



University of Colombo Sri Lanka

ACTION PLAN FOR 2018

Based on the Strategic Plan 2018- 2022

University of Colombo: Action Plan 2018

This document details the University of Colombo Action Plan for the year 2018 based on the Corporate Plan 2018-2022. The University has **7 Goals**; under each goal are several **Objectives**. Several **Strategies** have been identified to meet this Objective, and each strategy has one or more specific **Activities**. The chart shows the Goals, Objectives, Strategies, and Activities, together with the responsible parties for each activity, the estimated budget, and the quarter in 2018 during which each activity will be implemented. Please note that the colour codes given below. Please refer appendix for abbreviations.

Item No	Activity	Sub activity	Duration												Budgetary Allocation	Responsible Division officer	
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
1	GOAL 1: Achieving Excellence in Facilitation Toward Teaching and Learning															85m	
1.1	Objective 1.1: To use of modern technology and pedagogies for dissemination of knowledge															50m	
		Strategy 1.1: Strengthen knowledge dissemination through multi-modes and modern teaching and learning systems															
1.1.1		Promoting interactive methods in teaching learning process														2m	Deans, Directors, Heads, Coordinators
1.1.2		Widening access to ICT resources														5m	VC, Registrar, Directors, Deans
1.1.3		Providing wider access to information and publications														4m	Registrar, Librarian, Deans, Directors, Heads
1.1.4		Promoting multi mode delivery and evaluation methods														4m	VC, D/SDC, Deans, Heads
1.1.5		Improving university-industry														10m	Heads, CGU Deans, Rector, Directors

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GOAL

OBJECTIVE

STRATEGY

ACTIVITY

Shaded light purple are the quarters during which the activities will be implemented

UNIVERSITY OF COLOMBO –ACTION PLAN 2018

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			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
	Goal 1 – Achieving excellence in teaching and learning																
	Objective 1.1: To use appropriate technologies and pedagogies to enhance graduate attributes																
		Strategy 1.1.1 Strengthen graduate attributes through effective teaching and learning systems														30M	
1.1.1.1		Promoting interactive methods in teaching - learning process													Rector, Deans, Directors, Heads, Coordinators		
1.1.1.2		Widening access to ICT resources													Vice Chancellor, Rector, Deans, Directors, Registrar		
1.1.1.3		Promote access to information resources through modern technology													Rector, Deans, Registrar, Librarian, Directors, Heads		
1.1.1.4		Integrating IT into library services													Librarian		
1.1.1.5		Increasing university-industry collaborations to enhance graduate attributes													Heads, Career Guidance Coordinators, Rector, Deans, Directors		

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1.1.1.6		Promoting community based service learning projects															Rector, Deans, Heads
		Strategy 1.1.2: Establish a systematic review of academic programs														3M	
1.1.2.1		Reviewing curricula periodically to meet the stakeholders' needs															Heads, Coordinators, Rector, Deans, Directors
1.1.2.2		Mapping programs with SLQF															Rector, Dean, Director, Heads
1.1.2.3		Nurturing students on logical and critical thinking															Head, Rector, Dean, Director
1.1.2.4		Encouraging research on national and international issues															Head, Rector, Dean, Director
1.1.2.5		Increasing the number of postgraduates and doctoral students in the faculty															Coordinator of the programs, Dean, Director/Rector
	Goal 2 – Achieving Excellence in Research and Scholarship															40M	
	Objective 2.1: To strengthen research, innovation and publications																
		Strategy 2.1.1: Strengthen mechanisms to improve research, innovations and publications															
2.1.1.1		Encouraging research by providing incentives															VC /Deans/ Directors/ Rector/ /Bursar
2.1.1.2		Recognizing Academics for their contribution in research and development															VC /Deans/ Directors/ Rector/
2.1.1.3		Integrate research into undergraduate programs															VC /Deans/ Directors/ Rector
2.1.1.4		Integrate research Postgraduate programs														VC /Deans/ Directors/ Rector	

