



UNIVERSITY OF COLOMBO

ACTION PLAN 2022

BASED ON THE STRATEGIC PLAN 2021 - 2025



University of Colombo Sri Lanka

ACTION PLAN FOR 2022

Based on the Strategic Plan 2021-2025



University of Colombo: Action Plan 2022

This document details the University of Colombo Action Plan for the year 2021 based on the Corporate Plan 2021-2025. The University has **4 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 2021 during which each activity will be implemented. Please note that the colour codes given below. Please refer appendix for abbreviations.

| Title bar | | | | | | | | | | | | | | | | |
|-----------|--|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----------------------|---|
| 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 linkages | | | | | | | | | | | | | 10m | Heads, CGU Deans, Rector, Directors |

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

UNIVERSITY OF COLOMBO –ACTION PLAN 2022

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | Goal 1 – Excellence in teaching and learning, including Blended Learning [Knowledge Transfer] | | | | | | | | | | | | | | | | |
| | Objective 1.1 To enhance graduate attributes for global development | | | | | | | | | | | | | | | | |
| | | Strategy 1.1.1: Strengthen graduate attributes through fostering independent learning, critical thinking and being a lifelong learner | | | | | | | | | | | | | | | |
| 1.1.1.1 | | Reviewing curricula periodically in the current global context | | | | | | | | | | | | | Frequency of curriculum revision | Once in 3-5 years | |
| | | | | | | | | | | | | | | | No. of meetings held with stakeholders | 1/Year/ Faculty | |
| | | | | | | | | | | | | | | | Frequency of obtaining feedback from students | 2/ Year/ Faculty | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| 1.1.1.2 | | Nurturing students on logical and critical thinking | | | | | | | | | | | | | No of teaching learning activities promoting critical thinking such as case-based studies/ simulations, Intellectual Debates, webinar series, creative activities, Student base research, case studies | 5/subject | |
| 1.1.1.3 | | Conduct life-long learning programs for general public | | | | | | | | | | | | | Number of programs conducted per year | 5 | |
| | | Strategy 1.1.2: To facilitate learner enhancement through personality development, mentoring and career guidance | | | | | | | | | | | | | | | |
| 1.1.2.1 | | Encouraging university graduates to secure placements at foreign universities | | | | | | | | | | | | | - Number of graduates who received placements | 30 | |
| | Objective 1.2 To adopt modern andrological approaches for quality learning | Strategy 1.2.1 To engage in Continuous Professional Development (CPD) of staff and quality assurance | | | | | | | | | | | | | | | |
| 1.2.1.1 | | Encouraging to obtain institutional memberships in academic/professional associations | | | | | | | | | | | | | Number of memberships | 5 | |

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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| 1.2.1.2 | | Recognizing Academics for their contribution in research and development | | | | | | | | | | | | | Percentage of academics receiving awards per year | 9% | |
| | | Strategy 1.2.2 To promote the digital transformation related to COVID-19 to be sustained as a blended learning culture | | | | | | | | | | | | | | | |
| 1.2.2.1 | | Organize and conduct workshops on designing online instructional material | | | | | | | | | | | | | Number of new programmes delivered using blended learning approach | 05 | |
| | | | | | | | | | | | | | | | Number of complete online course modules/ selections | 20 | |
| 1.2.2.2 | | Promoting interactive methods in teaching - learning and assessment process including blended learning approach | | | | | | | | | | | | | Number of courses in a program incorporating blended learning (Cumulative) | 15% of the courses | |
| | | | | | | | | | | | | | | | Number of academics attended to training and workshops on facilitating interactive learning (Cumulative) | 40% of academic staff | |
| | | | | | | | | | | | | | | | Number of staff members involved in blended/ online course/ | 15 | |

