



# Sabaragamuwa University of Sri Lanka

## ACTION PLAN

2023



STRATEGIC MANAGEMENT PLANNING UNIT

## **Action Plan of SUSL – 2023**

### **Second Quarter Progress**

- Goal -1**      To achieve excellence in quality of teaching and learning
- Goal -2**      Enhance the image of the university by enriching research culture
- Goal -3**      To improve physical, infra and superstructures and human capital
- Goal -4**      To enhance the social responsibility and harmony for sustainable development
- Goal -5**      To strengthen the governance and administrative systems for effective service delivery

## Abbreviations

<b>FOT</b>	<b>Faculty of Technology</b>
<b>FSSL</b>	<b>Faculty of Social Sciences and Languages</b>
<b>FAPS</b>	<b>Faculty of Applied Science</b>
<b>FAGS</b>	<b>Faculty of Agriculture Sciences</b>
<b>FMS</b>	<b>Faculty of Management Studies</b>
<b>FOM</b>	<b>Faculty of Medicine</b>
<b>FGS</b>	<b>Faculty of Graduate Studies</b>
<b>FOG</b>	<b>Faculty of Geomatics</b>
<b>FOC</b>	<b>Faculty of Computing</b>
<b>TS</b>	<b>Township Project</b>
<b>FQAC</b>	<b>Faculty Quality Assurance Cells</b>
<b>CGEE</b>	<b>Centre for Gender Equity and Equality</b>
<b>CODL</b>	<b>Centre for Open and Distance Learning</b>
<b>CQA</b>	<b>Centre for Quality Assurance</b>
<b>UBLIC</b>	<b>University Business Linkage Cells</b>
<b>CGU</b>	<b>Career Guidance Unit</b>
<b>SSSW</b>	<b>Student Supportive Service and Welfare</b>
<b>AC</b>	<b>Art Centre</b>
<b>CRKD</b>	<b>Centre for Research and Knowledge Dissemination</b>
<b>DPE</b>	<b>Department of Physical Education</b>
<b>SDC</b>	<b>Staff Development Centre</b>
<b>FRGC</b>	<b>Faculty Research Grant Committees</b>
<b>RGC</b>	<b>Research Grant Committee</b>
<b>SPU</b>	<b>Strategic Management Planning Unit</b>
<b>PCC</b>	<b>Psychological Counseling Centre (Sith Arana)</b>

**Color code****Definition**

Completed the activity.











Activity is in progress.





Activity not started.




**1. Goal 1: To achieve excellence in quality of teaching and learning**

<b>Action No.</b>	<b>Action &amp; Responsibility</b>	<b>Annual target</b>	<b>Progress for Q2</b>	<b>Completion (%) and color code</b>
1.2.1 (I)	Develop classrooms with the modern state of arts teaching-learning facilities (All Deans)	Number of classrooms developed 13	FOM- Lecture Halls equipped with modern equipment, i.e. SMART Podium, SMART Board, Multimedia & Projectors	97% 
1.2.1 (II)	Establishment of State-of-the-art sexual assault and gender-based violence victim collaborative examination facility for student	Percentage of the progress 100%	Activities are in progress.	25% 







	teaching of forensic, community, psychological aspects of sexual abuse (Deans/FOM; Head/Dpt. of forensic medicine/Academic Staff)			
1.2.1 (III)	Establishment of fully equipped viewing gallery for autopsy teaching and video conferencing facility (Dean/ FOM;Head/ Academic staff/ Dpt. of forensic medicine)	Percentage of the progress 100%	The construction is in progress.	
1.2.1 (VI)	Adopt outcome-based teaching, learning, and evaluation system in degree programs (All Deans)	Number of degree programs 10	FOM (1)	90% 
1.2.2 (II)	Develop a computer-based Student Management System (SMS) (Director-SSSW/Director-CCS)	Percentage of the progress 100%		90% 
	1. System for Online Examination Process		Activities are going on.	90% 
	2. Annual subject registration	Percentage of the progress 100%	Activity completed in Q1	
1.2.2 (VIII)	Facilitate sports, aesthetic programs, and social events (Deans; Head/Dpt. of Sport Science;	Number of sports events organized	FMS- Indigeno 2023 student's exhibition Director AC- Instruments and technical	100% 