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			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
2.1.1.5		Increasing the number of postgraduates and doctoral students in the faculty																Coordinator of the programs, Dean, Director/Rector
2.1.1.6		Ensuring wide dissemination of research outputs																VC/Deans/Director/Rector/Heads
2.1.1.7		Encouraging research on national and international issues																Head, Rector, Dean, Director
2.1.1.8		Organizing national and international research conferences/workshops/Symposia																VC/Deans/Director/Rector/
		Strategy 2.1.2: Expand facilities and build networks for high caliber research culture																
2.1.2.1		Develop a centre for research development																Directors/ CRD
2.1.2.2		Increasing access for resources																Librarian
2.1.2.3		Promoting national research collaborations																VC/Deans, Directors/Rector/ Heads
		Strategy 2.1.3: Facilitate knowledge and technology transfer																
2.1.3.1		Forming mutually beneficial research collaborations for R&D with industry & corporate sector																VC/Deans/Directors/Rector
2.1.3.2		Encouraging commercialization of research and development through development of a Technology Transfer Centre																VC/Deans/Directors/Rector/Heads
	Goal 3 – Providing improved infrastructure facilities																140M	
	Objective 3.1: To upgrade physical and visual environment																	

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		Strategy 3.1.1 Optimal use of existing facilities															
3.1.1.1		Optimal usage of lecture halls															Dean/DR/SAR/AR
3.1.1.2		Optimal usage of laboratories															Dean/ Head/DR/SAR/AR
3.1.1.3		Optimal usage of Play Ground and Indoor Stadium															Dir PE
3.1.1.4		Optimal usage of Gymnasium															Dir PE
		Strategy 3.1.2 : Improve and expand physical infrastructure facilities															
3.1.2.1		Improving and Modernizing lecture halls/laboratories															VC / Deans/ Directors/ Rector/ /Bursar/Registrar /WE
3.1.2.2		Redefining library space															Librarian
3.1.2.3		Improving sanitary facilities															VC/Dean/Rector/Bursar/ Registrar /WE
3.1.2.4		Providing facilities for differently abled people															VC, Registrar, Deans, Librarian, Director/Rector, Works Engineer
3.1.2.5		Improving facilities at the Health Centre															VC/Registrar/CMO
3.1.2.6		Mobile Services for outside faculties															VC/Registrar/CMO
3.1.2.7		Development of landscaping with attractive faculty premises															VC/Deans, Directors/Rector, Registrar, Curator
3.1.2.8		Improving office with modern office furniture and equipment															VC/Deans, Directors/Rector, Registrar, Heads
3.1.2.9		Upgrading Common rooms with modern equipment															VC/Deans, Directors/Rector, Registrar,

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3.1.2.10		Improving accommodation for students															VC/Directors/Rector, Registrar,
3.1.2.11		Improving cafeteria facilities (space, healthy food, etc)															Student counselor Deans, Director/Rector,
3.1.2.12		Establishment of the Faculty of Technology, Faculty of Nursing, Faculty of Engineering															VC, R, WE, AR/CWP
3.1.2.13		Construction of HELP ZONE														100M General Funds	VC, R, WE, AR/CWP
3.1.2.14		Construction of University press															VC, R, WE, AR/CWP
3.1.2.15		Construction of west wing building															VC, R, WE, SAR/AR/CWP
3.1.2.16		Construction of ten storied building for the Faculty of Mgt. & Finance															VC, R, WE, SAR/AR/CWP
3.1.2.17		Construction of statistics building,														250M	VC, R, WE, SAR.AR/CWP
3.1.2.18		Construction of Information learning center, student service center for the Faculty of Science														103M	VC, R, WE, SAR.AR/CWP
3.1.2.19		Construction of seven storied new wing building for Faculty of Arts														45M 50M (General Funds)	VC, R, WE, Dean , SAR, AR/CWP
3.1.2.20		Construction of 17 story building for the Faculty of Medicine														1.5B	VC, R, WE, Dean, DR, AR/CWP
3.1.2.21		Converting IARS to Faculty of Commercial Agriculture														5M	VC, R, WE, AR/CWP
3.1.2.22		Construction of the staff quarters (Accommodation for Staff)															VC, R, WE, AR/CWP