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| | | | | | | | | | | | | | | | programme design | | |
| 1.2.2.3 | | Widening access to ICT resources | | | | | | | | | | | | | No. of students per computer | 8 | |
| | | | | | | | | | | | | | | | Availability of university wide Wi-Fi facilities | 80% | |
| | | | | | | | | | | | | | | | Percentage of students accessed LMS | 90% | |
| | | Strategy 1.2.3 To sustain academic mentoring and early career supports | | | | | | | | | | | | | | | |
| 1.2.3.1 | | Conducting Academic mentoring programmes & providing support for young academics | | | | | | | | | | | | | No of mentoring programmes conducted | 3 | |
| | | | | | | | | | | | | | | | No of awards & grants offered | 15 | |
| | Objective 1.3 To achieve regional and global recognition | Strategy 1.3.1 Promoting international collaborations | | | | | | | | | | | | | | | |
| 1.3.1.1 | | Find International Partner Organizations | | | | | | | | | | | | | Number of MoUs signed | 9 | |
| 1.3.1.2 | | Visits or participation of international scholars (presence) | | | | | | | | | | | | | No of Visits/ participation (scholarly contribution) | 10 | |
| 1.3.1.3 | | Invitations received by the academics/professionals of the | | | | | | | | | | | | | Number of invitations received | 6 | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | University of Colombo | | | | | | | | | | | | | | | |
| 1.3.1.4 | | Staff exchanges with foreign universities | | | | | | | | | | | | | Number of exchanges (Staff) | 7 | |
| 1.3.1.5 | | Student exchanges with foreign universities | | | | | | | | | | | | | Number of exchanges (Students) | 18 | |
| 1.3.1.6 | | Providing funds to take part in international conferences/workshops/training programmes | | | | | | | | | | | | | Number of visits financed | 30 | |
| 1.3.1.7 | | Promoting national research collaborations | | | | | | | | | | | | | No. of national joint research/publications | 20 | |
| | | Strategy 1.3.2 Encouraging to obtain memberships in academic/professional associations | | | | | | | | | | | | | | | |
| 1.3.2.1 | | Obtaining memberships in international academic/professional associations | | | | | | | | | | | | | Number of memberships | 12 | |
| | | Strategy 1.3.3 Encouraging academic excellence & extracurricular activities | | | | | | | | | | | | | | | |
| 1.3.3.1 | | Taking part in international sports and other competitions | | | | | | | | | | | | | Number of participants | 70 | |
| 1.3.3.2 | | Organizing national and international research conferences/workshops/Sympo | | | | | | | | | | | | | No. of national/international | 1/Faculty | |

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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | sia | | | | | | | | | | | | | conferences/works hops organized per year | | |
| 1.3.3.3 | | Filling the existing academic cadre vacancies | | | | | | | | | | | | | % of filled cadre positions | 70% | |
| 1.3.3.4 | | Form pools of experts in different academic/ professional disciplines | | | | | | | | | | | | | No. Of professional / expert services | 5 | |
| 1.3.3.5 | | Filling the existing administrative/ financial officers cadre vacancies | | | | | | | | | | | | | % of existing vacant cadre filled | 100% | |
| 1.3.3.6 | | Filling the existing administrative support cadre vacancies | | | | | | | | | | | | | % of existing vacant carder filled | 90% | |
| 1.3.3.7 | | Design and implement training programs for current and future staff | | | | | | | | | | | | | No of orientation programs conducted | 3 | |
| | | | | | | | | | | | | | | | No, of capacity building training programs conducted in-house/out side | 3 | |
| | | | | | | | | | | | | | | | No of Mentoring programs conducted | 5 | |
| | | | | | | | | | | | | | | | No of employees attending for foreign trainings programs | 12 | |
| 1.3.3.8 | | Staff Recognitions | | | | | | | | | | | | | No of Reward Types | 5 | |
| 1.3.3.9 | | Developing policy paper to implement Rewards scheme for the staff | | | | | | | | | | | | | Policy paper for granting awards | - | |