<p><i>Director/DPE; Manager/Outdoor recreational center)</i></p>	<p>06</p>	<p>support for a football match on 15/06/2023, Hockey tournament on 13/06/2023, an inter faculty swimming competition organized by the Department of Physical Education on 13/06/2023, Volley Night" sport program organized by students of Faculty of Social Sciences on 14/05/2023</p>	
<p>Number of Aesthetic programs organized <i>(Director/AC/ Deans)</i></p>	<p>Number of Aesthetic programs organized 06</p>	<p><i>FOM-(4):</i> Aesthatic programs by photographic Society, Student Union, Religious society, Aesthetic Society.</p> <p>FSSL- Chinese Dragon Boat Festival, a Yoga event in collaboration with the Assistant High Commission India to celebrate International Yoga Day</p> <p>Director AC- Instruments and technical support for for "Miyesirawaya" musical program organized by students of Faculty of Social Sciences on 21/06/2023, for "Narumukai" cultural</p>	<p>100%</p> 










			<p>program organized by the Tamil Cultural Society on 15/06/2023, "Kodu Yathra" talent show organized by students of The Faculty of Computing on 19/06/2023, "Survey Camp Function - 2022" program organized by students of Faculty of Geomatics on 11/06/2023, for "Mathakawitha" talent show organized by students of The Faculty of Social Sciences on 14/06/2023, for a talent show organized by students of The Faculty of Technology on 12/06/2023.</p>	
	Number of Social events organized (Deans)	Number of Social events Organized 10	<p>FOM-(3): Jeewaka yathra -Blood donation camp, Poson Dansala – 2023 ,Tree planting campaign – 2023 FSSL- Naguna cultural event by the Tamil Cultural Society, Director AC- Instruments and technical support for "Poson kalapaya" organized by students Union on 03/06/2023, blood donation program organized by</p>	<p>90%</p> 












			students of Faculty of Social Sciences on 15/05/2023 and 16/05/2023, for "Bana Ceremony" organized by ZeroPlastic community, Sabaragamuwa University of Sri Lanka on 08/05/2023	
	Number of events for differently able students ( <i>All deans</i> )	Number of events for differently able students 02	None.	
1.2.2.(IX)	Conduct a student satisfaction survey ( <i>Director/CQA</i> )	Number of the student satisfaction survey 01	The survey will be carried out by each faculty and that has been communicated to all the deans through the Vice Chancellor.  Employee satisfaction survey report has been prepared and that was communicated to the Vice Chancellor.	75% 
1.2.3.(I)	Develop a career development and mentoring policy ( <i>Director/CGU</i> )	Approved Policy 01	The activities were initiated.	30% 























1.2.3.(III)	Upgrade the career guidance to create conducive environment for career guidance ( <i>Director/CGU</i> )	Number of career advisors appointed 11	Career fair was conducted at FAGS with the participation of more than 20 Industry participants	18% 
1.2.3.(IV)	Strengthen student interaction with alumni and encourage alumni to assist students in their professional development ( <i>Deans;Director-CGU</i> )	Number of programs organized by alumnus 05	FSSL- Our success stories - A chat with an Alumini member 13	50% 
1.3.1.(I)	Increase the student intake by introducing nationally and internationally relevant Faculties/Departments/undergraduate degree programs ( <i>VC/Deans</i> )	765	New courses introduced and students have been increased.	
	<b>Proposed New Faculties</b>			
	1. Faculty of Applied Sport Sciences ( <i>VC; Dean/ FAPS</i> )	Establishment of the Faculty	The proposal is under review at UGC.	
	2.Faculty of Engineering ( <i>VC</i> )	Developed proposal	The proposal development is in progress.	
	3.Faculty of Veterinary Medicine and Livestock Sciences ( <i>VC; Dean/FAGS</i> )	UGC Approved Proposal	The proposal is under review at UGC.	




