaining a relevant clinical history, carrying out appropriate examination, formulating differential diagnosis, planning appropriate cost-effective investigations and rational management plan	Coordinator skills, laboratory and clinical Departments Heads	Dean	2021	2025		30	30	Achievable
1.1.3 Provide skills to students with knowledge and skills to care for patients with empathy	1.1.3.1 Develop ability to work as a member of multi-disciplinary team in patient care Provide skills in providing Palliative care end of life care pre hospital care	Coordinator skills, laboratory and clinical Departments Heads and Heads of Paraclinical Departments	Dean	2021	2025				
1.1.4 Create awareness regarding globally important diseases trends, burden and management	1.1.4.1 Include current patterns of emerging diseases, clinical symptoms, signs, laboratory investigations and management in Paraclinical and Clinical teaching	Coordinator skills, laboratory, Paraclinical and clinical Departments Heads and Heads of Paraclinical Departments	Dean	2021	2025				
	1.1.4.2 Improve skills of the students through training on mannequins	Coordinator skills	Dean	2021	2025		200+200	200+200	Achievable
1.1.5 Strengthen the communication skills among students	1.1.5.1 Enhance communication skills of the students to cater for a wide variety of patients in the clinical environment	Clinical Department Heads, Heads of Paraclinical Departments and Chairperson PPD stream	Dean	2021	2025		This will be implemented at full scale once the new curriculum is adopted provided that an acceptable cadre of new academic recruits are in existence	This will be implemented at full scale once the new curriculum is adopted provided that an acceptable cadre of new academic recruits are in existence	
	1.1.5.2 Enhance communication skills in counselling and members of the family of their illness or their disablement or to close family on instances such as bereavement, critical conditions and incurable diseases	Clinical Department Heads, Heads of Paraclinical Departments and Chairperson PPD stream	Dean	2021	2025		Achievable	Achievable	
	1.1.5.3 Enhance communication skills in interacting with colleagues and the allied health personnel on professional matters clearly and effectively	Clinical Department Heads, Heads of Paraclinical Departments and Chairperson PPD stream	Dean	2021	2025		Achievable	Achievable	

			1.1.5.4 Enhance communication skills through IT and English by improving basic typing and writing skills	Convenor, English Unit and IT unit	Dean	2021	2025		Achievable	Achievable	
		1.1.6 Enhance community based medical learning	1.1.6.1 Exposed students to primary health care provision in preventive and clinical care	Chairperson CMBL	Dean	2021	2025		Financial constraints	Financial constraints	Not achievable
	1.2. Enhance e	1.2.1 Enhance the attitudes and ethics in clinical service	1.2.1.1 Improve understanding of privacy, confidentiality, especially in relation to HIV or any other stigmatized diseases, informed consent, consent for procedures and operations, adhering to patients' rights and requests	Clinical Department Heads, Heads of Paraclinical Departments and Department of Forensic Medicine	Dean	2021	2025				
	1.3. Provide op	1.3.1 Provide knowledge, skills and attitude on importance of providing care to patients any part of the country	1.3.1.1 Expose students for peripheral clinical appointments	Chairperson CMBL, all Heads of clinical departments and Head of Community Medicine	Dean	2021	2025		Only one appointment possible due to financial constraints	Only one appointment possible due to financial constraints	Financial constraints
			1.3.1.2 Expand clerkship appointments to wider range of fields	Head, Com Med	Dean	2021	2025				
		1.3.1 Provide new opportunities for the future doctors by integrating new knowledge in the medical curriculum through new units or departments	1.3.1.1 Expose the students to new knowledge and technologies with the advancement of medical knowledge	Heads of new units or departments	Dean	2021	2025		Financial const	Financial constraints	Not Achievable
	1.4 Encourage	1.4.1 Contribute in developing degree programmes as per the national need at the University	1.4.1.1 Develop and assist in implementation of new degree programmes in Health Sciences	Heads of relevant Departments such as - Biochemistry, Anatomy, Physiology	Dean	2021	2025		achievable	achievable	
		1.4.2 Contribute in developing degree programmes as per the national need at an national level	1.4.2.1 Develop and assist in implementation of new degree programmes nationally	Heads of relevant Departments such as - Biochemistry, Anatomy, Physiology	Dean	2021	2025		achievable	achievable	
		1.4.3 Develop collaborative programs nationally and internationally with other higher educational institutions of excellence in teaching and research	1.4.3.1 Obtain external experts to disseminate knowledge and share experience	Head, Medical Education	Chairperson, staff development	2021	2025				
			1.4.3.2 Encourage student exchange programmes and electives	Elective coordinator	Dean	2021	2025				Achievable

			1.4.3.3 Engage in Collaborative research	Heads of all departments	Dean	2021	2025		Achievable	Achievable	
			1.4.3.4 Encourage split PhD and MSc programmes	Heads of all departments	Dean	2021	2025		Achievable	Achievable	
			1.4.3.5 Conduct International Medical Undergraduate Research Session	Head, Department of Community Medicine	Dean	2021	2025		Achievable	Achievable	
			1.4.3.6 Conduct certificate, Diploma and post graduate diploma courses to enhance the knowledge of medical students and other health care and non-health care personals.	Heads	Dean	2021	2025		Not achievable	Looking into the possibility of increasing this 2025	
	1.5 Monitor and	1.5.1 Introduce monitoring and evaluation methods in the curriculum.	1.5.1.1 Streamline the current learning and teaching review procedures.	Head, Medical Education	Dean	2021	2025		Achievable	Achievable	
			1.5.1.2 Organize annual curricular workshops for all degree programmes	Head, Medical Education	Dean	2021	2025		achievable	achievable	
		1.5.2 Introduce a MCQ banking system	1.5.2.1 Introduce the banking system for all departments	Director, Examination	Dean	2021	2025		Looking into th	Achievable	
	1.6 Implement	1.6.1 Appoint QA Committees to evaluate teaching programmes	1.6.1.1 Assign committees to assess peer reviews and student feed backs	Director, Internal Quality Cell	Dean	2021	2025			Status quo will be maintained	Status quo will be maintained
		1.6.2 Maintain complete and timely records	1.6.2.1 Encourage maintaining completed teaching and learning records in the department level	Heads	Dean	2021	2025			Will be achievable in most departments	Will be achievable in most departments
		1.6.3 Improve the quality cell of the faculty	1.6.3.1 Empower the quality cell to maintain the standards of the faculty	Heads	Dean	2021	2025		Will be achievable in most departments - Co-ordinator of the IQAC appointed	Will be achievable in most departments - Co-ordinator of the IQAC appointed	
		1.6.4 Maintain a quality assurance software	1.6.4.1 Encourage maintaining completed teaching and learning records in the department level	Director	Dean	2021	2025		Will be achievable in most departments	Will be achievable in most departments	

	1.7 Improve cli	1.7.1 Improve the quality of the clinical training by advocacy meetings and communication with the extended faculty	1.7.1.1 Advocate meetings with the extended faculty.	Clinical Coordinator and Heads	Dean	2021	2025			Achievable	Achievable
Faculty of Graduate Studies											
Faculty of Graduate Studies	1.1 Offer Quality and Relevance Enhanced Postgraduate Programs	1.1.1 Comply with National/International Accreditation and Quality Standards	1.1.1.1 Update FGS Committee to report Centre for Quality Assurance–(CQA)	Dean-FGS / Coordinator QAC/ FGS	Chairs of BOSs	2021	2021	CQA established.	FGS QA cell will be reformer by including newly appointed coordinators and chairpersons	Awareness workshops will be conducted	
			1.1.1.2 Formalize QA procedures	Dean-FGS / Coordinator QAC/FGS	Coordinators of FGS Study Programs	2021	2025	QA procedures were submitted to the UGC.	SER for selected 4 degree programms & Mphil & PhD programmes will be prepared	SER for selected 4 degree programms will be prepared	
			1.1.1.3 Establish mechanisms (comply with SBSs and regular curriculum revisions) at faculty and BoS levels to assure the quality and relevance of postgraduate diplomas/degrees	Dean-FGS	Chairs of BOSs / Coordinators of FGS Study Programs	2021	2025	Curriculum revisions were conducted BoS members of the FGS.	Curriculum revisions will be conducted to selected degree programms at BoS levels	Curriculum revisions will be conducted to selected degree programms at BoS levels	Curriculum revision is conducted after 5 year time.
			1.1.1.4 Align FGS study programs with SLQF and revise FGS study programs to adhere with SLQF guidelines	Dean-FGS/ Coordinator QAC/FGS	Chairs of BOSs , Coordinators of FGS Study Programs	2021	2025	FGS study programs were revised to align with SLQF.	FGS study programs will be monitored	FGS study programs will be monitored	
			1.1.1.5 Conduct workshop on QAC to assist lecturers to prepare their own Outcome-based teaching/learning student activity checklist.	Dean-FGS/ Coordinator QAC/FGS	Chairs of BOSs , Coordinators of FGS Study Programs	2021	2021	Workshops on QAC were conducted by Snr. Prof. Samanthi Senarathne.	Workshops will be conducted for SER writing panel of 4 degree programmes(to be submitted SER by 2025) by QAC FGS	Workshops will be conducted for SER writing panel of 4 degree programmes(to be submitted SER by 2026) by QAC FGS	
		1.1.2 Deliver Up-to-Date and emerging Content in Curricula	1.1.2.1 Update curriculum development committee in the Faculty with the representation of all BOS Chairs	Dean-FGS/ Coordinator QA/FGS, CRC member	Chairs of BOSs/	2021	2021	Done	Curriculum development committee will be updated with the representation of all newly appointed BOS Chairs	The activities of the committee will be maintained	
			1.1.2.2 Conduct regular curricular revision with the representation of Chairs of BOSs and Coordinators	Dean-FGS/ Coordinator QA/FGS, CRC member	Chairs of BOSs Coordinators of FGS Study Programs	2021	2025	Regular curricular revisions were conducted with Chairs of BOSs and respective resource persons.	Curriculum revisions will be conducted to selected degree programms at BoS levels	None	Curriculum revision is conducted after 5 year time.

		1.1.3 Promote Multi/ Cross/ Trans-disciplinary Postgraduate Courses	1.1.3.1 Identify and design Multi/ Cross/ Trans-disciplinary Postgraduate Courses with national and international importance and priority	BOSs Relevant Course Coordinators	Relevant Curriculum Development Teams	2021	2025	Commencement of the MSc program in Data Science & Artificial Intelligence Strengthen the existing courses	The existing courses will be monitored	The existing courses will be monitored	
			1.1.3.2 Introduce tailor made postgraduate diploma/masters programs targeted to the industry –with partners or by FGS	Relevant BOS chairs Course Coordinators	Dean-FGS	2021	2025				
			1.1.3.3 Strengthen/Design PhD/MPhil Programs with a combination of course work and research	BOS Chairs & Coordinators of FGS Study Programs	Dean-FGS	2021	2025	Strengthen the exciting programs	The existing programs will be monitored	The existing programs will be monitored	
			1.1.3.4 Introduce new short courses and workshops to FGS students	Dean-FGS Relevant Coordinators	-	2021	2025	Introduced a certificate course on Research Methodology and Scientific Writing	Research Methodology and Scientific Writing will be carried out twice a year	Research Methodology and Scientific Writing will be carried out twice a yea	
			1.1.3.5 Encourage foreign students' enrolment on either full time or part time	Coordinators of FGS Study Programs Consultants	Dean-FGS	2021	2025	Foreign students were encouraged to study on Humanities and Social Sciences.	Progress of the foreign students will be monitored	Progress of the foreign students will be monitored	
			1.1.3.6 Establishment of BOS for new faculties	Deans of the new faculties	Dean FGS	2021	2025	Established of BOS's for Faculty of Engineering and Faculty of Technology	Already established	Already established	
			1.1.3.7 Hold Postgraduate Research progress seminars/ inauguration for all the Boards	Chairpersons of all the Boards and supervisors	Dean-FGS and staff at FGS	2021	2025	Postgraduate Research progress seminars/ inauguration will be conducted	Postgraduate Research progress seminars/ inauguration will be conducted	Postgraduate Research progress seminars/ inauguration will be conducted	Due to pandemic situation of the country, postgraduate Research progress seminars/ were not conducted. Virtual inaugurations were done
	1.2 SMART FGS Services and Service Quality Improvement	1.2.1Promote utilization of IT and technology tools for staff and students to better manage and participate in all the programs done by the Faculty	1.2.1.1 Rebranding the name of the Faculty for the best representation of its scope paying more attention on R&D	Webmaster & Coordinators of FGS study programs	Dean-FGS & Deputy Registrar FGS	2021	2025	Strengthen the service during the pandemic	This is a continuous process	This is a continuous process	
			1.2.1.2 Upgrade and develop MIS, LMS and Digital Content for Postgraduate Education	Webmaster & Coordinators of FGS study programs	Dean-FGS & Deputy Registrar FGS	2021	2025	Upgrading continuously	This is a continuous process	This is a continuous process	
			1.2.1.3 Make awareness on utilization of ICT tools in research and postgraduate studies	Dean-FGS/FGS, Coordinators of FGS Study Programs	Team members	2021	2025	Seminars were conducted	This is a continuous process	This is a continuous process	

			1.2.1.4 Introduce and encourage IT enabled Teaching and learning in postgraduate programs such as online courses, hybrid courses	Dean-FGS/FGS an Webmaster, Computer Centers of both FGS and University	Coordinators of FGS Study Programs	2021	2025	Entire certificate course on Research Methodology and Scientific Writing was conducted and ongoing via Zoom.	This is a continuous process	This is a continuous process	
	1.3. Extra/Co-curricular Enhancement	1.3.1 Enhance Academic Writing and Scientific Communication skills	1.3.1.1 Introduce on-demand Academic Writing and Scientific Communication as post-graduate foundation courses	Dean/FGS,	BOS Chairs, Coordinators of FGS Study Programs	2021	2025	Conductin Certificate course on Research Methodology & Scientific Writing	This is a continuous process	This is a continuous process	All the research students must follow the certificate course on Research Methodology and Scientific Writing
			1.3.1.2 Improve Graduate Professional Skills (focus on communication, entrepreneurial, leadership, personnel effectiveness, teaching, teaching research related to seeking new knowledge and adaption of same for practical use)	Dean/FGS	BOS Chairs, Coordinators of FGS Study Programs	2021	2025	This was done via monthly talk program inviting academic professionals in different disciplines	This is a continuous process	This is a continuous process	
			1.3.1.3 Conduct Research camps to be held for research students of different disciplines for networking	Dean, DR FGS & FGS Staff	BOS chairs/ Coordinators	2021	2025	Due to pandemic situation & economic crisis research camps were not conducted.	Although this is a big challenge, the FGS is plan to engage in small group teaching as much as possible	Although this is a big challenge, the FGS is plan to engage in small group teaching as much as possible	Due to pandemic situation & economic crisis research camps were not conducted.
			1.3.1.4 Organize Stage panel discussions on topics of current national and international interest in collaboration with other organizations/institutions both Government and Private Sector	Dean-FGS	BOS Chairs, DR	2021	2025	This programs were done individually by the courses offering departments	This programs will be conducted individually by the courses offering departments	This programs were done individually by the courses offering departments	
Faculty of Technology											
Faculty of Technology	1.1 Make the Faculty of Technology, USJ one of the most sought-after Technology Faculty by Technology students	1.1.1 Expand and improve Biosystems Technology (BST) Department	1.1.1.1 Develop a benchmark curricula and syllabus	Head	Lecturers	2021	2023	Syllabus and curricula are evaluated annually and make necessary improvements	Comprehensive benchmark curricula and syllabi have been already developed and necessary improvements will be conducted annually.	Necessary changes and improvements will be conducted annually.	BST degree program is annually reviewed and improved based on the suggestions of the Industrial Consultative Committee meeting (ICCM). Ongoing major curriculum revision will be implemented from 2024.
			1.1.1.2 Provide necessary infrastructure and outdoor areas for field activities	Vice Chancellor, Registrar, Dean, DR- Capital-work	Head and course coordinators	ongoing	ongoing	Pending approval for the proposal submitted by the BST Department	A decision was taken to resubmit the proposal.	N/A	A proposal requesting for a Agriculture field has been submitted to the University in 2021. Awaiting for the response from the university.

	1.1.1.3 Provide competent and experienced academic and non-academic staff	Dean, DR Ac./ Non Ac. Establishments	Head	ongoing	ongoing	21 full-time active academic staff, 12 non-academic staff members	Department has not fulfilled the full cadre requirement yet. Hence, new cadres will be requested until the full cadre requirement fulfilled based on the students: Staff ratio is fulfilled.	Department has not fulfilled the full cadre requirement yet. Hence, new cadres will be requested until the full cadre requirement fulfilled based on the students: Staff ratio is fulfilled.	19 academic staff members hold PhDs
	1.1.1.4 Increase student intake	Dean	Head	ongoing	ongoing	The number of student intake has gradually increased starting with 84 students in 2019 to the most recent 143 students in the batch 2019/2020	Due to insufficient Academic/non academic staff and infrastructure facilities, , further increment of student numbers will not be considered. However, the possibility of increasing the current student number will be considered upon the availability of more academic/ nonacademic cadres and infrastructure facilities in future.	Due to insufficient Academic/non academic staff and infrastructure facilities, , further increment of student numbers will not be considered. However, the possibility of increasing the current student number will be considered upon the availability of academic/ nonacademic cadres and infrastructure in future.	Compare to previous year approximately 60 more students have been enrolled to the BST program.
1.1.2 Expand and improve Civil and Environmental Technology Department	1.1.2.1 Develop a bench mark curricula and syllabus	Head	Lecturers	2021	2023	Periodical review/evalau tion of the curricular and syllabus is carried out for improvement	Annual ICC Meetings	Annual ICC Meetings	Industrial Consultative Committee meeting (ICCM) is held annually to improve the course content.
	1.1.2.2 Provide /expand necessary infrastructure	Dean	Head and course coordinators	ongoing	ongoing	ongoing	Expect GOSL funding to expand the necessary infrastructure.	Expect GOSL funding to expand the necessary infrastructure.	Target not achieved due to restrictions of GOSL funds
	1.1.2.3 Provide competent and experienced staff	Dean	Head	ongoing	ongoing	14 full-time active academic staff, 02 contract basis lecturers, 11 non-academic staff members	Received one (01) cadre. Request cadres to achieve relevant staff: student ratio (1:10).	Request cadres to achieve relevant staff: student ratio.	13 academic staff members hold PhDs
	1.1.2.4 Increase student intake	Dean	Head	ongoing	ongoing	The number of student intake has gradually increased starting with 65 students in 2019, 74 students in 2020 to the most recent 89 students in the batch	Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	Gradual increase of student numbers are recorded for the department.

		1.1.3 Expand and improve Materials and Mechanical Technology Department	1.1.3.1 Develop a bench mark curricula and syllabus	Head	Lecturers	2021	2023	Requested the bench mark document. Syllabus and curricula are evaluated annually and make necessary improvements	Submitted SERs for Sydney Accord recognition to IESL from MT, AT, and PPT specializations.	Based on the reviews from IESL.	Even under Covid pandemic Department of MMT conducted Industry consultative meetings. The curriculum is reviewed annually based on the comments
			1.1.3.2 Provide /expand necessary infrastructure	Dean	Head and course coordinators	ongoing	ongoing	ongoing	Expect GOSL funding to expand the necessary infrastructure.	Expect GOSL funding to expand the necessary infrastructure.	Target not achieved due to restrictions of GOSL funds
			1.1.3.3 Provide competent and experienced staff	Dean	Head	ongoing	ongoing	Permanent-16/ Contract-01	Received three (03) cadres and requesting more cadres to fulfill the staff: student ratio (1:10).	Requesting more cadres to fulfill the staff: student ratio (1:10).	Requested more cadres
			1.1.3.4 Increase student intake	Dean	Head	ongoing	ongoing	Increased the student intake.	Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	Gradual increase of student numbers is recorded for the department.
		1.1.4 Expand and improve Information and Communication Technology (ICT) Department	1.1.4.1 Develop a bench mark curricula and syllabus	Head	Lecturers	2021	2025	Few changes done in the syllabus based on Industry Consultative Committee meeting	Annual ICC Meetings	Annual ICC Meetings	Improve the ICT curriculum and build department-industry collaborations.
			1.1.4.2 Provide necessary infrastructure for labs and lecture rooms	Dean	Head and course coordinators	ongoing	ongoing		Expect GOSL funding to expand the necessary infrastructure.	Expect GOSL funding to expand the necessary infrastructure.	Funds were not available due to the fact that it couldn't be done.
			1.1.4.3 Increase student intake to 150	Dean	Head	2020	2021		Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	Increase of student numbers will depend on available staff, laboratory and infrastructure facilities.	2022 and 2023 student intake already increased to 175
	1.2 Broaden the scope of technological studies through new courses and programmes	1.2.1 Expand and improve Science for Technology Department	1.2.1.1 Develop a bench mark curricula and syllabus	Head	Lecturers	2021	2025	Periodical review/evaluation of the curricular and syllabus is carried out for improvement in-phase with accreditation programs of other departments in the faculty	As the service department for all three degree programs (BBST, BET, BICT) offered by the faculty, module synopses will be revised accordingly in-line with the requirements of the faculty degree programs annually	As the service department for all three degree programs (BBST, BET, BICT) offered by the faculty, module synopses will be revised accordingly in-line with the requirements of the faculty degree programs annually	As the service department for all three degree programs (BBST, BET, BICT) offered by the faculty, module synopses will be revised accordingly in-line with the requirements of the faculty degree programs annually.
			1.2.1.2 Provide large lecture hall facilities and relevant infrastructure	Dean	Head and course coordinators	2021	ongoing	Physics lab, Chemistry lab, Properties of materials lab and Engineering drawing lab are partially completed.	Request GOSL funds to proceed.	Request GOSL funds to proceed.	More laboratory and lecture hall facilities are required with the increase of student intake.

		1.2.1.3 Provide competent and experienced staff	Dean	Head	2020	ongoing	Necessary actions to recruit 3 permanent cadre poisons has been initiated for the vacancies . Applications have been called for the positions	Currently, the department runs with inadequate number of staff and limited infrastructure, hence more cadres will be requested until the full staff cadre is met.	Currently, the department runs with inadequate number of staff and limited infrastructure, hence more cadres will be requested until the full staff cadre is met.	Recruitment s of permanent cadre is temporarily on hold as per government decision. The department has been catering around 500 students since 2022 as requested by UGC Currently, the department runs with inadequate number of staff and limited infrastructure, hence more cadres will be requested until the full staff cadre is met.
	1.2.2 Split the Biosystems Technology Department into two new department	1.2.2.1 Frame out the relevant actions including infrastructure facilities	Dean	Head and course coordinators	2021	ongoing	On hold	Based on the availability of funding resources the decision will be considered further.	Based on the availability of funding resources the decision will be considered further.	Due to the inadequate infrastructure to accommodate two departments, the splitting of the Biosystems Technology Department is currently on hold.
		1.2.2.2 Develop an action plan to consult the industry regularly (at least every year)	Dean	Head and course coordinators	ongoing	ongoing	ICCM are held annually.	ICCM is held annually with the participation of experts in industry and academia to acquire suggestions and recommendations on the BST degree program	ICCM is held annually with the participation of experts in industry and academia to acquire suggestions and recommendations on the BST degree program	ICCM is held annually with the participation of experts in industry and academia to acquire suggestions and recommendations on the BST degree program.
	1.2.3 Develop the new discipline “Geotechnology” under the Civil and Environmental technology department	1.2.3.1 Formulate the curriculum and revise as necessary	Head	Lecturers	2021	2025	Successfully completed.	Annual ICC meetings.	Annual ICC meetings.	Improve the curriculum in collaboration with IESL and ICC.
		1.2.3.2 Provide necessary infrastructure	Dean	Head and course coordinators	ongoing	ongoing	40% completed.	Request GOSL funds.	Request GOSL funds.	With the GOSL financial limitations other 60% is on-hold. Currently infrastructure shared within the department.
		1.2.3.3 Provide competent and experienced staff	Dean	Head	ongoing	ongoing	4 staff members	Request cadres to achieve relevant staff: student ratio.	Request cadres to achieve relevant staff: student ratio.	expected to achieve the relevant student: staff ratio
	1.2.4 Transform the currently existing “Archaeotechnology” specialization to “Conservation Science and Technology” with the significant modification in the course structure	1.2.4.1 Formulate the curriculum and revise as necessary	Head	Lecturers	2021	on hold	With the GOSL financial limitations both for cadre positions and infrastructure the proposal is on-hold.	Request GOSL funds.	Request GOSL funds.	
		1.2.4.2 Provide necessary infrastructure	Dean	Head and course coordinators	ongoing	on hold	no GOSL funds	Request GOSL funds.	Request GOSL funds.	

			1.2.4.3 Provide competent and experienced staff	Dean	Head	ongoing	on hold	no approved cadre positions	Request cadre.	Request cadre.	
		1.2.5 Start Polymer Processing Technology diploma programme	1.2.5.1 Formulate the curriculum and revise as necessary	course coordinators	Lecturers	2020	ongoing	Syllabus and curriculum have been completed and approved by the university council	Continuation.	Continuation.	First batch of students (2022/23 intake) has been enrolled and programme is currently ongoing.
		1.2.6 Start Science Education Postgraduate Diploma Programme for School Teachers as a top-up degree.	1.2.6.1 Formulate the curriculum and revise as necessary	Head	Coordinator	2023	ongoing	Changing to an MSc program	Expecting to finalize the program curriculum.	Expecting to commence the programme.	The PGD has been changed to an MSc in Technology Education program and the curriculum is being developed.
			1.2.6.2 Select competent staff to be arranged as visiting or to recruit.	Head	Coordinator	2023	ongoing	under discussion	Waiting for a response upon requested cadre.	Waiting for a response upon requested cadre.	Waiting for a response upon requested cadre.
Faculty of Engineering											
Faculty of Engineering	1.1 Facilitate, guide and support our students through our unique undergraduate, postgraduate degrees and other degree programmes so that they obtain the required knowledge and apply it in their real-life	1.1.1 Encourage research-lead teaching and learning based on our research competencies	1.1.1.1 Develop Master's degree programs in Engineering	Head		2021	2024		Status quo* will be maintained.	Status quo will be maintained	
		1.1.2 Motivate our students to obtain foreign exposure through field work, national and international training and learning	1.1.2.1 Organize guest lectures from industry, other local and foreign universities	Heads		ongoing	ongoing		Many academic departments have included at least once guest lectures in the curriculum	Many academic departments have included at least once gues lectures in the curriculum	
			1.1.2.2 Guide students for international industrial training	Dean	Senior lecturer / Training engineer	2021	2024		Continue the existing student support programmes to guide students	Continue the existing student support programmes to guide students	
	1.2 Develop each student's capacity to learn through enquiry and active learning approaches	1.2.1 Introduce student centred learning methods to facilitate independent and more active learning	1.2.1.1 Organize capacity build programmes for students and staff	Dean	Head	ongoing	ongoing		All the academic departments plan to continue their training programmes for the academic staff on course design, teaching-learning and assessment methods aligned with the policy of the faculty	All the academic departments plan to continue their training programmes for the academic staff on course design, teaching-learning and assessment methods aligned with the policy of the faculty	

	1.3 Update our curricular on a regular basis incorporating graduate attributes and employability skills to strengthen our students to be globally competitive	1.3.1 Work closely with professional bodies, industry and other stakeholders to ensure our degree programmes are responsive to current needs	1.3.1.1 Collaborate with industry for research and development projects and signing MOU	Head	Lecturers	ongoing	ongoing		Networks built up to now will be further strengthens and at least 5 new MOUs will be signed at faculty level and departmental level.	Networks built up to now will be further strengthened and at least 5 new MOUs will be signed at faculty level and departmental level	
			1.3.1.2 Organize meeting with industry	Dean	Head	ongoing	ongoing		Industry visits is an important part of the academic calendar of all the academic departments.	Industry visits is an important part of the academic calendar of all the academic departments.	
	1.4 Facilitate and encourage extended and extra-curricular activities and create a conductive collegiate learning environment	1.4.1 Enhance facilities for creating a collegiate learning environment	1.4.1.1 Facilitate student to organize extra-curricular activities	Dean	Heads	ongoing	ongoing		Students are encourage to participate in competitions and sport events and adventures and recognized at the faculty level and department level.	Students are encourage to participate in competitions and sport events and adventures and recognized at the faculty level and department level.	
	1.5 Develop the student's personality and soft skill, i.e. communicatio n competencies, entrepreneurs hip and ICT skills	1.5.1Incorporate skills into our programmes	1.5.1.1 Include personality and soft skill development in continuous assignments in the lecture modules	Head	Lecturers	ongoing	ongoing		Skill development programmes at the departmental level and the university level are in place	Skill development programmes at the departmental level and the university level are in place	
	1.6 Maintain an effective assurance of learning (AoL) system together with timely and comprehensiv e assessment feedback	1.6.1 Upgrade and modifying the exiting assessment system	1.6.1.1 Split the assessment criteria to categories such as performance and writing skills	Lecturers		ongoing	ongoing				
		1.6.2 Ensure effective and transparent assessment system	1.6.2.1 Inform the students about the assessment criteria at the beginning of the semester	Lecturers		ongoing	ongoing		Student handbook is made available to all the students	Student handbook is made available to all the students	
	1.7 Ensure quality in all aspects of education and obtain world-class accreditation.	1.7.1. Upgrade the quality and relevance of the programmes through internal quality assurance framework	1.7.1.1 Obtain IESL recognition Accreditation, which requires the course to conform to the Washington Accord	Dean	Heads and Lecturers	ongoing	ongoing		The faculty is addressing the comments given by the IESL.	The faculty is addressing the comments given by the IESL	
	1.8 Ensure ethical conduct and apply globally accepted best practices.	1.8.1 Incorporate correct attitudes, values, professionalism and vision for life into our programmes to develop adaptable and flexible individuals	1.8.1.1 Continue evaluation through quality assurance cell, organize information sessions and workshops for the academic staff	Dean		ongoing	ongoing		Teaching evaluation obtained at the faculty level as well as at the department levels will be continued.	Teaching evaluation obtained at the faculty level as well as at the department levels will be continued	

Faculty of Dental Sciences											
Faculty of Dental Sciences	1.1 Ensure smooth delivery of recently approved study programme(Bachelor of Dental Surgery)	1.1.1 Inculcate student-centered learning	1.1.1.1 Introduce a faculty program specific LMS for the FDS and upload all teaching learning materials to learning Management system (LMS)	Academic staff, non- academic staff	Chairperson IT/ FDS/ USJP	2024	2025	LMS of the Medical Faculty Basic Sciences subjects were shared as they follow the same curriculum	LMS of Phase II to be uploaded	LMS of Phase III to be uploaded	
			1.1.1.2 Encourage the use of learning management system (LMS)	Chairperson LMS	Dean	2024	2025	Student access is facilitated			
			1.1.1.3 Promote purchase relevant dental programmme related text books and promote students to read text books and other materials available in the Medical Faculty library which is shared by dental students	Academic Staff/ /Library staff	Non – Academic Staff	2024	2025	Purchased book for Phase I (Basic Sciences)	Purchase book for Phase II	Purchase book for Phase III	
		1.1.2 Strengthen the dental/clinical hand skills	1.1.2.1 Establish laboratory facilities and expand dental skills lab facilities	Dean/ Academic Staff	Non academic staff	ongoing	2025	Purchased Dental Manikins	Initiate functioning of the skills lab		
			1.1.2.2 Improve skills of the students through training on mannequins	Coordinator skills	Dean	2024	2025	Manikins established	Initiate functioning		
			1.1.2.3 Establish and upgrade Dental Professorial units and expose students for clinical dental environment	Dean/ Academic Staff	Non academic staff	ongoing	2025	Established the Dental Professorial Units, Colombo South Teaching Hospital	Functioning and starting the clinical work	Further expansion	
			1.1.2.4 Arranging placements in hospitals and other dental training units	Dean/ Academic staff		2021	2025	Liaised with the Navy General Hospital, Welisara	Establish clinical services at Colombo South Teaching Hospital		
			1.1.2.5 Improve bed/chair side clinical teaching to train in obtaining relevant clinical history, carrying out examination, formulating differential diagnosis, planning appropriate investigations and rational management plan	Coordinator skills laboratory and clinical Departments Heads	Dean/clinical coordinator	2024	2025	Established the Dental Professorial Units, Colombo South Teaching Hospital			
			1.1.2.6 Obtain the approval for the initially suggested carder & recruit qualified teaching staff	VC Dean HOD		2024	2025	Present cadre-7	Increase Cadre to 15	Increase Cadre to 20	

		1.1.3 Strengthen the communication skills among students	1.1.3.1 Enhance communication skills of the students to cater for a wide variety of patients in the clinical environment	Clinical Department Heads, Heads of Paraclinical Departments and Chairperson PPD stream	Dean	2024	2025	PPD activity held to improve the presentation skills of students			
			1.1.3.2 Enhance communication skills in interacting with colleagues and the allied health personnel on professional matters clearly and effectively	Clinical Department Heads, Heads of Para clinical Departments and Chairperson PPD stream	Dean	2024	2025				
		1.1.4 Enhance community based dental /medical learning	1.1.4.1 Expose students to primary health care (preventive and clinical care)	Head/Community Dental Health	Dean	2024	2025	Community based Oral Health module prepared and included to the curriculum	Planned visit to MOH settings, School Dental Clinics and Pre School	Continuation students engagement in community settings	
	1.2	1.2.1 Provide knowledge, skills and attitude on importance of providing care to patients any part of the country	1.2.1.1 Expose students for peripheral clinical appointments to make them familiarize with the dental care given.	Head of Community Dental health/ clinical coordinator	Dean	2024	2025	Peripheral clinical appointments planned during vacations			
	1.3 Establish new study programmes	1.3.1 Establish a Certificate course for Dental Assistants (as a fee levying course)	1.3.1.1 Develop the curriculum and delivery (delivery method/staff) and recruit students	VC Dean Registrar Bursar	Academic staff AR	2024	2025				
		1.3.1 Establish a Certificate course for Dental laboratory Technicians (as a fee levying course)	1.3.1.2 Identify space and infrastructure for Laboratory facilities in collaboration with the Sri Lanka Navy	VC/Dean Registrar Bursar	Academic staff AR/ Bursar	2024	2025	Liaised with the Director, Navy Dental Services			
	1.4 Monitor and evaluate teachings and learning methods	1.4.1 Introduce monitoring and evaluation methods in the curriculum.	1.4.1.1 Streamline the current learning and teaching review procedures.	Head, Medical Education	Dean	2024	2025				
		1.4.2 Appointment of Director/ Examinations	1.4.2.1 Assign staff member Director, Examinations	Dean	Academic Staff	2024	2025				
		1.4.3 Introduce a MCQ/OSCE banking system	1.4.3.1 Introduce the banking system for all departments	Dean/ Heads of Departments	Dean	2024	2025	Collected MCQ for Phase I	Collection of MCQ for Phase II	Collection of MCQ for Phase III	
	1.5 Implement external quality assurance and accreditation	1.5.1 Establish initial collarboration with the SLMC accreditatio-n for the degree programme	1.5.1.1 Submit self-evaluation report (SER) to SLMC	HOD Dean /VC	Academic Staff	2024	2025				

		1.5.2 Appoint QA Committees to evaluate teaching programmes	1.5.2.1 Assign committees to assess peer reviews and student feed backs	Director, Internal Quality Cell	Dean	2021	2025	Appointed Director to the Quality Assurance Unit (Faculty level), Participated in the Quality Assurance programme conducted by the Faculty of Medical Sciences, USJ, The Quality Assurance documents of the FDS are uploaded to the University main server.			
		1.5.3 Maintain complete and timely records	1.5.3.1 Encourage maintaining completed teaching and learning records in the department level	Heads	Dean	2021	2025				
		1.5.4 Establish the quality cell of the faculty	1.5.4.1 Empower the quality cell to maintain the standards of the faculty	Heads	Dean	2024	2025				
		1.5.5 Uploading documents to the university quality assurance software	1.5.5.1 Encourage maintaining completed teaching and learning records in the department level	Director	Dean Coordinator, quality assurance	2024	2025				
Faculty of Allied Health Sciences											
Faculty of Allied Health Science	1.1 Enhance quality of the existing study programmes	1.1.1 Inculcate student-centered learning	1.1.1.1 Upload all teaching learning materials to learning management system (LMS)	Academic staff, non-academic staff	Chairperson IT/ FMS/USJP	2021	2025		Ongoing process	Ongoing process	
			1.1.1.2 Improve library facilities to promote the usage of electronic resources such as e-books and e-journals	Academic Staff/ Library staff	Library Staff Non – Academic staff	2021	2025		Ongoing process	Ongoing process	
			1.1.1.3 Promote students to read text books and other materials available in the department and the library	Academic Staff/ Temporary staff	Non – Academic staff	2021	2025		Ongoing process	Ongoing process	

		1.1.2 Improve relevant skills by hands-on training and supervision	1.1.2.1 Establish laboratory facilities and expand skills lab facilities	Dean Academic staff	Nonacademic staff (Laboratory staff)	2021	2025		Establishment of Simulation Lab.	Establishment of Simulation Lab.	Establish a simulation lab in the Department of Nursing & Midwifery to teach patient care as in real clinical setting (This is essential in a situation like epidemic or pandemic of infectious disease). This will avoid delay in clinical training in those situations.
			1.1.2.2 Find placements in hospitals and other training units	Dean Academic staff		2021	2025		Completed. Depending on the requirement, additional placements will be sought.	Completed. Depending on the requirement, additional placements will be sought.	
	1.2 Increase student intake to existing programmes	1.2.1 Expand Teaching & Learning facilities	1.2.1.1 Renovate currently available lecture halls and laboratory facilities	VC Dean HOD Academic staff	Academic staff/ Non-academic staff	2021	2025		Completed	Completed	
			1.2.1.2 The existing department of Nursing and Midwifery, to be split into three departments 1. Department of Basic and Community Nursing, 2. Department of Clinical Nursing 3. Department of Maternal, Child health and Advanced Nursing	VC Dean HOD Academic staff	Academic staff AR/FAHS Deputy Bursar/ FAHS	2022	2025		Discussions going on	-	
			1.2.1.3 Recruit more academic and non-academic staff						As per cadre	As per cadre	
			1.2.1.4 Identify space and infrastructure facilities for more staff						Faculty has submitted a proposal for a new building under the STHRDP project under the ADB funds		
			1.2.1.5 Purchase equipment and other laboratory items to facilitate teaching and learning						Ongoing process depending on the requirements	Ongoing process depending on the requirements	
			1.2.1.6 Renovate and relocate space for small group activities to accommodate additional student	VC Dean HOD Academic staff	Academic staff/ Non-academic staff	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	
			1.2.1.3 Recruit qualified teaching staff	VC Dean HOD		2021	2025		As per cadre	As per cadre	

	1.3 Establish new study programmes	1.3.1 Establish the Department of Optometry to award the Degree of B..SC Honours in Optometry	1.3.1.1 Identify space and infrastructure facilities for staff	VC Dean Registrar Bursar	Academic staff AR/FAHS Deputy Bursar/ FAHS	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	
			1.3.1.2 Identify space for Laboratory facilities	VC Dean Registrar Bursar	Academic staff AR/FAHS Deputy Bursar/ FAHS	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	A space has been identified in Sagra rented building However, as Sagra building is a rented premises, final approval for laboratory not given yet
			1.3.1.3 Purchase equipment and other laboratory items to facilitate teaching and learning	VC Dean Registrar Bursar	Academic staff AR/FAHS Deputy Bursar/ FAHS	2021	2025		If finds allocated, equipment and other laboratory items which are needed to B.Sc. Optometry programme will be purchased which is an urgent need of the degree programme.	If finds allocated, equipment and other laboratory items which are needed to B.Sc. Optometry programme will be purchased which is an urgent need of the degree programme.	Funds not received yet and Faculty is currently seeking for possible sponsorships from private organozations to purchase relevant teaching equipment.
		1.3.2 Establish the facilities to award the Degree of B.Sc. Honours in Paramedics	1.3.2.1 Identify space and infrastructure facilities for more staff	VC Dean Registrar Bursar	Academic staff AR/FAHS Deputy Bursar/ FAHS	2025	To be determined		Not initiated yet.	Not initiated yet.	Due to the current restriction to the Universities, it is difficult to work out for a hands on practical basis degree (due to lack of funds and infrastructure). Already started B.Sc. Optometry programme also unable to progress satisfactorily due to restriction of infrastructure and man power. Therefore, will be removing from the action plan as unable to initiate by 2025.
			1.3.2.2 Identify space for Laboratory facilities						Not done	Not done	
			1.3.2.3 Purchase equipment and other laboratory items to facilitate teaching and learning						Not done	Not done	
	1.4 Monitor and evaluate teaching and learning methods	1.4.1 Establish examination unit	1.4.1.1 Identify space for examination unit	Dean HOD	Academic staff	2021	2025				Physical, infrastructure are needed to establish this R & D unit. Due to the current financial crisis and restrictions in recruiting man power this objective will not be achievable by 2025. Hence will be removed. However, currently research & development activities are conducted by the relevant departments.
		1.4.2 Establish research and development unit	1.4.2.1 Identify space for research and development unit	Dean HOD	Office members of the research committee	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	
			1.4.2.2 Recruit and train staff	Dean HOD	Academic staff	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	

			1.4.2.3 Purchase physical materials	Dean HOD	Academic staff	2021	2025		If requested new building for FAHS received, necessary arrangements will be done.	If requested new building for FAHS received, necessary arrangements will be done.	
	1.5 Obtain Accreditation of the programmes by International accreditation bodies	1.5.1 Obtain accreditation for the currently conducted study programmes	1.5.1.1 Apply to relevant accreditation bodies giving relevant information	HOD Dean VC	Academic staff	2021	2025				International Accreditation needs substantial amount of funds. If funds can be obtained, this objective will be considered
			1.5.1.2 Find funds to periodical renewal	HOD Dean VC	Academic staff	2021	2025				
Faculty of Urban and Aquatic Bio resources											
Faculty of Urban and Aquatic Bioresources	1.1 Increase and ensure the accessibility to the university education	1.1.1 Increase the student intake	1.1.1.1 Increase intake of undergraduate degrees (Internal)	Dean/ HoDs					Number of undergraduate students enrolled to the faculty as at first quarter of 2024: 100 students	Number of undergraduate students enrolled to the faculty as at first quarter of 2025: 100 students	
		1.1.2 Helping students to adapt to university life	1.1.2.1 Number of participants for orientation programs	Dean/ HoDs/ Coordinators of orientation programs					100 students	100 students	
		1.1.3 Maintain academic excellence.	1.1.3.1 Number of workshops planned on academic training	Dean/ HoDs					1 workshop	1 workshop	
		1.1.4 Introduce New Academic Programs	1.1.4.1 Number of Advanced Certificate/Certificate Courses to be introduced:	Dean/HoDs					1	1	
	1.1 Increase and ensure the accessibility to the university education	1.1.1 Increase the student intake	1.1.1.1 Increase intake of undergraduate degrees (Internal)	Dean/ HoDs					Number of undergraduate students enrolled to the faculty as at first quarter of 2024: 100 students	Number of undergraduate students enrolled to the faculty as at first quarter of 2025: 100 students	
		1.1.2 Helping students to adapt to university life	1.1.2.1 Number of participants for orientation programs	Dean/ HoDs/ Coordinators of orientation programs					100 students	100 students	
		1.1.3 Maintain academic excellence.	1.1.3.1 Number of workshops planned on academic training	Dean/ HoDs					1 workshop	1 workshop	
		1.1.4 Introduce New Academic Programs	1.1.4.1 Number of Advanced Certificate/Certificate Courses to be introduced:	Dean/HoDs					1	1	