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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| 1.3.3.10 | | Designing work norms and work ethics | | | | | | | | | | | | | No of periodic updates | - | |
| | Objective 1.4 Expansion of disciplines of learning | Strategy 1.4.1 Establishment of new Faculties/ Departments | | | | | | | | | | | | | | | |
| 1.4.1.1 | | Establishment of the Faculty of Technology- Phase II | | | | | | | | | | | | | Percentage of project completed annually. [Pending NPD approval] | 50% | |
| 1.4.1.2 | | Establishment of Faculty of Nursing | | | | | | | | | | | | | Percentage of project completed annually. | 20% | |
| 1.4.1.3 | | Establishment of Faculty of Engineering | | | | | | | | | | | | | Percentage of project completed annually. | 50% | |
| | Goal 2 – Excellence in research, innovation and commercialization [Knowledge Creation] | | | | | | | | | | | | | | | | |
| | Objective 2.1 To develop a research ethos that encourages value added education, innovation, commercialization, and technology transfer | | | | | | | | | | | | | | | | |
| | | Strategy 2.1.1 To inculcate a strong research culture through policy development and best practices in research | | | | | | | | | | | | | | | |

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| | | management | | | | | | | | | | | | | | | |
| 2.1.1.1 | | Integrate research into undergraduate programs | | | | | | | | | | | | | No of students who undertake research as a part of the degree program | 80% | |
| 2.1.1.2 | | Integrate research Postgraduate programs | | | | | | | | | | | | | No of students who undertake research as a part of the postgraduate degree program | 80% | |
| 2.1.1.3 | | Increasing the number of postgraduates and doctoral students in the faculty | | | | | | | | | | | | | No. of students registered for Master's Programmes per year | 700 | |
| | | | | | | | | | | | | | | | No. of students registered for Doctoral Programmes per year | 50 | |
| 2.1.1.4 | | Encouraging research by providing incentives | | | | | | | | | | | | | Amount. of research grants allocated per year | 5% university expenditure | |
| | | | | | | | | | | | | | | | No of hours reserved for research per person per semester | 30% of working works | |

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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | Percentage of early career academics (<45 years) receiving funding | 13% | |
| | | Strategy 2.1.2: To ensure the highest levels of research ethics and integrity | | | | | | | | | | | | | | | |
| 2.1.2.1 | | Implementation of policies & guidelines related to academic ethics and integrity | | | | | | | | | | | | | No. of Approved guidelines or policies | 4 | |
| | | | | | | | | | | | | | | | No of ethics review committees established | 3 | |
| | | Strategy 2.1.3: To optimize the functionality of the University business linkage facility | | | | | | | | | | | | | | | |
| 2.1.3.1 | | Encouraging commercialization of research and development through development of a Technology Transfer Centre | | | | | | | | | | | | | No. of patents, inventions, innovations and new products registered | 1 | |
| 2.1.3.2 | | Forming mutually beneficial research collaborations for R&D with industry & corporate sector | | | | | | | | | | | | | No. of projects completed per year | 5 | |
| | | Strategy 2.1.4 : To Upgrade/ establish state of the art laboratory facilities and related research support | | | | | | | | | | | | | | | |
| 2.1.4.1 | | Optimal usage of laboratories | | | | | | | | | | | | | Utilization Rate[calculated based on | 30% | |

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| | | | | | | | | | | | | | | | availability] | | |
| 2.1.4.2 | | Establishment of CeDARC | | | | | | | | | | | | | Percentage of Progress | 50% | |
| | Objective 2.2 : To strengthen global visibility in academic and institutional development | | | | | | | | | | | | | | | | |
| | | Strategy 2.2.1 : To enhance national, regional, and international research collaborations with real time monitoring and evaluation of research outputs and outcomes | | | | | | | | | | | | | | | |
| 2.2.1.1 | | Ensuring wide dissemination of research outputs | | | | | | | | | | | | | No. of articles published in indexed/peer reviewed journals | 400 | |
| | | | | | | | | | | | | | | | No of new citations/ Year | 18 | |
| | | | | | | | | | | | | | | | No of conference presentations | 475 | |
| 2.2.1.2 | | Encouraging research on national and international issues | | | | | | | | | | | | | No. of publications made | 1000 | |
| | | | | | | | | | | | | | | | No of | 20/Faculty | |