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3.1.2.23		Library extension and multi-purpose building, multi-camera studio for the Sri Palee campus																VC, Rector, R, WE, AR/CWP
	Objective 3.2: To enhance social environment																	
3.2.1.1		Strategy 3.2.1 : Improve and expand sports and recreation facilities															3M	
3.2.1.2		Improving facilities for physical and mental fitness																VC, Registrar, Director PE,
3.2.1.3		Establishment of recreation facilities for Sri Palee Campus & Faculty of Technology																Director PE, Registrar, VC,
3.2.1.4		Construction of Swimming Pool																VC, R, WE, Dir/PE, AR/CWP, Alumina Association
3.2.1.5		Construction of Modern Basketball and Netball Court																VC, R, WE, Dir/PE, AR/CWP
3.2.1.6		Improve the quality and standard of the Existing Tennis Court																VC, R, WE, Dir/PE, AR/CWP
		Strategy 3.2.2 : To promote social harmony																
3.2.2.1		Promote and encourage multicultural, social and multi – religious events																Dean/SAR/Student Counsellor
3.2.2.2		Promote and encourage sports events between staff and students/academic & non-academic																Dean/Dir/PE/Student Counsellor
	Objective 3.3 To Promote Environmental Sustainability																	
		Strategy 3.3.1 Introduce and practice sustainable environmental initiatives																
3.3.1.1.		Promoting green and sustainable initiatives															Dir/Environment, Curator, Environment officer	

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3.3.1.2		Conserving water and energy															Dir/Environment, Curator, Environment officer
	Goal 4 – Managing Human Capital															5M	
	Objective 4.1 - To create a pool of competent staff																
4.1.1.1		Strategy 4.1.1 Recruitment of high caliber staff / Obtaining expertise service															
4.1.1.2		Recruit competent academic staff															VC, Dean, HODs, Rector, Directors
4.1.1.3		Form a pool of experts with academic excellence															VC, Dean, Rector, Directors
4.1.1.4		Recruitment of Administrative and Financial Staff															UGC, MOHE
4.1.1.5		Recruit competent nonacademic staff through rigorous selection process															UGC, MOHE
		Strategy 4.1.2: Develop and retain staff															
4.1.2.1		Design training programs for current and future staff															Vice Chancellor/Dean/Registrar
4.1.2.2		staff recognitions															VC/Directors/ SDC, Registrars
4.1.2.3		Developing policy paper to implement Rewards scheme for the staff															VC/Directors/ SDC, Registrars
4.1.2.4		Designing work norms and work ethics															
4.1.2.5		Promoting welfare facilities															
	Goal 5 - Ensuring good governance															3M	
	Objective 5.1: To practice good governance and																

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	accountability at all levels																
		Strategy 5.1.1: Strengthen and maintain effective management systems															
5.1.1.1		Effective continuation of faculty grievance committees															VC, Rector, Deans, Directors
5.1.1.2		Recruitment of all staff and appointment to administrative posts are made according to established procedures and rules in a fair and transparent manner															VC, Rector, Dean, Directors, Registrar, Heads
5.1.1.3		Promotion of staff is done in a timely, transparent, and accountable manner															VC, Rector, Dean, Directors, Registrar, Heads
5.1.1.4		Ensuring work norms															Rector, Dean, Directors, Registrar, Heads
5.1.1.5		Substantive and procedural fairness is ensured in disciplinary matters involving students and staff															VC, Registrar
5.1.1.6		Revising the existing reporting system of providing financial and non-financial information at different levels of governance															Bursar
5.1.1.7		Obtaining unqualified audit opinion															Bursar
5.1.1.8		Preparation of Financial Manual															Bursar
5.1.1.9		Conducting statutory meetings in a timely manner and ensuring participation															Conveners of statutory meetings
5.1.1.10		Introducing paperless financial and administrative control procedures wherever possible using existing database															VC, Bursar, Registrar
	Goal 6 Fulfilling social responsibility															10M	

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	Objective 6.1: To identify and address needs of the society																
		Strategy 6.1:1: Strengthening engagement with public															
6.1.1.1		Conducting community outreach programmes															University, staff, student societies and alumni associations
6.1.1.2		Introducing education programs for school students															University and staff
6.1.1.3		Engagement in national projects															University staff
		Strategy 6.1:2 Improving collaboration/partnership with governmental, non-governmental and civil society organizations															
6.1.2.1		Staff engagement in collaboration/partnership with governmental organization, non-governmental organization and civil society organizations															University Staff societies student societies Individual staff
6.1.2.2		Contribution to society out of collaboration / partnership with governmental organization, non-governmental organization and civil society organizations															University Staff societies student societies Individual staff
6.1.2.3		Involvement of staff at national professional organizations															Individual staff
		Strategy 6.1.3: Encouraging contribution to national policy dialogue															