Faculty of Computing											
Faculty of Computing	1.1 Enhance the quality of learning and education in computing programs.	1.1.1 Continuous Curriculum Improvement	1.1.1.1 Regularly review and update course content based on industry trends and feedback	Faculty Curriculum Committee	Department Heads	2024	2025		Continuously review and update course content based on industry trends and feedback	Extend the practice of reviewing and updating course content to maintain alignment with industry developments and evolving feedback.	Industry partnerships, faculty development programs. Improved student satisfaction scores, industry feedback, and successful integration of new technologies.
			1.1.1.2 Incorporate emerging technologies and tools into the curriculum.	Faculty Curriculum Committee	Department Heads	2024	2025		Integrate emerging tech into curriculum.	Enhance tech integration in curriculum.	Industry partnerships, faculty development programs. Successful integration, student proficiency in emerging technologies.
			1.1.1.3 Implement student feedback mechanisms for continuous improvement.	Academic Curriculum Committee	Student Affairs Office	2024	2025		Establish student feedback channels for improvement.	Expand and refine student feedback mechanisms for ongoing enhancement.	Online survey tools, feedback analysis resources. Increased participation in feedback, and positive changes based on feedback.
		1.1.2 Introduce new internal degree programs specilizing Artificial Intelligenc, Data Science and the demand need.	1.1.2.1 Program Development and Curriculum Design	Faculty Curriculum Committee	Department Heads	2024	2025		Curriculum enhancement and program development.	Sustain and advance program development and curriculum design.	Academic expertise, industry consultations. Developed AI and Data Science curricula aligned with industry requirements.
			1.1.2.2 Faculty Recruitment and Training	Faculty Curriculum Committee	Department Heads	2024	2025		Recruit and train faculty.	Continue faculty recruitment and training efforts.	Faculty recruitment processes, professional development programs. Recruited and trained faculty with AI and Data Science expertise.
	1.2 Expand Access to External Degrees for Students without Advanced Level Examination Qualifications	1.2.1 Curriculum Enhancement and Diversification	1.2.1.1 External Degree Program Development	Faculty Curriculum Committee	Department Heads	2024	2025		External degree program development.	Expand and optimize external degree program development.	Academic expertise, curriculum design, admissions processes. Increased availability of external degree programs, enrollment of students without advanced level examination qualifications.
Library											
Library	1.1 Make collection development relevant to all the faculties based on the curricula	1.1.1 Build up mechanism to review collection development annually	1.1.1.1 Address the essential needs of students and academic staff	Deans/ Librarian/ Bursar		2021	2025		Purchase essential resources through faculty funds, projects of faculties and donations	Purchase essential resources through faculty funds, projects of faculties and donations	There is no way to meet the actual needs of the users on a continuous basis.
			1.1.1.2 Facilitate online purchasing (e.g. Amazon) to meet urgent requirements	Deans/ Librarian/ Bursar		2021	2025		If necessity arises, make arrangements	If necessity arises, make arrangements	

			1.1.1.3 Regular review of the collection (weeding out)	Deans/ Librarian/ Bursar/DLs/SALs/ALs	2021	2025		Weeding out the Lending collection	Weeding out the other collections	
			1.1.1.4 Seek the possibilities of getting support from donors	Deans/ Heads/Librarian/ DLs/SALs/ALs	2021	2025		Requesting for donations through projects	Requesting for donations through projects	
			1.1.1.5 Formulate collection development policies (periodicals and e-resources)	Deans/ Librarian/ Bursar/ DLs/SALs/ALs				Develop a policy for e-resources	None	
		1.1.2 Collaborate with faculty staff	1.1.2.1 Engage with faculty regarding instruction, curricular support, and course design	Deans/ Heads/ Librarian	2021	2025		Address the requests of faculties on information literacy instruction programs and design courses	Address the requests of faculties on information literacy instruction programs and design courses	
		1.1.3 Allow integrate access to all collections and external resources available to SJP community regardless of format, source or location	1.1.3.1 Make efficient ILL, DD, CAS and SDI services	Librarian /DLs SALs/ALs	2021	2025		Promote efficient borrowing services from other libraries to address the user needs	Promote efficient borrowing services from other libraries to address the user needs	
	1.2 Enhancing awareness and encourage access to library resources and facilities	1.2.1 Enhance and use of standardized procedures	1.1.2.1 Access, analyze, and prioritize resources, collections, and services	Deans/Librarian/ DLs/SALs/ALs	2021	2025		Conduct regular user surveys	Conduct regular user surveys	
			1.1.2.2 Evaluate and develop approaches for services and resources	Librarian/ DLs/ SALs/ALs	2021	2025		Introducing new services	Introducing new services	
		1.2.2 Provide the best use of library resources and services to the user community	1.1.2.1 Enhance user awareness programs for proper use of library resources for both students and academic staff	Deans/Librarian/ DLs/SALs/ALs	2021	2025		Conduct frequent programs on newly added resources and freely available resources	Conduct frequent programs on newly added resources and freely available resources	
			1.2.2.2 Conduct orientation programs for both new staff and students	Deans/Librarian/ DLs/SALs/ALs	2021	2025		Conduct orientation programs to attract users to the Library	Conduct orientation programs to attract users to the Library	
			1.2.2.3 Prepare promotional materials	Librarian/ DLs/SALs/ALs	2021	2025		Prepare attractive leaflets, brochures, student guidebooks, web tools	Prepare attractive leaflets, brochures, student guidebooks, web tools	

			1.2.2.4 Organize special events to attract users to the Library	Deans/Librarian/ DLs/SALs/ALs		2021	2025		Conduct interactive programmes like Library Day, Reading Week, Monthly Talk	Conduct interactive programmes like Library Day, Reading Week, Monthly Talk	
			1.2.2.5 Assess and analyze feedback from users regularly	Librarian/ DLs/SALs/ALs		2021	2025		Conduct regular user surveys	Conduct regular user surveys	
Goal 02: Research and Development											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	2.1	2.1.1	2.1.1.1 Introduce a foreign staff exchange program	Dean	Heads	2024	2025	Not in practice right now due to the confirmation of the legal procedure. But we hope to continue in the future.	to be impliment	continue	human Financial Physical resources are needed
			2.1.1.2 Conduct a survey on employer feedback annually	Dean	Heads and academic staff	2024	2025	2021- Not conducted	none	none	
		2.1.2 By creating avenues for dissemination of research in Humanities and Social Sciences	2.1.2.1 Conduct a faculty-level International Research Conference in Humanities and Social Sciences (IRCHSS) (once in two years)	Dean	Chair and members of IRCHSS committee	2024	2025		none	to be held	Human Financial Physical resources are needed
			2.1.2.2 Conduct an internal/national conference at Department level	Dean	Heads and academics	2024	2025	2021- 230 abstracts were published The conference will take place once every two years (see the action plan for 2022–2026 of the Department of Anthropology) . The last conference was held in 2021, and the next one will be held in 2023.	continue	continue	Human Financial Physical resources are needed
			2.1.2.3 Conduct an internal/national conference on Oriental Languages (ICOL)	Head	Department of Sinhala and Mass Communicatio n	2024	2025	Withdraw from the action plan.	none	none	
			2.1.2.4 Conduct an internal/national conference on Asian Primates	Head	Department of Anthropology	2024	2025	2021- Conference could not be done.	none	none	-

2.1.2.5 Publish a peer- reviewed research journal in Economics	Head	Department of Economics	2024	2025	2021-Papers has called for Volume 1. 2022- Articles for the journal were collected.	continue	continue	Human Financial Physical resources are needed
2.1.2.6 Conduct an international conference on Pali and Buddhist Studies (ICTBS)	Head	Department of Pali and Buddhist Studies	2024	2025	2021- Conference could not be done due to COVID 19. 2022- postponed	continue	continue	Human Financial Physical resources are needed
2.1.2.7 Conduct an international conference on Philosophy.	Head	Department of Philosophy & Psychology	2024	2025	2021- The conference could not be done Postponed to 2024	to be held	continue	human Financial Physical resources are needed
2.1.2.8 Conduct a conference on Music	Head	Department of Music and Creative Technology	2024	2025	2021- The conference could not be done 2022- Due to issues related to the economic background of the country, it was decided to implement the activity annually starting in 2026.	none	none	
2.1.2.9 Publish a magazine on environmental and development studies	Head	Department of Geography	2024	2025	2021- This could not be done 2022- This magazine due to the unavailability of resources and funds. It was withdrawn from action plan	none	none	
2.1.2.10 Establish a writing centre to help the academic staff of FHSS with their publications in English (The same centre will serve undergraduates who write in English)	Dean	Heads	2024	2025	Postponed	to be started	continue	Human Financial Physical resources are needed
2.1.2.11 Establish a Sociological research unit	Dean	Head/Departm ent of Sociology	2024	2025	postponed	to be impliment	continue	Human Financial Physical resources are needed
2.1.2.12 Establish a research unit for Criminology and Criminal Justice	Dean	Head Department of Criminology and Criminal Justice	2024	2025	postponed	to be impliment	continue	Human Financial Physical resources are needed

			2.1.2.13 Establish a centre for women Philosophers		Head		Department of Philosophy and Psychology	2024	to be started	continue	Human Financial Physical resources are needed
		2.1.3 By establishing and maintaining a research and publication fund	2.1.3.1 Provide financial assistance to the academic staff to present their research at international conferences		Dean		AB	2024	continue	continue	Human Financial Physical resources are needed
			2.1.3.2 Provide financial assistance for Final year students for independent research work		Dean		Head, Supervisors	2024	continue	continue	Human Financial Physical resources are needed
			2.1.3.3 Purchase field survey equipment for field research/data collection		Dean		Heads	2024	continue	continue	Human Financial Physical resources are needed
		2.1.4 By encouraging academics and students to be engaged in producing creative works	2.1.4.1 Produce creative works of students		Dean		Heads, academics	2024	to be started	continue	Human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	2.1 Improve the research culture among staff and to promote research with national interest	2.1.1. Promote research groups within the faculty	2.1.1.1 Identify key research areas in the faculty	Dean FAS/Dean FGS/ Chairman Research Council	Heads/ Professors/ Directors of Research Centers	2021	2025	54	Maintaining the status quo	Maintaining the status quo	
			2.1.1.2 Encourage staff members to work in groups to produce successful research outcomes	Dean FAS/Dean FGS/ Chairman Research Council	Heads/ Professors/ Directors of Research Centers/ Other Academic Staff	2021	2025	Number of group projects conducted by staff - 70	Maintaining the status quo	Maintaining the status quo	
								Number of publications by staff as a group - 203	Maintaining the status quo	Maintaining the status quo	
			2.1.1.3 Encourage researchers to conduct high impact research projects and publish them in reputed journals and obtaining patents.	Dean FAS/Dean FGS/ Chairman Research Council	Heads/ Professors/ Directors of Research Centers/ Other Academic Staff	2021	2025	88	Maintaining the status quo	Maintaining the status quo	
		2.1.2 Expansion of existing literature	2.1.2.1 Obtain/subscribe for more research databases	Dean FAS/Dean FGS/ Chairman Research Council	Heads/ Professors/ Directors of Research Centers/ Other Academic Staff	2021	2025	To be recorded			The Library administration is handling all the databases
		2.1.3 Create clear pathways to minimize barriers to obtain research funding.	2.1.3.1 Propose new protocols related to international purchasing related to the international research grants.	VC/ Dean FAS/ Registrar/ Bursar	FAS AR/ FAS AB/ Heads/ Programme Coordinator s	2021	2025	0	Maintaining the status quo	Maintaining the status quo	FAS Adheres with the University Research Council Procedures.
		2.1.4 Monitor and facilitate research at FAS	2.1.4.1. Streamline and strengthen FAS Research Committee (to handle research grants, scholarships, research contracts etc.)	Dean FAS / Chairman Research Council/ Chairman-FAS Research Committee	FAS Research Committee Members/ Heads/ Programme Coordinators	2021	2025	2	Maintaining the status quo	Maintaining the status quo	FAS Research Committee meets monthly to discuss these matters.

	2.1.5 Promote research with national interest	2.1.5.1. Commence research projects targeting national development and encourage junior staff members' involvement	Dean FAS/ Heads/ Directors of Research Centers	Academic Staff Members	2021	2025	146	Maintaining the status quo	Maintaining the status quo	
	2.1.6 Establish collaborations with national and international universities and research institutions.	2.1.6.1 Reach out to fellow researchers in other national and international institutes.	Dean FAS/ Heads/ Directors of Research Centers	Academic Staff Members	2021	2025	2	Maintaining the status quo	Maintaining the status quo	Through MoU's and staff links colloborative research projcets are carried out.
		2.1.6.2 Apply for grants with co-investigators in other national and international institutes					11	Maintaining the status quo	Maintaining the status quo	
		2.1.6.3. Accept invitations to collaborate with other investigators in the field					386	Maintaining the status quo	Maintaining the status quo	
		2.1.6.4. Organize local and international conferences, symposia and workshops	Dean FAS/ Chairman-Research Council/ Heads/ Directors of Research Centers	Academic Staff Members	2021	2025	524	Maintaining the status quo	Maintaining the status quo	Several Departmental Research Conferences are continuing (DFES/DSS/Extended Degree Programme)
		2.1.6.5 Publishing Conference Proceedings and Journals (Vidyodaya Journal of Science, Journal of Tropical Forestry & Environment, Journal of Tropical Forestry & Environment, Proceedings of Extended Degree Undergraduate Symposium, International Conference on Sports Science and Managment)	Dean FAS / Chairman-Research Council/ Heads/ Directors of Research Centers/ Editors in Chief/ Conference chairs	Managing Editors/ Editorial Panel/ Conference Committees/ Academic Staff	2021	2025	9	Maintaining the status quo	Maintaining the status quo	
		2.1.6.6. Set up a data hubs by collaborating with the Department of Census and Statistics, Ministry of Health and Ministry of Education, National Institute of Education	Dean FAS/ Heads/ Programme Coordinators/ Directors of Research Centers	Academic Staff	2021	2025	MOUS - 2 External Data bases - 2	Maintaining the status quo	Maintaining the status quo	
	2.1.7 Promote foreign collaborative research	2.1.7.1. Assign a time frame for each researcher to carry out an obligatory foreign collaborative research project.	Dean FAS/ Heads/Program Coordinators	Academic staff	2021	2025	Colloborate Research & Patents - 107	Maintaining the status quo	Maintaining the status quo	

		2.1.8. Promote students' research orientation	2.1.8.1 Encourage students to engage in high impact and contemporary research projects and do publications	Dean FAS/ Heads/Program Coordinators	Academic staff	2021	2025	583	Maintaining the status quo	Maintaining the status quo	
		2.1.9 Improve the collaborations and knowledge in new technology.	2.1.9.1. Facilitate the financial support to participate for training programs on emerging technologies and subject areas	VC/ Registrar/ Bursar/ Dean FAS/ Chairman-Research Council/ Heads/ Directors of Research Centers	Academic staff	2021	2025	staff members participated - 28 No. of Programmes - 19	Maintaining the status quo	Maintaining the status quo	
	2.2 To enhance research environment in the FAS	2.2.1 Providing necessary environment, resources and awards	2.2.1.1. Establish and maintain industry-sponsored research centers	Dean FAS	Directors-Research Centers/ Academic Staff	2021	2025	124	Maintaining the status quo	Maintaining the status quo	
			2.2.1.2 Encourage industrially and commercially important research projects and degree supervisions	Dean FGS/ Dean FAS	Academic Staff	2021	2025	No.of Research Projcets - 146 PG Registrations - 23	Maintaining the status quo	Maintaining the status quo	
			2.2.1.3 Provision of expertise advice and research oriented consultancy services to communities	Dean FAS /Heads	Academic Staff	2021	2025	23	Maintaining the status quo	Maintaining the status quo	
	2.3 To develop R & D skills & competencies	2.3.1 Providing necessary training for the academic staff and students to conduct/ engage in research	2.3.1.1 Conduct workshops on research methodology, data analysis and academic writing	Dean FGS / Dean FAS/ Director SDC	Heads / PG Coordinator s/ Academic Staff	2021		Workshops - 28 Participants - 360			Such Workshops are conducted by different course units
			2.3.1.2 Establishing Statistical Consultation Unit	FAS Dean/ Head-Statistics	Academic Staff – Statistics	2021	2025	26	Maintaining the status quo	Maintaining the status quo	
	2.4 To obtain financial assistance for R & D	2.4.1 Obtain research funding	2.4.1.1. Promote applying for research grants from the University and national funding agencies	Dean FAS/ Chairman-Research Council	Heads / Senior Academic Staff	2021	2025	48			The University Research Grants are Limited due to fund limitations
			2.4.1.2 Promote submission of collaborative research grant applications to international funding agencies (EU, ADB, SIDA, etc.)	Dean FAS/ Chairman-Research Council	Heads / Senior Academic Staff	2021	2025	7	Maintaining the status quo	Maintaining the status quo	
			2.14.1.3 Attract industry funding for research	Dean FAS/ Chairman-Research Council	Heads / Senior Academic Staff	2021	2025	3	Maintaining the status quo	Maintaining the status quo	
	2.5 To enhance Infrastructure for R & D activities	2.5.1. Establishing a hi-tech & SMART environment	2.5.1.1Establish advanced and specialized research centers and pilot plants	Dean FAS/Heads	Directors-Research Centers/ Academic Staff	2021	2025	9			The University Research Grants are Limited due to fund limitations

		2.5.2 Enhance the research activities of those who are interested in Botany, Food Science, Sports Science and Polymer Science	2.5.2.1 Establishment of Modern Research Complex to cater the entire Faculty's research requirements	Dean FAS	Heads and relevant coordinators	2022	2024	40			The proposal of Modern Reseach Complex was not Executed.
			2.5.2.2 Establishment of research centers/ laboratories for botany, food science, sports science & sports analytics and polymer science					23			The University Research Grants are Limited due to fund limitations
	2.6 Improve the web metrics ranking of the University	2.6.1. Enhance visibility of FAS web presence	2.6.1.1 Creating a research profile for every staff member such as research gate, Google Scholar.	FAS Dean / University Web master/ University Web Team	Heads/ Department al Web Coordinator s	2021	2025	Yet to be recorded	Maintaining the status quo	Maintaining the status quo	
			2.6.1.2 Promoting staff to maintain high web matrix ranking (h- index, international outlook, etc)					94	Maintaining the status quo	Maintaining the status quo	
			2.6.1.3 Upgrade and enrich the faculty and departments webpages					146	Maintaining the status quo	Maintaining the status quo	
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	2.1: Develop research outcomes through enhancing research skills of staff and students	2.1.1. Promote beneficial research collaborations	2.1.1.1. Upgrade the ICBM collaborating with international universities/ institutions	Dean/ ICBM Committee/ Director-Faculty Research Center		2021	2025		ICBM is expected to obtain the contribution of the foreign scholars in the future as well.	ICBM is expected to obtain the contribution of the foreign scholars in the future as well.	
			2.1.1.2. Engage in collaborative research with other universities/ institutions/ industry (at local and international levels)	Director-Faculty Research Center/ Directors-Department Level Research Centers		2021	2025		The faculty has recognize this is the way forward especially given the funding constraint faced.	The faculty has recognize this is the way forward especially given the funding constraint faced.	
			2.1.1.3. Encourage staff members to undertake joint research supervision and research studies	Dean/ Heads/ Coordinators of Postgraduate Programmes		2021	2025		Given the workload of the academics, this practice is also encourage a lot.	Given the workload of the academics, this practice is also encourage a lot.	
			2.1.1.5. Set up subject area research centers at department level and strengthen the Faculty Research Center	Dean/ Director-Faculty Research Center/ Faculty Research Committee/ Directors-Department Level Research Centers		2021	2025		Subject based research clusters are already established at the departmental and faculty level	Subject based research clusters are already established at the departmental and faculty level	

		2.1.1.6. Develop collaborative research-based programmes/ postgraduate teaching activities/ conferences with other research centers/ universities/ research institutes (at local and international levels)	Dean/ Heads/ Director-Faculty Research Center/ Directors-Department Level Research Centers	2021	2025	The faculty expect start at least two new such collaborations per year	The faculty expect start at least two new such collaborations per year	
	2.1.2. Realize the full potential of the breadth and value of our research	2.1.2.1. Conduct department level research workshops and training programmes with the participation of relevant experts	Heads/ Directors-Department Level Research Centers	2021	2025	CPD programmes in place for almost all the academic departments and workshops with research orientation receives much prominence.	CPD programmes in place for almost all the academic departments and workshops with research orientation receives much prominence.	
		2.1.2.2. Initiate a dialog between experts and the staff to discuss research philosophies and current trends in research	Dean/ Heads/ Director-Faculty Research Center/ Directors-Department Level Research Centers/ Coordinator-Faculty Staff Development Center	2021	2025	This will be achieved through ICBM and FMSC research sessions and departmental level research centers.	This will be achieved through ICBM and FMSC research sessions and departmental level research centers.	
		2.1.2.3. Introduce and continue the journals (national and international) in different disciplines of management	Heads/ Director-Faculty Research Center/ Directors-Department Level Research Centers	2021	2025	Many academic departments have research journals and they plan to continue them in the future as well.	Many academic departments have research journals and they plan to continue them in the future as well.	
		2.1.2.4. Serve as Conference Chairs, Key-note Speakers for Conferences, Manuscript Reviewers, Editors of Journals/ Books by the staff	All Academic Staff Members	2021	2025	Academics of FMSC are constant invitees for such programmes organized by local and international institutes.	Academics of FMSC are constant invitees for such programmes organized by local and international institutes.	
	2.1.3. Initiate, promote and increase the number of research publications among the students and staff	2.1.3.1. Encourage staff members to obtain university research grants	Director-Faculty Research Center/ Faculty Research Committee/ Directors-Department Level Research Centers	2021	2025	Staff members are recognized for obtaining research grants at the promotion interviews, annual research awards etc.	Staff members are recognized for obtaining research grants at the promotion interviews, annual research awards etc.	
		2.1.3.2. Promote to obtain research grants locally and internationally outside the University	Director-Faculty Research Center/ Faculty Research Committee/ Directors-Department Level Research Centers	2021	2025	Staff members are recognized for obtaining research grants outside the universityat the promotion interviews, annual research awards etc.	Staff members are recognized for obtaining research grants outside the university at the promotion interviews, annual research awards etc.	

			2.1.3.3. Increase students-staff collaborative research publications (undergraduate and postgraduate)	Heads/ Coordinators of Research Courses/ All Academic Staff Members	2021	2025	Student research conferences organized by the departments which are already in place is the main mechanism through which the collaborative research is promoted.	Student research conferences organized by the departments which are already in place is the main mechanism through which the collaborative research is promoted.	
			2.1.3.4. Make the student publications more research oriented	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Coordinators of Research Courses/ All Academic Staff Members	2021	2025	Research project is a key component of the final year study plan of many academic departments.	Research project is a key component of the final year study plan of many academic departments.	
			2.1.3.5. Encourage research-based assignments, such as case studies, article reviews and concept papers	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Course Coordinators/ All Academic Staff Members	2021	2025	Research project is a key component of the final year study plan of many academic departments.	Research project is a key component of the final year study plan of many academic departments.	
			2.1.3.6. Provide opportunities for undergraduates to actively engage in student research conferences and workshops	Heads/ Director-Faculty Research Center/ Faculty Research Committee/ Directors-Department Level Research Centers/ Coordinators of Research Courses	2021	2025	Student research conferences are organized by almost all the academic departments where students play a major role.	Student research conferences are organized by almost all the academic departments where students play a major role.	
			2.1.3.7. Make the required research journals and databases available for the researchers	Librarian/ Dean/ Heads/ Director-Faculty Research Center/ Faculty Research Committee/ Directors-Department Level Research Centers	2021	2025	Despite funding difficulties, the faculty attempts at its level best to facilitate the researcher in that aspect.	Despite funding difficulties, the faculty attempts at its level best to facilitate the researcher in that aspect.	
			2.1.3.8. Promote to write textbooks in different subject areas	Dean/ Heads/ All Academic Staff Members	2021	2025	Loans will be granted by the faculty development funds to publish books. In applying for professorship this is considered a main area for which marks are allocated.	Loans will be granted by the faculty development funds to publish books. In applying for professorship this is considered a main area for which marks are allocated.	
	2.2: Inculcating creativity and innovation as a part of life	2.2.1. Make creativity and innovation an important part in the teaching-learning process	2.2.1.1. Increase number of teaching activities to enhance creative and innovative thinking of the students	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Course Coordinators/ All Academic Staff Members	2021	2025	This is mainly facilitated ththorough tutorial sessions where the students engage in different activities such as role plays.	This is mainly facilitated ththorough tutorial sessions where the students engage in different activities such as role plays.	

		2.2.2. Make creativity and innovation an important part in the evaluation process	2.2.2.1. Design assessment systems to enhance creative and innovative thinking of the students	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Course Coordinators/ All Academic Staff Members		2021	2025		Continuous assessments form an integral part of the overall evaluation and students are tested on these aspects in the those assessments.	Continuous assessments form an integral part of the overall evaluation and students are tested on these aspects in the those assessments.	
			2.2.2.2. Encourage students to develop creative ideas and innovative outcomes through different student projects	Course Coordinators/ All Academic Staff Members		2021	2025		Final year projects , certain assessments and projects of students' associations are designed to provide the students with the opportunities to develop creative ideas.	Final year project certain assessments and projects of students' associations, are designed to provide the students with the opportunities to develop creative ideas.	
		2.2.3. Encourage innovative teaching-learning and evaluation approaches	2.2.3.1. Support academic staff with training on the use of modern technology enriched educational approaches	Dean/ Heads/ Coordinator-Faculty Staff Development Center		2021	2025		Staff development programmes organized by the faculty and CPD programmes organized at the department level are addressing this requirement.	Staff development programmes organized by the faculty and CPD programmes organized at the department level are addressing this requirement.	
			2.2.3.2. Introduce more elective courses oriented towards creative and innovative thinking of the students	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Course Coordinators/ All Academic Staff Members/ Curriculum Review and Development Committee		2021	2025		CRDC is considering this seriously and expect to continue and enhance the existing current practices in this area.	CRDC is considering this seriously and expect to continue and enhance the existing current practices in this area.	
			2.2.3.3. Design suitable extra-curricular activities to improve creative and innovative thinking of the students	Heads/ Coordinators of Extension, External and Postgraduate Programmes/ Course Coordinators/ Advisors and Senior Treasurers of Students' Associations at Department Level		2021	2025		This is mainly achived through the students bodies of each academic departments.	This is mainly achived through the students bodies of each academic departments.	
			2.2.2.2. Improve the access to the research output of user community through library web page (e.g. Scholar bank)	Librarian	DL/ SALs/ALs	2021	2025		Current levels will be maintained.* (Progress reported in 2022)	Current levels will be maintained.	
			2.2.2.3Collaboration with web development committee of the university	Librarian	DL/ SALs/ALs	2021	2025		Current levels will be maintained.	Current levels will be maintained.	
			2.2.2.4 Link electronic information resources, databases, subject gateways to the library website	Librarian	DL/ SALs/ALs	2021	2025		Current levels will be maintained.	Current levels will be maintained.	
			2.2.2.5 Create a research profile for every library academic staff member	Librarian	DL/ SALs/ALs	2021	2025		Current levels will be maintained.	Current levels will be maintained.	
			2.2.2.6 Upgrade mobile access facility for Scholar Bank	Librarian	DL/ SALs/ALs	2021	2025		Current levels will be maintained.	Current levels will be maintained.	

Faculty of Medical Sciences											
Faculty of Medical Sciences	2.1 Develop a t	2.1.1 Form interfaculty multidisciplinary research groups comprising high caliber academics with research capability.	2.1.1.1 Promote conducting research in important issues and diseases prevailing in the country	Heads	Dean	2021	2025		Achievable	Achievable	
			2.1.1.2 Develop Centers for the most prevalent diseases in Sri Lanka such as “Center for Kidney research”, Center for Dengue research” and “Center for cancer research”, “Center for Non Communicable Research Center” and National Centre for Primary Care and Allergy Research	Heads	Dean	2021	2025		We do not see an increase due to limited funds at disposal.	We do not see an increase due to limited funds at disposal.	
			2.1.1.3 Develop a State of art research laboratory with modern infrastructure to carry out cutting edge research and attract high caliber researchers Internationally	Dean	-	2021	2025		Funding has been approved. .Location finalized.	Funding has been approved. .Location finalized.	
		2.1.2 Encourage academics to engage in research, presentation and Publications	2.1.2.1 Provide university funds to academics to commence research.	Research committee	Dean	2021	2025		Achievable	achievable	
			2.1.2.2 Encourage academics to pursue post graduate research degrees	Heads	Dean	2021	2025		Financial constraints	No visibility in future	
			2.1.2.3 Establish the concept of multi-disciplinary research.	Heads	Dean	2021	2025		Achievable.	Achievable	
			2.1.2.4 Encourage researchers to apply for travel grants and present their findings in national and international forums.	Heads	Dean	2021	2025		Depends of fund allocation	Depends of fund allocation	
			2.1.2.5 Launch one peer reviewed e-journal to enhance the research output	Heads	Dean	2021	2025		There is a online student journal already	There is a online student journal already	

	2. 2 Sustain a r	2.2.1 Enhance collaborative research sessions	2.2.1.1 Encourage research to be presented at the Research Sessions	Chairperson Research committee	Dean	2021	2025		Achievable	Achievable	
			2.2.1.12 Encourage research projects with national and international collaboration	Heads	Dean	2021	2025		Achievable	Achievable	
		2.2.2 Provide opportunities for continued training in research methodology to all academics	2.2.2.1 Obtain the services of the expert to conduct workshops in research methodology, statistics data analysis and proposal writing.	Chairperson Staff Development	Dean	2021	2025		Achievable	Achievable	
		2.2.3 Integrate research into teaching and learning	2.2.3.1 Enhance research projects into undergraduate and post graduate degree programmes	Head, Community Medicine and Chairperson, Board of Study	Dean	2021	2025		Achievable	Achievable	
			2.2.3.2 Create awareness of importance of undergraduate student research projects carried out in the faculty	Heads	Dean	2021	2025		Achievable	Achievable	
		2.2.4 Enhance translational research aimed at promoting evidence-based policy and practice for the benefit of the nation.	2.2.4.1 Develop a community data base by Department of family medicine for follow up and cohort studies	Head of the Department of Family Medicine, Community Medicine and Clinical department	Dean	2021	2025		Achievable	Achievable	
			2.2.4.2 Develop a research database to be accessed by clinicians in hospital and non-clinicians in medical faculty through the patient e-information system	Chairperson LMS and IT, Department of Family Medicine and Clinical department	Dean	2021	2025		Financial constrains	Financial constraints	Not achievable
			2.2.4.3 Conduct research promoting evidence on diseases and conditions where health policy is required	Heads	Dean	2021	2025		Achievable	Achievable	
			2.2.4.4 Collaborate translational research activities with local health authorities	Heads	Dean	2021	2025		Achievable	Achievable	
		2.2.5 Enhance financial facilities and support	2.2.5.1 Ensure the accessibility to journals	Librarian	Dean	2021	2025		Financial constraints	Financial constraints	

		systems to achieve excellence in research	2.2.5.2 Provide financial support for research publications	Chairperson Research council	VC	2021	2025		Financial constraints	Financial constaints	
		2.2.6 Enhance capacity in research ethics to promote ethical research	2.2.6.1 Obtain re-accreditation from FERCAP under SIDER Programme	Chairperson Ethics Review Committee	Dean	2021	2025		To be recognized under the FERCSL recognition programme	To be recognized under the FERCSL recognition programme	
			2.2.2.2. Improve the access to the research output of user community through library web page (e.g. Scholar bank)	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.3Collaboration with web development committee of the university	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.4 Link electronic information resources, databases, subject gateways to the library website	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.5 Create a research profile for every library academic staff member	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.6 Upgrade mobile access facility for Scholar Bank	Librarian	DL/ SALs/ALs	2021	2025				
Faculty of Graduate Studies											
Faculty of Graduate Studies	2.1 Establish a Holistic and Inclusive Research Culture	2.1.1 Form research center/industrial – research hub/incubator for public-private partnership	2.1.1.1 Identify industrial research needs (Gap Analysis) and conduct research through relevant faculties or relevant institutes.	Dean-FGS	BOS Chairs, DR FGS	2021	2025	Organized workshops for both academic and research students on the importance of ethics in research with foreign resource persons. Research regarding the impact of Express Pearl ship was conducted by Snr. Prof. M.M. Pathmalal, Dean of the FGS collaborated with Sri Lankan government. Organized Industry-Academia Forum with iCMA2022.	Workshops on research ethics will be conducted	Workshops on research ethics will be conducted	
			2.1.1.2 Create a platform to share and collect knowledge on research needs	Dean-FGS	BOS Chairs, DR FGS	2021	2025		Panel discussions will be conducted	Panel discussions will be conducted	
			2.1.1.3 Identify areas/ priorities that need immediate solutions in private or public sector and provide solutions	Dean-FGS	BOS Chairs, DR FGS	2021	2025		This is a continuous process	This is a continuous process	
			2.1.1.4 Create formalized links with state sector relevant to different disciplines to share findings from the research platform in order to address national level/ policy level requirements	Dean-FGS	BOS Chairs, DR FGS	2021	2025		This is a continuous process	This is a continuous process	

	2.1.1.5 Upgrade existing ethical review committee of FGS	Chairperson & committee of ERC FGS	Dean FGS	2021	2025	Established 2 separate ethical review committees for Humanities and Social Sciences, and Animal Studies.	This is a continuous process and both ERCs are reviewing applications	This is a continuous process and both ERCs are reviewing applications	
2.1.2 Engage in bilateral R & D collaborations	2.1.2.1 Promote bilateral national and international R&D collaborations with state, industry and other parties from emerging fields	Dean/ FGS, BOS chairs	Coordinators & FGS supervisors	2022	2025	Research collaborations with the Ministry of Water & Coast Conservation Department were started	This is a continuous process	This is a continuous process	
2.1.3 Disseminate the knowledge created through R&D activities	2.1.3.1 Introduce Online FGS Services and Connectivity Extensions for relevant parties	Dean/ FGS	DR/ Faculty staff	2021	2025	Upgraded the LMS and FGS website with novel portals.	This is a continuous process	This is a continuous process	
	2.1.3.2 Obtain indexing for IJMS	Dean/ FGS	Journal Editorial Board	2021	2025	Continuously work for SCOPUS indexing	This is a continuous process	This is a continuous process	
	2.1.3.3 Increase access to IJMS through reputed open access systems with DOIs	Dean/ FGS	Journal Editorial Board	2021	2025	On going	This is a continuous process	This is a continuous process	
	2.1.3.4 Organize International Conference on Multidisciplinary Approaches (iCMA) annually & Publication of iCMA proceedings	Dean-FGS, BOS Chairs	Conference committee	2021	2025	International Conference on Multidisciplinary Approaches (iCMA) was conducted on 16th & 17th December 2022 and published the proceedings.	The conference will be conducted continuously	The conference will be conducted continuously	
	2.1.3.5 Obtain indexing to the proceedings of iCMA	Dean-FGS, BOS Chairs	Conference committee	2021	2025	In progress	In progress	In progress	
	2.1.3.6 Encourage to publish Research articles/ books/ monographs	BOS Chairs and publication Committee	Dean-FGS	2021	2025	02 issues of the International Journal of Multidisciplinary Studies was published in 2022.	This is a continuous process	This is a continuous process	FGS does not accept theses (MPhil/ PhD) without peer reviewed journal publications (minimum 1 publication for an MPhil degree & minimum 2 publications for a PhD degree).
2.1.4 Create Digital Research Content Library	2.1.4.1Upload thesis to digital repository	DR/FGS, webmaster	-	2021	2025	1675 postgraduate thesis were uploaded to the main library digital repository.	This is a continuous process	This is a continuous process	
2.1.5 Improve Library facilities	2.1.5.1 Upgrade and maintain the library at FGS	DR FGS	Dean-FGS	2021	2025	Postgraduate theses were categorized according to the study boards.	This is a continuous process	This is a continuous process	

		2.1.6 Improve a registry and a repository of Experts and Scholars	2.1.6.1 Update and maintain a repository of National and International subject experts and scholars	Dean/FGS, Coordinators, BOS Chair	DR FGS	2021	2025	Database was updated.	This is a continuous process	This is a continuous process	
Faculty of Technology											
Faculty of Technology	2.1 To conduct high quality research in modern technologies which can applied to the industry	2.1.1 Develop Modern laboratories	2.1.1.1 Food processing research laboratory (including a Sensory lab)	Dean	Lecturers	2020	2025	Awaiting for funding	Expect to establish Food processing research laboratory (including a Sensory lab) depending on the availability of funding.		There is a necessity for Food processing research laboratory. However, funding has not been received.
		2.1.2 Develop an Industrial Bioprocess Technology (IBST) lab facility and outdoor Industrial bioprocess innovation park	2.1.2.1 Provide IBST students with excellent laboratory facility to conduct Technology Practical, technological innovations, and research	Head	Course Coordinator	2021	2024	Waiting for funding. IBST is the latest specialization area introduced to the BST Department. However, there are insufficient lab facilities for this program. Therefore, waiting for funding to establish new lab facilities for IBST specialization area.	Expect to develop an Industrial Bioprocess Technology (IBST) lab facility and outdoor Industrial bioprocess innovation park depending on the availability of funding		Waiting for funding. IBST is the latest specialization area introduced to the BST Department. However, there are insufficient lab facilities for this program. Therefore, waiting for funding to establish new lab facilities for IBST specialization area.
			2.1.2.2 Provide lecturers, instructors, and students with modern lab apparatus and instruments	Head	Course Coordinator	2021	2025		Expect funding to purchase required apparatus and instruments		
			2.1.2.3 Allow students to engage in well-designed industrial bioprocess-based laboratory experiences, develop problem-solving and critical-thinking skills	Course Coordinator	Lecturers	2021	Ongoing		These tasks will be achieved once the proposed IBST labs are established.		
			2.1.2.4 Allow students to develop and build an outdoor bioprocess technology pilot plant (Such as biogas, biofuel, bioplastic, etc.) and a herbal garden	Course Coordinator	Lecturers	2021	Ongoing		These tasks will be achieved once the funding is available.		
	2.2 Strengthen the wider external collaborations and partnerships for research	2.2.1 Split type undergraduate and postgraduate student research	2.2.1.1 Food outlet and resource centre	Dean	Lecturers	2020	2023	On hold until funds are available	Expect to establish Food outlet and resource center upon the availability of funding.		

		2.2.2 Implementation of postgraduate studies in the fields of, Polymer Process, Mechatronics Technology, and Automobile	2.2.2.1 Allocate full time/ part time students for Higher Diploma courses	Course Coordinator	Lecturers	2020	2023	Have not received GOSL funds to fulfill the HR and infrastructure facilities.	Request GOSL funds/ STHRDP funds to implement the proposed programmes.		Waiting for the requested HR and infrastructure facilities.
			2.2.2.2 Allocate full time/ part time students for Post graduate studies (Master/ MPhil levels)	Course Coordinator	Lecturers	2022	2023	Stakeholders survey, syllabus and curriculum of the Masters of Mechatronics Technology have been completed.	On-hold due to lack of human resources (resignation of qualified academic staff). Requesting for recruitment of staff.		Planning to submit the applications and start the Mechatronics postgraduate programmes.
		2.2.2 Implementation of postgraduate studies in the fields of Building Services, and GIS	2.2.2.1 Allocate full time/ part time students for Higher Diploma courses	Course Coordinator	Lecturers	2020	2023	Target postponed	Request more cadre and infrastructure facilities.		With the limited budget allocations by GOSL, the target was postponed until the laboratories are equipped at least with the limited resources.
			2.2.2.2 Allocate full time/ part time students for Post graduate studies (Master/ MPhil levels)	Course Coordinator	Lecturers	2022	2023	Target postponed	Request more cadre and infrastructure facilities.		With the limited budget allocations by GOSL, the target was postponed until the laboratories are equipped at least with the limited resources.
	2.3 Expand and enhance the faculty research cell	2.3.1 Signing MoUs with external bodies	2.3.1.1 Identifying the potential external bodies	Dean	Lecturers	2021	ongoing	There are three ongoing MOUs with external bodies.	REACT Project, Uni. of Surrey and Alta vision (PVT) LTD (2023)- 100 Million Dept. of MMT and Department of Education, Western Province (expecting on 2023) Expecting to sign more MoUs		Codegen International (Pvt) LTD (2021), Malaysia University of Science and Technology (2022), The University of the Ryukyus Okinama, Japan (2022), Dept. of SFT and Ministry of Education (MoE) (2022)
	2.4 To conduct high quality research in ICT	2.4.1 Improve the tools and software with modern technology for AI lab	2.4.1.1 Develop Electronic and AI lab	Head	Lecturers	2020	2022	On hold	Requesting GOSL funds.		Funds were not available due to the fact that it couldn't be done.
		2.4.2 Improve the tools and software with modern technology for Computer lab	2.4.2.1 Develop Computer Networking (CISCO lab)	Head	Lecturers	2020	2021	On hold	Requesting GOSL funds.		Funds were not available due to the fact that it couldn't be done.
		2.4.3 Improve the tools and software with modern technology for Multimedia lab	2.4.3.1 Develop Multi media lab	Head	Lecturers	2020	2022	On hold	Requesting GOSL funds.		Funds were not available due to the fact that it couldn't be done.
		2.4.4. Increase the Motivation for research	2.4.4.1 Organize the competitions	Head	Senior lecturer	2022	Ongoing	Not initiated	Will organize if the requested staff recruitments and budget is approved.		Over the last few years, all academics have been conducted online-based or in a hybrid format. Therefore, those activities couldn't be initiated yet.

			2.4.4.2 Establish knowledge sharing hub / meet hub	Head and Course Coordinators	Senior lecturers	2022	Ongoing	Not initiated	Will organize if the requested staff recruitments and budget is approved.		Over the last few years, all academics have been conducted online-based or in a hybrid format. Therefore, those activities couldn't be initiated yet.
		2.4.5. Conduct workshop program to meet outsiders (public and Private sector)	2.4.5.1 Conduct Workshop for gathering data and requirements of client	Head and Course Coordinators	Senior lecturers	2021	Ongoing	Not initiated	Will organize if the requested staff recruitments and budget is approved.		Over the last few years, all academics have been conducted online-based or in a hybrid format. Therefore, those activities couldn't be initiated yet.
Faculty of Engineering											
Faculty of Engineering	2.1 Formulate a sound research agenda by exploring new and emerging areas of research beyond traditional boundaries	2.1.1 Obtain and allocating competitive research grants to enable our research to lead in concurrent research projects with a new emphasis on diverse and multi- disciplinary approaches	2.1.1.1 Conduct training programmes/ workshops/ seminars on the emerging technologies and research areas	Dean	Head	Ongoing	Ongoing				
			2.1.1.2 Encourage staff and students to conduct and involve in joint research with other departments	Dean	Head	Ongoing	Ongoing		Given the workload of the academics, this practice is also encourage a lot.	Given the workload of the academics, this practice is also encourage a lot.	
			2.1.1.3 Conduct foreign guest lectures and industry collaborations in emerging areas	Head	Lecturers	Ongoing	Ongoing				
	2.2 Enhance the research capabilities and competencies of the researchers to establish a quality research culture	2.2.1 Enhance our stock of research competencies through national and international training opportunities and collaborations	2.2.1.1 Organize guest lectures, conferences, seminars and workshops by inviting foreign researches	Head	Lecturers	Ongoing	Ongoing		CPD programmes in place for almost all the academic departments and workshops with research orientation receives much prominence.	CPD programmes in place for almost all the academic departments and workshops with research orientation receives much prominence.	
			2.2.1.2 Obtain good quality equipment required for research activities	Head	Lecturers	Ongoing	Ongoing				
		2.2.2 Promote the application of our research profile and expertise locally and globally	2.2.2.1 Create opportunities for staff and students to interact with established and well-known researchers, by conducting guest lectures and encouraging staff to participate in international conferences, seminars and workshops	Head	Lecturers	Ongoing	Ongoing		Student research conferences organized by the departments which are already in place is the main mechanism through which the collaborative research is promoted.	Student research conferences organized by the departments which are already in place is the main mechanism through which the collaborative research is promoted.	