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| | | | | | | | | | | | | | | | presentations made | | |
| 2.2.1.3 | | Increasing university-industry collaborations to enhance graduate attributes | | | | | | | | | | | | | Percentage of internships provided for undergraduate students | 60% | |
| | | | | | | | | | | | | | | | No. of industry exposure provided through field trips, industry visits, off campus assignments | 15/year | |
| 2.2.1.4 | | Receiving International Students | | | | | | | | | | | | | Number of international students | 105 | |
| 2.2.1.5 | | Establishing international centers | | | | | | | | | | | | | Number of international centers established | 1 | |
| 2.2.1.6 | | Encouraging academic staff to take part in international education fairs | | | | | | | | | | | | | Number of events participated | 3 | |
| 2.2.1.7 | | Promoting publications in international peer-reviewed indexed journals | | | | | | | | | | | | | Number of Papers published | 250 | |
| 2.2.1.8 | | Promoting publications as | | | | | | | | | | | | | Number of books | 15 | |

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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | internationally recognized book chapters/books | | | | | | | | | | | | | /book chapters published | | |
| 2.2.1.9 | | Encouraging staff to serving in editorial boards of internationally recognized journals | | | | | | | | | | | | | Number of academic staff serving in editorial boards of internationally recognized journals | 20 | |
| 2.2.1.10 | | Encouraging academics to be the speakers at international conferences | | | | | | | | | | | | | Number of keynote/guest speeches made | 10 | |
| 2.2.1.11 | | Increasing the number of postgraduates and doctoral students in the faculty | | | | | | | | | | | | | No. of postgraduate research students graduated | 60/year | |
| | Goal 03 - Excellence in human capital & learning support systems | | | | | | | | | | | | | | | | |
| | Objective 3.1: To ensure state of the art / modern facilities, services, and teaching - learning environment | | | | | | | | | | | | | | | | |
| | | Strategy 3.1.1 : Upgrade/maintain/strengthen | | | | | | | | | | | | | | | |

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| | | teaching-learning facilities | | | | | | | | | | | | | | | |
| 3.1.1.1 | | Improving and Modernizing lecture halls/laboratories | | | | | | | | | | | | | % of lecture halls/laboratories with modern facilities (wi-fi /Multimedia/sounds/AC etc) | 100% | |
| 3.1.1.2 | | Redefining library space for better utilization | | | | | | | | | | | | | Utilization of Learning commons | 0 | |
| | | | | | | | | | | | | | | | Utilization of Smart Class rooms | 0 | |
| | | | | | | | | | | | | | | | Utilization of Group Class rooms | 0 | |
| | | | | | | | | | | | | | | | Utilization of Research commons / Information Commons | 0 | |
| 3.1.1.3 | | Construction of HELP ZONE | | | | | | | | | | | | | Percentage of project completed annually | 60% | |
| 3.1.1.4 | | Construction of Department of statistics building | | | | | | | | | | | | | Percentage of project completed annually | - | |
| 3.1.1.5 | | Renovation of the Department of Zoology & Environmental Science | | | | | | | | | | | | | Percentage of project completed annually | 100% | |
| 3.1.1.6 | | Renovation of the Department of Plant Sciences | | | | | | | | | | | | | Percentage of project completed annually | 30% | |
| 3.1.1.7 | | Renovation of the Department of Chemistry | | | | | | | | | | | | | Percentage of project completed annually | 30% | |

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| 3.1.1.8 | | Renovation of the Department of Physics | | | | | | | | | | | | | Percentage of project completed annually | 30% | |
| 3.1.1.9 | | Renovation of the Faculty of Law | | | | | | | | | | | | | Percentage of project completed annually | 30% | |
| 3.1.1.10 | | Roof renovation of the Faculty of Arts | | | | | | | | | | | | | Percentage of project completed annually | 30% | |
| 3.1.1.11 | | Roof renovation of the Main Library | | | | | | | | | | | | | Percentage of project completed annually | 30% | |
| 3.1.1.12 | | Improving the safety of the Main Library | | | | | | | | | | | | | Establishing the Lightning Protection System | 50% | |
| 3.1.1.13 | | Construction of 17 story building for the Faculty of Medicine | | | | | | | | | | | | | Percentage of project completed annually | 100% | |
| 3.1.1.14 | | Expansion of residential facilities to staff members [there are 12 family quarters and 1 bachelor's quarters, accommodated by 9 staff members] (Depends on the acquisition of the land) | | | | | | | | | | | | | No of staff members provided accommodation | 12+9 | |
| 3.1.1.15 | | Construction extension to the Library building at Sri Palee Campus | | | | | | | | | | | | | Percentage of project completed annually. | 100% | |
| 3.1.1.16 | | Finalize improvements to the physical structure of the "Cyber Campus." | | | | | | | | | | | | | Space that can be utilized by the staff of Cyber Campus | - | |