	<b>Departments</b>			
	5.Department of Sport Sciences (VC; Dean/FAPS)	Establishment of the Department	The proposal is under review at UGC.	
	6.Department of Physical Education (VC; Dean/FAPS)	Establishment of the Department	The proposal is under review at UGC.	
	7. Department of Sport Management (VC; Dean/FAPS)	Establishment of the Department	The proposal is under review at UGC.	
	8.Department of Veterinary Basic Sciences (VC)	UGC Approved proposal	The proposal is under review at UGC	
	9. Department of Veterinary Para Clinical Studies (VC)	UGC Approved proposal	The proposal is under review at UGC	
	10.Department of Veterinary Clinical Studies (VC)	UGC Approved proposal	The proposal is under review at UGC	
	11. Department of Veterinary Extension and Livestock Production (VC)	UGC Approved proposal	The proposal is under review at UGC	
	12.Department of Veterinary Education (VC)	UGC Approved proposal	The proposal is under review at UGC	
	13.Department of Crop Production Technology (Dean/FAGS)	Establishment of the Department	Final approval of UGC pending.	
	14. Department of Agri Environmental Resource Management (Dean/FAGS)	Establishment of the Department	Final approval of UGC pending.	

	15. Department of Medical Education (Dean/FOM)	Establishment of the Department	Proposal been finalized.	
	16. Department of Medical Humanities (Dean/FOM)	Establishment of the Department	In the process of establishing.	
	17 Department of Computational Technology (Dean/FOT)	UGC Approved proposal	Proposal preparation is going on.	
	<b>Degree Programs</b>			
	1. BSc Honors in Data Science (Dean/FOC)	Offering of the degree	The degree to be offered.	
	3.BSc Honors in Human Resource Management (Dean/FMS)	Completed proposal	No progress.	
	4. Bachelor of Computational Technology (Dean/FOT)	Completed proposal	Two consultants have been appointed.	
	5.ICT Honors degree (Dean/FOT)	Prepared proposal for UGC approval	Document preparation to appoint two consultants.	
	6. BA Honors in Teaching English as a Second Language (Dean/FSSL)	UGC Approved proposal	Proposal has been completed	
	9. BA Honors in Economics in Business Analytics (Dean/FSSL)	Completed proposal	KPI was 80% achieved.	
	10.BA (General) in Economics	Completed	KPI was 80% achieved.	





	<i>(Dean/FSSL)</i>	proposal		
	11.BA Honors in Statistics in Business Analytics <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	12.BA (General) in Statistics <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	13.BA Honors in Sociology in Social Work Enterprise <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	14.BA Honors in Political Science in Development Management <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	15.BA (General) in Political Science <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	16.BA Honors in Political Science in Global Affairs and Peace Studies <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	17.BA Honors in Geography in Spatial Analysis and Planning <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	18.BA (General) in Japanese <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	19.BA (General) in Chinese <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	
	20.BA (General) in English <i>(Dean/FSSL)</i>	Completed proposal	KPI was 80% achieved.	

	21. BA (General) in Tamil ( <i>Dean/FSSL</i> )	Completed proposal	KPI was 80% achieved.	
	22. BA (General) in Hindi ( <i>Dean/FSSL</i> )	Completed proposal	KPI was 80% achieved.	
	23. BA (General) in German ( <i>Dean/FSSL</i> )	Completed proposal	KPI was 80% achieved.	
	24. BA (General) in Sinhala ( <i>Dean/FSSL</i> )	Completed proposal	KPI was 80% achieved.	
	25. Bachelor of Science Honors in Sport and Leisure Management ( <i>VC; Dean/FAPS</i> )	Completed proposal	The proposal is under review at UGC.	
	26. Bachelor of Veterinary Science ( <i>VC</i> )	UGC approval for the proposal	The proposal is under review at UGC.	
1.3.1.(II)	Increase the postgraduate student intake by introducing postgraduate and higher research degree programs  ( <i>Dean/FGS, Deans, Director/CQA</i> )	Student intake increased  260		
	1. MSc in Plantation Crop Production and Management ( <i>Dean/FGS, Dean/FAGS</i> )	Completed proposal	KPI completed in Q1	100% 
	2. MSc in Sustainable Crop Production ( <i>Dean/FGS/Dean/FAGS</i> )	Completed proposal	Developing the proposal	
	3. MSc in Livestock Production ( <i>Dean/FGS/Dean/FAGS</i> )	Completed proposal	FAGS - Proposal sent to UGC	100% 