	2.3 Publish, popularize, commercialize and apply generated knowledge through research and innovation.	2.3.1 Enhance funding schemes for publication, commercializing and application	2.3.1.1 Publish research in journals, conferences etc	Lecturers		Ongoing	Ongoing		Many academic departments have research journals and they plan to continue them in the future as well.	Many academic departments have research journals and they plan to continue them in the future as well.	
		2.3.2 Ascertain the best means of turning ideas from the staff and students into commercial realities	2.3.2.1 Conduct seminars by successful entrepreneurs to encourage start-ups.	Head	Lecturers	Ongoing	Ongoing		Current levels will be maintained.	Current levels will be maintained.	
			2.3.2.2 Initialize projects with the industry to invent/improve products with a commercial value and make use of their expertise to commercialise the products	Head	Lecturers	Ongoing	Ongoing		Current levels will be maintained.	Current levels will be maintained.	
	2.4 Publish and deliver research excellence with their impact	2.4.1 Motivate to enhance high-impact knowledge exchange, public engagement and consultancy	2.4.1.1 Encourage academics to involve in consultancies in industry and projects	Lecturers		Ongoing	Ongoing		The faculty expect start at least two new such collaborations per year	The faculty expect start at least two new such collaborations per year	
	2.5 Strengthen awarding and rewarding schemes to recognize high impact research in society and commercially viable innovations	2.5.1 Generate and awarding scholarships and fellowships									
	2.6 Establish effective collaborations with industry, national and international entities for research activities and funding grants	2.6.1 Formulate and securing strategic partnerships with research funders	2.6.1.1 Form research collaborations with national and international partners	Lecturers		Ongoing	Ongoing		Current levels will be maintained.	Current levels will be maintained.	
	2.7 Enhance the involvement of students in research and publication	2.7.1 Produce Engendering and facilitating a group of future research leaders and increasing the involvement of students in research and publication	2.7.1.1 Organize annual Academic Sessions of the Faculty	Dean	Head	2021	2025		Current levels will be maintained.	Current levels will be maintained.	
			2.7.1.2 Organize an annual symposium in the faculty	Dean		2021	2025		In progress	In progress	
			2.2.2.2. Improve the access to the research output of user community through library web page (e.g. Scholar bank)	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.3Collaboration with web development committee of the university	Librarian	DL/ SALs/ALs	2021	2025				

			2.2.2.4 Link electronic information resources, databases, subject gateways to the library website	Librarian	DL/ SALs/ALs	2021	2025		Staff development programmes organized by the faculty and CPD programmes organized at the department level are addressing this requirement.	Staff development programmes organized by the faculty and CPD programmes organized at the department level are addressing this requirement.	
			2.2.2.5 Create a research profile for every library academic staff member	Librarian	DL/ SALs/ALs	2021	2025				
			2.2.2.6 Upgrade mobile access facility for Scholar Bank	Librarian	DL/ SALs/ALs	2021	2025				
Faculty of Dental Sciences											
Faculty of Dental Sciences	2.1. Conduct quality research and disseminate the findings	2.1.1 Create opportunities for research within the faculty	2.1.1.1 Establish a research and development Committee	Academic staff	Dean/VC/ USJ Research Committee	2024	2025	Research and Development unit was established			
		2.1.2 Conduct capacity development programmes on research methodology, scientific writing	2.1.2.1 Participate in capacity development programmes on research methodology, scientific writting	Academic staff	Dean/VC/ USJ Research Committee	2024	2025	PPPParticipated in a programme conducted by the Faculty of Medical Sciences, USJ			
		2.1.3 Encourage academics to engage in conducting research presentations and publications in peer reviewed/ indexed journals	2.1.3.1 Conduct research, publications and presentations	Academic staff	Dean/VC/ USJ Research Committee/ FDS	2024	2025	Indexed/ peer-reviewed publication	Expansion	Expansion	
			2.1.3.2 Provide university funds to academics to commence research.	Research committee	Dean	2024	2025	Annual University grants opened for the academic members to apply			
			2.1.3.3 Encourage academics to pursue post graduate research degrees	Heads	Dean	2024	2025				
		2.1.4 Commence on an individual or departmental basis, research with other local and international institutions	2.1.4.1 Encourage Academics to pursue research and collaborative research in reputed local and international Universities	Academic staff	Dean/VC/ USJ Research Committee/FDS	2024	2025				
			2.2.4.2 Identify suitable collaborators/ partners and areas of research	Dean/ Academic staff Support staff	Authorities of relevant bodies	2024	2025				
			2.2.4.3 Establish the concept of multi-disciplinary research.	Heads	Dean	2024	2025				
	2. 2 Sustain a research culture with continued engagement of the students in research	2.2.1 Integrate research into teaching and learning	2.2.1.1 Create awareness of importance of undergraduate student research projects carried out in the faculty	Chairperson Research committee	Dean	2024	2025	Identified and included into the curriculum			

			2.2.1.2 Incorporate research projects into undergraduate degree programme	Head, Community Dentistry	Dean	2024	2025	Planned group research project in final year			
		2.2.2 Enhance collaborative research sessions	2.2.2.1 Encourage research to be presented at the Research Sessions	Chairperson Research committee	Dean	2024	2025				
Faculty of Allied Health Sciences											
Faculty of Allied Health Science	2.1. Conduct quality research and disseminate	2.1.1 Establish a research and development unit	2.1.1.1 Find sources and applying for collaborative research grants	Academic staff	Dean/VC/ USJ Research Committee/ FAHS	2021	2025				Physical, infrastructure are needed to establish this R & D unit. Due to the current financial crisis and restrictions in recruiting man power this objective will not be achievable by 2025. Hence will be removed. However, currently research & development activities are conducted by the relevant departments.
		2.1.2 Conduct capacity development programmes on research methodology, scientific writing	2.1.2.1 Analyze educational research material and transforming them into research publications	Academic staff	Dean/VC/ USJ Research Committee/ FAHS	2021	2025		Ongoing process	Ongoing process	
			2.1.2.2 Conduct workshops and training programs	Academic staff	Dean/VC/ USJ Research Committee/ FAHS	2021	2025		Ongoing process	Ongoing process	
		2.1.3 Encourage academics to engage in research presentations and publications in peer reviewed indexed journals	2.1.3.1 Encourage Academics to pursue post graduate research and collaborative research in reputed Universities	Academic staff	Dean/VC/USJ Research Committee/ FAHS	2021	2025		Ongoing process	Ongoing process	
	2.2. Promote multi-disciplinary research with National and International collaboration.	2.2.1 Commence on an individual or departmental basis, research with other local and international institutions	2.2.1.1 Identify suitable collaborators/partners and areas of research .	Dean/ Academic staff Support staff	Authorities of relevant bodies	2021	2025		Ongoing process	Ongoing process	
			2.2.1.2 Sign MOU's between collaborating institutions	Dean/ Academic staff Support staff	Authorities of relevant bodies	2021	2025		Possible partnership will be sought	Possible partnership will be sought	
			2.2.2.2. Improve the access to the research output of user community through library web page (e.g. Scholar bank)	Librarian	DL/ SALs/ALs	2021	2025		Ongoing process	Ongoing process	
			2.2.2.3Collaboration with web development committee of the university	Librarian	DL/ SALs/ALs	2021	2025				Removed from the action plan as justified in 2021/2022 progress report.

			2.2.2.4 Link electronic information resources, databases, subject gateways to the library website	Librarian	DL/ SALs/ALs	2021	2025				Removed from the action plan as justified in 2021/2022 progress report.
			2.2.2.5 Create a research profile for every library academic staff member	Librarian	DL/ SALs/ALs	2021	2025				Removed from the action plan as justified in 2021/2022 progress report
			2.2.2.6 Upgrade mobile access facility for Scholar Bank	Librarian	DL/ SALs/ALs	2021	2025				Removed from the action plan as justified in 2021/2022 progress report
Faculty of Urban and Aquatic Bio resources											
Faculty of Urban and Aquatic Bio resources	2.1 Develop research outcomes through enhancing research skills of staff and students	2.1.1 Provide more opportunities to conduct research.	2.1.1.1 Number of research projects to be conducted	Dean/ HoDs					1	2	
			2.1.1.2. Number of workshops conducted:	Dean/HoDs, Relevant Coordinators					1	2	
		2.1.2 Create Avenues for dissemination of knowledge.	2.1.2.1 Number of Presentations at international/local conferences:	Dean/HoDs and the academic staff					6	6	
			2.1.2.2 No. of papers published in indexed journals:	Dean/HoDs and the academic staff					6	6	
Faculty of Computing											
Faculty of Computing	2.1. Foster a culture of research and development in computing.	2.1.1 Research Center Establishment	2.1.1.1 Establish specialised research centres in key computing areas.	Faculty Research Committee	Departmental Research Coordinators	2024	2025		Establish computing research centers.	Expand specialized research centers in computing areas.	External grant opportunities, collaboration platforms, research infrastructure. Number of research publications, successful grant applications, and collaborations established.
			2.1.1.2 Promote interdisciplinary research collaborations.	Faculty Research Committee	Departmental Research Coordinators	2024	2025		Foster interdisciplinary research collaborations.	Strengthen interdisciplinary research collaborations.	Collaboration platforms, research forums. Increased interdisciplinary publications, and successful collaborative projects.
			2.1.1.3 Encourage faculty to pursue external research grants.	Faculty Research Committee	Departmental Research Coordinators	2024	2025		Support faculty in seeking external research grants.	Enhance efforts to encourage faculty to pursue external research grants.	Grant databases, grant writing workshops. Number of successful grant applications, increased research funding.
Library											
Library	2.1 Improve research support to the user community	2.1.1 Enhance the mechanism for research support	2.1.1.1 Evaluate and address research needs of user community	Deans/ Librarian/ HoDs/DLs/SALs/ALs		2021	2025		Activate the research support unit	Implement the programs for identified needs	

			2.1.1.2 Increase awareness of data management and scholarly communication services	Librarian/DLs/SALs/ALs	2021	2025		Identify suitable resource persons and conduct programs	Identify suitable resource persons and conduct programs	
			2.1.1.3 Make aware about the availability and value of open source resources	Librarian/DLs/SALs/ALs	2021	2025		Identify open source resources and make aware the users	Identify open source resources and make aware the users	
			2.1.1.4 Conduct in depth information literacy programs to researchers (Research Methodology, Literature review, referencing styles, plagiarism etc.)	Deans/Librarian/ HoDs/DLs/SALs/ALs	2021	2025		Design suitable courses through the research support unit of the Library and conduct them	Design suitable courses through the research support unit of the Library and conduct them	
			2.1.1.5 Include referencing styles in the library website	Librarian/DLs/SALs/ALs	2021	2025		Update the Library website with guidance for researchers	Update the Library website with guidance for researchers	
		2.1.2 Explore the collaborative environment provided by association with other academic and research libraries/ networks/ donor agencies	2.1.2.1 Participate in consortiums (e.g. CONSAL) and live membership in networks (e.g. HELLIS, SLISTINET) for resource sharing actively	Librarian/DLs/ SALs/ALs	2021	2025		Active participation	Active participation	
			2.1.2.2 Link with external organizations for getting support in research and publications	Librarian/DLs/ SALs/ALs	2021	2025		Contact with journal database suppliers to get the support on research and publications	Contact with journal database suppliers to get the support on research and publications	
	2.2. Promote publications of the university community	2.2.1 Strengthen the process of publishing of user community	2.2.1.1 Involve library academic staff in scholarly publication process of the university	Librarian/DLs/ SALs/ALs	2021	2025		Promote library academic staff members to connect with scholarly communicatio n process of the university	Promote library academic staff members to connect with scholarly communicatio n process of the university	
			2.2.1.2 Organize annual/biennial research conferences, seminars by the library	Librarian/DLs/ SALs/ALs						
			2.2.1.3 Advisory services on journal selection for publishing, predatory journals, indexing services	Librarian/DLs/ SALs/ALs	2021	2025		Make awareness programs	Make awareness programs	
		2.2.2 Support to elevate rank of the university	2.2.2.1 Improve the access to the research output of user community through library web page	Librarian/DLs/ SALs/ALs	2021	2025		Make aware the users and update the scholar bank with the publications of university academics	Make aware the users and update the scholar bank with the publications of university academics	

			2.2.2.2 Collaboration with web development committee of the university	Librarian/ DLs/ SALs/ALs/ Web Master		2021	2025		Appoint a sub-committee to work towards increasing the university rank	Appoint a sub-committee to work towards increasing the university rank	
Goal 03- People: Academic Faculty & Staff											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	3.1	3.1.1	3.1.1.1 Conduct a summer camp for junior members of the faculty	Dean	Academic mentoring committee, Junior academic staff	2024	2025	2021- The summer camp could not be done due to Covid 19.	to be started	continue	Human Financial Physical resources are needed
			3.1.1.2 Create new cadres for FHSS	Dean	Heads	2024	2025	2021- 06 new cadres were created 2022- No cadres were created.	continue	continue	Human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	3.1 Enhancing the quality of the academic staff	3.1.1 Encourage obtaining recognized postgraduate qualifications	3.1.1.1 Establishing bilateral research collaborations with reputed institutes	Dean FGS / Dean FAS	Heads / Senior Staff	2021	2025	64	Maintaining the status quo	Maintaining the status quo	
			3.1.1.2 Promote applying for national/international scholarships among junior staff (PhD and Postdoc placements in foreign universities)	Dean FGS / Dean FAS / Heads	Academic Staff	2021	2025	11	Maintaining the status quo	Maintaining the status quo	
		3.1.2 Providing teacher training for academics	3.1.2.1 Arrangement of training programs on emerging technologies and subject areas	Dean/Director SDC	Heads/Program Coordinators	2020	2024	32	Maintaining the status quo	Maintaining the status quo	
	3.2 Development of skills & knowledge of academic supportive and non-academic staff	3.2.1 Provisioning necessary training and workshops for staff members	3.2.1.1 Short-term local and foreign trainings on emerging technologies and subject areas	Dean FAS/ Director SDC	Industry experts and Program Coordinators	2021	2025	32	Maintaining the status quo	Maintaining the status quo	Foreign Traning programmes were not that much encouraged due to the crisis situation.
			3.2.1.2 Encourage to follow online training and certificate courses					40	Maintaining the status quo	Maintaining the status quo	
	3.3. Strengthening the academic and non-academic staff	3.3.1 Increase the carder positions of academic, academic supportive and non-academics	3.3.1.1. Increase related carder positions in proportion to the intake growth and new degree programmes	VC/ Dean FAS	Heads/ Programme Coordinators	2021	2025	82			Receipt of the Carder positions were limited due to government Regulations
	3.4 Increase employee satisfaction	3.4.1 Fostering continuous feedback and creating a friendly working environment	3.4.1.1. Conduct annual evaluations/appraisals	FAS Dean	HoDs / Programme Coordinators	2021	2025	204	Maintaining the status quo	Maintaining the status quo	
			3.4.1.2 Assessment of teaching through peer review process	Dean FAS/ Director- SDC	Heads / Program Coordinators Heads / Program Coordinators	2021	2025	87	Maintaining the status quo	Maintaining the status quo	This was encourged furthermore by the Programme Review recommendations.

			3.4.1.3. Organize annual trips, interactive recreational & sports activities, retreats and celebratory functions for academic, academic supportive and non- academic staff	Dean FAS/ Director- SDC	Heads/ Programme Coordinators	2021	2025	82	Maintaining the status quo	Maintaining the status quo	
			3.4.1.4 Develop Yagirala as a center for outbound training programs for FAS and other staff	Dean/ Director-SDC	Heads/ Programme Coordinators	2021	2025	OBTs- 02 Participants for OBT -12	Maintaining the status quo	Maintaining the status quo	During 2021/2022 it was difficult to organize OBTs due to pandemic and fuel crisis
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	3.1 Attract, recruit and retain human resource of the highest caliber	3.1.1 Recruit best caliber	3.1.1.1 Assess the required carder positions and obtain cadres as required by the academic staff to student ratio (1:18) and academic staff to administrative, academic supportive and non-academic staff ratio (2:1)	Dean/ Heads/ Deputy & Assistant Registrars		2021	2025		Cader review committee is expected to provide timely updates to ensure the required ratios are approached.	Cader review committee is expected to provide timely updates to ensure the required ratios are approached	
			3.1.1.2. Recruit, train and retain the talented /suitable staff in strategically important categories	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Coordinator-Faculty Staff Development Center/ Deputy & Assistant Registrars/ Deputy & Assistant Bursars		2021	2025		Based on the requirement suitable academics will be recruited.	Based on the requirement suitable academics will be recruited.	
			3.1.1.3 Recruit all academic staff members with a Master's degree	Dean/ Heads		2021	2025		Unless an exceptional situation develops this is a common practice.	Unless an exceptional situation develops this is a common practice.	
		3.1.2 Ensure Continuous Professional Development of the staff of the Faculty	3.1.2.1 Evaluate the levels, qualifications, training and expertise of the staff and prepare CPD plans	Dean/ Heads/ Deputy & Assistant Registrars		2021	2025		Other than the new requirements arise with the changes in the landscape of higher education, all the lecturers in academic departments possess the required skills and qualifications. Then CPD programmes are already in place to fill the gaps if any.	Other than the new requirements arise with the changes in the landscape of higher education, all the lecturers in academic departments possess the required skills and qualifications. Then CPD programmes are already in place to fill the gaps if any.	
			3.1.2.2 Initiate an induction and mentoring programme for the staff	Dean/ Coordinator-Faculty Staff Development Center		2021	2025		These are organized at the department level	These are organized at the department level	
			3.1.2.3 Promote staff members for postgraduate studies	Dean/ Heads		2021	2025		The current promotion structures encourage postgraduate qualifications	The current promotion structures encourage postgraduate qualifications	

3.1.3 Develop an industry-led global academic staff	3.1.3.1 Obtain the service of foreign professors and provide the service as visiting professors at foreign universities (on sabbatical basis)	Dean/ Heads	2021	2025	Depending on the requirement and the funding this will be considered.	Depending on the requirement and the funding this will be considered.	
	3.1.3.2 Introduce mutual visits to foreign universities for the academic staff	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	Depending on the requirement and the funding this will be considered.	Depending on the requirement and the funding this will be considered.	
	3.1.3.3 Encourage the academic staff to participate in industry visits to obtain industry exposure	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	Academics are continuously encourage for those kind of activities	Academics are continuously encourage for those kind of activities	
	3.1.3.4 Encourage the academic staff to participate in foreign training programmes	Dean/ Heads	2021	2025	Academics are continuously encourage for those kind of activities	Academics are continuously encourage for those kind of activities	
	3.1.3.5 Encourage the academic staff to obtain professional qualifications	Dean/ Heads	2021	2025	Academics are always encourage to obtain relevant professional qualifications	Academics are always encourage to obtain relevant professional qualifications	
3.1. Promote the staff to become motivated and balanced social person	3.1.4.1 Encourage involvement in social/ cultural/ sport and other recreational activities	Dean/ Heads/ Deputy & Assistant Registrars	2021	2025	This is mainly done through student bodies of respective academic departments	This is mainly done through student bodies of respective academic departments	
	3.1.4.2 Allocate sufficient time in the annual academic time table for research, consultation, public engagements and administration	Dean/ Heads/ Deputy & Assistant Registrars	2021	2025	Due consideration is given for those aspects when preparing the academic time tables	Due consideration is given for those aspects when preparing the academic time tables	
	3.1.4.3 Improve the ICT skills, professional skills and positive attitudes of the staff (conducted by both the internal and external experts)	Dean/ Heads/ Coordinator-Faculty Staff Development Center/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	CPDs and staff development programmes organized by the faculty are organized to fulfil these tasks.	CPDs and staff development programmes organized by the faculty are organized to fulfil these tasks.	
	3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian	2021	2025	Current practices will be maintained.	Current practices will be maintained.	

			3.2.1.3 Recruit subject specific academic staff.	VC/ Registrar/Librarian		2021	2025		Current practices will be maintained.	Current practices will be maintained.	
Faculty of Medical Sciences											
Faculty of Medical Science	3.1 Produce a	3.1.1 Create a working environment conducive for academic staff to work and to be retained	3.1.1.1 Recruitment of high quality qualified academic staff on permanent or temporary basis including secondment from Ministry of Health	All Heads	Dean	2021	2025		As per cadre	As per cadre	
			3.1.1.2 Provide opportunities to expand their interest in research and international collaboration	All Heads	Dean	2021	2025				
			3.1.1.3 Provide teaching environments conducive to promote better student teacher, and patient interactions	All Heads	Dean	2021	2025		5:1	5:1	
			3.1.1.4 Purpose built teaching environment for pre-clinical, Para clinical and clinical teachers	All Heads	Dean	2021	2025		Achievable	Achievable	
		3.1.2 Provide opportunities and encourage to enhance Knowledge and skills of academic staff	3.1.2.1 Strengthen academic staff professional development programmes	Chairperson, Staff Development committee	Dean	2021	2025		Achievable	Achievable	
	3.2 Improve eff	3.2.1 Develop a staff information management system to increase the effectiveness of the system	3.2.1.1 Strengthen academic management systems and information	Dean	-	2021	2025		Developed and updated 100% data	Developed and updated 100% data	
	3.3 Improve att	3.3.1 Provide necessary training and rewarding the staff on their performance	3.3.1.1 Arrange short term local and foreign training to improve hands on experience and skills	Chairperson, Staff Development committee	Dean	2021	2025				
			3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian		2021	2025		Financial constraints	Financial constraints	
			3.2.1.3 Recruit subject specific academic staff.	VC/ Registrar/Librarian		2021	2025		Financial constraints	Financial constraints	
Faculty of Graduate Studies											
	3.1. Maintain highest calibre human resources	3.1.1 Improve research, evaluation and administrative process	3.1.1.1 Recruit Research Academics and other supporting staff	VC, Dean/ FGS	Registrar, DR/SAB -FGS	2021	2025	Research assistants, Demonstrators, were recruited.	Based on the requirement suitable academics will be recruited.	Based on the requirement suitable academics will be recruited.	

Faculty of Graduate Studies		3.1.2 Provide opportunities for continuous Skill Development	3.1.2.1 Identify and introduce on-demand skill development programs for FGS staff	Dean-FGS & DR FGS		2021	2025	Short workshops were conducted to the FGS to enhance their writing skills.	Based on the requirement suitable academics will be recruited.	Based on the requirement suitable academics will be recruited.	
		3.1.3 Recruit permanent/contract staff for the FGS	3.1.3.1 Recruit Non-academic staff as required i.e., for the computer room, for the library/document reference room, receptionist, subject clerks especially for the new boards of studies	VC, Dean/ FGS	Registrar/Bursar/ DR & SAB -FGS	2021	2025	Programmer cum system analyst, Technical officer, receptionist, trainees for BoS were recruited.			
			3.1.3.2 Form an Alumni Association and facilitate better interaction with them and the present students, staff	Dean-FGS, DR FGS	BOS Chairs and course coordinators	2020	2022	Details of the alumni were collected and formal Alumni Association will be formed	Alumni Association will be established	New member will be joined	Due to the pandemic situation Alumni association was not formed yet.
Faculty of Technology											
Faculty of Technology	3.1 Recruitment of highly qualified competent staff	3.1.1 Increase the number of PhDs	3.1.1.1 Create a publicity about the new bench marked Faculty of Technology at the University of Sri Jayewardenepura to attract best qualified academic staff	Dean	Head	2021	Ongoing	Out of 75 academic staff members, 60 hold PhDs.	Expect to recruit more highly qualified staff members until the full cadre requirement is fulfilled.		Currently, FOT, USJ has the highest number of PhD holders in the staff in Technology Faculties of Sri Lanka
		3.1.2 Recruit higher number of experienced and qualified staff	3.1.2.1 Create a publicity about the new bench marked Faculty of Technology at the University of Sri Jayewardenepura to attract best qualified staff	Dean	Head	2021	Ongoing	Out of 75 academic staff members, 60 hold PhDs.	Expect to recruit highly qualified staff members, preferably, academics with PhDs.		FOT, USJ prefers PhD holders when fulfilling the cadre positions.
	3.2 Develop teaching, research and entrepreneurial skills as relevant to the academic, non-academic and administrative staff	3.2.1 Training courses	3.2.1.1 Teaching skill development programs	Dean	Head	2021	Ongoing	Six months Certificate Course in Teaching in Higher Education (CTHE)	CGU of USJ conducts teacher training programs annually for all the newly recruited academic staff members.		CGU of USJ conducts teacher training programs annually for all the newly recruited academic staff members.
		3.2.2. Update the knowledge and skill	3.2.2.1 Allow to do online courses	Dean	Head	2021	Ongoing	Staff Development Center (SDC) conducts webinars/workshops for academic staff to enhance their capabilities in online teaching	Will participate in any programmes organized by SDC/ University/ UGC		Curriculum Design and Development in 2021, Ethics in Human Research for academic staff in 2022, Creating a flipped classroom using Moodle activities and resources in 2022
			3.2.2.2 Arrange symposiums or Conferences	Dean	Head and Course Coordinators	2022	Ongoing	International Conference on Innovation and Emerging Technologies (ICIET) is held annually	ICIET 2023 is in progress		ICIET 2021 (online) and 2022 (Hybrid) successfully held

	3.3 Increase employee satisfaction and engagement for outstanding performance	3.3.1 Enhance the working environment	3.3.1.1 Facilitate office places with required facilities	Dean	Assistant registrar	2020	Ongoing	160 staff office rooms and 05 staff common rooms are available in the academic building complex.	Request more financial, IT and infrastructure facilities.		Academic studio/Multimedia Boardroom – Distance teaching facility for academic staff
			3.3.1.2 Enhance the welfare facilities	Dean	Assistant registrar	2022	Ongoing	Staff is allowed to obtain medical services at the University Medical Center for common medical problems	Request to implement the staff accommodation project stated in the faculty development plan.		A medical center attached to the faculty has been established with a doctor and a pharmacist.
	3.4 Develop a team-work culture among academics and non-academics	3.4.1. Introduce programs such as Out Bound Training etc. to stimulate and enhance the team work	3.4.1.1 Organize out bound training programmes	Dean	Assistant registrar	2021	Ongoing	Outbound training attached to the CTHE programme was held for academic staff in 2020.	Outbound training attached to the CTHE programme was held for academic staff in 2023.	Continuation of the outbound training attached to the CTHE programme	Due to COVID pandemic situation this was not continued thereafter.
			3.4.1.2 Start Shared projects	Dean	Assistant registrar	2021	Ongoing	Number of postgraduate research projects in 2022 got improved compared to 2021. Majority of these projects are collaborative (inter departments/inter faculty/industry) projects	Continuation.		No. of postgraduate research projects in 2022: 53 No. of postgraduate research projects in 2021: 33
			3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian		2021	2025	SFT (permanent 02, borrowed 05) - all are subject specific cadres	SFT- Received one (01) cadre. CET- Received one (01) cadre. MMT- Received three (03) cadres.	Requesting more department cadres.	Requesting department cadres.
			3.2.1.3 Recruit subject specific academic staff.	VC/ Registrar/Librarian		2021	2025		Ongoing	Recruitments will be done upon receiving cadres.	
	Faculty of Engineering										
Faculty of Engineering	3.1 Attract, reward and retain the best people, accessing talents from around the world	3.1.1 Promote the attractiveness of the faculty as a regionally and globally significant institution and support new staff members to become more effective	3.1.1.1 Recruit staff	Head		Ongoing	Ongoing		Based on the requirement suitable academics will be recruited.	Based on the requirement suitable academics will be recruited.	
		3.1.2 Reward excellence and success in a variety of ways	3.1.2.1 Encourage to obtain more research awards	Head		Ongoing	Ongoing		Academics are always encourage to obtain relevant professional qualifications The current promotion structures encourage postgraduate qualifications	Academics are always encourage to obtain relevant professional qualifications The current promotion structures encourage postgraduate qualifications	

	3.2 Enhance the knowledge, capabilities and skills of our whole staff to enhance new quality of establish and research	3.2.1 Foster a culture of high aspiration and performance and drawing on excellent leadership	3.2.1.1 Conduct training programmes/ workshops/ seminars	Head		Ongoing	Ongoing		Academics are continuously encourage for those kind of activities	Academics are continuously encourage for those kind of activities	
	3.3 Create a supportive and collegial environment, which is underpinned by dignity, respect, diversity, health and wellbeing	3.3.1 Provide safe, accessible and pleasant working environments	3.3.1.1 Orientation and training of staff	Head		Ongoing	Ongoing		These are organized at the department level	These are organized at the department level	
			3.3.1.2 Organize health workshops annually	Head		2021	2024		These are organized at the department level	These are organized at the department level	
			3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian		2021	2025		Cader review committee is expected to provide timely updates to ensure the required ratios are approached.	Cader review committee is expected to provide timely updates to ensure the required ratios are approached	
			3.2.1.3 Recruit subject specific academic staff.	VC/ Registrar/Librarian		2021	2025		Current practices will be maintained.	Current practices will be maintained.	
Faculty of Dental Sciences											
Faculty of Dental Sciences	3.1 Develop a team of high-quality academic staff	3.1.1 Create a working environment conducive for academic staff to work and to be retained	3.1.1.1 Recruitment of high quality qualified academic staff on permanent or temporary basis including secondment from Ministry of Health	All Heads	Dean	2024	2025				
			3.1.1.2 Provide teaching environments conducive to promote better student teacher, and patient interactions	All Heads	Dean	2024	2025				
			3.1.1.3 Purpose built teaching environment for pre-clinical, Para clinical and clinical teachers	All Heads	Dean	2024	2025				
			3.1.1.4 Recruit visiting lecturers	All Heads	Dean	2024	2025				
		3.1.2 Provide opportunities to enhance knowledge and skills of academic staff	3.1.2.1 Develop an academic professional development committee and conduct staff development programmes	Chairperson, Staff Development committee	Dean	2024	2025				
			3.1.2.1 Encourage staff in Participation at national and international workshops to upgrade knowledge and skills.	Staff Development Committee	Heads of Departments, Dean & VC	2024	2025				

	3.2 Improve Non-academic staff to enhance the work efficacy	3.2.1 Recruitment of qualified non academic staff	Establish non-academic staff at the Dental Professorial units CSTH (permanent or temporary basis including secondment from Ministry of Health)	All Heads	Dean	2024	2025				
		3.2.2 Improve attitudes, skills and competencies of the non-academic staff	3.2.1.2 Arrange training programmes to improve skills	Staff development committee	Dean	2021	ongoing process				
Faculty of Allied Health Sciences											
Faculty of Allied Health Science	3.1 Develop a team of high-quality academic staff	3.1.1 Create a working environment conducive for academic staff to work and to be retained	3.1.1.1 Recruit qualified academic staff on permanent or temporary basis	Heads of Departments, Dean, VC & Staff Development Committee	SAR- Academic Establishment	2021	Ongoing process		As per cadre	As per cadre	
			3.1.1.2 Provide opportunities to expand their interest in research and international collaborations	Heads of Departments, Dean, VC & Staff Development Committee	Research Committee	2021	Ongoing process		Hosting Annual International Research Conference	Hosting Annual International Research Conference	
			3.1.1.3 Provide teaching environments conducive to promote better student and teacher interactions	Heads of Departments, Dean & VC	Academic Staff	2021	Ongoing process		Ongoing Process	Ongoing Process	
		3.1.2 Enhance capacity building in teaching and research	3.1.2.1 Conduct workshops/ short courses/ participation at national and international workshops to upgrade knowledge and skills.	Staff Development Committee & Research Committee	Heads of Departments, Dean & VC	2021	Ongoing process		Ongoing Process	Ongoing Process	
		3.1.3 Provide opportunities to enhance knowledge and skills of academic staff	3.1.3.1 Conduct professional development programmes	Chairperson/ Staff Development Committee Academic staff	Dean	2021	Ongoing process		Ongoing Process	Ongoing Process	
	3.2 Improve attitudes, skills and competencies of the non-academic staff to enhance the work efficacy	3.2.1 Provide necessary training	3.2.1.1 Arrange short term local and foreign training to improve hands on experience and skills	HOD, Dean & VC	DR - FAHS, AR - nonacademic establishment	2021	ongoing process		Ongoing Process	Ongoing Process	
			3.2.1.2 Conduct activities to improve attitudes and team efforts	HOD, Dean & VC	DR - FAHS, AR - nonacademic establishment	2021	ongoing process		Ongoing Process	Ongoing Process	
			3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian		2021	2025		As per cadre	As per cadre	
			3.2.1.3 Recruit subject specific academic staff.	VC/ Registrar/Librarian		2021	2025		As per cadre	As per cadre	
Faculty of Urban and Aquatic Bio resources											
	3.1 Staff	3.1.1 Recruiting highly qualified and skilled workforce	3.1.1.1. No. of New Recruitments- Permanent academic staff	Dean/ HoDs/ Assistant Registrar					3	3	

Faculty of Urban and Aquatic Bio resources			3.1.1.2. No. of New Recruitments - Temporary academic staff	Dean/ HoDs/ Assistant Registrar					2	1	
			3.1.1.3. No. of New Recruitments - Administrative staff	Dean/ HoDs/ Assistant Registrar					1	2	
			3.1.1.4. No. of New Recruitments- Academic Support (temporary)	Dean/ HoDs/ Assistant Registrar					2	1	
			3.1.1.5. No. of New Recruitments- Academic Support (permanent)	Dean/ HoDs/ Assistant Registrar					1	2	
			3.1.1.6. No. of New Recruitments- Non-academic recruitments	Dean/ HoDs/ Assistant Registrar					1	2	
		3.2.1 Enhance quality of the academic staff	3.2.1.1 Number of MOUs with foreign/local universities or industries:	Dean/ HoDs/ Assistant Registrar					1	1	
Faculty of Computing											
Faculty of Computing	3.1 Staff Acquisition and Retaining According to the Cadre Ratio	3.1.1 Continuous Supply of Human Resources	3.1.1.1 Continuous Monitoring of Staff Cadre Ratio	Faculty Human Resources Department	Department Heads	2024	2025		Monitor staff cadre ratio continuously.	Maintain ongoing monitoring of staff cadre ratio.	Staff records, departmental workforce plans. Regular reports on adherence to cadre ratio, and adjustments made.
			3.1.1.2 Contract and Research Appointments for Postgraduate Qualifications	Faculty Research Committee	Human Resources Department	2024	2025		Manage contract and research appointments for postgraduate qualifications.	Enhance the administration of contract and research appointments for postgraduate qualifications.	Research grants, faculty development programs. Increased number of staff with postgraduate qualifications, successful research outcomes.
			3.1.1.3 Staff Professional Memberships (IEEE, CSSL, SLASS) Through Faculty-Generated Funds	Faculty Human Resources Department	Faculty Curriculum Development Committee	2024	2025		Facilitate staff professional memberships (IEEE, CSSL, SLASS) using faculty-generated funds.	Optimize staff professional memberships (IEEE, CSSL, SLASS) through faculty-generated funds.	Budget allocation, collaboration with professional bodies. Increased staff memberships, and engagement in professional activities.
	3.2 Nurture a supportive and skilled faculty and staff community	3.2.1 Professional Development Programs	3.2.1.1 Implement regular training programs for faculty and staff	Faculty Human Resources Department	Department Heads	2024	2025		Institute ongoing training programs for faculty and staff.	Strengthen and expand regular training programs for faculty and staff.	raining materials, external trainers. Measure/Document: Increased skill levels, and positive feedback from participants.
			3.2.1.2 Encourage participation in conferences and workshops.	Faculty Human Resources Department	Department Heads	2024	2025		Promote participation in conferences and workshops.	Foster increased engagement in conferences and workshops	Conference budget, travel grants. Increased participation, and knowledge dissemination.
			3.2.1.3 Establish mentorship programs for new faculty.	Faculty Human Resources Department	Department Heads	2024	2025		Create mentorship programs for new faculty.	Enhance and expand mentorship programs for new faculty.	training for mentors. Positive mentor-mentee relationships, and faculty satisfaction.

Library											
Library	3.1 Reinforce the library staff to be upgraded with the modern era of information	3.1.1 Establish a system in order to uplift the knowledge and the expertise of the library staff	3.1.1.1 Promote collaborative research of library staff with faculty members and outside researchers	Deans/Librarian/HoDs/DLs/SALs/ ALs		2021	2025		Academics are continuously encourage to conduct collaborative research	Academics are continuously encourage to conduct collaborative research	
			3.1.1.2 Provide Continuous Professional Development and training at all levels to build skills and knowledge	Registrar/ Librarian/ Bursar/ Director (SDC) DLs/SALs/ALs		2021	2025		Encourage staff members to participate in training programs	Encourage staff members to participate in training programs	
			3.1.1.3 Obtain PhD/ Master Degrees by more library staff	Registrar/ Librarian/Bursar/Director (SDC) DLs/SALs/ALs		2021	2025		Promote staff members for postgraduate studies	Promote staff members for postgraduate studies	
		3.1.2 Encourage the workforce to be team oriented and approachable	3.1.2.1 Make available a system for reward and recognition of staff members	VC/ Registrar/ Librarian/ Bursar		2021	2025		Link with the university awarding systems	Link with the university awarding systems	
			3.1.2.2 Assign teamwork for identified tasks	Librarian/DL		2021	2025		Academic staff members are continuously encourage for those kind of activities	Academic staff members are continuously encourage for those kind of activities	
			3.1.2.3 Assess what new knowledge and skills are needed to face new challenges	VC/ Registrar/ Librarian		2021	2025		Make aware subordinates	Make aware subordinates	
	3.2 Maintain a workforce with appropriate qualification to fulfill the breaches (academic / non-academics	3.2.1 Develop a mechanism to recruit academic and non-academic staff to library	3.2.1.1 Create required cadre positions for all categories of the library staff	VC/ Registrar/ Librarian		2021	2025		Make requests to the Cadre review committee	Make requests to the Cadre review committee	
			3.2.1.2 Recruit new academic staff on permanent or temporary basis for emerging faculties and for newly created divisions	VC/ Registrar/ Librarian		2021	2025		Make requests to the VC and Cadre review committee	Make requests to the VC and Cadre review committee	
Goal 4: Infrastructure: Organizational structures, Resource Administration & Development (Image Building & Promotion also)											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	4.1	4.1.1	4.1.1.1 Improve the landscape/surrou ndi ng of the Sumangala building	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	2021- Agreement was signed with UD 2022- due to financial matter this was hold.	continue	continue	Human Financial Physical resources are needed
			4.1.1.2 Establish a mini- lecture theatre (Vimarshana Hall)	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	2021- This is in the planning stage	continue	continue	Human Financial Physical resources are needed
			4.1.1.3 Renovate and refurbish the Faculty Boardroom	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Due to financial issues, this task could not achieve.	continue	continue	Human Financial Physical resources are needed
			4.1.1.4 Renovate Bandaranayake Hall	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Due to financial issues, this task could not achieve.	continue	continue	Human Financial Physical resources are needed
			4.1.1.5 Establish an exam center (a hall with modern facilities)	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Established an exam center in the new building of the faculty.	continue	continue	Human Financial Physical resources are needed

			4.1.1.6 Construct a new building (lecture hall and lecturer's rooms) adjoining Rathanasara and Gnaneswara	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Not yet handed over to the faculty by the University	plaining to submit	continue	Human Financial Physical resources are needed
			4.1.1.7 Install a solar power system for Sumangala	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Solar power system was installed in the new building.	continue	continue	Human Financial Physical resources are needed
			4.1.1.8 Build septic tanks needed for Sumangala	Dean	Chairperson of the Committee for Building construction, Bursar of FHSS	2024	2025	Due to financial issues, this task could not achieve.	to be started	continue	Human Financial Physical resources are needed
			4.1.1.9 Expand the ICT lab	Dean	Coordinator of the computer centre, Bursar of FHSS	2024	2025	In progress	continue	continue	Human Financial Physical resources are needed
			4.1.1.10 Purchase a mini-bus (seating capacity 30) for field research and a double-cab for the faculty research centre.	Dean	SAB	2024	2025	Postponed	continue	continue	Human Financial Physical resources are needed
			4.1.1.11 Introduce Multimedia workshop Series.	Director	CDEPD	2024	2025		continue	continue	Human Financial Physical resources are needed
			4.1.1.12 Prepare the Manuel of research ethics for undergraduate's research		Coordinator Unit on Ethics	2024	2025		to be implimented	continue	Human Financial Physical resources are needed
			4.1.1.13 Renovate and upgrade the Language Lab of the Department of English and Linguistics with new equipment	Dean	Head - Department of English and Linguistics, Bursar of FHSS	2024	2025	This activity temporary hold, Due to lack of equipment	continue	continue	Human Financial Physical resources are needed
	4.2 To attract foreign students to graduate/undergradu ate courses	4.2.1 By increasing opportunities to admit foreign students for B. A. Programmes and Postgraduate Programmes	4.2.1.1 Construct a hostel/guest house for foreign students	Dean	Welfare Committee	2024	2025	2022- the initial stages are completed	to be implimented	continue	Human Financial Physical resources are needed
			4.2.1.2 Create opportunities to admit South Asian students for Bachelor Degree on Criminology and Criminal Justice	Dean	Heads, academic staff	2024	2025	Withdrawn this action	none	none	
Faculty of Applied Sciences											
Faculty of Applied Sciences	4.1 Expansions and enhancement of FAS	4.1.1 Enhancement of FAS working environment	4.1.1.1 Completion of construction work of remaining floors of New Faculty Complex	VC / Dean FAS	Heads/ Programme Coordinators	2021	2025	6	Maintaining the status quo	Maintaining the status quo	6th Floor is completed. 7th Floor is under construction
			4.1.1.2 Construction/ Expansions and refurbishments of departments at FAS	VC / Dean FAS	Heads/ Programme Coordinators	2021	2025	1			Fund Constraints due to crisis
			4.1.1.3 Establishment of work spaces for new academic entities at FAS	VC / Dean FAS	Heads/ Programme Coordinators	2021	2025	17			Fund Constraints due to crisis
			4.1.1.4 Modernizing existing lecture halls	Dean FAS	Heads/ Programme Coordinators/WE	2021	2025	11			Fund Constraints due to crisis

			4.1.1.5 Construction of new lecture halls for additional intakes including smart classroom	VC / Dean FAS	Heads/ Programme Coordinators	2021	2025	4			Fund Constraints due to crisis
			4.1.1.6 Development of a sports equipment storage container boxes facility nearby main grounds	VC / Dean FAS	Head/ Sports Science	2021	2021	0			fund allocations were not made
			4.1.1.7 Develop facilities available for academic staff	VC / Dean FAS	Heads/ Programme Coordinators	2021	2025	3			Fund Constraints due to crisis
			4.1.1.8 Ensure safety regulations are accounted for when building/maintaining the laboratories	Dean FAS/ WE	Heads/ Programme Coordinators	2021	2025	Safety mesures/work shops -4	Maintaining the status quo	Maintaining the status quo	
			4.1.1.9 Purchasing a vehicle for field visits	VC/ Dean FAS/Registrar/ Bursar	Heads/ Programme Coordinators	2021	2025	0			Fund Constraints due to crisis
		4.1.2 Maintain international laboratory health and safety standards (Ex: OSHA)	4.1.2.1 Practice lab safety procedures	FAS Dean/ Heads/ Programme Coordinators	Academic Staff/ Academic Supportive Staff/ Non- Academic Staff	2021	2025	3	Maintaining the status quo	Maintaining the status quo	
			4.1.2.2 Upgrade the chemical storage facility and gas plant.	FAS Dean/ Heads/ Programme Coordinators	Academic Staff/ Academic Supportive Staff/ Non- Academic Staff	2021	2025	3	Maintaining the status quo	Maintaining the status quo	
			4.1.2.3 Introduce proper mechanisms for chemical waste management	FAS Dean/ Heads/ Programme Coordinators	Academic Staff/ Academic Supportive Staff/ Non- Academic Staff	2021	2025	2	Maintaining the status quo	Maintaining the status quo	
		4.1.3 Establishment of adequate laboratories	4.1.3.1 Modernizing existing Labs with robust and cutting-edge devices and technologies	Dean FAS	Heads / Programme Coordinators	2021	2025	1			Fund Constraints due to crisis
			4.1.3.2 Construction of new labs for additional intakes	Dean FAS	Heads / Programme Coordinators	2021	2025	6			Fund Constraints due to crisis
			4.1.3.3. Facilitate the functions of Central Instrument Center	Dean FAS	Director/ IC	2021	2025	No.of equp Purchased-0 No.of Refurb-3	Maintaining the status quo	Maintaining the status quo	
			4.1.3.4 Obtain equipment grants.	FAS Dean/ Heads/ Programme Coordinators/ Directors- Research Centers	Academic Staff	2021	2025	0	Maintaining the status quo	Maintaining the status quo	
			4.1.3.5 Obtain research grants with allocations for purchasing equipment					18	Maintaining the status quo	Maintaining the status quo	
			4.1.3.6 Establish collaborations					MOUs -25	Maintaining the status quo	Maintaining the status quo	
		4.1.4 Encourage technology enabled teaching and learning	4.1.4.1 Upgrade LMS to accommodate future requirements of FAS	Dean FAS / Network administrator/ FAS Web Team	Heads/ Programme Coordinators /FAS/LMS	2021	2025	2	Maintaining the status quo	Maintaining the status quo	
		4.1.5 Equip lecture halls, labs and research centers with state-of- the-art software and applications	4.1.5.1 Purchase software tools for computer-based teaching, research and industry applications	Dean FAS/ Heads/ Programme Coordinators/ Directors- Research Centers	Academic Staff	2021	2025	No of H/W & S/W purchased - 0 Training sessions conducted - 0	Maintaining the status quo	Maintaining the status quo	

		4.1.6 Expand Library Resources	4.1.6.1 Purchase new books to USJ Main Library	FAS Dean/ Librarian/ Representative from Library/ FAS Library Representative	Heads/ Programme Coordinators/ Departental Library Coordinators/Coordinator FAS AHEAD	2021	2025	0			Budgetory allocations were removed
			4.1.6.2 Refurbish the existing departmental mini library facilities while enabling special students to obtain books					1			Fund Constraints due to crisis
			4.1.6.3 Purchase computers, printers and chairs tables for departmental libraries					1			Fund Constraints due to crisis
	4.2 Central Automated System	4.2.1 Introduce a methodical way to mark students' attendance for lectures, practical classes etc.	4.2.1.1 Use of a digital mechanism to take attendance of the students	Dean FAS/ USJ WebAdministrator & Team/ Center for IT Services/ LMS Administrators	FAS AR/Heads/Programme Coordinators/ Departmental Web & LMS Coordinators	2021	2025	1			
		4.2.2 Automated time tables and lecture halls	4.2.2.1 Use of a digital mechanism to record the time tables, lecture hall allocation	Dean FAS/ Center for IT Services	FAS AR	2021	2025	1	Maintaining the status quo	Maintaining the status quo	
		4.2.3 Improve the internet data accessibility to students and staff	4.2.3.1 Provision of such facilities via Wi-Fi facilities	VC / Dean FAS/ Network Administrators and Center for IT Services	University Web administrator s and web team administrator s	2021	2025	4	Maintaining the status quo	Maintaining the status quo	
		4.2.4 Introducing printing corners	4.2.4.1 Improve necessary facilities to get the printouts of LMS lecture notes	Dean FAS	FAS AR/ FAS AB	2021	2022	1			
		4.2.5 Enhancing the student registration system	4.2.5.1 Use of a digital mechanism to register the students from their second year onwards in online basis	Dean FAS/ Center for IT Services	DR - Student Affairs/ FAS AR/	2021	2025	2	Maintaining the status quo	Maintaining the status quo	
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	4.1 Ensure resources to efficient and effective functioning of Faculty	4.1.1 Expand infrastructure facilities for continuous excellence in performance	4.1.1.1 Frequently update an interactive website for the Faculty and all departments	Faculty Web Committee/ Dean/ Heads		2021	2025		All the websites of the faculty and websites of academic as well as non-academic units are frequently updated.	All the websites of the faculty and websites of academic as well as non-academic units are frequently updated.	
			4.1.1.2 Establish and maintain a Media Unit at the Faculty level	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars		2021	2025		The university level media unit will be used	The university level media unit will be used	
			4.1.1.3 Introduce video conferencing/ teleconferencing systems and webinars to integrate education and research environment	Dean/ LMS Committee/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars		2021	2025		These activities are practiced already	These activities are practiced already	

			4.1.1.4 Increase number of computers, intercom, printers and other teaching-learning equipment as required and upgrade existing equipment	Dean/ Heads/ Coordinator-ITRC/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars/ Technical Officers	2021	2025	Existing resources will be maintained and upgraded if necessary.	Existing resources will be maintained and upgrated if necessary.
			4.1.1.5 Introduce new Intranet-based communication facility and a network-connected resource sharing system (Printers) at departments/ units	Dean/ Heads/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars/ Network Manager	2021	2025	Some of the departments of the faculty practice that currently and the other academic departments are expected to introduce them in the near future.	Some of the departments of the faculty practice that currently and the other academic departments are expected to introduce them in the near future.
			4.1.1.6 Expand facilities for students' associations to perform their activities	Dean/ Heads/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	The faculty as well as academic departments always attempt to facilitate the student bodies by providing more physical and human resources.	The faculty as well as academic departments always attempt to facilitate the student bodies by providing more physical and human resources.
			4.1.1.7 Demarcation of Management Zone, prepare a master plan for landscaping and utilize the area optimally	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	In progress	In progress
			4.1.1.8 Increase number of rooms allocated for academic staff with required facilities	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Once the new building is completed this activity will be completed	Once the new building is completed this activity will be completed
			4.1.1.9 Build lecture halls for tutorial classes (50 students) with required facilities	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Will be in progress.	Will be in progress.
			4.1.1.10 Increase and refurbish sanitary, canteen and other basic facilities for students (including differently abled students)	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	A cafeteria, student service area and sanitary facilities are under construction in the proposed new building. New study area is under the construction	A cafeteria, student service area and sanitary facilities are under construction in the proposed new building. New study area is under the construction
			4.1.1.11 Build large halls dedicated to conduct examinations	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Under construction in the proposed new building.	Under construction in the proposed new building.
			4.1.1.12 Build the state-of-the-art modern Information and Technology Resources Centre (ITRC)	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	IT laboratories are under construction in the proposed new building.	IT laboratories are under construction in the proposed new building.
			4.1.1.13 Establish a center for printing and stationary services to	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Under construction in the proposed new building.	Under construction in the proposed new building.