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| | | | | | | | | | | | | | | | Level of worker satisfaction | - | |
| 3.1.1.17 | | Construction of the Administration Building of Sri Palee Campus | | | | | | | | | | | | | Percentage of Completion | - | |
| 3.1.1.18 | | Converting IIM into a Faculty | | | | | | | | | | | | | Percentage of project completed annually | 100% | |
| 3.1.1.19 | | Improving facilities for physical and mental fitness | | | | | | | | | | | | | No of gym equipment | 36 | |
| | | | | | | | | | | | | | | | Availability of indoor sports facilities | 11 | |
| | | | | | | | | | | | | | | | Availability of outdoor sports facilities | 14 | |
| | | | | | | | | | | | | | | | No of programmes conducted (Yoga, Meditation, Mental health etc) | 1/Faculty | |
| | | | | | | | | | | | | | | | Construction of Swimming Pool Phase I & II (Percentage of the progress) | 70% | |
| 3.1.1.20 | | Establishment of recreation facilities for Sri Palee Campus & Faculty of Technology | | | | | | | | | | | | | % Improvement | 30% | |
| 3.1.1.21 | | Construction of Swimming Pool | | | | | | | | | | | | | Percentage of project completed annually | 100% | |
| 3.1.1.22 | | Construction of modern | | | | | | | | | | | | | Percentage of | - | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
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| | | Basketball and Netball court | | | | | | | | | | | | | project completed annually | | |
| 3.1.1.23 | | Encouraging to take sabbatical positions in foreign universities | | | | | | | | | | | | | Number of sabbatical positions in foreign universities | 20 | |
| | | Strategy 3.1.2 : Planned maintenance of the buildings etc throughout the life cycle | | | | | | | | | | | | | | | |
| 3.1.2.1 | | Maintenance of the Library Building | | | | | | | | | | | | | Interior Color washing | 50% | |
| 3.1.2.2 | | Improving sanitary facilities | | | | | | | | | | | | | Wash rooms /students ratio | 1:30 | |
| 3.1.2.3 | | Providing facilities for differently abled people | | | | | | | | | | | | | Proportion of buildings with accessibility | 45% | |
| 3.1.2.4 | | Improving facilities at the Health Centre | | | | | | | | | | | | | No. of major medical equipment's available | 7 | |
| 3.1.2.5 | | Mobile Services for outside faculties | | | | | | | | | | | | | No. of services/week | 2 | |
| 3.1.2.6 | | Development of landscaping with attractive faculty premises | | | | | | | | | | | | | % of available space | 60% | |
| 3.1.2.7 | | Improving office with modern office furniture and equipment | | | | | | | | | | | | | % of modernized offices / Depts | 100% | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|---|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | | | |
| 3.1.2.8 | | Upgrading Common rooms with modern equipment | | | | | | | | | | | | | % of Improvement | 60% | |
| | Objective 3.2: To optimize the human and technical resources that provide the best teaching and learning environment | | | | | | | | | | | | | | | | |
| | | Strategy 3.2.1 : To ensure teaching learning facilities are utilized | | | | | | | | | | | | | | | |
| 3.2.1.1 | | Optimal usage of lecture halls ICT/LMS | | | | | | | | | | | | | Utilization/Frequency/ Occupancy (UFO) rates | 20% | |
| 3.2.1.2 | | Improve IT infrastructure | | | | | | | | | | | | | Cost of hardware and software resources owned by the Cyber Campus | - | |
| | | | | | | | | | | | | | | | Number of information technology staff members at Cyber Campus | - | |
| | | | | | | | | | | | | | | | Percentage of progress of the IT Infrastructure projects executed under the AHEAD Project | - | |
| 3.2.1.3 | | Promote access to information resources through modern technology | | | | | | | | | | | | | No. of Information literacy programs conducted | 12 programs | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|----------|--|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | Access to no. of e Journals | 45 | |
| | | | | | | | | | | | | | | | No of students accessing virtual training programs in Information Literacy | 2000 | |
| 3.2.1.4 | | Integrating IT into library services | | | | | | | | | | | | | Level of automation of the library services | 80% | |
| 3.2.1.5 | | Increasing access for resources | | | | | | | | | | | | | No of subscriptions for databases | 7 | |
| | | | | | | | | | | | | | | | No. of items in university information repository | 6000 | |
| | | Strategy 3.2.2 : Enhancing the quality of the staff | | | | | | | | | | | | | | | |
| 3.2.2.1 | | Obtaining postgraduate degrees from foreign universities | | | | | | | | | | | | | Number of postgraduate degrees completed (per year) | 15 | |
| 3.2.2.2 | | Overseas short-term training received by the staff | | | | | | | | | | | | | Number of participants | 10 | |
| 3.2.2.3 | | Promoting welfare facilities | | | | | | | | | | | | | No. of welfare activities | 17 | |