	5. MSc in Computer Science (2 years) (Dean/FGS Dean/FAPS)	Completed proposal	Proposal writing is in progress.	
	6. MSc in Data Science and AI (2 years) (Dean/FGS Dean/FAPS)	Completed proposal	Proposal writing is in progress.	
	7. MSc in Software Engineering (2 years) (Dean/FGS Dean/FAPS)	Completed proposal	Proposal writing is in progress.	
	8. MSc in Environment Sustainability (Dean/FGS Dean/FAPS)	Completed proposal	No progress	
	11. MA in Business Economics (Dean/FSSL)	Approved proposal	Proposal is under review at the UGC.	
	12. MSc in Business Economics (Dean/FSSL & FGS)	Approved proposal	Proposal is under review at the UGC.	
	13. Master in Business Economics (Dean/FSSL & FGS)	Completed proposal	Proposal is under review at the UGC.	
	16. MA in Sociology (Dean/FSSL & FGS)	Completed proposal	Curriculum has been prepared.	
	17. MA in Applied Sociology (Dean/FSSL & FGS)	Completed proposal	Curriculum has been prepared.	
1.3.1(III)	Increase the number of students registered annually at CODL expanding CODL programs (Director/CODL,Dean,FAPS)	Increased Number of students	The students are enrolling for the new program of Higher Diploma in Livestock Production.	






	1. Bachelor of Information Technology (External) Degree Program <i>(Director/CODL, Dean, FAPS)</i>	Approved proposal	Approval of the UGC is pending	
	4. Bachelor of Arts (External) Degree Program <i>(Dean/FSSL; Director/CODL)</i>	Approved proposal	The approval of the UGC is pending	
	5. Diploma and Higher Diploma courses in Software Engineering, Data Science <i>(Dean/FOC; Director/CODL)</i>	Offering the degree	Not Started	




**Goal 2: Enhance the image of the university by enriching the research culture**



<b>Action No</b>	<b>Action &amp; Responsibility</b>	<b>Annual target</b>	<b>Progress</b>	<b>Completion (%) and color code</b>
2.1.1(IV)	Improve the competencies of academic staff to obtain the competitive research grants ( <i>Deans</i> )	Number of workshops 09	FMS- (01 )Mind to Mind - Session II by Dr. L.D. Kalyani on 23.05.2023 FAGS - Workshop conducted for curriculum revision <a href="#">(Q1- FMS-01; FOT-01)</a>	55% 
2.1.2.(I)	Establish faculty-level research Centers( <i>Deans</i> )	Number of Research Centers 06	FMS- research and publication unit; FOM-cohort center Established	33% 
2.2.1 (I)	Formulation of policies and procedures for collaborative research involving academics, students and industry ( <i>RGC/UBLC</i> )	Completed policies and procedures 01	The revised IP Policy has been subjected to the Senate Approval. Request letter has been sent to the policy formulator to update the University research policy.	55% 
2.2.1 (III)	Signing MOU/MOA/ with foreign universities ( <i>VC/Deans</i> )	Number of MOU/ MOA signed with foreign universities	FSSL-MOU between the Confucius Class Room at SUSL and the Bandarawela Central College to establish a Chinese teaching branch FMS - Signed a MOU between the St.	36% 