			4.1.1.14 Establish a staff development center at the	Dean/ Coordinator-Faculty Staff Development Center/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	In progress	In progress	
			4.1.1.15 Expand study halls and common area for students	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Under construction in the proposed new building.	Under construction in the proposed new building.	
			4.1.1.16 Expand record rooms and store rooms	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Under construction in the proposed new building.	Under construction in the proposed new building.	
			4.1.1.17 Expand the Business Incubation facilities	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Facilities for students' business startups will be continuously maintained and upgraded.	Facilities for students' business startups will be continuously maintained and upgraded.	
			4.1.1.18 Establish Language Labs and Activity Rooms under the Business Communication Unit (BCU)	Dean/ Coordinator-Business Communication Unit	2021	2025	New Language Labs and Activity Rooms are under construction in the proposed new building.	New Language Labs and Activity Rooms are under construction in the proposed new building.	
			4.1.1.19 Create a hazard-free environment in the Faculty	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars	2021	2025	Existing conditions will be properly maintained and upgraded.	Existing conditions will be properly maintained and upgraded.	
			4.1.1.20 Establish an Industrial Partnership and External Affairs Unit	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars/ Director-Industrial Partnership and External Affairs Unit	2021	2025	The faculty has established the Industrial Partnership and External Affairs unit within the faculty. New Director will be appointed and additional staff members will be allocated	The faculty has established the Industrial Partnership and External Affairs unit within the faculty. New Director will be appointed and additional staff members will be allocated	
		4.1.2 Implement structural changes	4.1.2.1 Restructuring the meetings for effective use of time and ensure high standards of the discussions	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes, Deputy & Assistant Registrars	2021	2025	This is already adhered by all the academic departments during the period.	This is already adhered by all the academic departments during the period.	
			4.1.2.2 Establish a web-based system to evaluate student skills and knowledge by external parties	Dean/ Heads	2021	2025	The academic departments who has those systems already will continue to use them in the future.	The academic departments who has those systems already will continue to use them in the future.	
			4.1.2.3 Establish the Extension and Postgraduate Programmes Unit(s) at the Faculty level	Dean/ Heads/ Coordinators of Extension & Postgraduate Programmes	2021	2025	The unit is already established and functioned.	The unit is already established and functioned.	

Faculty of Medical Sciences											
Faculty of Medical Science	4.4.1 Manage t	4.1.1 Provide space for teaching and learning activities	4.1.1.1 Provide necessary physical and infra-structure facilities to improve pre, Para and clinical teaching within university and teaching hospitals	All Heads	Dean	2021	2025		Financial constraints	Financial constraints	
		4.1.2 Provide reasonable facilities for students and differently-abled and physically challenged staff and students	4.1.2.1 Build necessary physical and infra-structure facilities for the differently-abled and physically challenged staff and students	All Heads	Dean	2021	2025		Lifts available in all the buildings, Toilets in two building	Lifts available in all the buildings, Toilets in two building	
		4.1.3 Obtain a building to expand research, teaching learning activities and specially Community services	4.1.3.1 Take approvals and start the construction of a building to include expansion of services	All Heads	Dean	2021	2025				
	4.2 Improve the	4.2.1 Provide necessary facilities for teaching and learning within the faculty premises	4.2.1.1 Improve facilities for students such as Photocopy services, leisure areas etc.	Dean	-	2021	2025		Status quo maintained	Status quo maintained	
	4.3 Renovate r	4.3.1 Improve residential facilities near the Colombo South Teaching Hospital for the final year undergraduate students	4.3.1.1 Increase hostel facilities for final year medical undergraduate students by procurement of lands for a hostel near the Colombo South Teaching Hospital	Dean	-	2021	2025		Status quo maintained	Status quo maintained	
			4.3.1.2 Build a hostel in the above procured land for final year medical undergraduate students	Dean	-	2022	2025		Financial constraints	Financial constraints	
	4.4 Maintain an	4.4.1 Improve teaching and student teacher interactions in relation to patient care with lecture rooms, tutorial rooms, examination room, library and a skills laboratory	4.4.1.1 Negotiate with Ministry of Health and University Grants Commission to build a purpose built academic center	Clinical Heads in collaboration with CSTH Director	Dean	2022	2025		Will consider	Will consider	
	4.5 Reduce the	4.5.1 Reduce the electricity consumption through fossil fuels and go green by generating electricity through Solar Power	4.5.1.1 Install Solar Panels in Buildings which are running on fossil fuels/ electricity via the main grid.	Dean	-	2021	2025		Will consider by the university	Will consider by the university	
		4.5.2 Implement the 3 'R' system	4.5.1.1 Install a waste management system	Heads	Dean	2021	2025		Financial constrains	Financial constrains	

			4.5.1.2 Install a chemical waste management system	Heads	Dean	2021	2025		Financial constrains	Financial constrains	
			4.5.1.3 Install a Waste water treatment plant	Heads	Dean	2021	2025		Financial constrains	Financial constrains	
	4.6 Improve the	4.6.1 Improve mainly the transport facilities for students when engaging in community services and community-based learning and during special appointments	4.6.1.1 Provide financial assistance to buy more vehicles (minimum of two large buses for large group teaching and one small bus for small group teaching)	Dean	-	2021	2025		Achievable	Achievable	
	4.7 Improve the	4.7.1Improve the facilities in the Faculty Board room for staff and students to engage in virtual discussions	4.7.1.1 Install a LED screen with video and audio microphones	Dean	-	2022	2025		Financial constrains	Financial constrains	
	4.8 Improve the	4.8.1Improve the facilities in the Examination room for staff to engage in constructive discussions	4.6.1.1 Install a LED screen with IT facilities for discussions with sound proofing	Director, Examinations	-	2022	2025		Financial constrains	Financial constrains	
Faculty of Graduate Studies											
Faculty of Graduate Studies	4.1 Improve infrastructure facilities at FGS	4.1.1 Design and build an extension to the FGS	4.1.1.1 Construct GIS Laboratory, Resource Center and Mini-library, Smart classrooms, A Senior Common Room, Student workspaces, Mini Conference Room, Examination Unit, Lecturer Office-rooms, Room for demonstrators and technical officers, Store Room, Facilities Center, Space for Non-	VC, Dean-FGS	Registrar/Bursar/ DR & SAB –FGS / Engineer – Capital works & planning	2021	2025	Council approval taken. Draft building design was completed.	This is a continuous process	This is a continuous process	Plan of the new FGS building with all the mentioned facility
Faculty of Technology											
	4.1 Completion of the building complex for the Faculty of Technology	4.1.1 Establishment of SFT laboratory	4.1.1.1 Laboratory and necessary infrastructure to support mini projects	Dean	Head	2021	Ongoing	On hold	On hold until funds are available	On hold until funds are available	On hold until funds are available

Faculty of Technology	(Laboratory Building 2, Resource Building, Sport Complex, Bank, Waste disposal unit, Staff Welfare Facilities, Water catchment Area and Tree Plantation Area, Vehicle Parking Facilities, FOT Museum)	4.1.2 Expansion of AET facilities (Laboratory Building 2)	4.1.1.1 Meteorological station	Dean	Head	2021	Ongoing	The AET curriculum consisted of modules based on field and laboratory practicals. However, there is an insufficient lab facility for this programme. Therefore, awaiting funding to establish all the labs in the AET specialization area.	Expect to establish those AET facilities upon the availability of funding.	Expect to establish those AET facilities upon the availability of funding.	The AET curriculum consisted of modules based on field and laboratory practicals. However, there is an insufficient lab facility for this programme. Therefore, awaiting funding to establish all the labs in the AET specialization area.
			4.1.1.2 Purchase a Paddy field	Dean	Head	2021	Ongoing				
			4.1.1.3 Build a Poly-tunnel, Plant net-house and Home gardening space	Dean	Head	2020	Ongoing				
			4.1.1.4 Allocate a parking space for tractors and ploughs	Dean	Head	2020	Ongoing				
			4.1.1.5 Build an In-vitro Propagation Laboratory	Dean	Head	2021	2023				
			4.1.1.6 Allocate Hydroponics Area	Dean	Head	2021	Ongoing				
			4.1.1.7 Outdoor Industrial bioprocess innovation park-based pilot plant (such as biogas, biofuel, bioplastic, etc.) and a herbal garden	Dean	Head	2021	2023				
		4.1.3 Expansion of IBST Facilities (Laboratory Building 2)	4.1.3.1 Build Cosmetic Laboratory	Dean	Head	2021	2025	Not initiated	Expect to establish proposed IBST lab facilities lab upon the availability of funding.	Expect to establish proposed IBST lab facilities lab upon the availability of funding.	Awaitig for funding to establish all the lab facilities required
			4.1.3.2 Build Nanotech Laboratory	Dean	Head	2021	2025	Not initaited			
			4.1.3.3 Build Enzyme Processing Laboratory	Dean	Head	2021	2025	Not initiated			
			4.1.3.4 Build Marine and Aquatic Culture Laboratory	Dean	Head	2021	2025	Not initiated			
			4.1.3.5 Build Biopharma Lab	Dean	Head	2021	2025	Not initiated			
			4.1.3.6 Build Immuno technology Laboratory	Dean	Head	2021	2025	Not initiated			
		4.1.4 Expansion of Food Technology Facilities (Laboratory Building 2)	4.1.4.1 Build Sensory Laboratory	Dean	Head	2021	2025	Not initiated	Expect to establish proposed FPT lab facilities lab upon the availability of funding.	Expect to establish proposed FPT lab facilities lab upon the availability of funding.	Awaiting for funds
			4.1.4.2 Build Advanced Food Research Laboratory	Dean	Head	2021	2025	Not initiated			Awaiting for funds
			4.1.4.3 Build BST Innovation Centre	Dean	Head	2021	2025	Not initiated			Awaiting for funds

4.1.5 Expansion of CBST Facilities (Laboratory Building 2)	4.1.5.1 Concrete and Construction Technology Laboratory	Dean	Head	2021	2025	Not initiated	Expect to establish proposed CBST lab facilities lab upon the availability of funding.	Expect to establish proposed CBST lab facilities lab upon the availability of funding.	Awaiting for funds
	4.1.5.2 Highway and Transportation Laboratory	Dean	Head	2021	2025	Not initiated			Awaiting for funds
	4.1.5.3 Building Services Laboratory	Dean	Head	2021	2025	Not initiated			Awaiting for funds
	4.1.5.4 Wind tunnel Laboratory	Dean	Head	2021	2025	Not initiated			Awaiting for funds
4.1.6 Expansion of Geo-technology Facilities (Laboratory Building 2)	4.1.6.1 Geochemistry Laboratory	Dean	Head	2021	2025	On Going			Awaiting for funds
	4.1.6.2 Geophysics Laboratory	Dean	Head	2021	2025	On going			Awaiting for funds
	4.1.6.3 GIS Laboratory	Dean	Head	2021	2025	On going			Awaiting for funds
	4.1.6.4 GPR Testing Facility	Dean	Head	2021	2025	On going			Awaiting for funds
	4.1.6.5 Coastal Testing Laboratory	Dean	Head	2021	2025	Ongoing			Awaiting for funds
4.1.7 Expansion of EET Facilities (Laboratory Building 2)	4.1.7.1 Process Control Laboratory	Dean	Head	2021	2025	ongoing	Expect to establish proposed EET lab facilities lab upon the availability of funding.	Expect to establish proposed EET lab facilities lab upon the availability of funding.	The expansion is yet to be initiated with the second phase of laboratory complex
	4.1.7.2 Renewable Energy Systems Laboratory	Dean	Head	2021	2025	ongoing	Expect to establish proposed Renewable Energy Systems lab facilities lab upon the availability of funding.	Expect to establish proposed Renewable Energy Systems lab facilities lab upon the availability of funding.	The expansion is yet to be initiated with the second phase of laboratory complex
4.1.8 Development of CST Facilities (Laboratory Building 2)	4.1.8.1 Structural Conservation Workshop	Dean	Head	2021	2025	Withhold	Withhold	Withhold	Withhold
	4.1.8.2 Artifacts Reproduction workshop Chemical Preservation Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.3 Environmental Object Preservation Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.4 Cultural Object Preservation Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.5 Analytical Instrumentation Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.6 Digital and Audiovisual Preservation Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.7 Dating Laboratory	Dean	Head	2021	2025	Withhold			Withhold
	4.1.8.8 Purchase for CST laboratory equipment and relevant laboratory Facilities	Dean	Head	2021	2025	Withhold			Withhold

	4.1.9 Expansion of Automobile Tech. Laboratory Facilities (Laboratory Building 2)	4.1.9.1 Automobile Laboratory	Dean	Head	2021	2025	On hold	Expect to establish proposed Automobile Tech. Laboratory facilities lab upon the availability of funding.	Expect to establish proposed Automobile Tech. Laboratory facilities lab upon the availability of funding.	On hold
		4.1.9.2 Industrial Automation Laboratory	Dean	Head	2021	2025	On hold			Waiting for funding. Only a limited number of items were purchased for practicals with the approval of VC.
		4.1.9.3 Automation laboratory	Dean	Head	2021	2025	On hold			
		4.1.9.4 Purchase for Automobile Tech. laboratory equipment and relevant laboratory Facilities	Dean	Head	2021	2025	On hold			
	4.1.10 Expansion of MT Facilities (Laboratory Building 2)	4.1.10.1 System modelling laboratory	Dean	Head	2021	2025	On hold			Awaiting for funding.
		4.1.10.2 Smart industrial Technology Laboratory	Dean	Head	2021	2025	On hold			Awaiting for funding.
		4.1.10.3 Robotics and Control laboratory	Dean	Head	2021	2025	On hold			Awaiting for funding.
		4.1.10.4 Circuit fabrication and development	Dean	Head	2021	2025	On hold			Awaiting for funding.
	4.1.11 Expansion of ICT Facilities (Laboratory Building 2)	4.1.11.1 Electronic and AI laboratory	Dean	Head	2021	2025	On hold	Expect to establish proposed ICT Laboratory facilities lab upon the availability of funding.	Expect to establish proposed ICT Laboratory facilities lab upon the availability of funding.	Funds were not available due to the fact that it couldn't be done.
		4.1.11.2 Computer Networking (CISCO) laboratory	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.3 Multimedia laboratory	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.4 Multimedia studio	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.5 IT Workshop	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.6 IT research laboratory	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.7 Mobile technology laboratory	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.8 3D printing laboratory	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
		4.1.11.9 Server room and network operation center	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.

	4.1.11.10 Data backup area /disaster recovery unit/room	Dean	Head	2021	2025	On hold			Funds were not available due to the fact that it couldn't be done.
4.1.12 Develop Common Laboratory Facilities (Laboratory Building 2)	4.1.12.1 Postgraduate Research Unit	Dean	Heads	2021	2025	On hold	Expect to establish proposed Common Laboratory facilities lab upon the availability of funding.	Expect to establish proposed Common Laboratory facilities lab upon the availability of funding.	awaiting for funds
	4.1.12.2 Server Room (For modeling and programing)	Dean	Heads	2021	2025	On hold			awaiting for funds
	4.1.12.3 Undergraduate Research Laboratory	Dean	Heads	2021	2025	On hold			awaiting for funds
4.1.13. Develop SFT Facilities (Resource Building)	4.1.13.1 Head/Staff Rooms/ Conference Room	Dean	Head	2021	2025	on hold until funds are available	Expect to establish proposed SFT facilities lab upon the availability of funding.	Expect to establish proposed SFT facilities lab upon the availability of funding.	awaiting for funds
	4.1.13.2 Store Rooms, Lunch Room, Resource Room	Dean	Head	2021	2025	on hold until funds are available			awaiting for funds
	4.1.13.3 Examination Hall/ Lecture Hall (600 students)	Dean	Head	2021	2025	on hold until funds are available			awaiting for funds
	4.1.13.4 Lecture Hall (300	Dean	Head	2021	2025	on hold until funds are			awaiting for funds
4.1.14 Develop Common FOT Facilities (Resource Building)	4.1.14.1 Extension of Library	Dean	Senior lecturer/ Librarian	2021	2025	on hold until funds are available	Expect to establish proposed Common FOT facilities lab upon the availability of funding.	Expect to establish proposed Common FOT facilities lab upon the availability of funding.	awaiting for funds
	4.1.14.2 Student Common Area	Dean	-	2021	2025	common infrastructure is required (awaiting for funds)			awaiting for funds
	4.1.14.3 Industrial training unit	Dean	Heads	2021	2025	on hold until funds are available			awaiting for funds
	4.1.14.4 Career guidance unit (CGU)	Dean	Senior lecturer/ Librarian	2021	2025	Established with available resources (Career guidance advisor is there)	Expect to establish proposed CGU facilities lab upon the availability of funding.	Expect to establish proposed CGU facilities lab upon the availability of funding.	Separate unit should be implemented.
4.1.15 Construction of Sport Complex (Sport Complex)	4.1.15.1 Strength and Conditioning Gym	Dean	USJ Welfare	2022	2025	on hold until funds are available	Expect to establish proposed Sport Complex facilities lab upon the availability of funding.	Expect to establish proposed Sport Complex facilities lab upon the availability of funding.	on hold until funds are available
	4.1.15.2 Tennis Court	Dean	USJ Welfare	2022	2025	on hold until funds are available			on hold until funds are available
	4.1.15.3 Indoor ground	Dean	USJ Welfare	2022	2025	on hold until funds are available			on hold until funds are available
	4.1.15.4 Space for clubs and societies	Dean	USJ Welfare	2022	2025	on hold until funds are available			on hold until funds are available
	4.1.15.5 Open-air Theater	Dean	USJ Welfare	2022	2025	on hold until funds are available			on hold until funds are available
	4.1.15.6 Purchase required sports equipment	Dean	USJ Welfare	2022	2025	on hold until funds are available			on hold until funds are available
4.1.16 Development of Banking facilities	4.1.16.1 Rent out a space for banking facilities	Dean	USJ welfare	2022	Ongoing	Done. In progress	Completed	N/A	Construction is being done.

		4.1.17 Construction of staff welfare facilities	4.1.17.1 Build staff residence including welfare facilities	Dean	USJ welfare	2022	Ongoing	on hold until funds are available	Expect to establish proposed staff welfare facilities lab upon the availability of funding.	Expect to establish proposed staff welfare facilities lab upon the availability of funding.	on hold until funds are available
	4.2 Expand and improve the laboratory equipment and infrastructure facilities to conduct smooth operations of the faculty	4.2.1 Purchase laboratory equipment and other relevant infrastructure to expand FOT laboratory Facilities Dept. of BST (AET, IBST, FT)/ Dept. of CET (CBST, EET, GT, CST), Dept. of MMT (MT, AMT, PPT)/ Dept. of ICT and Dept. of SFT	4.2.1.1 Preparation and purchase of the relevant and high-quality equipment, furniture and relevant infrastructure	Dean	Head (s) of the relevant Departments	Ongoing	Ongoing	on hold until funds are available	Expect to establish proposed high-quality equipment, furniture and relevant infrastructure upon the availability of funding.	Expect to establish proposed high-quality equipment, furniture and relevant infrastructure lab upon the availability of funding.	on hold until funds are available
			4.2.1.2 Recruitment of qualified Senior Technical Officers and lab attendants	Dean	Head (s) of the relevant Departments	Ongoing	Ongoing	Not recruited any senior TOs. Lab attendants are recruited.	Requesting qualified Senior Technical Officers and lab attendants cadres.	Requesting qualified Senior Technical Officers and lab attendants cadres.	Requesting qualified Senior Technical Officers and lab attendants cadres.
	4.3 Expand and improve the existing library to meet the knowledge and information needs of the Technology students	4.3.1 Enhance the opportunity for upgrade the knowledge addition to syllabus	4.3.1.1 Offer reference books for modules	Head	Senior lecturer/ Librarian	2021	2024	60% completed	Expect to purchase requested books upon the availability of funding.	Expect to purchase requested books upon the availability of funding.	on hold until funds are available
			4.3.1.2 Offer books for additional reading	Head	Senior lecturer/ Librarian	2021	2024	30% completed	Expect to purchase requested books upon the availability of funding.	Expect to purchase requested books upon the availability of funding.	on hold until funds are available
	4.4 Develop sport equipment and infrastructure facilities to the sport complex	4.4.1 Purchase sport equipment and infrastructure facilities to the sport complex	4.4.1.1 Preparation and purchase of the relevant and high-quality sport equipment, furniture and relevant infrastructure	Dean	Deputy Registrar	2021	2025	on hold until the sport complex is established.	Request funding for construction and implementation.	Request funding for construction and implementation.	Faculty phase II construction is not yet started due to limited budgets.
			4.4.1.2 Recruitment of qualified sport officer and relevant attendants	Head	Deputy Registrar	2024	2025	on hold until the sport complex is established.			Faculty phase II construction is not yet started due to limited budgets
	4.5 Development of Museum and Green Belt at Pitipana FOT Complex	4.5.1 National Training and Research Technology Museum	4.5.1.1 Build Archaeo-technology facilities	Dean	Lecturers	2020	ongoing	on hold until funds are available	Proposal is on hold due to limited sponsorships.	Expecting to get sponsorships.	Proposal is on hold due to limited sponsorships.
		4.5.2 Rock, Mineral Garden and Green Belt	4.5.2.1 Develop mineral garden	Dean	Lecturers	2020	ongoing	on hold until funds are available			
	4.6 Workshop space for Food processing technology division	4.6.1 Construction of workshop premises	4.6.1.1 Design and construction of workshop building.	Head	Division coordinator	2020	2021	on hold until funds are available	Expect to establish proposed Food Processing Workshop facilities upon the availability of funding.	Expect to establish proposed Food Processing Workshop upon the availability of funding.	on hold until funds are available
			4.6.1.2 Providing necessary infrastructure.	Head	Division coordinator	2020	2021	on hold until funds are available			
			4.6.1.3 Development of safety procedures	Head	Division coordinator	2020	2021	on hold until funds are available			
		4.6.2 Workshop equipment	4.6.2,1 Purchase workshop equipment.	Head	Division coordinator	2020	2022	on hold until funds are available			
			4.6.2.2 Recruitment of Senior technical officer	Head	Division coordinator	2020	2022	on hold until funds are available			

	4.7. Development of Waste Management Units	4.7.1. Develop a storm water harvesting unit	4.7.1.1 Construct a water catchment area and develop stormwater harvesting unit	Dean	Lecturers	2021	2025	on hold until funds are available	Expect to establish proposed Waste Management Unit facilities upon the availability of funding.	Expect to establish proposed Waste Management Unit upon the availability of funding.	on hold until funds are available
		4.7.2. Develop a Waste Disposal Unit	4.7.2.1 Manage the solid waste generation in FOT	Dean	Lecturers	2021	2025				
Faculty of Engineering											
Faculty of Engineering	4.1 Pursue consistency and continuity in quality and experience across all elements of our physical, library, information technology and other infrastructure considering the green concept	4.1.1 Develop and maintaining rich and varied resources in the faculty	4.1.1.1 Construct and modify faculty buildings to improve the quality of the working environment for staff and students	Dean		Ongoing	Ongoing		Once the new building is completed this activity will be completed	Once the new building is completed this activity will be completed	
			4.1.1.2 Build new faculty premises on acquired land to immediately commence academic activities	Dean		Ongoing	Ongoing		Will be in progress. Once the new building is completed this activity will be completed	Will be in progress. Once the new building is completed this activity will be completed	
			4.1.1.3 Establish laboratories and workshops with equipment and furniture	Head		2021	2025		Existing resources will be maintained and upgraded if necessary.	Existing resources will be maintained and upgrated if necessary.	
			4.1.1.4 Purchase books for the library to keep the library catalogue up-to date	Head		2021	2025		In progress	In progress	
		4.1.2 Ensure real time and online information systems to support learning, teaching, research and effective decision making	4.1.2.1 Subscribe to electronic journals in Engineering	Head		2021	2025		IT laboratories are under construction in the proposed new building.	IT laboratories are under construction in the proposed new building.	
			4.1.2.2 Establish a suitable Learning Management System with supporting ICT infrastructure	Dean		Ongoing	Ongoing		LMS interaction will be further increased for all the courses offered by the academic departments	LMS interaction will be further increased for all the courses offered by the academic departments	
	4.2 Assess the scale and sustainability of our location whilst managing existing space and building new important facilities	4.2.1 Make strides to improve our use of space and delivering increased value for money	4.2.1.1 Purchase vehicles to transport students and staff to laboratories and workshops	`Dean	Head	2021	2025		In progress	In progress	
Faculty of Dental Sciences											
Faculty of Dental Sciences	4.1 Ensure resources to efficient and effective functioning of the Faculty	4.1.1 Expand infrastructure facilities of the faculty for continuous excellence in performance	4.1.1.1 Completion of Construction work of remaining space acquired from the library premises	VC/ Dean FAS	Heads	ongoing	2025				Evidence of completion of construction
			4.1.1.2 Establish and expand dental skills lab facilities	Dean/ Academic Staff	Non academic staff	ongoing	2025				Establish and Increase number of facilities (Mannequins, instruments etc.) in the skills lab

			4.1.1.3 Increase number of rooms allocated for academic staff with required facilities	VC/ Dean	Heads	ongoing	2025				No. of new rooms for academic staff with required facilities
		4.1.2 Expand infrastructure facilities for smooth delivery of undergraduate clinical training	4.1.2.1 Establish, expand and upgrade Dental Professorial units at CSTH	Dean/ Academic Staff	Non academic staff	ongoing	2025				Physical evidence of establishment (dental chairs and instruments)
			4.1.2.2 Establishment of dental laboratory	Dean/ Academic Staff	Non academic staff	2024	2025				Physical evidence of establishment (laboratory equipment and instruments)
			4.1.2.3 Obtain equipment grants	Dean/Heads/ Programme cordinators	Academic and non-academic staff	2024	2025				Number of equipment related grants received
			4.1.2.4 Include a dental professorial units to the 1st and 2nd floors of the proposed plan of seven story building for nephrology unit at CSTH and modify the existing plan to suit dental clinical training.	DGHS	VC/Dean						Approved documents and the modified plan
		4.1.3 Expand library resources	4.1.3.1 Purchase dental related new books to the Medical Faculty library	Librarian/ programme cordinator	Heads/ Dean	2024	2025				Number of books received at Medical faculty library
			4.1.3.2 Provide research related software to academics and students (SPSS, Microsoft Office)								
Faculty of Allied Health Sciences											
	4.1 Renovate and upgrade the identified space for Deans office, Administrative office and Faculty board room	4.1.1 Demolish and renovate the structures in the identified buildings to suit the faculty needs	4.1.1.1 Obtain funds	VC Dean Bursar	DR, SAB, HODs & Registrar	2021	2022		N/A	N/A	
			4.1.1.2 Demolish the existing structure	VC Dean Bursar	DR, SAB, HODs & Registrar	2021	2022		N/A	N/A	
			4.1.1.3 Renovate the facilities	VC Dean Bursar	DR, SAB, HODs & Registrar	2021	2022		N/A	N/A	
			4.1.1.4 Provide safe electricity water and ICT facilities	VC Dean Bursar	DR, SAB, HODs & Registrar	2021	2022		N/A	N/A	

Faculty of Allied Health Science	4.2. Renovate and upgrade the relevant Laboratories in existing degree programmes utilizing the available space to the maximum	4.2.1 Improve the facilities in the relevant laboratories	4.2.1.1 Equip the laboratories with safety cabinet and other necessary equipment to conduct practical training of different study programmes	HODs DB DR	Dean, VC, Bursar & SAB	2021	2025		If funds available, necessary new laboratory equipment will be purchased. Apart from this, routine laboratory equipment and laboratory items will be purchased annually to train and conduct Practical training of different study programmes.	If funds available, necessary new laboratory equipment will be purchased. Apart from this, routine laboratory equipment and laboratory items will be purchased annually to train and conduct Practical training of different study programmes.	
	4.3 Upgrade existing teaching learning facilities	4.3.1 Improve the space and multimedia facilities with increasing seating capacity in lecture halls	4.3.1.1 Upgrade the lecture halls and student study areas	HODs	Dean, VC, Bursar & Registrar Eng. Dept	2021	2023				
			4.3.1.2 Equip with multimedia, screens and chairs	HODs	Dean, VC, Bursar & Registrar Eng. Department	2021	2023				
			4.3.2.1 Purchase books through the Medical Faculty/Main library	HODs	Dean, VC, Bursar & Registrar Eng. Department	2021	2023		Ongoing process through the library	Ongoing process through the library	
Faculty of Urban and Aquatic Bio resources											
Faculty of Urban and Aquatic Bio resources	4.1 Improve the administrative facilities for Departments	4.1.1 Number of rooms for Heads of Departments		Dean/ HoDs/ Works Engineer					3	-	
		4.1.2 Number of offices for academic staff In progress		Dean/ HoDs/ Works Engineer					3	3	
		4.1.3 Number of common rooms for academic staff		Dean/ Works Engineer					1	-	
		4.1.4 Number of Washrooms for Staff and students		Dean/ Works Engineer					1	-	
		4.1.5 Number of Floor Station for Janitorial Stores and Minor Staff		Dean/ Works Engineer					1	-	
	4.2 Improve the common facilities	4.2.1 Lecture Halls (Each with Maximum 50 Seats)							2	2	
		4.2.2 Lecture Halls (Each with Maximum 100 Seats):							1	1	
		4.2.3 Examination hall with 120 seating capacity							1	-	
		4.2.4 Laboratories for 3 departments at the faculty							3	-	
Faculty of Computing											
	4.1 Faculty Complex Initiative for Three Departments and Faculty Office, Laboratory, and Staff Spaces	4.1.1 Comprehensive Infrastructure Development	4.1.1.1 Needs Assessment and Planning	Faculty Facilities Management	Department Heads, Faculty Office Managers	ongoing	2025		Enhance and expand mentorship programs for new faculty.	Continue with needs assessment and planning efforts.	Architects, space planning tools, departmental requirements. Completed needs assessment, and initial architectural plans.

Faculty of Computing			4.1.1.2 Approval and Budget Allocation	Faculty Finance Department	Facilities Management	ongoing	2025		Seek approvals and allocate budgets for planned initiatives.	Maintain approval and budget allocation processes.	Budget allocation, cost estimation reports. Approved budget, allocation for different phases.
			4.1.1.3 Architectural Design and Construction Initiation	Faculty Facilities Management	Architecture and Construction Firms	ongoing	2025		Begin architectural design and construction projects.	Proceed with architectural design and initiate construction projects.	Architects, construction firms, budget. Completed architectural designs, initiation of construction.
			4.1.1.4 Departmental Office Spaces	Faculty Facilities Management	Department Heads, Office Managers	ongoing	2025		Establish departmental office spaces as per the plan	Enhance departmental office spaces.	Space planning tools, coordination with department heads. Completed and functional departmental office spaces.
			4.1.1.5 Departmental Office Spaces	Laboratories and Research Spaces	Faculty Facilities Management	ongoing	2025		Continue the development of departmental office spaces	Further improve and expand departmental office spaces.	Space planning tools, coordination with department heads. State-of-the-art research spaces, and functional laboratories.
			4.1.1.6 Departmental Office Spaces	Common Areas and Staff Spaces	Faculty Facilities Management	ongoing	2025		Further improve departmental office spaces.	Optimize departmental office spaces for better functionality.	Research equipment procurement, budget. Completed and functional departmental office spaces.
	4.2 Ensure state-of-the-art infrastructure for effective teaching and research	4.2.1 Technology Infrastructure Upgrade	4.2.1.1 Regularly upgrade hardware and Software resources	Faculty IT Department	Faculty Facilities Management	ongoing	2025		Execute regular hardware and software upgrades.	Continue regular hardware and software upgrades.	Budget for upgrades, expert consultations, maintenance contracts. Improved computing facilities, reduced downtime, positive feedback.
			4.2.1.2 Software Acquisition Strategies	Faculty IT Department	Faculty Facilities Management	ongoing	2025		Formulate software acquisition strategies.	Refine software acquisition strategies for ongoing needs.	Funds from the treasury, external income generation. Enhanced software resources, and cost-effective acquisitions.
			4.2.1.3 Academic Alliances and Open Source Implementation	Faculty IT Department	Faculty Facilities Management	ongoing	2025		Foster academic alliances and implement open-source solutions	Strengthen academic alliances and open-source implementation.	Collaboration with Microsoft (DynAA program), budget allocation for open-source implementation. Access to Microsoft software, increased use of FOSS, cost savings.
			4.2.1.4 Establish advanced computing labs	Faculty IT Department	Department Heads	ongoing	2025		Establish advanced computing laboratories.	Expand and enhance advanced computing laboratories.	Budget for equipment, expert consultations. State-of-the-art labs, increased student engagement in practicals.

			4.2.1.5 Ensure accessibility and maintenance of infrastructure.	Faculty Facilities Management	Faculty IT Department	ongoing	2025		Ensure infrastructure accessibility and maintenance.	Maintain infrastructure accessibility and ongoing maintenance efforts.	Maintenance contracts, accessibility tools. Reduced downtime, positive accessibility reports.
Library											
Library	4.1 Develop physical environments to fulfill user requirements	4.1.1 Acquire sufficient space to the library in order to match user needs	4.1.1.1 Optimize the allocated building space devoted to collections and other services	VC/Registrar/Librarian DLs/SALs/ALs		2021	2025		Continuously optimizing as the limited space	Continuously optimizing as the limited space	Need more space
	4.2 Increase existing library facilities to attract university user community to the library	4.2.1 Modernize the library	4.2.1.1 Renovate the 2nd floor of the Library building	VC, Librarian & Bursar		2021	2025		Follow up the requests made	Follow up the requests made	Difficult to maintain a conducive environment for students
		4.2.2 Focus on the need to address specially the requirements of technology enabled clientele	4.2.2.1 Expand the Wi – Fi coverage of the library including branch libraries	VC, Librarian DLs/SALs/ALs In charge-CITS		2021	2025		Follow up the requests made	Follow up the requests made	There are user complaints
			4.2.2.2 Expand the scheme of lending technological gadgets like laptops, tabs to users	VC, Librarian DLs/SALs/ALs In charge-CITS		2021	2025		Follow up the requests made	Follow up the requests made	Difficult to continue the services
			4.2.2.3 Redesign the library LAN (2nd floor)	VC, Librarian DLs/SALs/ALs In charge /CITS		2021	2025		Follow up the requests made	Follow up the requests made	
		4.2.3 Introduce appropriate access control, user privacy protections and material protection systems to the library	4.2.3.1 Expand security surveillance system including branch libraries	VC, Librarian & Bursar DLs/SALs/ALs		2021	2025		Forward project proposals	Follow up the process	
			4.2.3.2 Expand RFID + Tattle tapes to items in all collections	VC Librarian & Bursar DLs/SALs/ALs		2021	2025		In progress	In progress	
		4.2.4 Have infrastructure which supports the life cycle for print and digital contents including collection, storage management, access, sharing and long-term preservation	4.2.4.1 Establish fully equipped preservation and conservation unit	VC, Librarian & Bursar DLs/SALs/ALs		2021	2025		Follow up the requests made to purchase equipments	Follow up the requests made to purchase equipments	
			4.2.4.2 Digitize rare collection including ola leaf manuscript collection	VC, Librarian & Bursar DL/ SALs/ALs		2021	2025		In progress	In progress	

Goal 05: Finance											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	5.1 Providing support services related to Archaeological Activities	5.1.1 By establishing an Archaeological Development Fund	5.1.1.1 Submit of a proposal to obtain approval to start a fund	Head	Department of History and Archaeology	2024	2025	Postponed	to be started	continue	human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	5.1 Promoting income-generating courses and programs	5.1.1 Popularize postgraduate study programmes	5.1.1.1 Increase intake for postgraduate degrees	Dean FGS / Dean FAS	Heads/ PG Programme Coordinators	2021	2025	654	Maintaining the status quo	Maintaining the status quo	
		5.1.2 Introduce new postgraduate studies	5.1.2.1 Identify and introduce industry demanding postgraduate courses	Dean FGS / Dean FAS	Heads/ PG Programme Coordinators/ Academic staff	2021	2025	2	Maintaining the status quo	Maintaining the status quo	
		5.1.3 Create opportunities for short-term courses with demand	5.1.3.1 Introduce and operate short-term training programs and on-campus and online certificate courses	Dean FAS/ Heads/ Program Coordinators	Academic Staff	2021	2025	5	Maintaining the status quo	Maintaining the status quo	
			5.1.3.2 Establish Extension Courses Unit	Dean FAS	Heads/ Programme Coordinators	2021	2025	No.of Participants - 236 No.of new short termcources - 5	Maintaining the status quo	Maintaining the status quo	
			5.1.3.3 Introduce exercise science programmes for staff members	Head/Sports Science	Academic Staff/ Sports Science	2021	2025	20	Maintaining the status quo	Maintaining the status quo	
	5.2 Attract research grants and funds	5.2.1 Promote applications for national and international funding agencies	5.2.1.1. Promote development and submission of grant applications for local/global agencies and identify funding opportunities	Dean FAS/ Heads/ Programme Coordinators/ Directors-Research Centers	Academic Staff	2021	2025	38	Maintaining the status quo	Maintaining the status quo	
	5.3 Providing consultancie s and expertise services	5.3.1 Establishment of consultancy service centers at FAS	5.3.1.1 Collaborate and support public sector for technology adaptation	Dean FAS/ Heads/ Programme Coordinators/ Directors-Research Centerss	Academic Staff	2021	2025	6	Maintaining the status quo	Maintaining the status quo	
			5.3.1.2 Collaborate and involve with cooperate sector for joint ventures	Dean FAS/ Heads/ Programme Coordinators/ Directors-Research Centers	Academic Staff	2021	2025	10	Maintaining the status quo	Maintaining the status quo	

			5.3.1.3 Launch new research projects, apply new IPs and commercialize.	Dean FAS/ Heads/ Programme Coordinators/ Directors- Research Centers	Academic Staff	2021	2025	1	Maintaining the status quo	Maintaining the status quo	
			5.3.1.4 Establishment of Statistical Consultancy Unit	Dean FAS/ Head- Statistics	Academic Staff- Statistics	2021	2025	8	Maintaining the status quo	Maintaining the status quo	
	5.4Promote flexible procurement mechanisms for research and teaching	5.4.1 Develop transparent and straightforward procurement pathway	5.4.1.1 Communicate with relevant administrative procurement committee members	VC/ Dean FAS/ Registrar/ Bursar	Heads/ Programme Coordinators/ FAS AR/ FAS AB	2021	2025	no.of SOPs - 0	Maintaining the status quo	Maintaining the status quo	
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	5.1: Develop the financial strength and flexibility	5.1.1. Make arrangements to allocate Treasury funds based on students and academic ratio	5.1.1.1. Prepare annual budgets and obtain required funds based on the students and academic ratio	Dean/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars		2021	2025		This is a general practice.	This is a general practice.	
			5.1.1.2. Utilize allocated funds efficiently and effectively	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Deputy & Assistant Bursars/ Deputy & Assistant Registrars		2021	2025		Funds of the Department Development Funds, Faculty Development Fund and Government Allocated Funds are utilized as per the Guidelines prepared by the expert committee and upon the approval of responsible parties, such as Finance Committee, Dean, Bursar	Funds of the Department Development Funds, Faculty Development Fund and Government Allocated Funds are utilized as per the Guidelines prepared by the expert committee and upon the approval of responsible parties, such as Finance Committee, Dean, Bursar	
		5.1.2. Attract and manage self-generated funds and donations	5.1.2.1. Continue the existing fee levying programmes	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes		2021	2025		The academic departments will conduct the programmes continuously.	The academic departments will conduct the programmes continuously.	
			5.1.2.2. Introduce new fee levying programmes to develop funding methods and securing Faculty Development Fund	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes		2021	2025		BCom (General) new program launch in 2024.	None	
			5.1.2.3. Strengthen the Faculty Hardship Programme with the support of alumni members, other organizations and well wishers	Dean/ Faculty Mentoring Coordinator/ Alumni Associations		2021	2025		This will be paid more attention in the coming year.	This will be paid more attention in the coming year.	
			5.1.2.4. Provide generated funds for staff/ student development/ welfare	Dean/ Deputy & Assistant Bursars		2021	2025		Generated funds will be allocated to Faculty Development Fund and Department Sustainability funds to ensure welfare of the staff and the students.	Generated funds will be allocated to Faculty Development Fund and Department Sustainability funds to ensure welfare of the staff and the students.	