| | | Strategy 3.2.3 : Enhancing the quality of student and staff residences & cafeterias | | | | | | | | | | | | | | | |
| 3.2.3.1 | | Improving accommodation for students | | | | | | | | | | | | | % of students accommodated (% of the total | 40% | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|---|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | student population) *Under limited capacity | | |
| 3.2.3.2 | | Improving cafeteria facilities (space, healthy food, etc) | | | | | | | | | | | | | No students per seat available at a time | 2 | |
| | | | | | | | | | | | | | | | Establishment of modern cafeteria facilities (Cum No) | 14 | |
| | Objective 3.3: Improving the sports and recreational facilities for staff and students | | | | | | | | | | | | | | | | |
| | | Strategy 3.3.1: Improving the infrastructure | | | | | | | | | | | | | | | |
| 3.3.1.1 | | Renovation and improvements to the indoor sports stadium and Indoor Gymnasium | | | | | | | | | | | | | Percentage of progress | 20% | |
| 3.3.1.2 | | Renovation and improvements to the University of Colombo pavilion | | | | | | | | | | | | | Percentage of progress | 100% | |
| 3.3.1.3 | | Improvements to the playground and increase its utilization | | | | | | | | | | | | | Progress of the improvement | 100% | |
| | | | | | | | | | | | | | | | No of hours occupied by the students and staff | 12 hours/day | |
| 3.3.1.4 | | Optimal usage of Gymnasium | | | | | | | | | | | | | Occupancy Rate 6 a.m.-8.p.m. | 100% | |
| | | Strategy 3.3.2 Increasing the participation of students and staff in national and international competitions | | | | | | | | | | | | | | | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|---|--|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| 3.3.2.1 | | Providing support for the students and staff to showcase their talents in National & International competitions | | | | | | | | | | | | | No of competitions participated | 3/ Year | |
| | Goal 04 - Sustaining best practices in governance & good citizenship | | | | | | | | | | | | | | | | |
| | Objective 4.1 To enhance institutional commitment to sustain best practices in academic, administrative, and financial management and national development | | | | | | | | | | | | | | | | |
| | | Strategy 4.1.1: Facilitate sharing of best practices in academic, administrative and financial management among staff | | | | | | | | | | | | | | | |
| 4.1.1.1 | | Effective continuation of faculty grievance committees | | | | | | | | | | | | | No of Grievance committee meetings held | 9 | |
| 4.1.1.2 | | Recruitment of all staff and appointment to administrative posts are made according to established procedures and rules in a fair and transparent manner | | | | | | | | | | | | | Average time taken to recruit staff. | Average time for recruitment reduced to 6 months | |
| 4.1.1.3 | | Promotion of staff is done in a timely, transparent, and accountable manner | | | | | | | | | | | | | Average time taken for promotions (excluding those that require external evaluation) | Average time for recruitment reduced to 6 months | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|----------|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|---|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Professor Promotions (excluding those that require external evaluation) | Average time for recruitment reduced to 6 months | |
| 4.1.1.4 | | Ensuring Work norms | | | | | | | | | | | | | Agreement of workloads with established work norms as a percentage | 65% compliance | |
| 4.1.1.5 | | Substantive and procedural fairness is ensured in disciplinary matters involving students and staff | | | | | | | | | | | | | Reduce average time taken to conduct a disciplinary inquiry and action taken (except where outside adjudicators are involved in the inquiry) | Maintain average time taken to conclude a disciplinary inquiry at 4months | |
| 4.1.1.6 | | Conducting statutory meetings in a timely manner and ensuring participation | | | | | | | | | | | | | No of meetings held | 210 | |
| | | | | | | | | | | | | | | | Percentage of attendance | 75% | |
| 4.1.1.7 | | Introducing possible using existing database paperless financial & Administrative control procedures wherever | | | | | | | | | | | | | Percentage of financial matters operated through paperless mode | 50% | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|----------|----------|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | possible using existing database. | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Percentage of administrative matters operated through paperless mode | 50% | |
| 4.1.1.8 | | Online Registration system for Cyber Campus | | | | | | | | | | | | | Online registration facility for students | - | |
| 4.1.1.9 | | Financial guidelines and procedures | | | | | | | | | | | | | Complete compliance with Financial Guidelines | 90% | |