		14	Petersburg University of Management Technologies and Economics (UMTE), Russia, and SUSL on 19.05.2023 (Q1 - FMS-01 signed & 03 scheduled; FSSL-01; FOT-01)	
2.2.2(II)	Conduct awareness program among staff students to strengthen University industry business linkage (Deans/Director- UBLC)	Number of awareness programs conducted (06)	UBLC- Planning two workshops FMS- MOU signed between Eagle Insurance Brokers Private Limited and SUSL on 16.05.2023 FOG - 05 awareness programs have been conducted. FSSL-Silver portal 07, 08 and 09 (coding camp and modern agricultural technologies) (Q1-FMS-09;FSSL-01;FOT-01)	>100% 
2.2.2(IV)	Encourage students and staff to obtain Patents/Trade Mark/PCT Applications (Deans/Director- UBLC)	Number of Patents/Trade Mark/PCT Application (06)	KPI achieved in Q1 and Q2	>100% 
2.2.2(VII)	Establishing Startup / Spin-Off (Director- UBLC)	Formed Startup / Spin-Off (Two) 01	One student startup was established and another one is in the process of establishment.	100% KPI completed in Q2 







2.3.1 (I)	Organize student research forums to disseminate findings ( <i>Deans</i> )	Number of Forums 07	FAGS - 2 <sup>nd</sup> Undergraduate research symposium conducted FMS - 5th MURS on 21st December 2023 (Q1-FOG-01 in Q2; FMS-MURS on October 2023)	14% 
2.3.1 (II)	Conduct national and international research symposia by Faculties/University ( <i>Deans</i> )	Number of national and international research symposia 05	FMS - 8 <sup>th</sup> ICMR on 19 <sup>th</sup> and 20 <sup>th</sup> December 2023 FAGS - 2 <sup>nd</sup> Undergraduate research symposium conducted (Q1- FSSL- First International Conference on Social Science and Languages)	25% 
2.3.2 (I)	Ensure the publication of university journals bi-annual			
	Number of issues published Sinhala Journal ( <i>Director/CRKD</i> )	Number of issues published 02	One issue will be published in August	
	English Journal ( <i>Director/CRKD</i> )	Number of issues published 02	Publication is in progress.	








2.3.2 (II)	Introduce /Publish Faculty journals	Number of journals introduced 02	FOM- Faculty journal coordinator already submitted a proposal for faculty journal named 'Asclepieion' (Q1-FSSL 02; FOG-01)	>100% 
	Number of issues published (Deans)	Number of issues published 13	FAGS – 1 (Q1-FAGS-1, FOG- 1, FSSL-2)	
2.4.1(III)	Recognize and reward national and international outstanding research works and publications of the university community (Director/CRKD)			<b>100% task completed this year</b> 
	Most Cited Researcher of the year	01	Awarded	
	Outstanding senior researcher of the year	01	Awarded	
	Outstanding young researcher of the year	01	Awarded	
	Best researchers of the faculties	08	Awarded	
	Researcher with highest number of publications in Q1 journals Best literary	01	Award from next year.	
	creator of the year in the University	01	Awarded	
	Highest number of research grants	01	Awarded	








	recipient of the year			
	Development for encouragement for new innovation. Highest patent holder of the year	01	No one has applied.	
	Highest patent holder of the year	01	No one has applied.	
2.5.1(I)	Establishment of an image-building unit to design and implement the image-building programs, activities, and product (VC)	Number of image-building programs, and activities  05	FSSL- Stakeholder program on a Boarder Dissuasion on the Intervention of IMF in Sri Lanka & Is work flow	25% 
2.5.1(III)	Conducting awareness programs for the stakeholders about the academic programs being conducted by the university (Deans)	Number of awareness programs organized  04	FMS - BizConnect Hub; The inaugural meeting (CEO Forum) was held on 21 <sup>st</sup> June 2023, in Waters Edge, Battaramulla with participation of over 70 CEOs, representing different industries in Sri Lanka.  • Investors' Day, conducted on 16 <sup>th</sup> May 2023 at the FMS  FSSL - Stakeholder program on a Boarder Discussion on the Intervention of IMF in Sri Lanka & Is work flow  (Q1: FMS-02; FSSL-01)	>100% 