			5.1.2.5. Generate funds through industry-based research and consultancy projects	Director-Faculty Research Center/ All Academic Staff Members		2021	2025		Industry-based research and consultancy projects will be carried out	Industry-based research and consultancy projects will be carried out	
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic	Librarian / Bursar	DL/ SALs/ALs	2020	2024		Current practices will be maintained.* (*Progress reporter in 2022)	Current practices will be maintained.	
			5.1.2.3 Grant funds to conduct research by and academic member of the library from the library development fund	Librarian / Bursar	DL/ SALs/ALs	2020	2024		Current practices will be maintained.	Current practices will be maintained.	
			5.1.2.4 Organize annual/biennial research conferences, seminars by the library using the library development fund	Librarian / Bursar	DL/SALs/ALs	2020	2024		Current practices will be maintained	Current practices will be maintained	
Faculty of Medical Sciences											
Faculty of Medical Science	5.1 Increase fir	5.1.1 Seek international collaborative research and contributions from local stake holders	5.1.1.1 Establish international research collaboration	Heads	Dean	2021	2025		achievable	achievable	
			5.1.1.2 Promote elective students	Heads	Dean	2021	2025		achievable	achievable	
			5.1.1.3 Promote SARRC students as under graduates,	Heads	Dean	2021	2025				
			5.1.1.4 Promote Research consultations	Heads	Dean	2021	2025				
			5.1.1.5 Promote short term academic training programs for South East Asia/ international	Heads	Dean	2021	2025				
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic	Librarian / Bursar	DL/ SALs/ALs	2020	2024				
			5.1.2.3 Grant funds to conduct research by and academic member of the library from the library development fund	Librarian / Bursar	DL/ SALs/ALs	2020	2024				

			5.1.2.4 Organize annual/biennial research conferences, seminars by the library using the library development fund	Librarian / Bursar	DL/SALs/ALs	2020	2024				
Faculty of Graduate Studies											
Faculty of Graduate Studies	5.1 Enhance finances leading to self-sustainably	5.1.1 Facilitate to increase student intake	5.1.1.1 Engage in effective promotion and marketing campaigns	Dean/ FGS	SAR/SAB	2021	2025	New taught courses were introduced	New taught courses will be conducted	New taught courses will be conducted	
Faculty of Technology											
Faculty of Technology	5.1 Financial resources for the expansion of infrastructure of Faculty of Technology	5.1.1 Writing proposals to get GOSL fund	5.1.1.1 Identify the basic requirements and prepare proposals	Dean	Heads Deputy Registrar	2020		Received 80M GOSL funds for equipment purchasing	All the requested Capital funds are on-hold due to the financial crisis.	All the requested Capital funds are on-hold due to the financial crisis.	Few items (%) were purchased, but the rest (%) were held due to the economic crisis.
		5.1.2 Writing proposal to get funds from external sources	5.1.2.1 Identify the possible external funding sources	Head and course coordinators	Lecturers	2020		Three grants were received	Writing proposals for more grants.	Writing proposals for more grants.	NORPART(2022-2026); Asia Pacific countries project (2022); ERASMUS-LBS2ITS (2021-2023)
			5.1.2.2 Write proposals	Head and course coordinators	Lecturers	2020		Identify the funding sources.	Writing proposals for more grants.	Writing proposals for more grants.	
			5.1.2.3 Sign MoUs	Head and course coordinators	Lecturers	2020		Ongoing	REACT Project, Uni. of Surrey and Alta vision (PVT) LTD (2023)- 100 Million Dept. of MMT and Department of Education, Western Province (expecting on 2023) Expecting to sign more MoUs	Expecting to sign more MoUs	Codegen International (Pvt) LTD (2021), Malaysia University of Science and Technology (2022), The University of the Ryukyus Okinama, Japan (2022), Dept. of SFT and Ministry of Education (MoE) (2022)
	5.2 Seek financial resources for the well-established laboratories and research facilities	5.2.1Collaborate with professional external bodies holders	5.2.1.1 Obtain Academic Alliance support with the CISCO academy USA	Dean	Head	2021		MoU was submitted in 2022 and active upto 2023	MoU was submitted in 2022 and active up to 2023	N/A	
			5.2.1.2 Obtain resource support for Museum, FOT	Dean	Heads/ Coordinating team	2021		On hold	N/A	N/A	Due to the restrictions of the financial sponsorships, the proposal was withdrawn.
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic)	Librarian / Bursar	AL- FOT	2020	2024	Fund raising academic activities were not developed by the faculty.	Necessary actions will be taken in the future once the fund raising-academic programs are introduced.	Necessary actions will be taken in the future once the fund raising-academic programs are introduced.	Necessary actions will be taken in the future once the fund raising-programmes are relevant to library

			5.1.2.3 Grant funds to conduct research by and academic member of the library from the library development fund	Librarian / Bursar	DL/ SALs/ALs	2020	2024				
			5.1.2.4 Organize annual/biennial research conferences, seminars by the library using the library development fund	Librarian / Bursar	DL/SALs/ALs	2020	2024				
Faculty of Engineering											
Faculty of Engineering	5.1 Secure long-term financial viability	5.1.1 Secure and manage our funds to support investment in our infrastructure and develop new sustainable activities	5.1.1.1 Promote collaborative activities to draw funds	Dean		Ongoing	Ongoing		Industry-based research and consultancy projects will be carried out	Industry-based research and consultancy projects will be carried out	
	5.2 Ensure short-term and medium-term financial viability	5.2.1 Review and update the financial strategy periodically and undertaking an annual assessment of the financial sustainability	5.2.1.1 Initiate fee levying short time courses from 2024	Dean	Head	2021	2025		The academic departments will conduct the programmes	The academic departments will conduct the programmes	
	5.3 Ensure high standards of accountability, transparency, integrity and financial control	5.3.1 Keep the balance between capital and recurrent expenditure under review		Bursar	Assistance Bursar	Ongoing	Ongoing				
	5.4 Deliver best value in all our activities efficient and effectively on time	5.4.1 Grow and diversify income from a wide range of financially sustainable academic and commercial activities which generate surpluses for reinvestment	5.4.1.1 Obtain contributions from the state	VC	Dean	Ongoing	Ongoing		Generated funds will be allocated to Faculty Development Fund and Department Sustainability funds to ensure welfare of the staff and the students.	Generated funds will be allocated to Faculty Development Fund and Department Sustainability funds to ensure welfare of the staff and the students.	
	5.5 Ensure good university governance	5.5.1 Enhance our faculty governance framework to enhance decision making and accountability	5.5.1.1 Develop policies and procedures at university level and adopt those in the faculty level.	VC, Bursar & Registrar	Dean	Ongoing	Ongoing		Current practices will be maintained	Current practices will be maintained	
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic	Librarian / Bursar	DL/ SALs/ALs	2020	2024		Current practices will be maintained	Current practices will be maintained	

			5.1.2.3 Grant funds to conduct research by and academic member of the library from the library development fund	Librarian / Bursar	DL/ SALs/ALs	2020	2024		Current practices will be maintained.	Current practices will be maintained.	
			5.1.2.4 Organize annual/biennial research conferences, seminars by the library using the library development fund	Librarian / Bursar	DL/SALs/ALs	2020	2024		Current practices will be maintained	Current practices will be maintained	
Faculty of Dental Sciences											
Faculty of Dental Sciences	5.1 Introduce income-generating courses and programs	5.1.1 Establish a Certificate courses (fee levying courses)	5.1.1.1 Establish a Certificate course for Dental Assistants	VC Dean Registrar Bursar	Academic staff AR	2024	2025	Applied			
			5.1.1.2 Establish a Certificate course for Dental laboratory Technicians	VC/Dean Registrar Bursar	Academic staff AR/ Bursar	2024	2025				
			5.1.1.3 Establish an orientation programme for ERPD examination	VC/Dean Registrar Bursar	Academic staff AR/ Bursar	2024	2025				
		5.1.2 Attract international students for academic/elective training	5.1.2.1 Promote elective students	Heads	Dean	2024	2025				
			5.1.2.2 Promote SARRC students as undergraduates	Heads	Dean	2024	2025				
	5.2 Attract research grants and funds	5.2.1 Promote applications for national and international funding agencies	5.2.1.1 Promote development and submission of grant applications for local/global agencies and identify funding opportunities	Dean FAS/ Heads/ Programme Coordinators/ DirectorsResearch Centers	Academic Staff	2024	2025	Obtained ADB grant			

	5.4 Financial resources for the expansion of Infrastructure	5.4.1 Writing proposal to get funds from external sources	5.4.1.1 Identify the possible external funding sources	Head and course coordinators	Lecturers	2024	2025		KOIKA grant		
Faculty of Allied Health Sciences											
Faculty of Allied Health Sciences	5.1. Increase capacity of the faculty for research and development by providing financial support	5.1.1 Establish faculty development fund	5.1.1.1 Obtain council approval to establish a faculty development fund	Dean AR/ FAHS AB/ FAHS Bursar/ USJ	Academic staff	2021	Ongoing			-	
			5.1.1.2 Promote elective students	Dean AR/ FAHS HODs	Academic Staff	2021	Ongoing		In progress	-	
			5.1.1.3 Promote SARRC students as under graduates	Dean AR/ FAHS HODs	Academic Staff	2021	Ongoing		In progress	-	
			5.1.1.4 Promote research consultations	Research Committee & Academic Staff	Dean	2021	Ongoing		N/A	N/A	
			5.1.1.5 Conduct short term academic training programs for local authorities	HODs & Academic staff	Dean	2021	Ongoing		On going process	Ongoing process	
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic	Librarian / Bursar	DL/ SALs/ALs	2020	2024				Removed from the action plan as justified in 2021/2022 progress report
			5.1.2.3 Grant funds to conduct research by and academic member of the library from the library development fund	Librarian / Bursar	DL/ SALs/ALs	2020	2024				Removed from the action plan as justified in 2021/2022 progress report
			5.1.2.4 Organize annual/biennial research conferences, seminars by the library using the library development fund	Librarian / Bursar	DL/SALs/ALs	2020	2024				Removed from the action plan as justified in 2021/2022 progress report
Faculty of Urban and Aquatic Bio resources											
Faculty of Urban and Aquatic Bio resources	5.1 Develop the financial strength and flexibility	5.1.1 Make arrangements to allocate Treasury funds based on students and academic ratio	5.1.1.1 Prepare annual budgets and obtain required funds based on the students and academic ratio	Assistant bursar, Dean, HoDs.							
			5.1.1.2. Utilize allocated funds efficiently and effectively	Dean, Assistant bursar, HoDs							
	5.2. Attract and manage self-generated funds and donations.	5.2.1 Introduce certificate and advanced certificate course units		Dean, Assistant bursar, HoDs, Course coordinators					2 course units	2 course units	

		5.2.2 Generate funds through industry-based research and consultancy projects		Dean, Assistant bursar, HoDs, Research PIs.					2	2	
Faculty of Computing											
Faculty of Computing	5.1 Ensure sustainable financial health and resource allocation	5.1.1 Diversification of Funding Sources and Income Generation	5.1.1.1 Explore partnerships with the industry for sponsorships.	Faculty Finance Department	Faculty Department Heads	2024	2025		Initiate industry partnerships for sponsorships.	Expand industry partnerships for sponsorships.	industry connections. Increased financial support, and successful partnerships.
			5.1.1.2 External Courses Income Generation	Faculty Department Heads	Faculty Finance Department	2024	2025		Generate income from external courses.	Continuously increase income from external courses.	Marketing budget, collaboration with industry partners. Number of external courses, revenue generated, industry satisfaction.
			5.1.1.3 Quality Assurance and Continuous Improvement of External Courses	Faculty Quality Assurance Team	Faculty Department Heads	2024	2025		Ensure quality and ongoing improvement of external courses.	Sustain quality and improvement efforts for external courses.	Course feedback, industry input. Positive participant feedback, and adjustments made for improvement.
			5.1.1.4 Consultation Services for Education	Faculty Department Heads	Faculty Finance Department	2024	2025		Provide consultation services for education.	Strengthen consultation services for education.	Marketing budget, qualified consultants. Revenue generated, positive client testimonials.
			5.1.1.5 Expertise Consultation Services (Service Centre)	Faculty Department Heads, Service Centre Managers	Faculty Finance Department	2024	2025		Offer expertise consultation services through a service center.	Enhance expertise consultation services through the service center.	Marketing budget, qualified consultants. Revenue generated, positive client testimonials.
			5.1.1.6 Seek grants and funding opportunities	Faculty Finance Department	Research Committee	2024	2025		Pursue grants and funding opportunities.	Keep seeking grants and funding opportunities.	Grant databases, grant writing workshops. Number of successful grant applications, increased research funding.
Library											
Library	5.1 Manage the library effectively and efficiently	5.1.1 Raise funds for the library development funds	5.1.1.1 Conduct workshops, courses, seminars or any other fee levying programs to external parties and deposit the fees collected to the library development fund	Librarian / Bursar/ DLs/SALs/ALs/ SABs of Faculties / Coordinators of Postgraduate Programs		2021	2025		Design courses on information literacy	Conduct the designed programs	
			5.1.1.2 Get donations from external donors, university alumni and other government and non-government organizations to the library development fund	Librarian/ Bursar/ DLs/SALs/ALs/ SABs of Faculties / Coordinators of Postgraduate Programs		2021	2025		Make requests for external donors	Make requests for external donors	

		5.1.2 Utilize the library development fund effectively and efficiently	5.1.2.1 Utilize the library development fund for purchase of equipment, purchase of books for general collection and Sri Lanka collection and to renew the subscriptions for online resources when treasury funds are not available	Librarian / Bursar DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	
			5.1.2.2 Utilize the library development fund to bear the cost of training programs of the library staff (academic / non-academic	Librarian / Bursar DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	
Goal 06: Outstanding Student Experience											
Faculty of Humanities and Social Sciences											
Faculty of Humanities and Social Sciences	6.1	6.1.1	6.1.1.1 Conduct "Kala Eli Mangalya" and concert	Head	Department of Languages, Cultural Studies and Performing Arts	2024	2025	2021, 2022- Could not be conducted due to lack of resources	to be impliment	continue	Human Financial Physical resources are needed
			6.1.1.2 Conduct annual Student music concert Conduct 4th year Students Creative works with professional orchestra Present an award for best independent study Present an award for the best creation Present certificate for best practical skills – annually	Head	Department of Music and Creative Technology	2024	2025	Postponed to 2023 Postponed to 2023 Completed Could not be conducted due to Covid19 2021- Award has been awarded to 10 students	continue	continue	Human Financial Physical resources are needed
			Conduct Hindi day activities Conduct French day activities	Head	Department of Music and Creative Technology	2024	2025	2021- 20 students participated 2022- Postponed 2021-Could not be conducted 2022- Postponed	to be started	continue	human Financial Physical resources are needed

			6.1.1.3 Conduct a Special CSR (Corporate Social Responsibility) Project to create audio books for differently abled community	Dean	Equal Opportunity Cell	2024	2025	2021- 175 audiobooks were created.	continue	continue	Human Financial Physical resources are needed
			6.1.1.4 Conduct Sri Lankan traditional food festival	Head	Department of Sinhala and Mass Communication	2024	2025	2021- This program could not be conducted 2022 – to be commenced in the future.	continue	continue	Human Financial Physical resources are needed
			6.1.1.5 Conduct 'Gee Kalalaya'	Dean	Cultural Committee of FHSS	2024	2025	2021- Could not be conducted due to Covid.	continue	continue	Human Financial Physical resources are needed
			6.1.1.6 Conduct 'Geethanjali Bathi Gee'	Head	Department of Pali and Buddhist Studies	2024	2025	Could not be conducted due to Covid	to be started	continue	Human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	6.1 To produce internationally recognize science graduates	6.1.1 Providing opportunities for partnering with global technology/professional associations	6.1.1.1 Establishment of links with professional bodies for student engagements	Dean FAS/ Heads/ Program Coordinators	Academic Staff	2021	2025	31	Maintaining the status quo	Maintaining the status quo	
			6.1.1.2 Arrangement of opportunities for students to partner with industry giants	Dean FAS/ Heads/ Program Coordinators	Academic Staff	2021	2025	no.of completed events -14 Students participated - 349	Maintaining the status quo	Maintaining the status quo	
		6.1.2 Encourage students to network with others in the field	6.1.2.1 Engage students in collaborative research projects.	Dean FAS/ Heads/ Program Coordinators/ Directors- Research Centers	Academic Staff	2021	2025	34	Maintaining the status quo	Maintaining the status quo	
			6.1.2.2 Introduce the students to the collaborators and allow students to communicate with them					No.of Students - 122	Maintaining the status quo	Maintaining the status quo	
			6.1.2.3 Allow students to participate in conferences					313	Maintaining the status quo	Maintaining the status quo	
		6.1.3 Direct postgraduate students to build their soft skills	6.1.3.1 Encourage participation in events such as the SLAYS 3MT competition	Dean FAS/ Heads/ Programme Coordinators	Academic Staff	2021	2025	26	Maintaining the status quo	Maintaining the status quo	
		6.1.4 Produce students who are independent and analytical thinkers.	6.1.4.1 Organize discussions on current issues that can be addressed by science.	Heads/ Programme Coordinators	Academic Staff	2021	2025	43	Maintaining the status quo	Maintaining the status quo	
			6.1.4.2 Discuss measures the students can take as scientists and responsible citizens					1584	Maintaining the status quo	Maintaining the status quo	
			6.1.4.3 organize seminars/guest lectures					no.of partipants indicated - 1584	Maintaining the status quo	Maintaining the status quo	
			6.1.4.4 Allow undergraduates interested in research be involved in current projects.	Dean FAS/ Heads/ Program Coordinators/ Directors- Research	Academic Staff	2021	2025	108	Maintaining the status quo	Maintaining the status quo	

			6.1.4.5 Assign research projects to undergraduates that will generate interesting, presentable results in a short period on time	Centers				108	Maintaining the status quo	Maintaining the status quo	
		6.1.5 Collaboration with relevant industries	6.1.5.1 Develop web portal for R & D collaborations	Dean FAS/ USJ Web Administrator	University Web Team / Head- Computer Science	2021	2025	0	Maintaining the status quo	Maintaining the status quo	
			6.1.5.2 Get industry involvement for in- curricular activities	Dean FAS/ Heads/ Programme Coordinators	Academic staff / Industry representativ e Representati ves	2021	2025	119	Maintaining the status quo	Maintaining the status quo	
			6.1.5.3 Get industry involvement for extra- curricular activities	Dean FAS/ Heads/ Programme Coordinators/ Senior Treasurers	Academic Staff / Industry representativ e Representati ves	2021	2025	6	Maintaining the status quo	Maintaining the status quo	
		6.1.5 Colloboration with relevant Indusries	6.1.5.4 Provide the opportunity for students to complete an internship (preferable with a case study) as a partial requirement of the degree programme	Dean FAS/ Heads/ Programme Coordinators	Academic Staff	2021	2025	628	Maintaining the status quo	Maintaining the status quo	
			6.1.5.5 Organize faculty-level job fairs	Dean FAS/Director Career Guidance Unit/ FAS Programme Coordinators	Heads/ Programme Coordinators / Academic Staff / Industry representativ e Representati ves	2021	2025	2	Maintaining the status quo	Maintaining the status quo	
	6.2 To provide foreign exposure for undergradua te and postgraduat e students	6.2.1 Collaboration with foreign universities	6.2.1.1 Initiate and sustain exchange programs with foreign universities	VC / Dean FAS / Heads/ Programme Coordinators/ Director USJ International Office	FAS Representati ve at International USJ Office/ Academic Staff	2021	2025	No.of links established - 5 No.of Participants - 07	Maintaining the status quo	Maintaining the status quo	
	6.3 To develop soft skills	6.3.1 Organize students' outbound training programs	6.3.1.1 Conduct outbound training programs for students at Yagirala center and other selected venues	Dean FAS/ Director SDC	Heads/ Programme Coordinators	2021	2025	70	Maintaining the status quo	Maintaining the status quo	
		6.3.2 Encourage students in co-curricular, extra-curricular and sports activities through departmental subject associations	6.3.2.1 Organize co-curricular and extra-curricular activities through departmental subject associations.	Dean FAS/ Heads	Senior Treasurers/ Academic Staff/ / Coordinator- FAS AHEAD	2021	2025	91	Maintaining the status quo	Maintaining the status quo	
			6.3.2.2 Recognize and felicitate outstanding student achievements in co-curricular and extra-curricular activities	Dean FAS/ Heads	Senior Treasurers/ Academic Staff	2021	2025	194	Maintaining the status quo	Maintaining the status quo	
			6.3.2.3 Monitor the progress of student unions'/ subject associations' through quarterly reports reported to Faculty Board.	Heads/Senior Treasurer	Dean FAS	2021	2025	12	Maintaining the status quo	Maintaining the status quo	

	6.4 Facilitate research activities with national interest	6.4.1 Discover and enhance the innovative and creative aspect of students by encouraging the development of new products.	6.4.1.1 Design marketable products and assign credit for designing marketable products	VC / Dean FAS / Heads/ Programme Coordinators	Academic Staff	2020	2025	2	Maintaining the status quo	Maintaining the status quo	
			Establish Food Incubator and Pilot Plant Facilities	Dean FAS/ Head-Food Science & Technology	Academic Staff-Food Science & Technology	2020	2025	2	Maintaining the status quo	Maintaining the status quo	
			Establishment of Entrepreneurship Development Unit	FAS Dean	Academic Staff	2021	2022	0			Proposal was Declined
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	6.1 Encourage students for lifelong learning	6.1.1 Encourage alumni members for postgraduate education	6.1.1.1 Encourage alumni members to obtaining scholarships for Masters, MPhil and PhDs	Alumni Associations/ All Academic Staff Members		2021	2025		Alumni members will be encouraged at the Department level.	Alumni members will be encouraged at the Department level.	
			6.1.1.2 Encourage alumni members to register for Masters, MPhil and PhDs	Alumni Associations/ Coordinators of Postgraduate Programmes/ All Academic Staff Members		2021	2025		Alumni members will be encouraged at the Department level.	Alumni members will be encouraged at the Department level.	
			6.1.1.3 Provide scholarships for the best performing students to study postgraduate programmes offered by the Faculty	Dean/ Heads/ Coordinators of Postgraduate Programmes		2021	2025		Proposed, but not implemented yet.	Proposed, but not implemented yet.	
			6.1.1.4 Share experiences of the alumni members for setting future of the students	Dean/ Heads/ Alumni Associations/ Coordinators of Extension, External & Postgraduate Programmes		2021	2025		Departmental level programmes will be conducted.	Departmental level programmes will be conducted.	
		6.1.2 Strengthen career guidance mechanisms at department level	6.1.2.1 Strengthen the career guidance mechanism at department level	Dean/ Heads/ Coordinators of Skill Development Courses and Internship/ Director-Career Guidance Unit of University		2021	2025		Various programmes will be carried out at Department level. To strengthen the career guidance mechanism.	Various programmes will be carried out at Department level. To strengthen the career guidance mechanism.	
		6.1.3 Promote engagement of alumni members in national and international events	6.1.3.1 Promote alumni members to organize national and international events	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes		2021	2025		Academic departments will engage in this activity during the period.	Academic departments will engage in this activity during the period.	
			6.1.3.2 Promote alumni members to become world class scholars	Dean/ Heads/ Coordinators of Extension, External and Postgraduate Programmes					This is addressed at the department level.	This is addressed at the department level.	
			6.2.1.2 Introduce computer-based library management system (KOHA) to the requested needy libraries	Librarian	DL/ SAL/AL	2020	2025		Completed	Completed	
Faculty of Medical Sciences											
	6.1 Combine ot	6.1.1 Ensure staff has the skills and knowledge to respond effectively to the	6.1.1.1 Conduct workshops for staff to improve skills on counseling	Head, Psychiatry Department	Chair of the Psych	2021	2024				

Faculty of Medical Science		range of students' circumstances, experience, expectations and aptitudes	6.1.1.2 Improve the Moral tutor scheme by linking it to the Personal and Professional Development supervisor	Coordinator orientation programme	Dean	2021	2024		Although the students are given the opportunity to meet the teachers, most do not meet.	Although the students are given the opportunity to meet the teachers, most do not meet.	
		6.1.2 Increase students' awareness and take-up of curricular and co-curricular opportunities, such as studying abroad, learning a language or fulfilling student ambassador roles, and expanding provision of these opportunities	6.1.2.1 Enhance the elective student schemes to at least two other international medical faculties	Elective staff coordinator	Dean	2021	2024		Financial constraints	Financial constraints	
			6.1.2.2 Enhance opportunities for students to join national and international Universities in competitions such as quiz competitions, sports, drama, speech and fulfilling an ambassador role	Dean	-	2021	2024		Not achievable	Not achievable	
			6.1.2.3 Enhance opportunities for medical students in international Universities to join and have experiences in teaching and learning	Elective coordinator	Dean	2021	2024		Achievable to a certain extent	Achievable to a certain extent	
Faculty of Graduate Studies											
Faculty of Graduate Studies	6.1. Create a postgraduate with knowledge, skills, right attitudes, values, professionalism and vision for life	6.1.1 Align the postgraduate courses to the Sri Lanka Qualification Framework	6.1.1.1 Redesign the postgraduate courses and research degrees to include the learning outcomes in terms of knowledge, skills, attitudes, values, professionalism and mind-set and monitor them on a regular basis	Dean-FGS/ Coordinator QA/FGS	Chairs of BOSs/ Coordinators of FGS Study Programs	2021	2025	All the newly introduced courses were already aligned to SLQF. Old courses will be aligned with SLQF from next curriculum revision.	This is a continuous process	This is a continuous process	
			6.1.1.2 Revise the by-laws for management of postgraduate courses	Dean-FGS	Chairs of BOSs/ Coordinators of FGS Study Programs/QAC Coordinator	2021	2022	New by-laws for the management of postgraduate courses were prepared with the chairperson of the QAC of the university.	This is a continuous process	This is a continuous process	

		6.1.2 Engage with the industry both government and private sector more closely with the Faculty and University at large	6.1.2.1 Establish/ strengthen Faculty-University/Industry Hub and have regular interactions by way of discussions, fellowships, collaborative training courses and workshops, conferences and research and development work	Dean-FGS	UBL/ IIVCC/ Deputy Registrar FGS/ Relevant faculty members	2021	2025	Discussions were conducted with the University Industry Business Linkage by the Dean of the FGS. Patents were obtained for some postgraduate researches.	This is a continuous process	This is a continuous process	
			6.1.2.2 Exchange of students locally and internationally between Universities and industry	Dean-FGS	Coordinators of Study Programmes	2020	2024	Several discussions were held with foreign (Russia, Japan, Australia, Bangladesh, etc.)			
		6.1.3 Assist the student to select an appropriate research question for investigation which will benefit the larger polity.	6.1.3.1 Maintain an online library with having softcopies of research thesis and other relevant journals and publications	Dean-FGS	Librarian, System analyst	2021	2025	Online library with having softcopies of research thesis and other relevant journals and publications was established in the FGS.	This is a continuous process	This is a continuous process	
		6.1.4 Encourage the participate of the students in social welfare	6.1.4.1 Offer more hybrid and online courses on relevant areas and manage them through a Learning Management System	Dean-FGS	Deputy Registrar, coordinators	2021	2025	All the certificate courses conducted by the FGS is already processing via hybrid/ online platforms.	This is a continuous process	This is a continuous process	
	6.2. Enhance individual and team performance of students	6.2.1 Provide Training facilitation with outside exposure both nationally and internationally	6.2.1.1 Improved orientation program	Dean-FGS	Chairs of BOSs, Coordinators of FGS Study Programs	2021	2025	Not conducted physical due to pandemic situation			
	6.3. Encourage students to remain focused on their studies and complete their degree program within the specified time period	6.3.1 Improve the administration system of the courses	6.3.1.1 Administer the courses through Management Information System	Dean-FGS	Chairs of BOSs, Coordinators of FGS Study Programs Deputy Registrar FGS	2021	2025	Conduct workshops, awareness programs on MIS for nonacademic staff of the FGS.	This is a continuous process	This is a continuous process	
Faculty of Technology											
Faculty of Technology	6.1 Enhancing industrial placements and enterprise opportunities for all students	6.1.1 Enhances the relationship with industrial filed/ entrepreneurs	6.1.1.1 Develop the data-based system for industrial database and enterprises	Head	Lecturer	2021	Ongoing	Ongoing through internships, ICCM, field visits etc.	Continuation	Continuation	Done through internships, ICCM, field visits etc.
		6.1.2. Improve the language and presentation skill	6.1.2.1 Provide courses or seminars for languages (English / Tamil language)	Head	Lecturer	2020	Ongoing	Done through seminars	Continuation	Continuation	Done through seminars
		6.1.3 Skills developments	6.1.3.1 Personal skill development workshop	Dean	Head	2020	2024	Organized by CGU	Continuation	Continuation	-
	6.2 Progress students as researchers at all levels in every	6.2.1 Scheduling mini project at all levels	6.2.1.1 Scheduling mini project based on basic science at entry	Head/ Course coordinators	Lecturers	2020	Ongoing	Implemented Technology projects from 2021	Continuation	Continuation	Conduct in first year (1st and 2nd semesters)

	programme		6.2.1.2 scheduling/continuing mini project based on specializations	Head/ Course coordinators	Lecturers	2020	Ongoing	Ongoing	Continuation	Continuation	Based on the technology workshops and assignments
	6.3 Encourage students to extend their studies to post graduate level	6.3.1. Motivate the students	6.3.1.1 Arranges the seminars for motivation	Head	Lecturer	2021	Ongoing	Ongoing	Continuation	Continuation	Organized by the university, faculty and CGU
		6.3.2. collaboration research with foreign universities	6.3.2.1 Arrange programmes with foreign universities	Head	Lecturer	2021	Ongoing	Ongoing	Expecting to have more collaborations	Expecting to have more collaborations	Collaborations under, ERASMUS –LBS2ITS project (2021-2023). NORPART grant (2022-2026) project. 02 Split PhDs with RMIT university. Under BRITAE project, Huddersfield University, UK. UCLAN University-UK. TALTECH University-Estonia.
	6.4 Awards for student performance (depending on GPA and extracurricular activities)	6.4.1 Evaluation based on subject wise	a. Awards and colours for each major area/ project/ research	Dean	Lecturer	2021	Ongoing	Dean's Award	Continuation	Continuation	Implemented
			6.2.1.2 Introduce computer-based library management system (KOHA) to the requested needy libraries	Librarian	DL/ SAL/AL	2020	2025	on hold until funds are available	Expect to establish proposed KOHA upon the availability of funding.	Expect to establish proposed KOHA upon the availability of funding.	on hold until funds are available
Faculty of Engineering											
Faculty of Engineering	6.1 Combine our recognized teaching excellence with an outstanding student experience in the classroom, the field and online	6.1.1 Provide and recognize students' participation in co-curricular and extra-curricular activities									
		6.1.2 Provide high-quality and well-placed learning and social spaces that support group and individual learning and form a stimulating environment for the life of academic community	6.1.2.1 Establish a mechanism for counselling, mentoring, student welfare and extracurricular activities	Head	Lectures	Ongoing	Ongoing		Departmental level programmes will be conducted.	Departmental level programmes will be conducted.	

	6.2 Revitalize our academic and pastoral support framework	6.2.1 Formulate strategic partnerships between academics, industry, specialists and other institutions to enhance the development of graduate attributes	6.2.1.1 Organize sessions with industry	Dean	Head	Ongoing	Ongoing		Departmental level programmes will be conducted.	Departmental level programmes will be conducted.	
	6.3 Foster in our students and alumni a real sense of belonging to a community of learners										
	6.4 Take a cohesive, inclusive and individualized approach in enhancing our student experience	6.4.1 Take action in response to internal and external student feedback and inquiries	6.4.1.1 Obtain the services from the university for training and carrier guidance activities	Dean	Head	2021	2025		Various programmes will be carried out at Department level. To strengthen the career guidance mechanism.	Various programmes will be carried out at Department level. To strengthen the career guidance mechanism.	
	6.5 Promote student mental and physical health, well-being and safety	6.5.1 Enhance the student welfare facilities ensuring the wellbeing and safety of students	6.5.1.1 Establish a mechanism for counselling, mentoring, student welfare and extracurricular activities	Head	Lectures	Ongoing	Ongoing		Departmental level programmes will be conducted.	Departmental level programmes will be conducted.	
	6.6 Promote regional and global exposure	6.6.1 Facilitate our graduates with the expertise and attributes they need to achieve their full potential within the regional and global community									
			6.2.1.2 Introduce computer-based library management system (KOHA) to the requested needy libraries	Librarian	DL/ SAL/AL	2020	2025		In progress	In progress	
Faculty of Dental Sciences											
Faculty of Dental Sciences	6.1 Encourage students to remain focused on their studies and complete their degree program within the specified time period	6.1.1 Increase the number of scholarships for students with economic hardships	6.1.1.1 Establish a fund with contributions from donors	Dean	Director and the student welfare and counselling committee	2024	2025				
	6.2 Enhance students' performance and other skills	6.2.1 Provide students with opportunities to present their talents and skills in academic practical skills	6.2.1.1 Organize workshops to improve presentation skills and communication skills	Heads/ Programme Coordinators/	Academic Staff	2024	2025				
			6.2.1.2 Provide opportunities to do presentations and select the best presenters	Heads/ Programme Coordinators/	Academic Staff	2024	2025				

			6.2.1.3 Organize events to allow students to develop and present extracurricular soft skills	Student welfare society	Academic Staff	2024	2025				
		6.2.2 Encourage students in co-curricular, extra-curricular and sports activities	6.4.1.1 Recognize and felicitate outstanding Student achievements in co-curricular and extra-curricular activities	Dean FAS/ Heads	Senior Treasurers/ Academic Staff/ / Coordinator-	2024	2025	Student representation			
			6.4.1.2 Monitor the progress of student unions'/ subject associations' through quarterly reports reported to Faculty Board.	Dean FAS	Heads/Senior Treasurer	2024	2025				
	6.3 To produce internationally recognized dental graduates	6.3.1 Produce students who are independent and analytical Thinkers.	6.3.1.1 Discuss measures the students can take as responsible citizens	Heads/ Programme Coordinators	Academic Staff	2024	2025				
			6.1.1.2 Organize seminars/guest lectures	Heads/ Programme Coordinators	Academic Staff	2024	2025				
		6.3.2 Encourage students to network with others in the field	6.3.2.1 Establishment of links with professional bodies for student engagements	Dean Heads/ Program Coordinators	Coordinators of professional bodies	2024	2025	Annual event of Sri Lanka Dental Association			
			6.3.2.2 Allow students to participate in national and international conferences	Heads/ course coordinators	Head/ Academic staff	2024	2025	Annual conference of Sri Lanka Dental Association			
Faculty of Allied Health Sciences											
Faculty of Allied Health Science	6.1 Promote mental and physical health and well-being of undergraduates	6.1.1 Ensure that the staff has the skills and knowledge to respond effectively to a range circumstances, experiences and expectations of students	6.1.1.1 Conduct workshops for staff to improve skills on counselling	VC, Dean, Staff Development Committee	Academic staff	2021	2024		In progress	-	SDC of the FAHS has introduced this into its 2023 agenda.
			6.1.1.2 Maintain cordial relationship as personal tutor and assign time to meet students	HOD	Academic staff	2021	2024		Ongoing process	Ongoing process	
			6.1.1.3 Conduct faculty research symposium	VC, Dean & HOD	Academic staff	2021	2025		Ongoing process	Ongoing process	
			6.1.1.4 Conduct competitions to enhance students' talents	VC, Dean & HOD	Academic staff	2021	2025		Initiation discussion will be initiated.	-	

			6.1.1.5 Motivate students to engage with sports activities and career guidance programmes	Dean & HOD	Academic staff	2021	2025		Ongoing process with University Sports units & CGU	Ongoing process with University Sports units & CGU	
	6.2 Establish student associations and Alumni associations	6.2.1 Establish Alumni association	6.2.1.1 Obtain approval and Establish Alumni	Passed out graduates	Academic staff	2021	2022		Initiation discussion will be initiated.		Will be taken forward to 2024/2025 action plan
		6.2.2 Establish student societies related to disciplines, arts and sports	6.2.2.1 Obtain approval and establish other societies	Passed out graduates	Academic staff	2021	2022		Initiation discussion will be initiated.		Will be taken forward to 2024/2025 action plan
	6.3 Promote innovations in different disciplines	6.3.1 Fund and facilitate research opportunities both locally and Internationally	6.3.1.1 Supervise and identify research potentials to be innovate	Academic staff Students	Dean	2021	Ongoing		Ongoing process	Ongoing process	
		6.3.2 Identify potential research areas to be innovated.	6.3.2.1 Search for opportunities to showcase research and innovation	Academic staff Students	Dean	2021	Ongoing		Ongoing process	Ongoing process	
	6.4 Initiate exchange programme with foreign universities.	6.4.1 Establish MOU	6.4.1.1 Seek and collaborate with potential foreign universities	Academic staff	Dean, VC, Registrar/ USJ AR/ FAHS AB/ FAHS	2021	Ongoing		Due to Covid-19 pandemic	Due to Covid-19 pandemic	
			6.2.1.2 Introduce computer-based library management system (KOHA) to the requested needy libraries	Librarian	DL/ SAL/AL	2020	2025				Removed from the action plan as justified in 2021/2022 progress report.
Faculty of Urban and Aquatic Bio resources												
Faculty of Urban and Aquatic Bio resources	6.1 Encourage students for lifelong learning	6.1.1 Recognizing the best performing student of each batch in every academic year		Dean, HoDs, Course coordinators, Assistant registrar					The awardees will be recognized at the faculty level. (1 student per batch, per degree program, for each academic year)	The awardees will be recognized at the faculty level. (1 student per batch, per degree program, for each academic year)	
	6.2 Strengthen career guidance mechanisms at department level			Dean, HoDs, CGU coordinator at the faculty					Various programs will be carried out at Department level. To strengthen the career guidance mechanism.	Various programs will be carried out at Department level. To strengthen the career guidance mechanism.	

	6.3 Strengthen the academic/ personal and career counselling programs at the faculty.			Dean, HoDs, academic counsellors					Counselling programs will be conducted with the support of academic members of the faculty (for academic counselling) and professional counsellors for the health/ personal counselling. In addition, during the orientation such workshops will be conducted.	Counselling programs will be conducted with the support of academic members of the faculty (for academic counselling) and professional counsellors for the health/ personal counselling. In addition, during the orientation such workshops will be conducted.	
Faculty of Computing											
Faculty of Computing	6.1 Provide a holistic and enriching experience for students	6.1.1 Student Engagement Initiatives	6.1.1.1 Organize industry visits and guest lectures	Faculty Student Affairs Office	Department Heads	2024	2025		Plan industry visits and invite guest speakers.	Continue organizing industry visits and inviting guest speakers.	Industry connections, budget for events. Increased student participation, and positive feedback.
			6.1.1.2 Establish student clubs and societies	Faculty Student Affairs Office	Department Heads	2024	2025		Form student clubs and societies.	Sustain and expand student clubs and societies.	Budget for events, club materials. Increased student engagement, and successful club events.
			6.1.1.3 Implement Academic and Industry mentorship programs	Faculty Student Affairs Office	Department Heads	2024	2025		Launch academic and industry mentorship programs.	Strengthen the implementation of academic and industry mentorship programs.	Mentorship resources, training for mentors. Positive mentor-mentee relationships, student satisfaction and the feedback of Frequently visit Industry visits.
Library											
Library	6.1 Preserve national heritage (indigenous knowledge) for future generations	6.1.1 Expand the Palm Leaf Manuscript (PLM) collection	6.1.1.1 Acquire manuscripts through donations	Librarian Bursar DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	
		6.1.2 Preserve PLM collection	6.1.2.1 Use physical conservation methods for PLM	Librarian DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	
Goal 07: Lifelong Community, Social Responsibility & National Development & Global /Regional Impact											
Faculty of Humanities and Social Sciences											
	7.1	7.1.1 By obtaining the support of the alumni to increase its services to the community	7.1.1.1 Establish an alumni association for FHSS	Dean	committee appointed by the Dean	2024	2025	postponed	continue	continue	Human Financial Physical resources are needed
			7.1.1.2 Publish a textbook/ a collection of articles in Economics	Head	Department of Economics	2024	2025	In the writing stage	to be implimented	continue	Human Financial Physical resources are needed

Faculty of Humanities and Social Sciences		7.1.2 By offering expert assistance of the departments to the community through seminars, training programs and workshops	7.1.2.1 Organize and conduct following workshops and special programs for the community Mental health programs for the community (Annual)	Heads	Academic members of FHSS	2024	2025	2021- Hold	continue	continue	Human Financial Physical resources are needed
			7.1.2.2 Conduct a speech series on Noble Prize winners	Head	Department of Economics	2024	2025	2021- Could not be conducted due to Covid19 2022- This project was not implemented due to some circumstances associated with the financial crisis.	to be implement ed	continue	Human Financial Physical resources are needed
	7.2 To promote of knowledge among different tiers of society	7.2.1 By offering expert assistance of the department to the community	7.2.1.1 Conduct training sessions for schoolteachers & students	Heads	Relevant Academic Staff Members	2024	2025	2021- Could not be conducted due to Covid19	to be implimented	continue	Human Financial Physical resources are needed
			7.2.1.2 Conduct Film festival- French/ Hindi/English Conduct Food Festival – Hindi	Heads	Relevant Academic Staff Members	2024	2025	2021- Could not be conducted due to Covid19 2022- postponed	to be implimented	continue	Human Financial Physical resources are needed
		7.2.2 Improve attitudes towards social responsibility among students	7.2.1.3 Conduct awareness programmes with Student Associations	Heads	Relevant Academic Staff Members	2024	2025	2021-550 participated. 2022- postponed	continue	continue	Human Financial Physical resources are needed
Faculty of Applied Sciences											
Faculty of Applied Sciences	7.1 Build strong student/alumni-faculty relationship s and foster a sense of belonging.	7.1.1 Be approachable	7.1.1.1 Have an open-door policy	Dean FAS / Heads/ Programme Coordinators	Academic Staff / / Coordinator-FAS AHEAD	2021	2025	18 per year	Maintaining the status quo	Maintaining the status quo	
			7.1.1.2 Have counselling professionals and appoint departmental level student counsellor					18 per year	Maintaining the status quo	Maintaining the status quo	
			7.1.1.3 Establishment and facilitating of Departmental Student Support and Mentoring Programme	Dean FAS / Heads/ Programme Coordinators	Academic Staff	2021	2025	3199	Maintaining the status quo	Maintaining the status quo	
		7.1.2 Lessen the intimidation students have of faculty and promote interaction	7.1.2.1 Organize events for faculty and students to interact and lessen the gap between them and create an environment that mimics an academic family	Dean FAS / Heads/ Programme Coordinators	Academic Staff	2021	2025	33	Maintaining the status quo	Maintaining the status quo	

			7.1.2.2 Instill a sense of responsibility towards others in the Faculty					33	Maintaining the status quo	Maintaining the status quo	
		7.1.3 Encourage Alumni interaction for co-curricular and extra- curricular activities	7.1.3.1 Invite and involve alumni for for co-curricular and extra- curricular activities	Dean FAS / Heads/ Programme Coordinators	Academic Staff	2021	2025	35	Maintaining the status quo	Maintaining the status quo	
	7.2 To provide services for schools and students	7.2.1 Provide in-curricula assistances for students	7.2.1.1 Organize workshops for relevant disciplines	Dean FAS / Heads/ Programme Coordinators	Academic Staff/ Academic Support Staff/ Subject Associations	2021	2025	14	Maintaining the status quo	Maintaining the status quo	
			7.2.1.2 Organize school- student competitions, Interfaculty competitions	Dean FAS / Heads/ Programme Coordinators	Academic Staff/ Academic Support Staff/ Subject Associations	2021	2025	13	Maintaining the status quo	Maintaining the status quo	
			7.3.1.3 Provide assistance to establish school computer labs, libraries and related infrastructure	Dean FAS / Heads/ Programme Coordinators	Academic Staff/ Academic Support Staff/ Subject Associations	2021	2025	1	Maintaining the status quo	Maintaining the status quo	
		7.2.2 Provide in-curricula assistances for teachers	7.2.2.1 Encourage staff members to engage in public talks, key note addresses, resource persons for secondary education curriculum revisions and publications	Dean FAS / Heads/ Programme Coordinators	Academic Staff	2021	2025	23	Maintaining the status quo	Maintaining the status quo	
			7.2.2.2 Conduct subject-related teacher training programs					34	Maintaining the status quo	Maintaining the status quo	
			7.2.2.3 Conduct teacher training programs for technology usage in education	Dean FAS / Heads/ Programme Coordinators	Academic & Support Staff	2021	2025	4	Maintaining the status quo	Maintaining the status quo	
		7.2.3 Collaborate with graduated students in the industry to provide community services	7.2.3.1 Formation of a registry of volunteers for community services	Dean FAS / University Web Administrator	University Web Team / FAS supportive Staff	2021	2025	0	0	0	To be Removed
			7.2.3.2 Develop an online help-desk for request submission for community services and assign a coordinator	Dean FAS / University Web Administrator	University Web Team / FAS supportive Staff	2021	2025	No. of Querries - 0	0	0	To be Removed
	7.3 Developme nt of digital content to disseminate subject knowledge	7.3.1 Make available digital content for remote accesses	7.3.1.1 Providing online courses and materials	Dean FAS / University Web Administrator	University AVU team / Academic Staff	2021	2025	0	Maintaining the status quo	Maintaining the status quo	
		7.3.2 Formation of virtual communities	7.3.2.1 Promote discussion groups on emerging topics (ex. Webinars)	Dean FAS/ Heads/ Programme Coordinators/ University Web Administrator	Academic Staff/ University Web Team	2021	2025	30	Maintaining the status quo	Maintaining the status quo	
	7.4 Application s of research findings for national developmen t	7.4.1 Promote research with national importance	7.4.1.1 Identify and apply R & D contributions in relevant national context	Dean FAS/ Heads/ Programme Coordinators/ Directors-Research Centers	Academic Staff/ Concerned community representativ es / FAS Project Team	2021	2025	0	Maintaining the status quo	Maintaining the status quo	

			7.4.1.2 Discuss current issues that can be addressed by scientists	Dean FAS/ Heads/ Programme Coordinators/ Directors- Research Centers	Academic Staff	2021	2025	29	Maintaining the status quo	Maintaining the status quo	
			7.4.1.3 Have students address these whenever possible					29	Maintaining the status quo	Maintaining the status quo	
			7.4.1.4 Design course units which allows students to apply what they have learnt to design solutions for current problems or enhancing lives of fellow citizens.	Dean FAS/ Heads/ Programme Coordinators	Academic Staff	2021	2025	13	Maintaining the status quo	Maintaining the status quo	
			7.4.1.5 Engage with national bodies for continuing R & D collaborations	Dean FAS/ Heads/ Programme Coordinators/ Directors- Research Centers	Concerned external collaborators / FAS project team	2021	2025	15	Maintaining the status quo	Maintaining the status quo	
	7.5 Provision of facilities to disseminate knowledge and expertise to the community	7.5.1 Encourage national level contribution of staff members	7.5.1.1 Encourage staff members to conduct workshops, seminars, in local and international forums.	Head	Academic staff	2020	2024	52	Maintaining the status quo	Maintaining the status quo	
			7.5.1.2 Encourage staff members to involve in consultant firms					9	Maintaining the status quo	Maintaining the status quo	
		7.5.2 Involve students in ongoing national projects	7.5.2.1 Awareness programs for students about national projects which they could get involved.	Dean/Head	Academic staff members	2020	2024	5	Maintaining the status quo	Maintaining the status quo	
			7.5.2.2 Assist students to organize national events such as: Water day, Ocean day					5	Maintaining the status quo	Maintaining the status quo	
Faculty of Management Studies and Commerce											
Faculty of Management Studies and Commerce	7.1 Address the need of the wider society	7.1.1 Broaden the scope of community service and outreach programmes	7.1.1.1 Identify community needs and engage in community development work at the Faculty level	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ All Academic Staff Members/ Faculty Alumni Association		2021	2025		Academic departments and students' associations will engage in community development work.	Academic departments and students associations will engage in community development work.	
			7.1.1.2 Encourage department level community development activities (by staff, students' associations or alumni)	Heads/ Coordinators of Extension, External & Postgraduate Programmes/ All Academic Staff/ Department Level Students' Associations/ Department Level Alumni Associations		2021	2025		Heads of the respective division will continuously promote such activities	Heads of the respective division will continuously promote such activities.	
			7.1.1.3 Recognize the needs of the community nearby the University and help economically depressed low-income people in the area	Dean/ Heads		2021	2025		Staff associations will help various economically needy people/communities.	Staff associations will help various economically needy people/communities.	