| 4.1.1.10 | | Budgeting and Monitoring | | | | | | | | | | | | | Reducing Accounting deficiencies | 85% | |
| | | | | | | | | | | | | | | | Presenting up to date Accounts to the Finance Committee biannually | - | |
| | | | | | | | | | | | | | | | Providing monthly bank reconciliation before 15 th of the following month | 100% | |
| | | | | | | | | | | | | | | | Adhering to the Procurement plan | 80% | |
| 4.1.1.11 | | Integrating IT into Registration & Examination Work | | | | | | | | | | | | | Level of automation of the Registration & Exam work – Undergraduates | 90% | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
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| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | Level of automation of the Registration & Exam work - Postgraduates | 80% | |
| 4.1.1.12 | | Promoting community-based service learning & engagement projects | | | | | | | | | | | | | No. of Projects | 2/Faculty | |
| 4.1.1.13 | | Mapping programs with SLQF | | | | | | | | | | | | | Percentage of programs mapped | 100% | |
| 4.1.1.14 | | Promote the establishment of new Extension Programmes | | | | | | | | | | | | | Number of new Programmes introduced | 1 | |
| | | Strategy 4.1.2: Encouraging the participation of staff in national level development | | | | | | | | | | | | | | | |
| 4.1.2.1 | | Engagement in national projects | | | | | | | | | | | | | No. of projects involved | 10 | |
| 4.1.2.2. | | Develop educational programs for small and medium scale entrepreneurs | | | | | | | | | | | | | Number of programs conducted per year | 7 | |
| 4.1.2.3 | | Establish an incubator for entrepreneurial counselling | | | | | | | | | | | | | Number of entrepreneurial clients served per year | 5 | |
| 4.1.2.4 | | Conducting specialist consultation services in the Colombo group of hospitals/ Medical Officer of Health units/ Family practice units/ forensic judiciary services | | | | | | | | | | | | | percentage increase in services or diversification of services provided (based on allocation of | 5% | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|---|--|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | resources by the Ministry of Health | | |
| 4.1.2.5 | | Providing laboratory diagnostics/imaging/genetic testing | | | | | | | | | | | | | percentage increase in services or diversification of services provided | 5% | |
| | Objective 4.2: To ensure that graduates are globally competent, socially conscious, civic minded professionals with the unique brand “made in UOC” | | | | | | | | | | | | | | | | |
| | | Strategy 4.2.1: Creating platforms for the students to showcase their competencies | | | | | | | | | | | | | | | |
| 4.2.1.1 | | Supporting students to reach out beyond the university system to interact with the society | | | | | | | | | | | | | No of National & International competitions participated | 4/ year | |
| | | | | | | | | | | | | | | | No of Interactive sessions/ workshops / events with the society | 5/ year | |
| | | Strategy 4.2.2: Encouraging staff & students to collaborate with external organizations and community | | | | | | | | | | | | | | | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|----------|--|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | | | | | | | | | | | | | | | | |
| 4.2.2.1 | | Staff engagement in collaboration/partnership with governmental organization, non-governmental organization and civil society organizations | | | | | | | | | | | | | No. of partnerships | 10 | |
| | | | | | | | | | | | | | | | No. of workshops conducted | 10 | |
| 4.2.2.2 | | Contribution to society out of collaboration / partnership with governmental organization, non-governmental organization and civil society organizations | | | | | | | | | | | | | No. of publications (Newspaper/ Reports) | 8 | |
| 4.2.2.3 | | Involvement of staff at national professional organizations | | | | | | | | | | | | | No. of staff involved | 55/faculty | |
| 4.2.2.4 | | Writing books and publications for national policy development | | | | | | | | | | | | | No. of publications | 5 | |
| 4.2.2.5 | | Participation in advisory boards on national policy | | | | | | | | | | | | | No. of staff on advisory boards panels | 10 | |
| 4.2.2.6 | | Develop networks with national professional associations | | | | | | | | | | | | | Number of networks developed per year | 4 | |
| 4.2.2.7 | | Conduct professional development programs for public and private sector employee community | | | | | | | | | | | | | Number of programs conducted per year | 7 | |
| 4.2.2.8 | | Conducting community outreach programmes | | | | | | | | | | | | | No. of programmes conducted per year | 20 | |
| 4.2.2.9 | | Develop networks of local entrepreneurs and student community for joint entrepreneurship development | | | | | | | | | | | | | Number of networks developed per year | 7 | |