**Goal 3: To improve physical, infra and superstructures and human capital**





<b>Action No.</b>	<b>Action &amp; Responsibility</b>	<b>Annual target</b>	<b>Progress</b>	<b>Completion (%) &amp; Color code</b>
3.1.1(I)	Construction of the Building Complex of Faculty of Medicine (Para clinical and admin building) (Dean/FOM)	Percentage of the completion 100%	Constructions are in progress.	95% 
	Construction of the Building Complex of the Faculty of Medicine (Professorial Unit and Other Buildings) (Dean/FOM)	Percentage of the completion 100%	Constructions are in progress.	30% 
3.1.1(III)	Construction of the Building Complex of Main Library Library (Librarian)	Percentage of the completion 100%	Under the construction	35.20% 
3.1.1(VII)	Construction of the building complex of faculty of Agricultural Sciences Phase I (Stage I) (Deans/FAGS)	Percentage of the completion 100%	Under the construction	45% 
3.1.1(VIII)	Construction of the Waste and Waste water Management Project (VC)	Percentage of the completion 100%	Construction is in progress.	75% 
3.1.1(IX)	Construction of the Solar power project (VC/Registrar)	Percentage of the completion 100%	Construction is in progress.	20% 




3.1.1(X)	Construction/improvement of the University Road network (VC/Registrar)	Percentage of the completion 100%	Construction is in progress.	85%	
3.1.1 (XI)	Construction of the Building Complex of the Faculty of Management Studies Phase II (Stage I) (VC/Registrar/Dean,FMS)	Approved concept paper 100%	KPI completed in Q1.	100%	
3.1.1 (XII)	Construction of the boundary wall surrounding the University (VC / Registrar)	Completion of 20%	out of total 10% of the work completed.	50%	
3.1.2 (I)	Initiate the Multipurpose Building Complex (Registrar)	Approved proposal 100%	No progress after 2022.		
3.1.2 (II)	Initiate the Gymnasium/ Auditorium and Sport Complex (Dean/FAPS)	Percentage of the completion 60%	Proposal has been completed.		
3.1.2 (IV)	Initiate the Building Complex of Faculty of Social Sciences & Languages Phase II (Stage I) (Dean/FSSL)	Approved proposal 100%	Proposal preparation in progress.	80%	

3.1.2 (V)	Initiate a Fully Pledged Media Center (VC/Registrar)	Percentage of the completion 100%	No progress.	
3.1.2 (VI)	Establish a Fully Pledged Art Center for the University (VC/Registrar)	Percentage of the completion 100%	No progress.	
3.1.2 (VII)	Establish a Fully Pledged Childcare Center for the University (VC)	Percentage of the completion 100%	No progress.	
3.1.2 (IX)	Initiation of New building Complex for CODL from Generated funds (Director/CODL)	Percentage of the completion 30%	No progress. Proposal approved in 2022.	
3.1.3 (II)	Rehabilitation of staff and students' accommodation (Registrar)	Percentage of the completion 50%	50% achieved the task.	100% completed the KPI 
3.1.4 (III)	Prepare a physical development plan considering unique features (Roads, Buildings, and other facilities) (VC/SMPU)	Percentage of the completion 100%	No progress after Q1.	
3.1.4 (V)	Prepare a landscape plan for the University (VC/SMPU/Curator)	Percentage of the completion 100%	The activities are going on under the CQA.	20% 