			7.1.1.4 Conduct community awareness programmes	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ University Media Unit	2021	2025	Such programmes will be conducted at the Department level and Faculty level.	Such programmes will be conducted at the Department level and Faculty level.	
			7.1.1.5 Deliver public speeches, newspaper articles, keynote speeches, electronic media presentations, etc. for the betterment of the society	All Academic Staff Members	2021	2025	Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc.	Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc.	
			7.1.1.6 Undertake research projects in socially desirable areas and regional development	All Academic Staff Members	2021	2025	Academic staff member will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	Academic staff member will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	
			7.1.1.7 Ensure green and clean environment and surroundings	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ All Academic Staff Members/ Students' Associations/ Alumni Associations	2021	2025	Faculty will contribute to achieve the Sustainability Plan of the University towards a Green University.	Faculty will contribute to achieve the Sustainability Plan of the University towards a Green University.	
			7.1.1.8 Organize multicultural programmes to promote ethnic harmony	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes/ Students' Associations/ Alumni Associations	2021	2025	University level student clubs and societies will conduct various events that promote ethnic harmony.	University level student clubs and societies will conduct various events that promote ethnic harmony.	
		7.1.2 Contribute to the national education in Sri Lanka	7.1.2.1 Promote staff and students to develop school education (curriculum review, text book writing and editing, examinations, teacher training, student seminars, etc.)	Dean/ Heads/ All Academic Staff Members/ Students' Associations/ Director-Career Guidance Unit	2021	2025	Such activities will be attended by many members and at Department level as well as by Students' Associations.	Such activities will be attended by many members and at Department level as well as by Students' Associations.	
			7.1.2.2 Develop national level networks in related disciplines to develop national education (with professional bodies, government agencies, etc.)	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes	2021	2025	Some departments will create networks at national level.	Some departments will create networks at national level.	
		7.1.3 Serve the industrial needs through consulting, research activities	7.1.3.1 Provide consultancy services to industry	All Academic Staff Members	2021	2025	Some projects at department level and the staff level will be launched. Student involvement will also be encouraged.	Some projects at department level and the staff level will be launched. Student involvement will also be encouraged.	

			7.1.3.2 Provide consultancy services for national projects and institutions	All Academic Staff Members		2021	2025		Academic members of the Faculty will provide consultancy services for national projects and institutions.	Academic members of the Faculty will provide consultancy services for national projects and institutions.	
			7.1.3.3 Link assignments/ training projects to a given industrial/ social issues	Course Coordinators and Panels of Lecturers		2021	2025		Student activities and assignments in many courses will be linked to industrial/ social issues.	Student activities and assignments in many courses will be linked to industrial/ social issues.	
			7.1.3.4 Initiate MoUs with government agencies for joint projects	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes		2021	2025		Initiatives will be taken to initiate MoUs with government agencies for joint projects.	Initiatives will be taken to initiate MoUs with government agencies for joint projects.	
			7.1.3.5 Introduce industry specific short programmes to address the business and entrepreneurial requirements	Dean/ Heads/ Coordinators of Extension, External & Postgraduate Programmes		2021	2025		Current level will be maintained.* (* progress reported in 2022)	Current level will be maintained	
			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian	DL/ SALs/ALs	2021	2025		Current level will be maintained.*	Current level will be maintained.*	
Faculty of Medical Sciences											
Faculty of Medical Science	7.1 Enhance th	7.1.1 Enhance the clinical services for the emerging needs of the society	7.1.1.1 Enhance the clinical services to the community	Heads of all clinical, pre-clinical and para clinical departments	Dean	2021	2025		Marginally achievable	Marginally achievable	
		7.1.2 Incorporate preventive services in the pre-clinical, preclinical and clinical Departments	7.1.2.1 Provide advisory services on non-communicable diseases, Geriatric and Adolescent preventive services for the community with interfaculty	Heads of all clinical, pre-clinical and para clinical departments	Dean	2021	2025		Marginally achievable	Marginally achievable	
		7.1.3 Provide clinical services to the University and Immediate Community	7.1.3.1 Create a computerized data based for - patient management information system	Heads of all clinical, pre-clinical and para clinical departments	Dean	2021	2025				
			7.1.3.2 Improve and expand drug information service to the public	Head, Department of Pharmacology	Chair, Departmen	2021	2025		0	0	
			7.1.3.3 Maintain quality assured laboratories to provide diagnostic services to the community	Heads of Departments of, Pathology, Biochemistry	Chair, Departmen	2021	2025		0	0	

			7.1.3.4 Establish inter department collaboration in providing diagnostic services	Heads of Departments of family medicine, Pathology, Biochemistry	Chair, Departmen	2021	2025				
		7.1.4 Establish a building to enhance Community Services	7.1.4.1 Establish a building to include expansion of services to the community within the premises of the Faculty of Medical Sciences	All Department Heads	Dean	2021	2025				
	7.2 Contribute t	7.2.1 Collaborate with the Ministry of Health in formulating polices and training and research	7.2.1.1 Join the Ministry of Health in policy decision workshops	All Department Heads	Dean	2021	2025		Status quo maintained	Status quo maintained	
			7.2.1.2 Participate with the Ministry of Education in policy decision workshops with relevance to teaching and results of research education and technology	All Department Heads	Dean	2021	2025				
	7.3 Provide as	7.3.1 Assist the upcoming government medical faculties to upgrade quality teaching	7.3.1.1 Assist the upcoming medical faculties to hold examinations	All Department Heads	Dean	2021	2025		Staff constraint	Staff constraints	
			7.3.1.2 Assist the upcoming medical faculties by helping them on upgrading the curriculum	All Department Heads	Dean	2021	2025		Achievable	Achievable	
		7.3.2 Assist the Post graduate Medical institutions which lack human resources to upgrade quality teaching and conduct examinations	7.3.2.1 Provide expertise to the Post graduate medical faculties to hold examinations	All Department Heads	Dean	2021	2025		Achievable	Achievable	
	7.4 Provide ass	7.4.1 Assist the national level bodies in advocacy, consultation monitoring and evaluation programmes	7.4.1.1 Provide advisory services to all ministries that seek professional assistance	Heads of all Departments	Dean	2021	2025		Achievable	Achievable	

			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian	DL/ SALs/ALs	2021	2025				
Faculty of Graduate Studies											
Faculty of Graduate Studies	7.1. Address the needs of the wider society through research and development	7.1.1 Promote target-oriented research which addressed the issues of the society at large	7.1.1.1 Prepare a research framework which will take both national and international research and development priorities	Dean-FGS	BOS Chairpersons and Coordinators	2021	2025	COVID research studies are being conducted collaborated with Medical study board and research grant was obtained from Ministry of Water Supply by the dean/FGS to conduce virus surveillance in surface and waste water	Target-oriented research which addressed the issues of the society are ongoing	Target-oriented research which addressed the issues of the society are ongoing	
		7.1.2 Collaborate with alumni to provide community services	7.1.2.1 Formation of a registry of volunteers for community service	Dean-FGS	BOS Chairpersons and Coordinators	2022	2025		Alumni database will be established		
	7.2. Contribute to development of policies on national development	7.2.1 Conduct Research and development work to contribute to policy development and revision in the country	7.2.1.1Maintain interactions with the policy makers, industry and researchers, international community and others on a regular basis to disseminate the research findings as well as get ideas for new research to fill existing gaps	Dean-FGS	BOS Chairpersons and Coordinators, Policy Organizations	2022	2025		This is a continuous process	This is a continuous process	
	7.3. Develop digital content to disseminate subject knowledge	7.3.1 Make available digital content for remote accesses	7.3.1.1 Provide online courses and materials	Dean-FGS / University web master	BOS Chairpersons and Coordinators	2021	2025	All the postgraduate students can access to the LMS.	This is a continuous process	This is a continuous process	
		7.3.2 Form virtual communities of learning	7.3.2.1 Promote discussion groups on emerging topics	Dean FGS / University web master/	BOS Chairpersons and Coordinators System Analyst of FGS	2021	2025	All the workshops were conducted via online platforms.	This is a continuous process	This is a continuous process	
Faculty of Technology											
Faculty of Technology	7.1 Develop a professional "Graduate Technologist" to contribute social and national development	7.1.1 Analyze the understand job requirements	7.1.1.1 Organize workshop for entrepreneurs / factories/ industries	Head/ Course coordinators	Lecturers	2022	Ongoing	CSR projects/ Talks for industry experts	Continuation	Continuation	Conducted few projects
			7.1.1.2 Invite external bodies for Project evaluation	Head/ Course coordinators	Lecturers	2020	Ongoing	Co-supervisors	Continuation	Continuation	
		7.1.2 Establish National Training and Research Technology Museum	7.1.2.1 Develop a proposal with architectural and display plans	Dean	Head and Subject Coordinator	2020	Ongoing	on hold until funds are available	Proposal is on hold due to limited sponsorships.	Expecting to get sponsorships.	Proposal is on hold due to limited sponsorships.

			7.1.2.2 Create relevant sub sections with related physical objects and conservation	Dean	Head and Subject Coordinator	2020	Ongoing				
			7.1.2.3 Provide necessary infrastructure and building construction within and outside the structure	Dean	Head and Subject Coordinator	2021	Ongoing				
			7.1.2.4 Provide competent and experienced managerial and support staff	Dean	Head and Subject Coordinator	2023	Ongoing				
			7.1.2.5 Staff, student training, research and public exhibition	Dean	Head and Subject Coordinator	2023	Ongoing				
	7.2 Conduct community awareness programs based on technological education and research	7.2.1 Share knowledge with community	7.2.1.1 Arrange the workshop for school students or school leavers	Head	Lecturers	2022	Ongoing	Conducted programs by BST and MMT departments in 2021	Will be conducted upon the requests by the relevant authorities	Will be conducted upon the requests by the relevant authorities	N/A
			7.2.1.2 Build a knowledge share hub	Head	Lecturers	2022	Ongoing	Established VEGA Research Hub	Continuation	Continuation	Ongoing
	7.3 Collaborate and support public sector for technology adaptation (knowledge sharing)	7.3.1. Collaborate on industrial workshops	7.3.1.1Organize workshops for public	Dean	Head	2021	Ongoing	In progress	Continuation	Continuation	Conducted under CSR projects and ICIET workshops
		7.3.2. Organize of public awareness programs/ exhibitions	7.3.1.2 Organize exhibitions	Dean	Head	2021	Ongoing	Not done yet	Implement with budget availability	Implement with budget availability	Due to financial constraints
	7.4 Conduct CSR projects for the betterment of the society considering technological improvements for regional development	7.4.1Write proposals and generate research grant	7.4.1.1 Develop proposals	Head	Lecturers	2022	Ongoing		Continuation	Continuation	Awareness workshop on waste management strategies for a group of schoolchildren from Pitipana Primary School aligning with the course modules Waste Management Technology (BTA 3282/BTI 3292) and Occupational Health and Safety (BTC 3221).
	7.5 Adapt green technologies for resource sustainability	7.5.1 Build Rock, Mineral Garden and Gre Ongoing Ongoing On hold Proposal is on hold due to limited sponsorships. Proposal is on hold due to limited sponsorships. Expecting to get sponsorships. Ongoing Ongoing On hold 2021 2023 On hold	7.5.1.1 Develop a Proposal with architectural plans	Dean	Head and Subject Coordinator						
			7.5.1.2 Collect relevant Geo and Eco objects	Dean	Head and Subject Coordinator						
			7.5.1.3 Provide necessary infrastructure and landscape arrangements	Dean	Head and Subject Coordinator						
			7.5.1.4 Provide competent and supportive staff	Dean	Head and Subject Coordinator	2023	2023	On hold			

		en Belt	7.5.1.5 Commence student training, research and experiments	Dean	Head and Subject Coordinator	2023	Ongoing	On hold			
			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian	DL/ SALs/ALs	2021	2025				
Faculty of Engineering											
Faculty of Engineering	7.1 Make our resources and expertise widely available and be a responsible and influential adviser, neighbour and employer	7.1.1 Engage positively with local authorities and other key partners	7.1.1.1 Contribution of faculty members to national development activities and community service activities	Dean	Heads	Ongoing	Ongoing		Some departments will create networks at national level.	Some departments will create networks at national level.	
		7.1.2 Encourage individuals and teams of staff and students to participate in sporting events and competitions	7.1.2.1 Make staff contribute in sports and organized sport activities in the faculty	Lectures	Heads	Ongoing	Ongoing		Current level will be maintained.* Current level will be maintained.*	Current level will be maintained.* Current level will be maintained.*	
	7.2 Build an informed, engaged and supportive national and international community of alumni and associate networks through a lifetime of contact	7.2.1 Recognize the contribution of former students and increasing the extent and depth of the engagement of associate networks	7.2.1.1 Organize sessions on continuous professional development organized by the faculty	Dean	Heads	2021	2025		Some projects at department level and the staff level will be launched. Student involvement will also be encouraged.	Some projects at department level and the staff level will be launched. Student involvement will also be encouraged.	
	7.3 Ensure community development of engage in national development projects	7.3.1 Maintain quality standards and create the conditions to facilitated our community development	7.3.1.1.Inspire staff and students to organize and contribute towards social responsibility and sustainability projects across the University ad beyond	Dean	Heads	2021	2025		Academic departments and students' associations will engage in community development work.	Academic departments and students associations will engage in community development work.	
		7.3.2 Enhance our engagement in national development projects	7.3.2.1 Build strong collaboration with policy-makers and national bodies to contribute national development projects	Dean	Heads	2021	2025		Academic staff member will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	Academic staff member will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	
			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian	DL/ SALs/ALs	2021	2025		Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc. Current level will be maintained.* Current level will be maintained.*	Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc. Current level will be maintained.* Current level will be maintained.*	

Faculty of Dental Sciences											
Faculty of Dental Sciences	7.1 Enhance the contribution to the University/ immediate community/ nationwide by providing preventive, clinical and diagnostic and curative services	7.1.1 Enhance the clinical services for the emerging needs of the society	7.1.1.1 Enhance the clinical services to the community	Heads of all clinical, pre-clinical and para clinical departments	Dean	2024	2025	Provide consultantclinical services at the University Medical centre			
			7.1.1.2 Organize health camps, screening programmes nd seminars for the community	Heads of all departments	Dean	2024	2025	Involved in outreach programmes			
		7.1.2 Establish dental professorial units at CSTH and provide clinical services to the community	7.1.3.4 Establish inter department collaboration in providing diagnostic services	Heads of Departments	Dean	2024	2025				
		7.1.2 Provide clinical services to the University	7.1.2.1 Establish a dental consultancy service at the medical centre of USJP	Heads of all departments	Dean	ongoing	2025	Started functioning of Dental Professorial Units	Expansion	Expansion	
	7.2 Development of digital content to disseminate subject knowledge	7.2.1 Make available digital content for remote accesses	7.2.1.1 Providing online courses and materials	Dean FAS/ University Web Administrator	Academic Staff	2024	2025				
			7.2.1.2 Start faculty YouTube channel to disseminate oral health knowledge	Heads/ Programme Coordinators/	Academic Staff	2024	2025				
	7.3 Address the need of the wider society	7.3.1 Broaden the scope of community service and outreach programmes	7.3.1.1 Identify community needs and engage in community development work at the Faculty level	Dean/Heads/ Programme Coordinators	Academic and non-academic staff	2024	2025				
			7.3.1.2 Deliver public speeches, newspaper articles, keynote speeches, electronic media presentations, etc. for the betterment of the society	All Academic Staff Members	Dean	2024	2025				
		7.3.2 Involve students in ongoing national projects	7.3.2.1 Assist students to organize and participate national events such as: Oral Health Day	Dean/ Head	Academic staff members	2020	2024	Participated in Oral Health Day 2023			
Faculty of Allied Health Sciences											
	7.1. Extend the outreach programmes carried out with the participation of undergraduates and academics by undergraduates in study programmes	7.1.1 Collaborate with the Ministry of Health, in planning laboratory services in rural laboratories	7.1.1.1 Liaise with Ministry of Health, to identify the resource poor settings which need the facility from the FAHS.	Dean, Heads Director of Health-Western Province.	Academic Staff	2021	Ongoing		Initiation discussion will be initiated.		
			7.1.1.2 Organize the laboratory set up	Dean, Heads Director of Health-Western Province	Academic Staff	2021	Ongoing		Initiation discussion will be initiated.		

Faculty of Allied Health Sciences		7.1.2 Organize and conduct health camps and safe use of medicines camps in under privileged communities	7.1.2.1 Organize health camps	Dean Heads Director of Health- Western Province	Academic Staff	2021	Ongoing		Already started and will be an ongoing process.	Ongoing process	
	7.2 Assist the National Medicine Regulatory Authority (NMRA)in quality control of selected medicines	7.2.1 Liaise with NMRA on assisting their task of regulating medicines, devices and borderline products.	7.2.1.1 Establishment of quality assurance laboratory to test pharmaceuticals	Staff members/ Department of Pharmacy and Pharmaceutical Sciences		2021	Ongoing		Initiation discussion will be initiated depending on the availability of funds.		
		7.2.2 Strengthen the research laboratory and formalize the procedure in the university system	7.2.2.2 Upgrade the laboratory and other resources	Staff members/ Department of Pharmacy and Pharmaceutical Sciences		2021	Ongoing		Necessary arrangements will be done depending on the availability of the funds.		
			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian	DL/ SALs/ALs	2021	2025		Already started and will be an ongoing process.	Ongoing process	
Faculty of Urban and Aquatic Bio resources											
Faculty of Urban and Aquatic Bio resources	7.1 Address the need of the wider society	7.1.1 Undertake research projects in socially desirable areas and regional development		All academic members of the faculty					Academic staff members will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	Academic staff members will conduct research projects in socially desirable areas and regional development individually, with students and as teams.	
		7.1.2 Deliver public speeches, newspaper articles, keynote speeches, electronic media presentations, etc. for the betterment of the society		All academic members of the faculty					Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc.	Staff members of academic departments will deliver speeches, newspaper articles, electronic media presentations, etc.	
Faculty of Computing											
Faculty of Computing	7.1 Facilitate Exchange Programs and Foster International Collaborations	7.1.1 Facilitate Exchange Programs and Foster International Collaborations	7.1.1.1 Assessment of Collaboration Opportunities	Faculty International Relations Committee	Department Heads	2024	2025		Assess collaboration opportunities.	Continuously assess collaboration opportunities.	Collaboration databases, industry connections. Identified collaboration opportunities, and potential benefits
			7.1.1.2 Development of Dual Degree Programs:	Faculty International Relations Committee	Department Heads, Curriculum Development Committee	2024	2025		Develop dual degree programs.	Expand the development of dual degree programs.	Collaboration with partner institutions, curriculum experts. Implemented dual degree programs, and increased enrollment.

	7.2 Foster a sense of community and contribute to societal well-being	7.2.1 Community Outreach Programs	7.2.1.1 Engage in community service and outreach initiatives	Faculty Community Outreach Committee	Departmental Outreach Coordinators	2024	2025		Participate in community service and outreach.	Further engage in community service and outreach initiatives.	Community partnerships, budget for outreach activities. Increased community engagement, and positive impact assessments
			7.2.1.2 Collaborate with local and international organizations	Faculty Community Outreach Committee	Departmental Outreach Coordinators	2024	2025		Establish collaborations with local and international organizations.	Deepen collaborations with local and international organizations.	Collaboration platforms, outreach materials. Successful collaborative projects, positive feedback
			7.2.1.3 Implement sustainability practices.	Faculty Sustainability Committee	Facilities Management	2024	2025		Begin implementing sustainability practices.	Enhance sustainability practices.	Sustainability resources, budget for sustainability initiatives. Sustainability metrics, positive environmental impact reports
			7.2.1.4 CSR Service Extension to Public and Private Institutions	Faculty CSR Committee	Public Relations Office	2024	2025		Extend CSR services to public and private institutions.	Continue extending CSR services to public and private institutions.	Collaboration with institutions, CSR initiatives. Expanded CSR services, positive community impact.
	Library										
Library	7.1 Support to develop a full-potential graduate	7.1.1 Promote reading culture	7.1.1.1 Acquire reading materials beyond the subject based knowledge	Librarian Deans/ HODs DLs/SALs/ALs		2021	2025		Encourage donors	Encourage donors	
			7.1.1.2 Conduct user education programmes to emphasize the importance of reading	Librarian Deans/ HODs DLs/SALs/ALs		2021	2025		Continue the current practice	Continue the current practice	
			7.1.1.3. Organize events to promote reading	Librarian Deans/ HODs DLs/SALs/ALs		2021	2025		Conduct interactive programmes like Library Day, Reading Week, Monthly Talk	Conduct interactive programmes like Library Day, Reading Week, Monthly Talk	
		7.1.2 Develop a user-friendly environment	7.1.2.1 Create a high-tech environment in the Library to give opportunities to users to experience it	Librarian DLs/SALs/ALs		2021	2025		Forward proposals	Forward proposals	
	7.3 Support lifelong career needs for outsiders	7.3.1 Facilitate lifelong learning	7.3.1.1 Expand the library services for passed SJP graduates and retired employees of the university with conditions	Librarian DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	
			7.3.2.2 Conduct outreach programs for special groups of communities	Librarian DLs/SALs/ALs		2021	2025		Maintain the current practice	Maintain the current practice	

Faculty / Division	Objectives	Referenced Strategy/ies	Task/ activities	Lead role/ responsibility	Secondary responsibility	Timeline		Progress in 2021-2022	Rolling Plan		Comments
						Starting	Completion		Plan for 2024	Plan for 2025	
Goal 01: Learning and Education											
Innovation Invention and Venture Creation Council (IIVCC)											
Innovation Invention and Venture Creation Council (IIVCC)	1.1 Improve educational initiatives focused on fostering innovation, encouraging motivation, and providing training	1.1.1 Develop awareness on innovations, IP, and motivational programs	1.1.1.1 Conduct awareness on required programs to improve the innovation culture	UBL	IIVCC	January 2024	June 2024	In Progress	Further improvement	Monitor and modify if required	
			1.1.1.2 Conduct awareness on procedures of national and international MoU signing	IAD	IIVCC	January 2024	December 2024	Not Started	Start	Monitor and modify if required	
			1.1.1.3 Conduct awareness on Enterprenuership, startup businesses	CEFNI, CGU-Startup Hub	Faculty representatives of IIVCC	In Progress	Will continue as per requirement of each faculty	Not Started	Evaluate and Improve	Further expansion	
			1.1.1.4 CV writing, interview facing, Personnel soft skills development	CGU	Faculty representatives of IIVCC	In Progress	Will continue as per requirement of each faculty	Completed	Expand and Develop	Sustain and Expand	
	1.2 Familiarize the sstartup culture among the USJ students	1.2.1 Launch a startup speaker series	1.2.1.1 Organize a series of talks and workshops featuring successful entrepreneurs, investors, and startup founders.	IIVCC	UBL, CEFNI	In Progress	Will continue	Not Started	Monitoring, feedback assessment and further improvment	Monitor and modify if required	
		1.2.2 Develop a startup incubator/accelerator	1.2.2.1 Collaborate with local business incubators or accelerators to provide USJ students with opportunities to work on their startup ideas. Partnering with such programs can provide mentorship, resources, and a structured environment for aspiring student entrepreneurs	Startup HUB, CGU	IIVCC	In Progress	Will continue	Not Started	Monitoring, feedback assessment and further improvment	Monitor and modify if required	
		1.2.3 Provide support for USJ curricula	1.2.3.1 Provide staff and study materials and inclusion of enterprenuearship related modules into the curricula	CEFNI	IIVCC	January 2024	Jnue 2024	Not Started	Implement	Define Objectives	
	Goal 02: Research and Development										
	2.1 Foster a culture of innovation and research	2.1.1 Develop innovation initiatives	2.1.1.1 Identify research areas for innovation projects	UBL, IIVCC	IIVCC	February 2024	December 2024	Completed	Review and Expand	Set New Targets	
		2.1.2 Provide support for research such as facilities/laboratories	2.1.2.1 Establish partnerships with research departments	IIVCC	Faculty representatives, IIVCC	March 2024	August 2024	Completed	Expand and Enhance	Monitor and Evaluate	
		2.1.3 Provide grants for innovations/inventions	2.1.3.1 Funds allocation for selected innovations	IIVCC, Finance Division of USJ	IIVCC	June 2024	September 2024	Completed	Implement	Monitor and Adjust	
	2.2 Enhance National and international exposure to USJ innovations	2.2.1 Establish innovation showcases	2.2.1.1 Hold exhibitions/competition and evaluation	IIVCC	SLIC	October 2024	December 2024	Completed	Start	Monitor and Evaluate	
		2.2.2 Collaborate with industry partners	2.2.2.1 Identify potential partners to commercialize the inovations	UBL	IIVCC	November 2024	January 2025	Not Started	Start	Sustain and Expand	

		2.2.3 Branding of USJ Innovations	2.2.3.1 TV talks, newspaper articles, social media campagins	IIVCC	All Faculties	December 2024	March 2025	Completed	Start	Define Objectives	
	2.3 Engage in Technology transfer initiatives	2.3.1 Active participation in seeking opportunities for commercializati on	2.3.1.1 Actively seek opportunities to transfer technology developed within the university to the commercial sector. This may involve licensing agreements, spin-off companies, or partnerships with tech transfer organizations.	UBL	IIVCC	In Progress	Will continue	Completed	Implement	Monitor and Evaluate	
		2.3.2 Implementation of IP policy and revision	2.3.2.1 Carefully review the current IP policy to identify areas that need improvement or revision. Evaluate whether the existing policy aligns with the organization's strategic objectives.	UBL	IIVCC	In Progress	December 2024	Completed	Implement	Monitor and adjust	
			2.3.2.2 Legal Compliance Check: Ensure that the IP policy complies with current laws and regulations related to intellectual property. Consider	Legal Division, USJ	UBL, IIVCC	In Progress	January 2024	Completed	Implement	Monitor and adjust	
			2.3.2.3 Educational Programs: Develop educational programs and training to inform employees about the importance of IP and how to protect it. Train employees in the use of IP management tools and processes. Monitoring and Enforcement:	UBL	IIVCC	In Progress	Will continue	Not Started	Implement	Sustain and Expand	
	Goal 03- People: Academic Faculty & Staff										
	3.1 Enhance knowledge on innovations	3.1.1 Professional development opportunities	3.1.1.1 Identify training needs for the team such as NIPO database search, Patent drafting, etc	UBL	IIVCC	February 2024	Will continue as a	Completed	Review and Expand	Set New Targets	
			3.1.1.2 Facilitate access to higher education programs supported by WIPO and others	Director TTO	Manager TTO	March 2024	December 2024	In Progress	Expand and Enhance	Monitor and Evaluate	
	3.2 Foster a collaborative between academia	3.2.1 Promote teamwork and creativity	3.2.1.1 Hold IIVCC Awarding ceremony for competition winners	IIVCC	UBL	January 2025	June 2025	Completed	Start	Define Objectives	
			3.2.1.2 Establish an innovation suggestion system Innovation Manager	UBL	IIVCC	January 2025	Deember 2025	Not Started	Start	Define Objectives	

Goal 04: Infrastructure: Organizational structures, Resources, Administrations and Development										
4.1 Enhance resource allocation and partnerships	4.1.1 Assess and redesign the structure	4.1.1.1 Conduct an organizational structure review	Co-Chiars, IIVCC	Council members IIVCC	March 2024	May 2024	Completed	Review and Adjust	Set New Targets	
	4.1.2 Monitoring and Evaluation	4.1.2.1 Identify areas for process improvement	Director TTO	IIVCC	April 2024	June 2024	In Progress	Implement Improvements	Monitor and Evaluate	
		4.1.2.2 Implement process optimization initiatives	Co-Chiars, IIVCC	Council members IIVCC	July 2024	September 2024	Not Started	Start	Define Objectives	
Goal 05: Finance										
5.1 Improve Financial Position of the University	5.1.1 Strategy 1: Explore International Grants	5.1.1.1 Engage with International Donor Agencies	IAD	IIVCC	January 2024	December 2024	Initiated (IFC)	Further Expand	Set New Targets	
	5.1.2 Strategy 2: Explore R&D Grants from Local Corporates	5.1.2.1 Engage with Local Corporates	UBL	IIVCC	January 2024	December 2024	Not Started	Start	Define Objectives	
Goal 06: Outstanding Student Experience										
6.1 Support Student Experiences at the University	6.1.1 Strategy 1: Promote Innovation across student activities	6.1.1.1 Support Startup Hub	Career Guidance	IIVCC	January 2024	December 2024	Started	Further Expand	Monitor and Evaluate	
		6.1.1.2 Support Innovators Club	UBL	IIVCC	January 2024	December 2024	Not Started	Start	Monitor and Evaluate	
Goal 07: Lifelong Community, Social Responsibility & National Development & Global /Regional Impact										
7.1 Contribute to national and regional development	7.1.1 Strategy 1: Promote technology transfer to industries	7.1.1.1 Identify industries for technology transfer	UBL	IIVCC	January 2024	September 2024	Planned	Implement	Monitor and Adjust	
	7.1.2 Strategy 2: Promote Entrepreneurship Culture	7.1.2.1 Organize activities to promote developing entrepreneurs	CEFENI	UBL, IIVCC	January 2024	October 2024	Not Started	Start	Define Objectives	
	7.1.3 Strategy 3: Support USJ Alumni for developing Startups	7.1.3.1 Conduct Startup Meetups within the University for Alumni	IIVCC	UBL	January 2024	December 2024	Started	Implement	Monitor and Adjust	
7.2 Expand global and regional impact	7.2.1 Strategy 4: Develop International Image (Brand) of USJ	7.2.1.1 Identify international partners for collaboration	IAD	UBL, IIVCC	January 2024	January 2025	Not Started	Start	Define Objectives	
		7.2.1.2 Prepare Promotional Videos to promote USJ	IAD	UBL, IIVCC	January 2024	January 2025	Not Started	Start	Define Objectives	
	7.2.2 Strategy 5: Showcase research and innovations globally	7.2.2.1 Promote USJ's research and innovations at global events	UBL	IAD, IIVCC	December 2024	February 2025	Not Started	Start	Define Objectives	
		7.2.2.1 Organize TEDxUSriJayewardenepura events	IIVCC	All Faculties of USJ	December 2024	February 2025	Started	Implement	Monitor and Adjust	

Faculty / Division	Objectives	Referenced Strategy/ies	Task/ activities	Lead role/ responsibility	Secondary responsibility	Timeline		Progress in 2021-2022	Rolling Plan		Comments
						Starting	Completion		Plan for 2024	Plan for 2025	
Goal 01: Learning and Education											
USJ Tech Transfer Office (UBL Cell)											
USJ Tech Transfer Office	1. Enhance IP education and training programs	Strategy 1: Develop comprehensive IP training programs	1.1 Assess current IP education programs	Manager- TTO	Academic Departments	January 2024	June 2024	Completed	Review and Update	Set New Targets	
		Strategy 2: Promote IP awareness among students	1.2 Develop new IP courses	Research Assistant - TTO	Exco of Innovator's Club	May 2024	June 2024	Not Started	Start	Review and Update	
			1.3 Organize IP workshops and seminars	Manager- TTO	Faculty Coordinators	April 2024	October 2024	Ongoing	Evaluate and Improve	Define Objectives	
			1.4 Launch an IP newsletter	Research Assistant - TTO	Business Development Executive	July 2024	August 2024	Not Started	Start	Continuous Improvement	
	2. Strengthen industry partnerships for experiential learning	Strategy 3: Forge partnerships with local companies	2.1 Identify potential industry partners	Business Development Executive	Academics	January 2024	May 2024	In Progress	Expand and Develop	Sustain and Expand	
		Strategy 4: Create internship and co-op programs	2.2 Develop internship programs	Business Development Executive	Faculty Coordinators	March 2024	December 2024	Planned	Implement	Monitor and Evaluate	
			2.3 Establish co-op programs	Business Development Executive	Career Guidance Unit	###########	January 2025	Not Started	Start	Define Objectives	
	3. Foster entrepreneurship culture among students	Strategy 5: Building student teams as a startup to carryout reasearch commercializations	3.1 Organize entrepreneurship events (Hackathon)	Business Development Executive	Student Organizations	June 2024	September 2024	In Progress	Expand and Enhance	Continue and Evaluate	
		Strategy 6: Provide resources for startup development	3.2 Create a startup incubator	Director - TTO	Technology Transfer Office	October 2024	May 2025	Planned	Implement	Monitor and Adjust	
		Strategy 7: Developing the soft skills of Undergraduates by giving hands on Experience in building Companies and applying for grants	3.3 Approval of grants for student startups	Director - TTO	Finance Division of USJ	November 2024	March 2025	Not Started	Implement	Monitor and Adjust	
	4. Increase and ensure the accessibility to the Intellectual Property Education	Strategy 8: Create Content on Intellectual Property	Create a sharable .pdf with easy to follow flow charts	Manager - TTO	Research Assistant - TTO	April 2024	May 2024	Not Started	Implement	Continue and Evaluate	
		Strategy 9. training students to Draft quality patentable applications	Conducting a Q&A session with patent applicants which will allow them to make corrections and finish in one session	Research Assistant - TTO	Patent Applying Students	April 2024	June 2024	Not Started	Implement	Continue and Evaluate	
	5. Technology Transfer Workshops and Training Sessions	Strategy 10: Organizing workshops to highlight the benefits of Technology Transfer among Academic Community	Discussion / mixer with Department heads and Lecturers to discuss challenges and strengths of commercialization	Manager - TTO	Business Development Exec	February 2024	August 2024	Not Started	Implement	Continue and Evaluate	

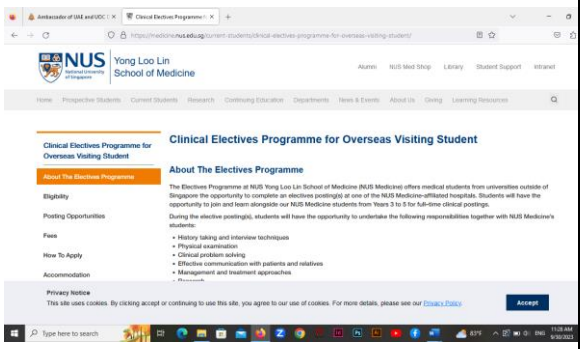
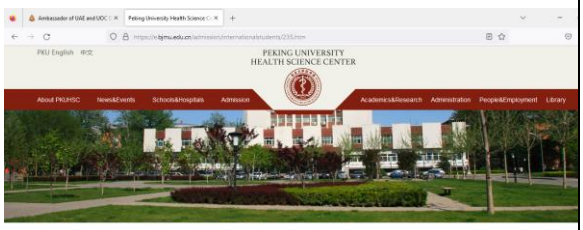
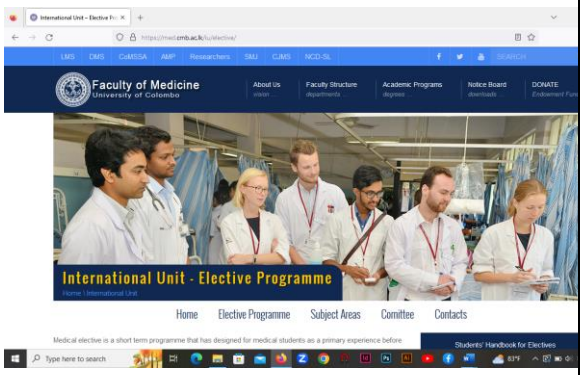
6. Student Participation in Entrepreneurship and Technology Transfer Programs.	Strategy 11: Organizing workshops to highlight the benefits of Technology Transfer among Student Community	Discussion / mixer with Undergraduates and Postgraduates and to discuss challenges and strengths of commercialization	Manager - TTO	Business Development Exec	February 2024	November 2024	Completed	Implement	Continue and Evaluate	
Goal 02: Research and Development										
1. Foster a culture of innovation and research	Strategy 1: Develop innovation initiatives	1.1 Identify research areas for innovation projects	Business Developmet Executive	IIVCC	February 2024	May 2024	Completed	Review and Expand	Set New Targets	
	Strategy 2: Promote collaboration with research units	1.2 Establish partnerships with research departments	Business Developmet Executive	Faculty Coordinators	March 2024	August 2024	In Progress	Expand and Enhance	Monitor and Evaluate	
	Strategy 3: Support research commercializati on	1.3 Develop a fund for research commercializatio n	Director TTO	IIVCC	June 2024	September 2024	Planned	Implement	Monitor and Adjust	
2. Enhance technology transfer capabilities	Strategy 4: Streamline technology transfer processes	2.1 Review and improve technology transfer procedures	Director TTO	Manager TTO	October 2024	December 2024	Not Started	Start	Define Objectives	
	Strategy 5: Expand IP portfolio	2.2 Identify underutilized IP assets	Manager TTO	Research Assistant - TTO	November 2024	January 2025	Not Started	Start	Define Objectives	
	Strategy 6: Develop a tech transfer roadmap	2.3 Create a technology transfer strategic plan	Director TTO	Manager TTO	December 2024	March 2025	Not Started	Start	Define Objectives	
3. Promote research and development funding	Strategy 7: Attract research grants and investments	3.1 Identify potential grant opportunities	Director TTO	Business Developmet Executive	April 2024	June 2024	In Progress	Expand and Enhance	Monitor and Evaluate	
	Strategy 8: Establish an R&D investment fund	3.2 Develop an R&D investment fund	Director TTO	IIVCC	July 2024	September 2024	Planned	Implement	Monitor and Adjust	
	Strategy 9: Facilitate tech startups	3.3 Promote and support tech startup competitions	Director TTO	Manager TTO	###########	December 2024	Not Started	Start	Define Objectives	
Goal 03- People: Academic Faculty & Staff										
1. Enhance the skills and knowledge of the team	Strategy 1: Professional development opportunities	1.1 Identify training needs for the team	Director TTO	Manager TTO	February 2024	April 2024	Completed	Review and Expand	Set New Targets	
	Strategy 2: Encourage advanced degrees	1.2 Facilitate access to higher education programs supported by WIPO and others	Director TTO	Manager TTO	March 2024	December 2024	In Progress	Expand and Enhance	Monitor and Evaluate	
		1.3 Promote online learning platforms	Manager TTO	Research Assistant - TTO	May 2024	September 2024	Not Started	Start	Define Objectives	
2. Build a diverse and inclusive workforce	Strategy 3: Foster diversity and inclusion	2.1 Develop diversity and inclusion training programs	Director TTO	Manager TTO	July 2024	October 2024	Planned	Implement	Monitor and Adjust	
	Strategy 4: Recruitment and retention strategies	2.2 Implement targeted recruitment efforts	Director TTO	Manager TTO	August 2024	November 2024	Not Started	Start	Define Objectives	
		2.3 Conduct employee retention surveys	Director TTO	Manager TTO	###########	December 2024	Not Started	Start	Define Objectives	
3. Foster a collaborative and innovative culture	Strategy 5: Promote teamwork and creativity	3.1 Organize team-building activities Team Building Coordinator	Director TTO	Manager TTO	January 2025	June 2025	Not Started	Start	Define Objectives	
	Strategy 6: Encourage idea-sharing and innovation	3.2 Establish an innovation suggestion system Innovation Manager	Director TTO	IIVCC	February 2025	July 2025	Not Started	Start	Define Objectives	

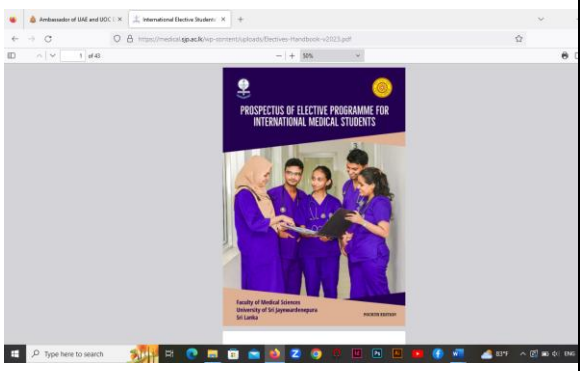
		3.3 Create innovation awards and recognition programs Awards Coordinator	Director TTO	IIVCC	March 2025	October 2025	Not Started	Start	Define Objectives	
Goal 04: Infrastructure: Organizational structures, Resources, Administrations and Development										
1. Optimize organizational structure and processes	Strategy 1: Assess and redesign the structure	1.1 Conduct an organizational structure review	Director TTO	Manager TTO	March 2024	May 2024	Completed	Review and Adjust	Set New Targets	
	Strategy 2: Streamline administrative processes	1.2 Identify areas for process improvement	Director TTO	IIVCC	April 2024	June 2024	In Progress	Implement Improvements	Monitor and Evaluate	
		1.3 Implement process optimization initiatives	Director TTO	Manager TTO	July 2024	September 2024	Not Started	Start	Define Objectives	
2. Enhance resource allocation and utilization	Strategy 3: Optimize resource allocation	2.1 Conduct a resource allocation review	Director TTO	Manager TTO	###########	November 2024	Planned	Implement	Monitor and Adjust	
	Strategy 4: Ensure technology infrastructure	2.2 Update and upgrade technology infrastructure	Director TTO	Director CITS	October 2024	December 2024	Not Started	Start	Define Objectives	
		2.3 Assess and implement energy-efficient solutions	Director TTO	Manager TTO	November 2024	January 2025	Not Started	Start	Define Objectives	
3. Strengthen partnerships with internal and external stakeholders	Strategy 5: Collaborate with other university units	3.1 Identify potential internal collaborations	Manager TTO	Business Developmet Executive	February 2024	April 2024	In Progress	Expand and Enhance	Monitor and Evaluate	
	Strategy 6: Develop external partnerships	3.2 Explore partnerships with external organizations	Manager TTO	Business Developmet Executive	March 2024	July 2024	Not Started	Start	Define Objectives	
		3.3 Establish memorandum of understanding with partners	Business Development Executive	Legal Division	May 2024	August 2024	Not Started	Start	Define Objectives	
Goal 05: Finance										
1. Enhance financial sustainability and growth	Strategy 1: Diversify revenue streams	1.1 Identify potential revenue sources diversification	IIVCC	Director TTO	February 2024	April 2024	Completed	Review and Expand	Set New Targets	
	Strategy 2: Develop a sustainable budget	1.2 Review the current budget for optimization Budget	IIVCC	Director TTO	March 2024	June 2024	In Progress	Implement Improvements	Monitor and Evaluate	
		1.3 Implement cost-saving measures	Director TTO	Manager TTO	May 2024	September 2024	Not Started	Start	Define Objectives	
2. Improve financial reporting and transparency	Strategy 3: Enhance financial reporting	2.1 Review and upgrade financial reporting systems	Director TTO	Bursar USJ	July 2024	September 2024	Planned	Implement	Monitor and Adjust	
	Strategy 4: Increase transparency and accountability	2.2 Develop financial transparency initiatives	Director TTO	Bursar USJ	August 2024	October 2024	Not Started	Start	Define Objectives	
		2.3 Conduct regular financial audits	Manger TTO	Internal Auditors	###########	November 2024	Not Started	Start	Define Objectives	
3. Optimize financial resource allocation	Strategy 5: Ensure resource allocation efficiency	3.1 Conduct a resource allocation review	Director TTO	IIVCC	November 2024	January 2025	Not Started	Start	Define Objectives	
Goal 06: Outstanding Student Experience										
1. Enhance student engagement and support	Strategy 1: Develop student support programs	1.1 Assess current student support services	Manager TTO	Innovators Club	February 2024	April 2024	Completed	Review and Expand	Set New Targets	
	Strategy 2: Promote student involvement	1.2 Identify opportunities for student involvement	Business Development Executive	Innovators Club	March 2024	June 2024	In Progress	Implement Improvements	Monitor and Evaluate	
		1.3 Create and implement support programs	Business Development Executive	Innovators Club	May 2024	September 2024	Not Started	Start	Define Objectives	
2. Improve student learning experiences	Strategy 3: Enhance learning environments	2.1 Evaluate and update learning resources and materials	Manager TTO	Research Assistant - TTO	July 2024	September 2024	Planned	Implement	Monitor and Adjust	

		Strategy 4: Implement innovative teaching methods	2.2 Implement innovative teaching and learning methods	Manager TTO	Research Assistant - TTO	August 2024	October 2024	Not Started	Start	Define Objectives	
			2.3 Gather student feedback and make improvements	Manager TTO	Research Assistant - TTO	###########	November 2024	Not Started	Start	Define Objectives	
	Goal 07: Lifelong Community, Social Responsibility & National Development & Global /Regional Impact										
	1. Contribute to national and regional development	Strategy 1: Promote technology transfer to industries	1.1 Identify industries for technology transfer	Director TTO	Business Developmet Executive	July 2024	September 2024	Planned	Implement	Monitor and Adjust	
		Strategy 2: Support local entrepreneurship	1.2 Organize entrepreneurship and startup support events	Manager TTO	Business Developmet Executive	August 2024	October 2024	Not Started	Start	Define Objectives	
	2. Expand global and regional impact	Strategy 3: Strengthen international partnerships	2.1 Identify international partners for collaboration	Manager TTO	Business Developmet Executive	November 2024	January 2025	Not Started	Start	Define Objectives	
		Strategy 4: Showcase research and innovations globally	2.2 Promote USJ's research and innovations at global events	Director TTO	IIVCC	December 2024	February 2025	Not Started	Start	Define Objectives	

ACTION PLAN

2024-2025

No	Area	Present status	Action Plan
1	Collaboration and partnerships with foreign universities.	**Identifying potential partners:** When surfing the net for elective courses available for medical students in Asian universities, SJP is not on the top. 1st is Perking University in China. 2nd is NUS university in Singapore. 3rd is UOC, SL 4th is Peradeniya, SL 5th is SJP.    	Make USJ tops when surfing the internet. Offering Short courses/electives on **Tropical Medicine/ Infectious Diseases**. New short courses in Medicine/Psychiatry etc. can be introduced (should be offered ONLY FOR FOREIGN NATIONALITIES and not for Sri Lankan citizens or dual citizens studying abroad.) Organizing a meeting at the SJP with the VC / Invite representatives from UGC, MOHA, MOFA and prospective Foreign Missions in Sri Lanka / Objectives: widen the network, advertise on their web sites, targeting foreign universities through Foreign Missions/Ambassadors. (Mr. K.K. Yoganadan, Acting SL Ambassador to Beijing has already agreed to advertise our medical elective courses in Kunming Medical Faculty in China.)