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6.1.3.1		Writing books and publications for national policy development															Academic staff
6.1.3.2		Participation in advisory boards on national policy															Academic staff
	Goal 7: Ensuring Global Visibility															10M	
	Objective: 7.1: To achieve regional and global recognition																
		Strategy 7.1:1: Promoting International Collaboration														1M	
7.1.1.1		Find International Partner Organizations															Director/International Office; Rector/Deans/Directors
7.1.1.2		Visits of international scholars															Vice Chancellor; Rector/Deans/Directors
7.1.1.3		Invitations received by the academics/professionals of the University of Colombo															Academic/ administrative staff
7.1.1.4		Staff exchanges with foreign universities															Director/International Office; Rector/Deans/Directors
7.1.1.5		Student exchanges with foreign universities															Director/International Office; Rector/Deans/Directors
7.1.1.6		Obtaining postgraduate degrees from foreign universities															Academic/administrative Staff
7.1.1.7		Overseas short-term training received by the staff															Academic/Administrative staff
7.1.1.8		Receiving International Students															Director/International Office; Rector/Deans/Directors
7.1.1.9		Taking part in international sports and other competitions															Director/ Physical Education Department

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7.1.1.10		Providing funds to take part in international conferences/workshops/training programmes														5M	Vice Chancellor; Deans/Directors
7.1.1.11		Establishing international centers															Vice Chancellor; Deans/Directors
7.1.1.12		Encouraging university graduates to secure placements at foreign universities															Rector/Deans/Directors
7.1.1.13		Encouraging academic staff to take part in international education fairs															Director/International Office; Rector/Deans/Directors
		Strategy 7.1:2 Encouraging to obtain membership in academic/professional associations														5M	
7.1.2.1		Encouraging to obtain institutional memberships in academic/professional associations															Vice Chancellor; Rector/Deans/Directors
7.1.2.2		Obtaining memberships in international academic/professional associations															Vice Chancellor; Rector/Deans/Directors; Registrar; Bursar
		Strategy 7.1.3: Encouraging academic excellence														2M	
7.1.3.1		Promoting publications in international peer-reviewed indexed journals															Director/Research Development Center
7.1.3.2		Promoting publications as internationally recognized book chapters/books															Director/Research Development Center
7.1.3.3		Encouraging staff to serving in editorial boards of internationally recognized journals															Vice Chancellor; Rector/Deans/Directors
7.1.3.4		Encouraging academics to be the speakers at international conferences															Vice Chancellor; Rector/Deans/Directors

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7.1.3.5		Encouraging to take sabbatical positions in foreign universities															Vice Chancellor; Rector/Deans/Directors

*** Budgetary allocation – by treasury and Funds

APPENDIX: ABBREVIATIONS

VC- Vice Chancellor

R- Registrar

B- Bursar

DB-Deputy Bursar

SAR- Senior Assistant Registrar

CW – Capital Works

AP – Academic & Publications

AE – Academic Establishments

NAE-Non Academic Establishment

CIU – Chief Information Officer

UDF – University Development Fund

UCSC – University of Colombo School of Computing

CD&EC – Curriculum Development and Evaluation Committee

IUUC – International Unit of the University of Colombo

RMU – Research Management Unit

DEMP – Distance Education Modernization Project

VCUC – Virtual Campus of the University of Colombo

NAC – National Access Centre for Online Programs

CSHR- Centre for Study of Human Rights

SPARC- Social Policy Analysis and Research Centre

IPS – Institute for Policy Studies

IAEA – International Atomic Energy Authority

IRQUE – Improving Relevance and Quality of Undergraduate Education Project

NEREC - National Education Research and Evaluation Centre

SDC – Staff Development Centre

HEMIS- Higher Education Information Management System

NW M –Networks Manager