3.1.4 (VI)	Develop a University Environment Policy (VC/SMPU/Curator)	Approved policy 01	The policy development is in progress.	10%	
3.1.4 (VII)	Develop University Green Procurement Guidelines Policy (VC/SMPU/Curator)	Approved policy 01	A committee was appointed in 2022. No progress after that	05%	
3.1.4 (VIII)	Introduce energy management policy (VC/SMPU/Curator)	Approved policy 01	A committee was appointed in 2022. No progress after that.	05%	
3.1.4 (IX)	Prepare drawing plans for electricity supply, water supply and network line and master drainage network in the University (VC/SMPU/Curator)	Percentage of the progress 100%	Network line 80% completed.	80%	
3.2.1 (I)	Develop a Human Resource Management Policy (Director/CQA)	Approved policy 01	The policy has been formulated	100%	
3.2.1 (II)	Develop a Competency Metrics (Director/CQA)	Developed competency Metrics 100%	Initial discussions were held by the appointed committee	30%	
3.2.1 (III)	Human Resource Plan (Director/CQA, Registrar)	Human Resource Plan 01	Initial discussions were held by the appointed committee	20%	









3.2.2 (I)	Increase the number of the SDC programs (Director –SDC)	Number of the programs 10	The activities are going on.	
3.2.2 (II)	Appreciation of achievements/substantial contribution of staff members (VC/Deans/ Director-SDC)	Number of the staff members 10	FOM-1, FMS – A residential workshop for the Faculty of Management academic staff members – at Hotel Blue Sapphier, Godakawela, on the 04.2023&07.04.2023, (Q1-FMS 01)	30% 
3.2.2 (III)	Encourage academic staff to obtain a higher academic qualification/s (PhD) to improve their academic capacity (Deans)	Number of the members of the staff enrolled for PhDs 13	FOM-1 (Q1-04)	38% 
3.2.2 (IV)	Providing learning and development opportunities for administrative and nonacademic staff members to uplift their capacity (Registrar/Director –SDC )	Number of opportunities provided 06	Workshop by CQA for administrative officers on financial procedures	16% 





3.2.2 (V)	Develop master trainers through sending staff members for the short term courses ( Local & Foreign ) <i>(Deans)</i>	Number of the master trainers 09	FAGS - One Master degree completed academic member FOT-7 staff members to AIT Thailand <i>(Q1-FOM-01)</i>	100% KPI completed in this quarter 
3.2.2 (VI)	2. Conduct a staff climate survey for the university <i>(Director/CQA)</i>	Number of Survey 01	Initial discussions were held by the appointed committee	35% 
	2. Preparing mechanism and Implementing Exit Interviews <i>(Director/CQA)</i>	Number of Exit Interviews	Exit interview for the year 2022 was completed. <i>(Q1-Task completed)</i>	100% 

**Goal 4- To enhance the social responsibility and harmony for sustainable development**





<b>Action No.</b>	<b>Action &amp; Responsibility</b>	<b>Annual target</b>	<b>Progress</b>	<b>Completion (%) and color code</b>
4.1.1 (III)	<p>Encourage and facilitate to start micro and small business enterprises (e.g. Food processing)</p> <p><i>(Dean/ FAGS Head.DPT of Livestock Production, Chairman -TS)</i></p>	<p>Number of awareness programs 5</p>	<p>Dpt. Livestock production – Altogether five training programs were conducted. Training program on small scale business enterprises (yoghurt production/ animal feed production/ poultry layer management/ Broiler chicken management/ dairy management) was conducted for 35 farmers and villagers from Belihuloya area on 28<sup>th</sup> April . A training workshop on animal husbandry and livestock production conducted for university employees and farmers from Balangoda area conducted on 29<sup>th</sup> April. Two training workshops were conducted for advanced level Agri. Sc. students (40) and advanced level Bio systems technology students (60) from several schools in Balangoda area on 15<sup>th</sup> June 2023 at the livestock units of the Agri farm, livestock</p>	<p>&gt;100%</p> 