		  	
2	Coordinating foreign MOUs/ Agreements	Collaborating with some universities is less or not beneficial to us/may have hidden agendas. Recent examples: D.Y. Patel University in India- No Ayurveda degrees at USJ Khalifa University in Abu Dhabi- No nuclear Energy degree at USJ. Demand is high for Buddhist studies regionally, but no student exchanges are possible when Credit systems are different in the two countries even when the same subjects are offered.	Short courses can be designed and advertised. Those courses should be designed by the respective Faculty./Pali and Buddhism- high priority. Custom-made courses for Chinese students as they cannot meet the IELTS requirement. (Band 5.5)
3	Coordinating foreign research collaborations	The interest of the junior staff members in applying for research grants - Low. Currently open grant schemes - EU/AUS/Commonwealth/NSF/ERD/IMF/UNESCO/TWAS/UGC/ GRIPS/ ITEC/ RMIT/ and NIHR. Not having a database to identify a Focal point in the respective discipline at USJ	Only five academics have shown an interest in applying. (Medical/Management/Applied Sciences/Engineering /FHSS in Archeology) Contacting Alumni individually. Creating a database with academics' Research

		when foreign students show interest in collaborating.	interests/Focal point to contact for each discipline from **EACH DEPARTMENT** in the SJP and advertise on the SJP Facebook (Followers >50000), SJP main web site, IAD web site/ and Email to Sri Lankan Missions abroad.
4	Annually, publishing the Undergraduate Prospectus for International Students.	No publication after 2021/22. Only the undergraduate courses can be found in the last prospectus. Quotations called to print 2023/24 edition. For 100 copies: (< 100,000/=) Specifications: Forty pages/A4 size/ 300 GSM Art Board 4 Color Cover/100 GSM Art paper for inner pages/No advertisements.	Working on the new prospectus. Both undergraduate and Postgraduate courses are included in the same Prospectus.
5	International students searching for degree programs in USJ are directed to respective faculty/personnel	Foreign students willing to register with USJ to read for their Masters/PhDs do not have a proper channel. English language proficiency required to register with SJP for Bachelor/Master programs- A challenging task for Chinese/Arabic students seeking registration with us. Current requirements: IELTS= 6.5 overall minimum TOEFL = Minimum 79	Appointing an academic as IAD Coordinator from PIM to support overseas postgraduate students interested in registering with us.
8	Maintaining the international portal of the university website/Office space	Regular updating is necessary.	Working on it.

10	Expedite the process of MOU signing/networking internationally/keeping contacts regularly with UGC,MOHE,MOFA and Foreign Missions.	As per the new Circular issued by the Presidential Secretariat (2023), each MOU should go through eleven steps taking at least six months.	1- Legal Approval 2- Faculty approval 3- Senate approval 4- Council approval 5- UGC approval 6- MOHE approval 7- Treasury/ MOFA approval 8- Attorney General's Department 9- Cabinet 10- UGC documentation 11- MOU signing at SJP. Letter of Intent is signed while the MOU is in the process.
Thank you.			

Key Performance Indicators (KPIs)

2024 - 2025

Faculty	KPI	2024			2025		
		Based on the current corporate plan	Expected Achievement (with changes)	Remarks	Based on the corporate plan	Expected Achievement (With changes)	Remarks
Goal 01- Learning & Education							
Faculty of Humanities and Social Sciences							
Faculty of Humanities and Social Sciences	Student Intake (No. of Students increased per batch)						
	Undergraduates						
	Internal	1000	1000	continue		1200	
	External (1:1 ratio between internal and external intakes)	2000	2000	continue		2000	
	International Students (For Internal Programs)	25	25	continue		25	
	Postgraduate Students						
	Postgraduate Diplomas/ Masters	300	300	continue		300	
	Mphil/PhD	100	100				
	Postdoctoral Research Students						
	Increase English usage for learning process						
	Percentage of courses offered in English Medium	75%	75%	continue		75%	
	Percentage of students studying in the English Medium	30%	30%	continue		30%	
	Number of credited courses for compulsory English	2	2	continue		2	
	Number of manuals created for learning english specific for each subject (ESP)	3	3			3	
	Helping Students to adopt to University Life						
	Number of participants for orientation programs	1000	1000			1200	
	Number of Meditation programs						
	Incorporate IT for learning purposes						
	Number of compulsary IT courses	2	2			2	
	Number of students for IT degree	150	150			150	
	Percentage of LMS usage	80%	80%			80%	
	Incorporate socio-emotional and soft skills						
	Number of programs conducted	8	8			8	
	Maintain academic excellence						

		Number of workshops on academic training	3	3			3	
		Number of course units aligned to subject benchmarks	60%	60%			60%	
		Introduce New Degree Programs (No. of programs)						
		Undergraduate programs						
		Internal	5	5			5	
		External	1	1			1	
		Postgraduate Programs						
		Advanced Diplomas, Diplomas	5	5			5	
		Advanced Certificate and Certificate Courses	4	4			4	
		Establish New Departments	2	2			2	
		Enhance entrepreneurial and employment skills						
		Number of programs	6	6			6	
		Number of participants for internship program	550	550			550	
		Short courses offered by CDEPD	600	600			600	
		Number of participants to Job fair	4	4			4	
		Percentage of employability at Convocation	40%	40%			40%	
		Quality Assurance						
		Program Review						
		No. of Internal Undergraduate Programs Evaluated						
		No. of External Undergraduate Programs Evaluated						
		Student Support Services						
		Faculty Hardship Program (No. of Beneficiaries per year)	15	15			15	
Faculty of Applied Sciences								
Faculty of Applied Sciences		Number of increased student enrollments	835	835	Maintaining the status quo/already 900students are enrolled annually	850	850	Maintaining the status quo/already 900students are enrolled annually
		Number of new study programmes developed	1	1	Acieved/ Several new programmes are yet to be introduced (Computational Chemistry/Polymer Indusrial MGT/Environmental Sustainablity	1	1	Achieved/ Several new programmes are yet to be introduced (Computational Chemistry/Polymer Indusrial MGT/Environmental
		Number of students enrolled for new study programmes	20	20		20	20	

Establishment of the department (Gazette notice) and number of students enrolled for GMB degree programme	55	55	Probably the Gazette notification will be issued in 2024	55	55	Probably the Gazette notification will be issued in 2024
Number of foreign students enrolled for FAS study programmes	3	0	Intended to introduce Short cources/Summer Camps	3	0	Intended to introduce Short cources/Summer Camps
Number of course units offered to other Faculties of USJ	8			10		
Number of New and revised curricula	3	3	Departments conduct Curriculum revisions periodically as required.	3	3	Departments conduct Curriculum revisions periodically as required.
Number of study programs aligned with SLQF	14	14		16	16	
Number of courses/ study programs aligned with international bodies	1	0	Initial Progressions are stll under consideration where targets could not be achieved on time	1	0	Initial Progressions are stll under consideration where targets could not be achieved on time
Number of proposal submitted and granted exemptions for FAS study programmes	1	0	Initial Progressions are stll under consideration where targets could not be achieved on time	1	0	Initial Progressions are stll under consideration where targets could not be achieved on time
Number of industrial/ field visits	120	120		150	150	
Percentage of graduates find graduate level employments within six months after completing the degree	70%	70%		75%	75%	
Number of FAS graduates enrolled in foreign universities for postgraduate courses.	35	35		40	40	
Number of education fairs organized	1	1		1	1	
Number of student participants in industry collaborative soft skills and employability skills enhancing workshops	1400	1400		2000	2000	
Number industry collaborative soft skills and employability skills enhancing workshops organized	5	5		6	6	

Number of new entrepreneurial and technical courses introduced/ Curricula	22	22		22	22	
Number of conferences and workshops participated and contributed (Conference Proceedings) by staff/ students	25	25		30	30	
Number of students participated in industry related activities (co-curricular and extra-curricular)	160	160		170	170	
Number of equipment acquired for central instrumentation facility and departmental research laboratories	Achieved	Achieved		Achieved	Achieved	
Number trained personnel to handle high-tech instruments	Achieved	Achieved		Achieved	Achieved	
Number of OBE-LCT incorporated revised course outlines	550	550		600	600	
Number of practical sessions conducted	250	250		300	300	
Number of students who used the Mathematical Support Center facility	125	125		150	150	
Number of workshops conducted to discuss which encompass current literature in the field	8	8		10	10	
Number of participants in discussions conducted to discuss which encompass current literature in the field	100	100		120	120	
Number of plagiarism accusations	4	4		2	2	
Number of students who are using the e-library facility at USJ Main Library	1250	1250		1500	1500	
Number of course units with new technology enabled components (web based teaching/learning resources)	550	550		600	600	

		Number of training programmes conducted on LMS and other online platforms	3	3		3	3	
		Number of staff members who use the facility and provided positive feedback on the quality of the lectures	80	80		100	100	
		Number of students completed online courses using university email ID.	Achieved	Achieved		Achieved	Achieved	
		Number of staff who are actively using LMS	80	80		100	100	
		Number of students who are actively using LMS	2800	2800		3000	3000	
		Number of computer aided teaching/learning course units offered	550	550		600	600	
		Number of new computers installed	25	25		30	30	
		Number of users had free access or technical software at FAS Computer Centers	1800	1800		2000	2000	
		Number of new laboratories developed in the fields of Food Technology, Environmental Technology, Botany, Polymer Technology, ICT and Sports & Exercise Science	1	0	Due to the current economic situation, it is unlikely to receive funds	1	0	Due to the current economic situation, it is unlikely to receive funds
		Number of refurbishments/expansions of laboratories in the fields of Food Technology, Environmental Technology, Botany, Polymer Technology, ICT and Sports & Exercise Science	2	2	Due to the current economic situation, it is unlikely to receive funds	2	2	Due to the current economic situation, it is unlikely to receive funds
Faculty of Management Studies and Commerce								
		Student Intake (No. of Students increased per batch)						
		Undergraduates						
		§ Internal	250(increase)	0		0	0	
		§ External (1:1 ratio between internal and external intakes)	250	0		0	0	
		§ International Students (For Internal Programmes)	2	0	Legal structure, credit transfer sys etc.	3	0	

Faculty of Management Studies and Commerce	Postgraduate Students						
	§ Postgraduate Diplomas/ Masters	150	150		180	180	
	§ MPhil/ PhD	5	20	BUS M.Phil programme	5	20	
	§ Postdoctoral Research Students	2	2		2	2	
	Undergraduate Employability measured at the Convocation (%)	85%	85%		85%	85%	
	New Degree Programmes Launched (No. of Programmes)						
	Undergraduate Programmes						
	§ Internal	5	5		0	8	
	§ External	0	1		0	0	
	§ Postgraduate Diplomas/	1	3		1	3	
	§ MPhil/ PhD		1			1	
	Quality Assurance						
	Programme Review						
	No. of Internal Undergraduate Programmes Evaluated	12	12		0	0	
	No. of External Undergraduate Programmes Evaluated	3	0		0	1	
	Faculty Hardship Programme (No. of Beneficiaries per Year)	60	100		50	100	
Faculty of Medicl Sciences							
Faculty of Medicl Sciences	Percentage of students using LMS per day	300 students/day	300	Achievable	All students who are registered	All students	Achievable
	Number of students learning the e- patient information management system	150	0	Lack of funds	All final year students	All final year students	Achievable
	Number of students using 3D Anatomy software for dissection and surgical skills per year and using virtual realistic for the above	150+150	150+150	Achievable	150+150	150+150	Achievable
	Number of students trained and number of students awarded CPR	150+150	200+200	Achievable	All students from 2nd year onwards	All students from 2nd year onwards	Achievable
		150+150	200+200	Achievable	All students from 2nd year onwards	200+200	Achievable

Increase bed side teaching hours/week in Family Medicine	30	30	Achievable	30	30	Achievable
Increase bed side teaching in Obstetrics and Gynaecology hours/week	30	30	Achievable	30	30	Achievable
Increase bed side teaching in Psychiatry hours/week	30	30	Achievable	30	30	Achievable
Increase bed side teaching in Paediatrics hours/week	30	30	Achievable	30	30	Achievable
Increase bed side teaching in Surgery hours/week	30	30	Achievable	30	30	Achievable
Increase bed side teaching in Forensic Medicine hours/week	30	30	Achievable	30	30	Achievable
Increase community level teaching hours/week	30	0	Staff constrains	30	0	Staff constraints
Increase bed side teaching in Pathology hours/week	30	3	Staff constrains	30	3	Staff constraints
Increase the clinical groups and make them smaller	Professorial-15-20/ group, Pre-professorial 15/ group	Professorial-30/ group, Pre-professorial 15/ group	Not Achievable	Professorial-15-20/ group, Pre-professorial 15/ group	Professorial-30/ group, Pre-professorial 15/ group	Not Achievable - Large batch size and staff constraints
Increase of Percentage of marks in clinical OSCE and Clinical case assessments	60% for all clinical components:40 % written	50% for all clinical components, 10% viva:40% written	not Achievable	60% for all clinical components:40 % written	60% for all clinical components:10 % viva;40% written	Achievable
	60% for all clinical components:40 % written	60% for all clinical components:40 % written	already similar marking scheme	60% for all clinical components:40 % written	60% for all clinical components:40 % written	already similar marking scheme
	60% for all clinical components:40 % written	10% for clinical case and 10% for OSPE.	Not Achievable	60% for all clinical components:40 % written	10% for clinical case and 10% per OSPE	Not Achievable
	60% for all clinical components:40 % written	20% for all clinical components: 20% for Research 60% written	Not Achievable	30% for all clinical components:60 % written	20% for all clinical components;20 % for research;60%written	Not Achievable
	60% for all clinical components:40 % written	This will be implemented at full scale once the new curriculum is adopted provided that an acceptable cadre of new academic recruits are in existence	Not Achievable	60% for all clinical components:40 % written	This will be implemented at full scale once the new curriculum is adopted provided that an acceptable cadre of new academic recruits are in existence	Not Achievable

Number of students trained with mannequins	All students from 2nd year onwards	Agreed for CPR	This can be done for CPR due to sufficient manikins. However for other skills such airway management, pelvic examination and infant resuscitation etc the present manikins are not in a good condition	All students from 2nd year onwards	Agreed for CPR	This can be done for CPR due to sufficient manikins. However for other skills such airway management, pelvic examination and infant resuscitation etc the present manikins are not in a good condition
Number of peripheral appointments per student	5	1	Financial contraints	6	1	Financial constraints
With the advancement of medical knowledge, Number of new units or departments established	3	0	Financial contraints	3	0	Financial constraints
	3	0.00	By incorporating sub specialists as well as general interests	3		By incorporating sub specialists as well as
	3	3	Achievable	3	3	Achievable
	3	2	Staff constraints	3	2	Staff constraints
Number of new degrees programmes that academics helped in implementing within the University	5	Not Applicable		5	Not Applicable	
	5	1	Not Achievable	5	1	Not Achievable
	5	0	Not Achievable	5	0	Not Achievable
	5	0	Not Achievable	5	0	Not Achievable
	5	1	Not Achievable	5	1	Not Achievable
	5	2	Not Achievable	5	0	Not Achievable
	5	Not Applicable		5	Not Applicable	Academics in Department of Medicine not involved usually in new degree programs in the university.
	5	2	Not Achievable	5	2	Not Achievable
	5	0	Not Achievable	5	0	Not Achievable
	5	5	Achievable	5	5	Achievable
Number of new degrees programmes that academics helped in implementing at national level	5	2	Not Achievable	5	2	Not Achievable
	5	5	Achievable	5	5	Achievable
	5	1	Not Achievable	5	0	Not Achievable
	5	0	Not Achievable	5	0	Not Achievable
	1	1	Not Achievable	5	1	Not Achievable
	5	2	Not Achievable	5	0	Not Achievable
	5	2	Not Achievable	5	2	Not Achievable
	5	3	Not Achievable	5	3	Not Achievable
	5	2	Not Achievable	5	2	Not Achievable
	5	0	Not Achievable	5	0	Not Achievable
	5	5	Achievable	5	5	Achievable
Number of advocacy meetings with the extended faculty	4	4	Achievable	4	4	Achievable

Numbers of knowledge generated sessions per year for academics	8	8	Achievable	12	8	Not Achievable
Numbers of students on exchange programmes	12	2	Not Achievable	15	4	Not Achievable
Number of Collaborative researches	10	1	Not Achievable	12	1	Not Achievable
	10	4	Not Achievable	12	4	Not Achievable
	10	12	Achievable	12	12	Achievable
	10	9	Not Achievable	12	5	Not Achievable
	10	1	Not Achievable	12	1	Not Achievable
	10	1	Not Achievable	12	1	Not Achievable
	10	7	Not Achievable	12	4	Not Achievable
	10	6	Not Achievable	12	10	Not Achievable
	10	2	Not Achievable	12	2	Not Achievable
	10	1	Not Achievable	12	0	Not Achievable
	10	2	Not Achievable	12	3	Not Achievable
	10	10	Achievable	12	12	Achievable
Number of Split PhD and MSc	10	0	Not Achievable	12	0	Not Achievable
	10	2	Not Achievable	12	2	Not Achievable
	10	5	Staff constraints	12	5	Staff constraints
	10	0	Financial contraints	12	0	Financial contraints
	10	0	Not Achievable	12	0	Not Achievable
	10	0	Not Achievable	12	0	Not Achievable
	10	10	Achievable	12	12	Achievable
	10	0	Not Achievable	12	0	Not Achievable
	10	1	Not Achievable	12	1	Not Achievable
	10	5	Lack of research grants	12	5	Lack of research grants
Number of certificates, Diploma and post graduate courses conducted	5	1	Not Achievable	7	1	Not Achievable
	5	0	Achievable	7	2	Achievable
	5	0	Not Achievable	7	2	Not Achievable
	5	1	Not Achievable	7	1	Not Achievable
	5	0	Achievable	7		Achievable
	1	1	Achievable	7	0	Not achievable
	5	0	Not Achievable	7	1	Not Achievable
	5	1	Not Achievable	7	1	Not Achievable
	5	5	Achievable	7	5	Not Achievable
Number of curriculum workshops/year	2	2	Achievable	4	4	Achievable
Number of peer reviews per year and students feedback per year	50 peer reviews and 50 student review	50 peer reviews	DME is not involving in Student reviews	75 peer reviews and 75 student review	75 peer reviews	1. Provided enough staff is available in the faculty for peer reviews? (2) DME is not involving in Student reviews

			50 student review	50 student review	Achievable	75 student review	75 student review	Achievable
			50 student review	50 student review	Achievable	75 student review	76 student review	Achievable
			50 student review	7 students review	Not Achievable	75 student review	50 student review	Not Achievable
		Number of teaching records per department	40	30	Not Achievable	50	40	Not Achievable
			40	40	Achievable	50	50	Achievable
			40	19	Not Achievable	50	19	Not Achievable
			40	5	Not Achievable	50	5	Not Achievable
			40	40	Achievable	50	50	Achievable
			40	40	Achievable	50	50	Achievable
			40	40	Achievable	50	50	Achievable
		Number of students with training in IT and English writing skills	125	125	Achievable	150	150	Achievable
		MCQ Banking software	1	0	Financial contraints	1	0	Financial constraints
		Appoint a Director for the quality assurance cell	1	1	Not Achievable due to staff constraints	1	1	Achievable
		Software for the Internal Quality Assurance Cell	1	completed in 2022		1	completed in 2022	
		Maintain TORs for all committees and Societies	15	37	Achievable	20	47	Not Achievable
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of Programs (SLQF aligned)	130	131		132	132	
		Courses with curriculum revisions	10	10	Due to the economic crisis the number of programs were limited	3	3	
		Number of multi/Cross/Trans-disciplinary Postgraduate Courses with national and international importance and priority	0	1	Courses were not conducted due to financial crisis	1	1	
		Number of postgraduate diploma/masters programs targeted to the industry	3	3		3	3	
		Establish University – Industry – State Link	1	0	short term courses were not conducted during the economic crisis	0	0	short term courses were not conducted during the economic crisis
		Number of introduced short term courses	2	4		3	3	
		Articles	4	4		4	4	
		Number of PhD/MPhil Programs with a combination of course work and research	1	2		1	1	
		Number of short courses & workshops to PG students	6	2	Courses were not conducted during the economic crisis	3	3	Courses were not conducted during the economic crisis

		Number of foreign students a on either full time or part time to the University.	3	1	During the financial crisis there were limited resources for the foreign students.	2	2	During the financial crisis there were limited resources for the foreign students.
		Number of Postgraduate Research progress seminars	14	0	Postgraduate Research progress seminars were not conducted during economic crisis	7	7	Postgraduate Research progress seminars were not conducted during economic crisis
		Number of courses incorporate with LMS	24	22		23	23	
		Number of awareness / training programs held to promote awareness & utilization of IT and technology tools at research and postgraduate studies for students & Staff	4	1	awareness / training programs held to promote awareness & utilization of IT and technology tools at research and postgraduate studies were not limited during economic crisis	2	2	awareness / training programs held to promote awareness & utilization of IT and technology tools at research and postgraduate studies were not limited during economic crisis
		Number of IT enabled T&L in postgraduate programs (such as online courses, hybrid courses etc.)	24	22		22	22	
		Number of on-demand Academic Writing and Scientific Communication as postgraduate foundation courses	2	1	Limited during economic crisis	1	1	Limited during economic crisis
		Number of research camps held per year for research students of different disciplines for networking	2	0	Limited during economic crisis	1	1	Limited during economic crisis
		Number of panel discussions held per year on topics of current national and international interest.	12	7	Limited during economic crisis	5	5	Limited during economic crisis
		Faculty of Technology						
		1. Students Intake						
		Undergraduates	386	500	As per UGC request student intake increased	386	472	-
		International students	-	-	-	-	-	-

Faculty of Technology

Postgraduate students	Continuation from 2020 (5 Nos)	Number of students significantly increased	Board of study in Industrial Technology established	Continuation	Number of students significantly increased	No. of postgraduate research projects in 2022: 53 No. of postgraduate research projects in 2021: 33
2. Accreditation						
Obtaining IESL Accreditation, to conform Sydney Accord in the discipline of Engineering Technology degree programs	Work towards obtaining an accreditation	SERs were developed following the IESL recognition manual and assigned external reviewers	Process ongoing	Work towards obtaining IESL accreditation	In the process of submitting final documentation to IESL	The final submission will be completed before the end of 2023.
Obtaining CSSL Accreditation, in the discipline of Information & Communication Technology degree programs	Work towards obtaining an accreditation	Curriculum Revision was conducted to revise the existing modules to meet CSSL requirements	Process ongoing	Work towards obtaining CSSL accreditation	In the process of preparing final documentation to CSSL	Plan to finish all documentation before the end of 2023.
Obtaining NBIA Accreditation, in the discipline of Biosystems degree programs	Work towards obtaining an accreditation	SERs were developed following the NBIA recognition manual and revised the existing modules to meet CSSL requirements	Process ongoing	Work towards obtaining NBIA accreditation	In the process of submitting final documentation to NBIA	The final submission will be completed before the end of June 2023.
3. New Specialisation Areas For The Existing Degree Programmes						
Undergraduate	2	1	Only Geotechnology specialization introduced. The second proposed "Conservation Science Technology" specialization put on hold considering the resource limitations	1	The second proposed "Conservation Science Technology" specialization put on hold.	Awaiting for funds.
Postgraduate	-	-	-	-	-	-
4. Establish two new departments						
Split the Biosystems Technology Department into two new departments	Initiation and submitting the documents for UGC approval	The proposal put on hold	The proposal under discussion at department level	Initiation and submitting the documents for UGC approval	Yet to be implemented.	Due to the inadequate infrastructure to accommodate two departments, the splitting of the Biosystems Technology Department is currently on hold.
5. Employability of Graduates						

		Employability within six months of graduation (at the convocation)	50%	40%	Delaying of recruitments due to COVID pandemic.	50%	40%	Delaying of recruitments due to COVID pandemic.
Faculty of Engineering								
Faculty of Engineering		Number of students Recruited						
		Undergraduates						
		§ Internal	250(increase)	0		0	0	
		§ External (1:1 ratio between internal and external intakes)	250	0		0	0	
		§ International Students (For Internal Programmes)	0	0		0	0	
		Postgraduate Students						
		§ Postgraduate Diplomas/ Masters	0	0		0	0	
		§ MPhil/ PhD	5	20		5	20	
		No. of Programmes						
		Undergraduate Programmes						
		§ Internal	5	5		0	8	
		§ External	0	1		0	0	
		§ Postgraduate Diplomas/ Masters	1	3		1	3	
		§ MPhil/ PhD		1			1	
		Number of guest lectures	12	12		0	0	
		Number of Collaborative Research conducted	3	0		0	1	
		Number of meetings held	60	100		50	100	
		Number extra-curricular activities						
		Number of improved continuous assignments in the lecture modules						
		Number of assessments						
		Obtain accreditation and recognition						
		Number of information sessions and workshops for the academic staff						
Faculty of Allied Health Sciences								
		1. Student Intake						
		§ Undergraduate	150	0		150	0	
		§ International students	2	0		2	0	
		§ Postgraduate students PG Dip/Masters PhDs	5	0		5	0	

Faculty of Allied Health Sciences	2. Employability within six months of graduation (at the convocation)	100%	0		100%	0	
	3. New Degree Programmes						
	§ Undergraduate	-	-		-	-	
	§ Postgraduate	-	-		-	-	
	4. Quality Assurance						
	§ Programme	-	-		-	-	
Library							
Library	Number of monographs in the collection	1000(increase)	1000(increase)		1000(increase)	1000(increase)	
	Number of policy documents for collection Development (Acquisition, Donation, weeding, PLM)	1	1		2	2	
	Number of registered book suppliers	20 (Foreign and local)	20		25	25	
	Course modules developed	2	2		2	2	
	Average time duration to deliver a document through ILL	1 week	1 week		3 days	3 days	
	Average number of transactions per day	500	500		600	600	
	Number of user surveys per year	1	1		2	2	
	Number of Opening hours/	8-12 per day	8-12 per day		8-12 per day	8-12 per day	
	Number of visits/ days	8% of total community	8% of total community		10% of total community	10% of total community	
	Number of inquiries/ days	3% of total community	3% of total community		5% of total community	5% of total community	
Goal 02- Research & Development							
Faculty of Humanities and Social Sciences							
Faculty of Humanities and Social Sciences	Provide more opportunities to conduct research						
	Number of research projects conducted	125	125			125	
	Number of workshops conducted	3	3			3	
	Number of research projects funded by the ICMS	10	10			10	
	Number of students provided with financial assistance for final year independent research work	500	500			500	
	Number of Foreign staff exchange program						

		Number of International Research Conferences conducted	3	3			3	
		Number of National Research Conferences conducted	7	7			7	
		Number of Presentations at international conferences	15	15			15	
		Number of papers presented on VURD by students	200	200			200	
		Research Publications						
		Percentage increase in no. of papers published in indexed journals	5%	5%			5%	
		Percentage increase in no. of other publications	5%	5%			5%	
		Number of undergraduate Research (VURD) publications (VURD) publications	60%	60%			60%	
		Percentage increase of funds generated through research	5%	5%			5%	
		Number of volumes of VJHSS published	2	2			2	
		Number of Audio/Video Programs	3	3			3	
		Number of scholarly publications	35	35			35	
		Number of volumes published of Sinhala-English Encyclopedia on HSS Research –volume II	2	2			2	
		Research Grants						
		No. of new research grants from outside the University	3	3			3	
Faculty of Applied Sciences								
Faculty of Applied Sciences		Number of key research areas identified (Research agenda)	Achieved	In progress		Achieved	In progress	
		Number of group projects conducted by staff	10	10		15	15	
		Number of publications by staff as a group	Achieved	Achieved		Achieved	Achieved	
		Number national important research projects done	Achieved	Achieved		Achieved	Achieved	

Number of publications in SCI/SCOPUS like indexed journals,	Achieved	In progress		Achieved	In progress	
number of patents obtained	Achieved	In progress		Achieved	In progress	
Number of research databases available at USJ Main Library	10	10		12	12	
Number of Standing Operating Procedures available for procurements in international research grants	1	1		1	1	
Number of Policies/ Standing Operating Procedures/ Manuals available for research grants handling	1	1		1	1	
Number of MOUs signed with fellow researchers in other national and international institutes for collaborative researches	2	2		2	2	
Number of research grants received with the presence researchers in other institutes	2	2		2	2	
Number of publications with researchers in other institutes	Achieved	In progress		Achieved	In progress	
Number of participants (staff student/ other participants) in FAS symposia, conferences, workshops	400	400		450	450	
Number of issues per year in FAS journals and conference proceedings	6	6		6	6	
Number of MoUs signed with external institutions to access databases	2	2		2	2	
Number of external databases with access	2	2		2	2	
Number of foreign collaborative research done	Achieved	In progress		Achieved	In progress	
Number of publications, patents obtained via foreign collaborative researches	Achieved	In progress		Achieved	In progress	

Number of UG & PG research projects conducted	275	275		300	300	
Number of student/ joint publications	200	200		250	250	
Number of staff members participated in training programs on emerging technologies and subject areas	20	20		25	25	
Number of training programs completed on emerging technologies and subject areas	12	12		15	15	
Number and types of industry-sponsored research collaborations established	Achieved	In progress		Achieved	In progress	
Number of industrially and commercially important research projects started	Achieved	In progress		Achieved	In progress	
Number of industrially and commercially important research projects based PG registrations	3	3		3	3	
Number of expertise advice and research oriented consultancy services provided and recipients' feedbacks	3	3		3	3	
Number of workshops completed on research methodology, data analysis and academic writing	10	10		15	15	
Number of participants on research methodology, data analysis and academic writing	100	100		150	150	
Number of statistical consultations done	20	20		25	25	
Number of research grants proposals submitted to the University and national funding agencies	35	35		40	40	

		Number of research grants received from the University and national funding agencies	32	32		35	35	
		Number of research grants proposals submitted to international funding agencies (EU, ADB, SIDA, etc.)	10	10		12	12	
		Number of grants received from to international funding agencies (EU, ADB, SIDA, etc.)	7	7		10	10	
		Number of research funding received from industry	2	2		3	3	
		Number of hi-tech resources acquired for research centers	15	15		20	20	
		Number of research projects facilitated with acquired resources in research centers	50	50		60	60	
		Number of research projects facilitated with acquired resources in research centers	30	30		35	35	
		Annual Web metrics ranking increase	3%	3%		3%	3%	
		Number of staff members with research profiles	140	140		145	145	
		Average research citations per staff member	58	58		60	60	
		Number of web updates	180	180		200	200	
Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		Research Publication						
		Percentage Increase in no. of Papers published in Indexed Journals (FMSC Recognized Indexed Journals)	10%	10%		10%	10%	
		Percentage Increase in no. of Papers published in other Indexed Journals	10%	15%		10%	15%	
		Percentage Increase in no. of other Publications	10%	20%		10%	20%	

		Percentage Increase of Funds generated through Research	10%	5%	Due to the current economic situation, it is unlikely to receive many research projects, that generate income	10%	5%	Due to the current economic situation, it is unlikely to receive many research projects, that generate income
		Research Grant						
		No. of New Research Grants from outside the University	1	3		1	3	
Faculty of Medicl Sciences								
Faculty of Medicl Sciences		Number of publications per department (indexed and non-indexed)	10	1	Not Achievable	10	1	Not Achievable
			10	12	Achievable	10	14	Achievable
			10	10	Achievable	10	10	Achievable
			10	15	Achievable	10	10	Achievable
			10	6	Not Achievable	10	8	Not Achievable
			10	5	Not Achievable	10	5	Not Achievable
			10	10	Achievable	10	10	Achievable
			10	5	Not Achievable	10	5	Not Achievable
			10	20	Achievable	10	20	Achievable
			10	2	Not Achievable	10	2	Not Achievable
			10	8	Not Achievable	10	10	Achievable
			10	10	Achievable	10	10	Achievable
		State of Art Building and Equipment	1	1	Funding has been approved. Location finalized	1	1	Funding has been approved. Location finalized
		Number of grants awarded per year	15	Depends on the allocation		20	Depends on the allocation	
		Number of post graduate research degrees per year (of academics)	As per the cadre	0		As per the cadre	0	
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
			As per the cadre	0	No visibility on future requirement	As per the cadre	0	No visibility on future requirments
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
			As per the cadre	1		As per the cadre	As per the cadre	
			As per the cadre	1	1 lecturer will be completing her PhD	As per the cadre	1	1 lecturer will be completing her PhD
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
			As per the cadre	0		As per the cadre	1	
			As per the cadre	As per the cadre		As per the cadre	As per the cadre	
		Number of presentations in Faculty,national and international forums	30	3	Not Achievable	40	4	Not Achievable
			30	15	Not Achievable	40	15	Not Achievable
			30	30	Achievable	40	40	Achievable
			30	19	Not Achievable	40	9	Not Achievable
			30	5	Not Achievable	40	8	Not Achievable
			30	5	Not Achievable	40	5	Not Achievable
			30	15	Not Achievable	40	20	Not Achievable
			30	3	Not Achievable	40	Not Filled	
			30	3	Not Achievable	40	3	Not Achievable

			30	4	Not Achievable	40	5	Not Achievable
			30	30	Achievable	40	30	Not Achievable
		Publication of an Online journal	0	0	Financial contraints	1	0	Not Achievable
			0	0	Financial contraints	1	0	Not Achievable
			0	0	Financial contraints	1	0	Financial contraints
			0	0		1	0	Not Achievable
			0	0		1	0	
			0	0		1	1	Achievable
		Number of workshops per year related to research methodology	Certificate course related to research and publication	3 month course, 2 hour contact twice a month		Only ad hoc programmes on research exist at present	To improve research and publication among junior staff and research students	
		Developed e data base for the community services	1	0	Not Achievable	1	1	Achievable
			1	0	Not Achievable	1	1	Achievable
			1	1	Achievable	1	1	Achievable
			1	1	Achievable	1	1	Achievable
			1	1	Achievable	1	1	Achievable
		Number of e-journals subscribed	20	0	Financial contraints	30	0	Financial contraints
		Number of publications financed per year	9	0	Financial contraints	10	0	Financial contraints
		SIDCER recognition 2023	To be re Recognized	To Be recognized under the FERCSL recognition programme	SIDCER is an international recognition and to renew its recognition (due in 2023 November) is very costly . We need to arrange airfare and accomodation for international reviwers which we found is not appropriate under the current economic situation	To be re-recognized	To be re-recognized under FERCSL recognition	SIDCER is an international recognition and to renew its recognition (due in 2023 November) is very costly . We need to arrange airfare and accomodation for international reviwers which we found is not appropriate under the current economic situation
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of research projects done for the industry	2	4		3	3	
		Number of consultations held to the industry	2	2		2	2	
		Number ERC approvals / ERC SOPs	12	13		10	10	
		Number of foreign students & Number of MOUs on research collaborations	2		Limited during economic crisis	1	1	Limited during economic crisis

		Number of partial scholarships/ fellowships granted (on collaborations with national and international funding organizations and industries to provide fellowships and partial scholarships)	2		Limited during economic crisis	0	0	Limited during economic crisis
		Number of bilateral national and international R&D collaborations	3	2		1	1	
		Number of index journals of FGS	1	1		1	1	
		Number of international conferences	1	1		1	1	
		Number of Research articles published	25	332		150	150	
		Number of books / monographs published	4	2		3	3	
		Number of theses in the Digital Research Content Library	1017	1675		1750	1750	
		Faculty of Technology						
Faculty of Technology		1. Conduct training programs in novel technologies / workshops/ seminars for Staff	40%	20%	Conducted online via SDC. Physically could not be held due to COVID pandemic.	70%	40%	Conducted online via SDC. Physically could not be held due to COVID pandemic.
		2. Residential workshops on novel technologies research methodology /data analysis and academic writing for students	90%	60%	Workshops were conducted by the specialization areas and will continue in each year	100%	70%	Workshops were conducted by the specialization areas and will continue in each year
		3. Form a Faculty Research Cell	Establish cell	Completed	Completed	Establish cell	Continuation	-
		4. Research grants	12	25	Ongoing	12	19	As per the records available in the Finance Division, Ongoing Research Grants 2021 - 25 nos and 2022 -19 nos
		5. Publish	5	154		8	158	
		6. Faculty-level biennial research conference & biennial research awards for excellence in research	Conference inauguration	ICIET 2021 successfully held	International Conference was successfully launched	Conference inauguration	ICIET 2022 successfully held	International Conference was successfully launched

		7. Annual undergraduate Inventors' exhibition awards for the best innovation	Inventors Exhibition	Decided to participate to the IIVCC exhibition organized by the University	IIVCC only held in 2019 and have not held later due to financial crisis.	Inventors Exhibition	Continuation	-
Faculty of Engineering								
Faculty of Engineering		Number of training programs	3	5		2	5	
		Number of joint research	4	8		3	10	
		Number of foreign guest lectures and industry collaborations	5	10		4	10	
		Number of organize guest lectures	3	5		2	6	
		Number of purchased equipment for research activities	5	10		4	15	
		Participation in international conferences, seminars and workshops	1	4		1	5	
		Number of publications	3	10		2	12	
		Number of conducted seminars	3	5		4	10	
		Number of projects with the industry	8	10		10	15	
		Number of consultancies.	5	6		5	6	
		Number of research collaborations with national and international partners	5	8		7	8	
		Number of academic secessions	4	5		4	5	
		Annual symposium (completed for year 2022)	1	2		1	2	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		1. Research Publications						
		§ Foreign	12	0		15	0	
		§ Local	12	0		15	0	
		§ Indexed	10	0		12	0	
		2. Research Grants	5	0		6	0	
Library								
Library		Number of programs conducted on Research/year	15	20		20	25	
		Number of surveys conducted to identify the research needs	2	3		5	6	

		Number of awareness program conducted/year	10	10		15	15	
		Number of programs conducted for scholarly publications/year	3	4		5	5	
		Number of uploads of publications to institutional digital repository	500	500		1000	1500	
Goal 03-People: Academic Faculty & Staff								
Faculty of Humanities and Social Sciences								
Faculty of Humanities and Social Sciences		Staff						
		Academic (Permanent) (No. of new recruitments)	15	15			15	
		Academic (Temporary) (No. of new recruitments)	60	60			60	
		Administrative (No. of new recruitments)	10	10			10	
		Academic Support (Permanent) (No. of new recruitments)	5%	5%			5%	
		Academic Support (Temporary) (no. of new recruitments)						
		Non-academic (permanent) (no. of new recruitments)	5	5		5		
		PhD qualified academic staff members (as a % of permanent academic staff members)	90%	90%			90%	
		Fellowships and visiting professors (no. of new appointments)	5	5			5	
		Enhance quality of the academic staff						
		Number of MOUs with foreign universities	5				5	
		Percentage of PhD Holders	90%	90%			90%	
		Number of training programs and workshops for academic staff	5	5			5	
		Increase motivation & productivity of non -academic staff						
		Number of awards/appreciations	5	5			5	
		Number of trainings and workshops	4	4			4	
		Number of special relaxation programs	5	5			5	

Faculty of Applied Sciences								
Faculty of Applied Sciences		Number of links established for bilateral research collaborations with reputed institutes	Achieved	In progress		Achieved	In progress	
		Number of applied and received scholarships at national/international scholarships by junior staff (PhD and Postdoc placements in foreign universities)	Achieved	In progress		Achieved	In progress	
		Number staff members participated in training programs on emerging technologies and subject areas	20	20		25	25	
		Number of completed training programs on emerging technologies and subject areas	12	12		15	15	
		Number academic supportive and non-academic staff members participated in short-term local and foreign trainings on emerging technologies and subject areas	30	15	Due to the current economic situation, it is unlikely to organize training programmes	35	15	Due to the current economic situation, it is unlikely to organize training programmes
		Number completed short-term local and foreign trainings on emerging technologies and subject areas by academic supportive and non-academic staff	10	10	Due to the current economic situation, it is unlikely to organize training programmes	12	12	Due to the current economic situation, it is unlikely to organize training programmes
		Received carder	25	25		30	30	
		Number of annual staff evaluations conducted (annual increment forms)	150	150		160	160	
		Number of academic staff peer reviews conducted	50	50		60	60	
		Number of staff interactive events organized	3	3		3	3	
		Number of participants in staff interactive events	200	200		220	220	

		Number of OBT programmes organized	2	2		2	2	
		Number of participants in OBT programmes (Participants' feedbacks)	40	40		50	50	
Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		Academic (Permanent) (No. of New Recruitments)	14	25		0	10	
		Academic (Temporary) (No. of New Recruitments)	3	10		0	10	
		Administrative (No. of New Recruitments)	0	0		0	0	
		Academic Support (Permanent) (No. of New Recruitments)	1	3	Filling the vacant positions in year 2022/23	0	2	
		Academic Support (Temporary) (No. of New Recruitments)	0	2		0	2	
		Non-academic (Permanent) (No. of New Recruitments)	0			0		
		Non-academic (Contract) (No. of New Recruitments)	0			0		
		PhD qualified Academic Staff Members (As a % of Permanent Academic Staff Members)	48%	50%		50%	55%	
		Fellowships and Visiting Professors (No. of New Appointments)	1	1		1	1	
Faculty of Medicl Sciences								
Faculty of Medicl Sciences		Number of qualified academics recruited per year	As per cadre	1		As per cadre	1	
			As per cadre	Not Filled		As per cadre	Not Filled	
			As per cadre	As per cadre		As per cadre	As per cadre	
			As per cadre	As per cadre		As per cadre	As per cadre	
			As per cadre	We do have 4 vacant posts which we have being trying to recruit since 2022		As per cadre	We do have 4 vacant posts which we have being trying to recruit since 2022	
			As per cadre	As per cadre		As per cadre	As per cadre	
			As per cadre	1		As per cadre	1	
			As per cadre	2	1 senior lecturer and 1 lecturer will be recruited	As per cadre	2	1 senior lecturer and 1 lecturer will be recruited
			As per cadre	1		As per cadre	0	
			As per cadre	As per cadre		As per cadre	As per cadre	
		Proportion of students and teachers	5:01	uncertain	Not Achievable due to staff constraints	4:01	uncertain	Not Achievable due to staff constraints
			5:01	Staff constraints		4:01	Staff constraints	
			5:01	Staff constraints		4:01	Staff constraints	
			5:01	Staff constraints	Achievable	4:01	4:01	Achievable
			5:01	20:01	Not Achievable	4:01	10:01	Not Achievable
			5:01	Staff constraints		4:01		Staff constraints
			5:01	5:01	Achievable	4:01	5:01	Staff constrains

		Benchmark teaching environment	Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Yes	
			Yes	Uncertain	Lack of funding and recruiting more students	Yes	Uncertain	Lack of funding and recruiting more students
			Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Not Filled	
			Yes	Yes		Yes	yes	
		Number of staff development programmes for academic staff members	Staff development programmes for academic staff members	Once a month		To continue CMEs for update knowledge and skills development	To support update knowledge and skills development e.g. Teaching learning methods, soft skills etc	
		Deveelopment and implementation of a staff information management system	Developed and Implemented	Developed. Update 100% data		Developed and Implemented	Developed. Update 100% data	
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of Research Academics recruited	2	3		2	2	
		Number of Research Support Staff recruited	7		Limited during economic crisis	4	4	Limited during economic crisis
		Number of Training / WS on on-demand skill development programs for FGS staff	12	0	Not conducted during economic crisis	1	1	Not conducted during economic crisis
		Number of non-academic staff recruited as required i.e., for the computer room, for the library/document reference room, receptionist, subject clerks especially for the new boards of studies	10	3	Limited during economic crisis	15	15	Limited during economic crisis
		Number of Alumni entered to the Alumni association	50	0	Limited during economic crisis. Planned to conduct in online platform	100	100	Limited during economic crisis. Planned to conduct in online platform
Faculty of Technology								
Faculty of Technology		1.Recruitment of competent Academic staff with PhD holders	As per cadre	BST 19, CET 13, MMT 09, ICT 05	Requesting more cadres.	As per cadre	BST 19, CET 13, MMT 09, ICT 05	Requesting more cadres.
		2. Recruitment of competent Non-Academic staff with experienced and higher educational background	As per cadre	5	Requesting more cadres.	As per cadre	5	Requesting more cadres.