| Item No | Activity | Sub activity | Duration | | | | | | | | | | | | KPI | Performance Target | Budgetary allocation |
|---------|---|---|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--------------------|----------------------|
| | | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | | | |
| | | programs | | | | | | | | | | | | | | | |
| | Objective 4.3: Adherence to the United Nations Sustainable Development Goals | | | | | | | | | | | | | | | | |
| | | Strategy 4.3.1: Increase substantially the share of renewable energy | | | | | | | | | | | | | | | |
| 4.3.1.1 | | Inclusion of renewable energy sources | | | | | | | | | | | | | % of renewable energy produced out of total energy consumption | 1.5% | |
| 4.3.1.2 | | Promoting green and sustainable initiatives | | | | | | | | | | | | | No. of initiatives taken for sustainable development | 5 | |
| 4.3.1.3 | | Conserving energy, water, and resources | | | | | | | | | | | | | No. of units generated | 800kW | |
| | | | | | | | | | | | | | | | No. of units saved | 800kW | |
| | | | | | | | | | | | | | | | % Reduction of waste | 50% | |
| | | Strategy 4.3.2: Empower and promote ethnic, social and religious inclusion | | | | | | | | | | | | | | | |
| 4.3.2.1 | | Promote and encourage multicultural, social and multi – religious events | | | | | | | | | | | | | No. of multicultural and social events held | 5/faculty | |



*** Budgetary allocation – by treasury and Funds

| | |
|---|--|
| VC- Vice Chancellor | IUUC – International Unit of the University of Colombo |
| R- Registrar | RMU – Research Management Unit |
| B- Bursar | DEMP – Distance Education Modernization Project |
| DB-Deputy Bursar | VCUC – Virtual Campus of the University of Colombo |
| SAR- Senior Assistant Registrar | NAC – National Access Centre for Online Programs |
| CW – Capital Works | CSHR- Centre for Study of Human Rights |
| AP – Academic & Publications | SPARC- Social Policy Analysis and Research Centre |
| AE – Academic Establishments | IPS – Institute for Policy Studies |
| NAE-Non Academic Establishment | IAEA – International Atomic Energy Authority |
| CIU – Chief Information Officer | IRQUE – Improving Relevance and Quality of Undergraduate Education Project |
| UDF – University Development Fund | NEREC - National Education Research and Evaluation Centre |
| UCSC – University of Colombo School of Computing | SDC – Staff Development Centre |
| CD&EC – Curriculum Development and Evaluation Committee | HEMIS- Higher Education Information Management System |
| | NW M –Networks Manager |