		3. An annual gathering/ceremony to acknowledge , reward outstanding performance, dedication and active engagement of the academic / non-academic staff	ceremony commence	Initiated	Postponed due to COVID-19 pandemic situation	ceremony commence	ceremony Inauguration	
		4. Short-term local / foreign training for academic / non-academic staff	4	2	Target not achieved due to COVID-19 pandemic situation	4	4	Target not achieved due to COVID-19 pandemic situation
Faculty of Engineering								
Faculty of Engineering		Number of qualified academics recruited	14	25		1	10	
		Number of research awards	3	10		2	10	
		Number of training programmes	1	3		2	5	
		Number of qualified academics recruited	14	25		1	10	
		Number of research awards	3	10		2	10	
		Number of training programmes	1	3		2	5	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		Staff Members						
		§ Academic	5	0		5	0	
		§ Academic Supportive	24	0		24	0	
		§ Non Academic	8	0		10	0	
		§ Administrative	-	-		-	-	
Library								
Library		Number of academic staff	14	14		15	15	
		Number of administrative staff	1	1		0	0	
		Number of non-academic staff						
		· Technical Officers	1	1		1	1	
		· Library Information Assistants	31	31		32	32	
		· Library Attendants	18	18		22	22	
		· Book binders	3	3		4	4	
		Academic achievements of the staff						
		· PhDs	1	2		2	2	
		· Masters	2	2		0	0	
		Professional qualifications	65%	65%		70%	70%	
		Number of conferences attended/ year						
		· Foreign	25%	25%		50%	50%	
		· Local	100%	100%		100%	100%	
		Number of workshops/ training programs attended/year						

	· Foreign	75%			50%	50%	
	· Local				50%	50%	
	Number of promotions obtained/year	15%	15%		20%	20%	
	Number of outbound training/events /years	1	1		2	2	
	Number serving as resource persons/year	60% (academic staff)	75% (academic staff)		75%	75%	
	Number of rewards/awards received	5% (academic staff)	5% (academic staff)		10%	10%	
	Number of research grants obtained	5	5		10	10	
	Number of subject specific academic staff	3	3		5	5	
Goal 04- Infrastructure:Organizational structure resource administration development							
Faculty of Humanities and Social Sciences							
Faculty of Humanities and Social Sciences		New Building for FHSS					
		Administrative Facilities for Departments					
		Number of rooms for Heads of Departments	17	17	50% work is completed		17
		Number of offices for staff	17	17			17
		Number of Sitting Areas	5	5			5
		Number of dining facilities for academic staff					
		Number of Washrooms for Staff and students	40	40			40
		Number of Floor Station for Janitorial Stores and Minor Staff	3	3			3
		Common Facilities					
		4 Lecture Halls (Each with Maximum 50 Seats)	5	5			5
		2 Lecture Halls (Each with Maximum 100 Seats)	10	10			10
		1 Lecture Hall (Each with Maximum 120 Seats)	2	2			2
		1 Examination hall/lecture hall/ auditorium (Each with Maximum 600 Seats)	1	1			1
		1 Lecture Hall (with Maximum 612 Seats) 8 Staff meeting rooms	1	1			1
		1 Electronic Recording system Laboratories (with 96m^2) for differently abled students	2	2			2
		Language Laboratories (128m^2)	1	1			1

Computer Laboratories (with 151 m^2 50 Seats)	2	2			2	
Computer Laboratories (with 154 m250Seats) Anthropology lab (200 m^2) Anthropology museum (78 m^2)	1	1			1	
4 Examination halls (236 m2, 112 m2, 174 m2, 181 m2)	4	4			4	
• 1 Faculty Board Room (299 m2, with 220 seats)		4			4	
• Audio Video Music Studio (110 m2)	4					
• Midi lab (53 m2)	4					
• Video lab (54 m2)	4					
• Faculty record room (51 m2)	4					
• Instrument lab (54 m2)	4					
• Dancing theatre (177 m2)	4					
• Drama studio (60 m2)	4					
• Practice room (35 m2)	4					
• Ensemble room (66 m2)	4					
• Examination Halls (with 250 Seats)	4					
2 Study Hall and Common Area (with 300 Seats)	4					
• Research and Innovation Centre (120 m2)	4					
• Student Counselling Division (150 m2)	4					
• UPS and equipment room	4					
(40 m2)						
• Server room (18 m2)	4					
• Dressing room for Performing Arts students (45 m2)	4					
• Maintenance Manager's room (19 m2)	4					
• Souvenir shop and bookshop (33 m2)	4					
Sumangala Building and Other Buildings						
• Lecture halls of Sumangala Building	6	6			6	
• Lecture halls of Rathanasara and Gnaneswara Buildings	2	2			2	

		• Lecture halls of DELT	4	4			4%	
		• Dancing Practical Hall						
		• Bandaranayake Hall (Renovation)	1	1			1	
		• Number of Smart Classrooms	6	6			6	
		• Faculty Board Room (new building)	1	1%			1%	
		• Sumangala Reading Hall (Auditorium)						
		• Examination halls (Number of seats)	100	100			100	
		• IT Labs						
		Sitting area						
		Number of activities related to Green Concept						
		Establish Solar Power System		100%			100%	
		Create MIS for file management (number of documents)		100			300	
		Create an online system for student management (Number of students)		1500			2000	
		Faculty of Applied Sciences						
Faculty of Applied Sciences		Number of floors completed at NFC	7	7	In progress	7	7	In progress
		Number of expanded/ refurbished buildings/premises at FAS	1	1		1	1	
		Number of new work spaces established for new academic entities at FAS	7	7		7	7	
		Number of modernized lecture halls and facilities	Completed	Completed		Completed	Completed	
		Number of new lecture halls and smart classrooms constructed for additional intakes	1	1		1	1	
		Number of container boxes fixed sports equipment storage	0	0		0	0	
		Number of new common staff areas developed, new wash rooms constructed/ renovated	2	2		2	2	
		Number of computers purchased for staff use	Completed	Completed		Completed	Completed	

Number of safety measures taken and number of safety workshops conducted (Letters by standardizing agencies, feedbacks)	3	3		3	3	
Number of vehicles purchased for field visits	0	0		0	0	
Number of Standing Operating Procedures/ Lab Manuals available safety for practices	4	4		4	4	
Number of upgrading and maintenance activities completed in chemical storage facilities and gas plants	3	3		3	3	
Number of mechanisms initiated for chemical waste management	2	2		2	2	
Number of labs modified and number of modifications done with robust and cutting-edge devices and technologies	3	3		3	3	
Number of new labs constructed	2	2		2	2	
Number of equipment purchased for Central Instrument Center	3	3		4	4	
Number of refurbishments/ modifications done at Central Instrument Center	2	2		2	2	
Number of equipment related grants received	2	2		2	2	
Number of new equipment added in labs/ research centers	10	10	Funding Deficiencied due to current economic condition	12	12	Funding Deficiencied due to current economic condition
Number of research collaborations entered(Grant award letters, MOUs)	Completed	Completed		Completed	Completed	
Number of hardware and software purchased for LMS	3	3		3	3	
Number of training sessions conducted on LMS	3	3		3	3	

		Number of hardware and software purchased teaching/evaluations	15	15		15	15	
		Number of training sessions conducted on computer based teaching/ evaluations	3	3		3	3	
		Number of new books received at USJ Library	45	45		50	50	
		Number of refurbishments completed in departmental libraries	2	2		2	2	
		Number of digital mechanism initiated to take attendance of the students	1	1		1	1	
		Number of digital mechanism initiated to record the time tables, lecture hall allocation	1	1		1	1	
		No. of new Wi Fi spots installed	2	2		2	2	
		Number of printing corners newly established	2	2		2	2	
		Number of digital mechanism initiated to register the students from their second year onwards in online basis	1	1		1	1	
Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		New Multi-Purpose Building						
		Administrative Facilities for Departments						
		5 Rooms for Heads of Departments	Completed	In Progress		Completed	Completed	
		5 Offices for Staff	Completed	In Progress		Completed	Completed	
		5 Sitting Areas	Completed	In Progress		Completed	Completed	
		1 Area for Dining Facilities for Academic Staff	Completed	In Progress		Completed	Completed	
		1 Area for Dining Facilities for Non-academic Staff	Completed	In Progress		Completed	Completed	
		1 Washroom for Staff	Completed	In Progress		Completed	Completed	
		1 Floor Station for Janitorial Stores and Minor Staff	Completed	In Progress		Completed	Completed	
		Common Facilities	Completed	In Progress		Completed	Completed	
		6 Lecture Halls (Each with Maximum 112 Seats)	Completed	In Progress		Completed	Completed	

3 Lecture Halls (Each with Maximum 162 Seats)	Completed	In Progress		Completed	Completed	
2 Lecture Halls (Each with Maximum 256 Seats)	Completed	In Progress		Completed	Completed	
2 Lecture Halls (Each with Maximum 352 Seats)	Completed	In Progress		Completed	Completed	
1 Lecture Hall (with Maximum 612 Seats)	Completed	In Progress		Completed	Completed	
3 Computer Laboratories (with 150 Seats)	Completed	In Progress		Completed	Completed	
2 Computer Laboratories (with 100 Seats)	Completed	In Progress		Completed	Completed	
2 Computer Laboratories (with 50 Seats)	Completed	In Progress		Completed	Completed	
2 Looker Rooms for Computer Labs	Completed	In Progress		Completed	Completed	
3 Examination Halls (with 250 Seats)	Completed	In Progress		Completed	Completed	
1 Study Hall and Common Area (with 784 Seats)	Completed	In Progress		Completed	Completed	
1 Cafeteria (with 150 seats and a Kitchen)	Completed	In Progress		Completed	Completed	
2 Washrooms for Students (with 50 Units)	Completed	In Progress		Completed	Completed	
1 Ladies Rest Room for Students	Completed	In Progress		Completed	Completed	
Business Communication Unit	Completed	In Progress		Completed	Completed	
Language Lab	Completed	In Progress		Completed	Completed	
Activity Room	Completed	In Progress		Completed	Completed	
Soft Skill Development and Career Guidance Unit	Completed	In Progress		Completed	Completed	
Research and Development, Industrial Partnership and External Affairs Unit	Completed	In Progress		Completed	Completed	
Generator and Utility Rooms	Completed	In Progress		Completed	Completed	
Student Counseling and Welfare Center	Completed	In Progress		Completed	Completed	
Additional Space Requirements of ITRC	Completed	In Progress		Completed	Completed	
Server Room with Raised Floor	Completed	In Progress		Completed	Completed	
Internet Lab	Completed	In Progress		Completed	Completed	
Hardware and Innovation Lab	Completed	In Progress		Completed	Completed	
ITRC Coordinator's Room	Completed	In Progress		Completed	Completed	
10 Cubicles for ITRC Staff	Completed	In Progress		Completed	Completed	
Staff Dining Area	Completed	In Progress		Completed	Completed	
Student Service Area	Completed	In Progress		Completed	Completed	

		Stores for ITRC	Completed	In Progress		Completed	Completed	
		TO Room and Workshop	Completed	In Progress		Completed	Completed	
		ITRC Board Room	Completed	In Progress		Completed	Completed	
		Video Conferencing Room	Completed	In Progress		Completed	Completed	
		ITRC Office Staff Space	Completed	In Progress		Completed	Completed	
		No. of New Business Incubators	Completed	In Progress		Completed	Completed	
		No. of New Aesthetic Skills Development Center	Completed	In Progress		Completed	Completed	
Faculty of Medicl Sciences								
Faculty of Medicl Sciences		Number of service and research oriented laboratories	5	1	Not Achievable	7	1	Not Achievable
			5	0	Financial contraints	7	1	Financial contraints
			5	1	Not Achievable	7	2	Not Achievable
			5	0	Not Achievable	7	0	Not Achievable
			5	1	Not Achievable	7	1	Not Achievable
			5	2	Not Achievable	7	2	Not Achievable
			5	1	Not Achievable	7	1	Not Achievable
			5	1	Not Achievable	7	1	Not Achievable
			5	0	Not Achievable	7	0	Not Achievable
			5	1	Not Achievable	7	1	Not Achievable
			5	3	Not Achievable	7	3	Not Achievable
		physical and infra-structure facilities for the differently-abled and physically challenged staff and students	Yes	yes		Yes	yes	
			Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Yes	
			Yes	Yes	depends on Faculty policy	Yes	Yes	depends on Faculty policy
			Yes	No		Yes	Yes	
			Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Yes	
			Yes	Yes		Yes	Yes	
		A building with laboratory facilities,auditorium and space for community service	1	1	Achievable	1	1	Achievable
			1	Faculty level		1	Not Filled	
			1	1	Achievable	1	1	Achievable
			1	1	Achievable	1	1	Achievable
			1	0	Not Achievable	1	0	Not Achievable
		Facilities provided for students other than for teaching purposes	Yes	100		Yes	100	propose to change the KPI
				250			250	
				80			150	
		Number of student residences near the Colombo South Teaching Hospital	Not Filled	2		2	Not Filled	
		Land to be purchased		Currently not feaseable due to fund constraints				
		Installation of Solar panels in all buildings with have no solar power	Yes	should be done by the university.		Yes	should be done by the university.	
		Installation of a waste management plant	Yes	Not Applicable		Yes	Not Applicable	
			Yes	Not Applicable		Yes	Not Applicable	
			Yes	Not Applicable		Yes	Not Applicable	
			Yes	Not Applicable		Yes	Not Applicable	

		Installation of a chemical waste management plant	Yes	Not Applicable		Yes	Not Applicable	
		Installation of waste water treatment plant	Yes	Not Applicable		Yes	Not Applicable	
			Yes	Not Applicable		Yes	Not Applicable	
		Academic center	0	Financial contraints		1	Financial contraints	
		Fuculty Board room	1	1	Achieved	1	1	Achieved
		Examination room	1	1	Achieved	1	1	Achieved
		Obtaining 2 large buses and one small bus	2	0	Financial contraints	2	0	Financial contraints
Faculty of Graduate Studies								
Faculty of Graduate Studies		GIS Laboratory	1	1		1	1	
		Resource Center and Mini-library	1	1		1	1	
		Smart classrooms		0		0	0	
		A Senior Common Room		1		1	1	
		Student workspaces		0		0	0	
		Mini Conference Room		1		1	1	
		Examination Unit		1		1	1	
		Lecturer Office-rooms		0		0	0	
		Room for demonstrators		1		1	1	
		Room for technical officers		0		0	0	
		Store Room		1		1	1	
		Facilities Center		0		0	0	
		Space for non-academic staff members		0		0	0	
		Elevator	1	0		0	0	
Faculty of Technology								
Faculty of Technology		1. Construct and completion of the building complex for the Faculty of Technology	80%	100 % (Phase 1)	Phase 2 is yet to develop	80%	100 % (Phase 1)	Phase 02 is yet to complete
		2. Purchase books for the library	60%	40%	Expect to purchase requested books upon the availability of funding.	70%	45%	Expect to purchase requested books upon the availability of funding.
		3. Established computerized	80%	On hold	On hold until funds are	80%	On hold	On hold until funds are
Faculty of Engineering								
Faculty of Engineering		Construct and modify faculty buildings	Completed	In Progress		Completed	Completed	
		Build new faculty premises		In Progress		Completed	Completed	
		Establish laboratories and workshops with equipment and furniture		In Progress		Completed	Completed	
		Purchase books for the library		In Progress		Completed	Completed	

		Subscribe to electronic journals in Engineering		In Progress		Completed	Completed	
		Establish a suitable Learning Management System with supporting ICT infrastructure		In Progress		Completed	Completed	
		Purchase vehicles to transport students and staff		In Progress		Completed	Completed	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		Upgrading lecture hall facilities and laboratory facilities						
		§ No of Lecture halls	-	-		5	0	
		§ No of laboratories	-	-		10	0	
Library								
Library		Reading area	Available 35%	Available 35%		Available 35%	Available 35%	
		Seating capacity	650	650		650	650	
		Student centers/ Discussion areas	1	1		2	2	
		Recreational facilities	10%	10%		10%	10%	
		Number of computers	100	100		100	100	
		Number of laptops	37	37		37	40	
		Wi –fi coverage	80%	80%		80%	80%	
		IT equipment	50%	50%		75%	75%	
Goal 5 - Finance								
Faculty of Humanities and Social Sciences								
Faculty of Humanities and Social Sciences		Increase Funds and Grants (% Increase)						
		Generated funds	23/%					
		Faculty Development Fund	20%	20%			20%	
		Hardship Fund	20%	20%			20%	
		Research Grants	10%	10%			10%	
		Develop an efficient procedure of payment for visiting staff						
		Number of users of gateway for an online payment system	80	80			25	
Faculty of Applied Sciences								
		Number of students enrolled for postgraduate programs and extensions	Completed	Completed		Completed	Completed	

Faculty of Applied Sciences		Number of new PG courses introduced	1	1		1	1	
		Number of new short-term training programs and on-campus and online certificate courses introduced	2	2		2	2	
		Number of participants in each new short-term training programs and on-campus and online certificate courses introduced	275	275		300	300	
		Number of staff members facilitated with exercise science programmes	30	30	Target not achieved due to Lack of funding but yet hope to achieve this in future	35	35	Target not achieved due to Lack of funding but yet hope to achieve this in future
		Number of applications submitted to grant applications for local/global agencies	45	45		52	52	
		Number of grants received from grant applications for local/global agencies	39	39		45	45	
		Number and types of services provided for technology adaptation (recipient feedback)	2	2		2	2	
		Number and types of cooperate sector projects completed	Completed	Completed		Completed	Completed	
		Number of joint ventures started	Completed	Completed		Completed	Completed	
		Number of IPs generated and commercialized	1	1		1	1	
		Number of consultancies provided by Statistical Consultancy Unit	20	20		25	25	
		Number of Standing Operating Procedures available for procurements	1	1		1	1	

Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		Generated Earnings (% Increase)						
		§ Postgraduate Programmes	10%	10%		10%	10%	
		§ Other Earnings (Research Grants, Consultancy Services, etc.)	10%	10%		10%	10%	
Faculty of Medicl Sciences								
Faculty of Medicl Sciences		Percentage of financial contribution from sources other than the Ministry of Higher Education	10%	0%	Not Achievable	10%	0%	Not Achievable
			10%	10%	Achievable	10%	10%	Achievable
			10%	0	Not Achievable	10%	0%	Not Achievable
			10%	70%	Achievable	10%	70%	Achievable
			10%	0	Not Achievable	10%	0	Not Achievable
			10%	10%	Achievable	10%	10%	Achievable
			10%	0%	Not Achievable	10%	0	Not Achievable
			10%	10%	Achievable	10%	10%	Achievable
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of new students' enrolments	350	521		400	400	
		Number of promotion and marketing campaigns	30	12		20	20	
		Number of new industry related courses	-	1		1	1	
		Average revenue per student	180,000.00	128478.15		1,150,000.00	1,150,000.00	
		Average contribution per student	1 73,000.00	134951.08		1,100,000.00	1,100,000.00	
Faculty of Technology								
Faculty of Technology	1. Getting annual budget approval from the UGC and released of funding (Million LKR)	Rs. Mn.1000	Rs. Mn. 129	As per the information collected by the Bookkeeping section 2021 received Rs. Mn. 129.0	Rs. Mn.1000	Rs. Mn. 70	As per the information collected by the Bookkeeping section 2021 received Rs. Mn. 129.0 and 2022 received Rs. Mn. 70.0	
	2. Promote collaborative activities to draw funds	3	3	AHEAD fund for equipment purchase; MoU with CodeGen International (Pvt), Limited; MoU with Rivoga I (Pvt), Limited	3	3	AHEAD fund for equipment purchase; MoU with CodeGen International (Pvt), Limited; MoU with Rivoga I (Pvt), Limited	
Faculty of Engineering								
Faculty of Engineering		§ Postgraduate Programmes	10%	10%		10%	10%	
		§ Other Earnings (Research Grants, Consultancy Services, etc.)	15%	15%		15%	20%	

		Number of collaborative activities	5	5		5	5	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		§ Number of registered foreign students	2	0		5	0	
		§ External Research Grants	1	0		2	0	
Library								
Library		Number of fund-raising activities per year	2	2		3	3	
		Amount spent from the library development fund for library activities	25%	25%		25%	25%	
		Number of annual/biennial conferences / workshops conducted by utilizing the library development fund	1	1		2	2	
Goal 6 : Outstanding Student Experience								
Faculty of Humanities and Social Sciences								
Faculty of Humanities and Social Sciences		Number of participants for multiple intelligent competition	1200	1200			1200	
		Number of CSR projects completed						
		Number of special/cultural events organized for students	2	2			2	
		Number of scholarships provided by the faculty	25	25			25	
		Number of participants for foreign exchange programs						
Faculty of Applied Sciences								
Faculty of Applied Sciences		Number of partnerships initiated for professional bodies for student engagements	8	8		10	10	
		Number of completed events for students to partner with industry giants	15	15		20	20	
		Number of student participated in industry partnering events	160	160		170	170	

Number of communication with collaborators for collaborative research projects	Completed	Completed		Completed	Completed	
Number of students facilitated with collaborative research projects	160	160		170	170	
Number of students' abstracts and participation certificates obtained from collaborative research projects	130	130		140	140	
Number of students participated in events such as the SLAYS 3MT competition.	10	10		15	15	
Number of discussions/seminars/ guest lectures held on current issues	20	20		25	25	
Number of participants attended for discussions/seminars/ guest lectures held on current issues	200	200		250	250	
Number of undergraduate research projects conducted on contemporary issues	25	25		30	30	
Number of web portals developed for R & D collaborations	1	1		1	1	
Type and number of industry-driven activities and student feedbacks	Completed	Completed		Completed	Completed	
Type and number of extra-curricular industry involved activities conducted and student feedbacks	7	7		10	10	
Number of students completed internship placements	250	250		300	300	
Number of job fairs organized and participant feedbacks	2	2		2	2	
Number of links established for exchange programs with foreign universities	4	4		4	4	

		Number of participants of exchange programs with foreign universities	16	16	These progrmmes were not organized due to pandemic and economic crisis but yet to continue with in future	20	20	These progrmmes were not organized due to pandemic and economic crisis but yet to continue with in future
		Number of participants in OBT programmes	110	110	OBT progrmmes were not organized due to pandemic, fuel cisis and economic crisis but yet to continue with in future	120	120	OBT progrmmes were not organized due to pandemic, fuel cisis and economic crisis but yet to continue with in future
		Number of co-curricular and extra-curricular activities organized through departmental subject associations	50	50		60	60	
		Number of outstanding students felicitated for achievements in co-curricular and extra-curricular activities	40	40		50	50	
		Number of reports reported and evaluations made about the progress of student unions'/ subject associations'	12	12		12	12	
		Number of new products introduced to the market by students	1	1		2	2	
		Number of new products introduced to the market by students	1	1		2	2	
		Number of students facilitated for business incubational activities	40	40		50	50	
Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		Outstanding Student Experience and Life-long Learning						
		No. of Department/ Faculty Level Alumni Associations	13	13		13	13	
		No. of Awards received by Students (From External Organizations/ Events)	5	8		5	10	
		No. of Talent Shows, Competitions, Conferences, etc. organized by the Students	11	35		13	35	

Faculty of Medicl Sciences								
Faculty of Medicl Sciences		Number of student teacher contact sessions per year	4	2	Although the students are given the opportunity to meet the teachers, most do not meet.	2	2	It is more realistic to keep it at two/ year
		Number of MoUs with other international Universities sessions per year	4	2	Financial contraints	5	2	Financial contraints
		No. of student representations made per year	4	2	Fund constraints	4	2	Fund constraints
		Number of elective studnets per year	15	10	Not Achievable	25	15	Not Achievable
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of courses in line with the Sri Lanka Qualification Framework	130	131		131	131	
		Number of students who complete their degrees on time	236	267		250	250	
		Number of interactions held with the industry both nationally and internationally	8	4		5	5	
		Number of student /staff exchange programs held		0		1	1	
		Number of fellowships/ scholarships made available for students		0		0	0	
		Number of patents to be received for research projects	5	12		10	10	
		Number of research communication in public media which stemmed from the research done in the university	10	10		10	10	
		Number of books published as a result of the research	2	5		5	5	
		Number of hybrid/on line courses offered	3	22		20	20	

		Number of training programs which provide outside exposure both nationally and internationally conducted	5	0	Limited during economic crisis	2	2	Limited during economic crisis
		Number of students using the LMS	350	521		400	400	
Faculty of Technology								
Faculty of Technology		1. Conduct orientation program & outbound training for students	100% each year	100% each year		100% each year	100% each year	-
		2. Establish a mechanism for counselling, mentoring, student welfare and extracurricular activities	100%	100%		100%	100%	-
		3. Signing an MoU with Industry, for an internship program	25%	10%	Due to COVID-19 pandemic situation industries limited training opportunities	30%	25%	Codegen International (Pvt) LTD (2021), Malaysia University of Science and Technology (2022), The University of the Ryukyus Okinama, Japan (2022), Dept. of SFT and Ministry of Education (MoE) (2022)
		4. Establish a training and carrier guidance unit	Initiation	Faculty level discussion initiated		40%	On hold	On hold until funds are available
		5.Faculty-level job fair	Initiation	Initiation	Target not achieved due to COVID-19 pandemic situation	In process	01 held	CGU along with faculty CGU conducts annual job fairs for all university
Faculty of Engineering								
Faculty of Engineering		Number of counselling, mentoring events.	2	5		2	5	
		Number of sessions with industry	5	8		5	10	
		Number of carrier guidance events.	5	15		7	15	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		§ Number of MOU	-	-		2	0	
		§ Number of active student alumnae	-	-		-	-	

Library								
Library		Number of community development programs	2 per year	2 per year		3 per year	3 per year	
Goal 7 - Lifelong community Social Responsibility National Contributioin								
Faculty of Humanities and Social Sciences								
Faculty of Humanities and Social Sciences		National Contribution, Social Responsibility and Community Development Projects						
		Number Workshops/ Seminars conducted for Government departments	15	15			15	
		Number of awareness programs conducted for General Public	10	10			10	
		Number of seminars conducted for A/L and O/L students	10	10			10	
		Number of audio books created for differently abled community						
		Number of materials prepared for O/L and other educational programs	175	175			175	
		Number of programs published on You-tube	20	20			20	
		Archaeological sites investigation, excavation, conservation, and maintenance Institutions	2	2			2	
		Academic staff involvement in national level activities	30	30			30	
		Number of seminars conducted	50	50			50	
		Number of evaluation activities	2	2			2	
		Number of participations at expert panels	2	2			2	
		Number of participations to advisory Boards	5	5			5	
		Number of awareness programs conducted for general public	10	10			10	

Faculty of Applied Sciences								
Faculty of Applied Sciences		Number of of appointed trained student counselling professionals and number of departmental student counsellor	26	26		26	26	
		Number of students facilitated through Departmental Student Support and Mentoring Programme	850	850		900	900	
		Number of events organized outside the set notional hours, which interacts staff and students.	Completed	Completed		Completed	Completed	
		Number of alumni engagements for co-curricular and extra-curricular activities	20	20		25	25	
		Number workshops conducted relevant disciplines and participants' feedback	15	15		20	20	
		Number and type of school-student competitions, Interfaculty competitions held	2	2		2	2	
		Number and type of establish school computer labs, libraries and related infrastructure established	3	3		3	3	
		Number of engaged events in public talks, key note addresses, resource persons for secondary education curriculum revisions and publications	3	3		3	3	
		Number of teachers participated in teacher training programs	160	160		200	200	
		Number of training programs conducted on technology usage in education	1	1		2	2	

Number of volunteers registered in established fully-fledged registry for technology related service discovery	30	30		35	35	
Number of queries facilitated through established fully-fledged help-desk service portal for technology related assistance	0	0	Did not progress	0	0	Did not progress
Established portal for online course delivery and number of developed contents	1	1		1	1	
Number of established virtual communities/ discussions hosted on emerging topics	4	4		5	5	
Number and type of completed projects in applying R & D contributions in relevant national context	2	2		2	2	
Number of discussions held regarding current issues in society	20	20		25	25	
Number of course units developed which address to design solutions for current problems or enhancing lives of fellow citizens.	8	8		10	10	
Number and type of completed R & D activities with national bodies	3	3		3	3	
Number of workshop, seminars conducted by staff members	12	12		20	20	
Number of consultations done at external consulting firms	4	4		5	5	

		Number of awareness programs for students about national projects which they could get involved.	2	2		2	2	
		Number of national events organized by students	1	1		1	1	
Faculty of Management Studies and Commerce								
Faculty of Management Studies and Commerce		No. of CSR Projects conducted	7	25		10	25	
		No. of Workshops/ Guest Lectures/ Training Programmes conducted by Staff Members outside the University	20	35		25	40	
		No. of Radio/ TV/ Other Media Programmes participated by Staff Members	8	40		9	40	
Faculty of Medicl Sciences								
Faculty of Medicl Sciences		No. of services provided to the community	8	8	Achievable	10	10	Achievable
			8	8	Achievable	10	10	Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	8	Achievable	10	10	Achievable
			8	2	Not Achievable	10	2	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	2	Not Achievable	10	2	Not Achievable
			8	12	Achievable	10	12	Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	0	Not Achievable	10	0	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable
		No. of laboratories with SLAB accreditation	1	0	Not Achievable	1	0	Not Achievable
			1	0	Not Applicable	1	0	Not Applicable
		No. of academics involved in policy decisions for the health of the nation	8	1	Not Achievable	10	1	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	8	Achievable	10	10	Achievable
			8	2	Not Achievable	10	2	Not Achievable
			8	1	Not Achievable	10	2	Not Achievable
			3	3	Achievable	3	3	Achievable
			8	2	Not Achievable	10	2	Not Achievable
			8	5	Not Achievable	10	7	Not Achievable
			8	3	Not Achievable	10	0	Not Achievable
			8	2	Not Achievable	10	2	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable
			8	1	Not Achievable	10	1	Not Achievable

		8	5	Not Achievable	10	5	Not Achievable
	No. of academics involved in exams at National level	18	5	Not Achievable	30	5	Not Achievable
		18	18	Achievable	30	30	Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	3	Not Achievable	30	3	Not Achievable
		18	6	Not Achievable	30	8	Not Achievable
		18	3	Not Achievable	30	Not Filled	
		18	2	Not Achievable	30	2	Not Achievable
		18	3	Not Achievable	30	4	Not Achievable
		18	5	Not Achievable	30	5	Not Achievable
	No. of academics involved in upgrading the curriculum of other faculties at national or international level	18	2	Not Achievable	30	2	Not Achievable
		18	1	Not Achievable	30	1	Not Achievable
		18	18	Achievable	30	30	Achievable
		18	2	Not Achievable	30	2	Not Achievable
		18	3	Not Achievable	30	3	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	6	Not Achievable	30	6	Not Achievable
		18	3	Not Achievable	30	0	Not Achievable
		18	2	Not Achievable	30	2	Not Achievable
		18	0	Not Achievable	30	1	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	5	Not Achievable	30	5	Not Achievable
	No. of academics involved in postgraduate examinations	18	4	Not Achievable	30	4	Not Achievable
		18	5	Not Achievable	30	5	Not Achievable
		18	18	Achievable	30	30	Achievable
		18	2	Not Achievable	30	2	Not Achievable
		18	4	Not Achievable	30	5	Not Achievable
		18	0	Not Achievable	30	0	Not Achievable
		18	4	Not Achievable	30	4	Not Achievable
		18	6	Not Achievable	30	6	Not Achievable
		18	3	Not Achievable	30	0	Not Achievable
		18	5	Not Achievable	30	5	Not Achievable
		18	3	Not Achievable	30	3	Not Achievable
		18	3	Not Achievable	30	4	Not Achievable
		18	5	Not Achievable	30	5	Not Achievable
	No. of academics involved in assisting national level bodies	18	2	Not Achievable	30	2	Not Achievable
		18	2	Not Achievable	30	2	Not Achievable
		18	18	Achievable	30	30	Achievable
		18	4	Not Achievable	30	4	Not Achievable
		18	3	Not Achievable	30	4	Not Achievable

			18	0	Not Achievable	30	0	Not Achievable
			18	3	Not Achievable	30	3	Not Achievable
			18	5	Not Achievable	30	5	Not Achievable
			18	5	Not Achievable	30	0	Not Achievable
			18	2	Not Achievable	30	2	Not Achievable
			18	1	Not Achievable	30	1	Not Achievable
			18	2	Not Achievable	30	3	Not Achievable
			18	5	Not Achievable	30	5	Not Achievable
Faculty of Graduate Studies								
Faculty of Graduate Studies		Number of workshops to be conducted and participants' feedback	3	2		2	2	
		Number of researches conducted by the Faculty which was taken up by the society	5	3	Limited during economic crisis	0	0	Limited during economic crisis
		Number of research work which led to policy formulation and revision	8	7		6	6	
		Number of projects done by the graduate students for the society/community	10	0	Limited during economic crisis	2	2	Limited during economic crisis
		Number of training programmes conducted and participants' feedback	1	0		0	0	
		Number of online course delivery		22		20	20	
		Number of established virtual communities		0		0	0	
		Number of national projects completed	2	2		2	2	
		Number of attempts to go green in the university	1	1		1	1	
		Number of workshops and training on green concept	1	0	Limited during economic crisis	0	0	Limited during economic crisis

Faculty of Technology								
Faculty of Technology		1. Conducting industrial training & research project to understand and familiarized to the industrial atmosphere	Continuation	Continuation		Continuation	Continuation	
		2. Community development projects and activities	3	25		3	40	
Faculty of Engineering								
Faculty of Engineering		Number of activities/events that faculty members contributed national development activities and community service activities	3	10		5	12	
		Number of staff attended in sport events.	10	20		10	25	
		Number of CDP secessions.	4	25		4	25	
		Number of organized CSR projects.	10	25		15	25	
		Number of collaborations with policy-makers	2	5		2	5	
Faculty of Allied Health Sciences								
Faculty of Allied Health Sciences		§ Number of Community based projects	-	-		-	-	
Library								
Library		Number of outreach programs/year	2	2		3	3	
		Number of registered past SJP community	20%	20%		30%	30%	
		Exhibitions, learning spaces and cultural programs	1	1		1	1	

75	KPI		2024			2025		
			Based on the current corporate plan	Expected Achievement (with changes)	Remarks	Based on the corporate plan	Expected Achievement (With changes)	Remarks
Innovation Invention and Venture Creation Councill (IIVCC)	**Goal 01- Learning & Education**							
	Innovation Invention and Venture Creation Councill (IIVCC)							
		No. of awareness programs done on innovations		10			20	
		No.of student participation		150			200	
		No. of student enterprenuears identified		4			8	
		No. of potential Industry partners identified		30			30	
		No. of workshops conducts specifically for student enterprenuers		8			15	
		No . Of student discussions held with IIVCC		5			10	
		No.of students who start their own startups		5			8	
	Goal 02 - Research and Development							
		No. of innovation grants released		25			25	
		No. of proto-types developed (innoations/inventinos)		25			25	
		No. of exhibitions/competitions held		1			1	
		No. of commercializable innovations identified		15			15	
		No. of patentable products/innovations identified		10			10	
		No. of tv shows/newspaper articles published		1			1	
		No. of IP policy related workshops done		2			2	
	Goal 03 - People: Academic Faculty & Staff							
		No. of trainings conducted for the USJ staff		3			3	
		No. of Awarding ceremonies		1			1	
		No. of evaluations held with the help of SLIC		1			1	
		No. of staff inovolved in the IIVCC competition		30			30	
		No. of students inovolved in the IIVCC competition						

	No. of Innovations Suggested in the proposed Innovation Suggestion system		20			20	
Goal 04 - Organizational structures, Resources, Administrations and Development							
	No. of reviews carried out under each sub-section of IIVCC		1			1	
	Number of external partneships		10			10	
Goal 05 - Finance							
	No of Corporates Engaged		8			10	
	No. of Donor Agencies Engaged	1	3			5	
Goal 06 - Outstanding Student Experience							
	No. of supported events held (StarttupHub)		5			8	
	No. of supported events held (Innovators Club)		5			8	
Goal 07 -Lifelong Community, Social Responsibility & National Development & Global /Regional Impact							
	Number of technology transfers promoted to industries		10			20	
	Number of Entrepeneurs Supported		10			15	
	Number of international partnerships created		8			10	
	Number of research and innovations globally Showcased		15			15	
	No. of USJ Alumni Supported (Startups)	2	5			10	
	No.of Startup networking events held	3	3			5	
	No. of TEDxUSriJayewardenepura Speakers		11			10	

Faculty / Division	KPI	2024			2025		
		Based on the current corporate plan	Expected Achievement (with changes)	Remarks	Based on the corporate plan	Expected Achievement (With changes)	Remarks
USJ Tech Transfer Office (UBL Cell)	**Goal 01- Learning & Education**						
	USJ Tech Transfer Office (UBL Cell)						
	No. of Students trained on Intellectual Property Rights		200			500	
	No.of IP Courses developed		3			2	
	No. of Newsletters published		1			3	
	No. of potential Industry partners identified		30			30	
	No. of interns trained and assigned		1			5	
	No. of Innovation based Hackathons organized		1			1	
	No. of Grants approved for Startups		2			2	
	No. of students incorporated in building startups		1			2	
	No. of Patent Applications Submitted		30			30	
	No. of Student teams built for Research Commercialization		2			2	
	No. of Startups incubated		1			2	
	No. of sharable material created related to IP applications		5			3	
	No. of Q&A sessions conducted with Patent applicants		3			5	
	No. of Discussions held with the Academic Community		10			10	
	No. of Discussions held with the undergraduate Community		10			10	
	No. of academics incorporated in the Discussion		15			15	
	No. of Students incorporated in the discssion		25			25	
	Goal 02 - Research and Development						
	No. of research areas identified for innovation projects		5			3	

	No. of collaborations initiated between Research units / departments		5			5	
	Amount of Funding raised for research commercialization		0.5million LKR			0.5million LKR	
	No. of under utilized IP assets identified		3			3	
	No. of Grants applied		2			2	
	Amount of Funding raised for Research and Development		3 million LKR			5 million LKR	
	No. of Tech based Startup Competitions organized		1				
Goal 03 - People: Academic Faculty & Staff							
	No. of trainings conducted for the TTO team		4			4	
	No. of undergraduates trained online by WIPO		200			300	
	No. of Team building activities conducted		2			2	
	No. of recreational activities conducted		2			2	
	No. of Innovations Suggested in the proposed Innovation Suggestion system		20			20	
Goal 04 - Organizational structures, Resources, Administrations and Development							
	No. of Technology infrastucture updated		5			5	
	Number of external partneships		10			10	
Goal 05 - Finance							
	No of revenue streams diversified		2			2	
	No of grants allocated		15			20	
Goal 06 - Outstanding Student Experience							
	No. of current student support services assessed		10			15	
	No. of learning resources evaluated and updated accordingly		10			15	
	No. of students which were involved to give feedback		10			15	

		No. of opportunities identified for student involvement		10			15	
		No, of support progams implemented						
		No. of innovative learning and teaching methods implemented						
	Goal 07 -Lifelong Community, Social Responsibility & National Development & Global /Regional Impact							
		Number of technology transfers promoted to industries		50			60	
		Number of local entrepreneurship supported		8			10	
		Number of international partnerships Strengthened		8			10	
		Number of research and innovations globally Showcased		15			15	
		No.of Startup networking events held		1				

University of Sri Jayewardenepura

Gangodawila, Nugegoda, Sri Lanka

Tel: + 94 112802293

Fax: 94 112801843

E-mail: registrar@sjp.ac.lk