			processing units and the livestock laboratory of the Faculty of Agricultural Sciences. A training program was conducted for 90 ordinary level students following Agriculture and Food technology from Imbulpe educational zone on the same day. FAGS - Agri Business Day event conducted (Q1=100%)	
4.1.2 (I)	Intervene to upgrade the existing Rural Hospital with advanced facilities (VC/Chairman –TS)	Number of activities for upgrading 01	Planning to construct a new building complex for the hospital.	30% 
4.1.2 (II)	Intervene to upgrade the existing Karagasthalawa School (VC/Registrar/ Chairman-TS)	Number of activities for upgrading 02	Several activities were conducted.	40% 
4.2.1 (I)	Organize interactive programs and cultural events to promote social cohesion (Deans/ Director AC/Student Societies/ Director CGEE)	A number of interactive programs and cultural events organized 5	FOM- Religious Society, FSSL- Adarakandata Hima Wessak- Talent Show, Mathakawitha- book launching, Miyasirawaya- Musical show, Surasa Sankapana (Q1-02)	>100% KPI completed in Q2 
4.2.1 (II)	Organize students centered outreach activities	Number of outreach activities organized	FOM- VIVID DELIGHT -23 - First ever Medicos’ Art and Photography Exhibition	>100% KPI completed in

	<i>(Deans)</i>	10	<p>FSSL- The Professional Learning Community (PLC) forum held under the National Languages Equity Advancement Project (NLEAP)</p> <p>FMS - 06 CSR projects - completed by the Year I Semester II students (2020/2021 batch) of DBM</p> <p>Subject Investors' Day by Department of Accountancy &amp; Finance on 16<sup>th</sup> May 2023 - programmes for school children</p> <p>FAGS- 2 (Q1-FMS 07)</p>	<p>Q2</p> 
4.2.1 (III)	<p>Broaden extension services to improve the socio-economic status of the wider community</p> <p><i>(Deans)</i></p>	<p>Number of extension</p> <p>10</p>	FAGS- 5	<p>50%</p> 
4.2.2 (I)	<p>Establish a Counseling Centre to overcome the psychological issues of the community</p> <p><i>(Director- PCC)</i></p>	<p>The percentage of the progress 100%</p>	<p>PCC signed MoU with project C foundation, India to promote mental health in the University, new faculty coordinators for this program were appointed.</p> <p>PCC is ready to move in to the new building complex opened in FSSL and it will be a full-</p>	<p><b>80%</b></p> 

			fledged center with physical resources. Five new trained psychological counselors joined the service as they completed graduation of Counseling Diploma.	
4.2.2 (II)	Facilitate community engagement in sports and other recreational activities <i>(Director/AC,Director/DPE Manager/SRC)</i>	Number of programs Organized 3	Sport activities and trainings were conducted to the students and children of staff and Village.	55% 
4.2.2 (III)	Conduct awareness campaigns on communicable and non-communicable diseases for the community <i>(Chairman - TS/Dean/FMS Dean/FOM/ Medical Center)</i>	Number of programs organized 3	FOM- 02 (Q1=FOM 01)	100% KPI completed in Q2. 
4.2.2(V)	Conduct village-level awareness programs on preventing sexual and gender-based violence <i>(Chairman TS /Head/Natural Resources, FAS)</i>	Number of Seminars 2	FOM is planning a program.	20% 
4.2.2 (VI)	Conduct seminars to police officers on forensic related issues	Number of Seminars 1	No progress	

**Goal 5: To strengthen the governance and administrative systems for effective service delivery**

<b>Action No.</b>	<b>Action &amp; Responsibility</b>	<b>Annual target</b>	<b>Progress</b>	<b>Color code</b>
5.2.1(I)	Formulate new policies and bylaws for key areas to deliver services efficiently <i>(VC, Director/ CQA)</i>	Number of new policies and Bylaws developed 5	CQA- Several policies have been prepared and this is a continuous process.	25% 
5.2.1 (II)	Revisit faculty and university policies and bylaws and revise them to suit changing requirements <i>(VC, Director/ CQA)</i>	Number of policies and bylaws revised 100%	CQA -As per the requirements this has been done, and this is also a continuous process and up to now they are updated.	85% 
5.2.1 (III)	Develop a Procedure Manual for all the academic and administrative units. <i>(VC/Registrar)</i>	Approved a Procedure Manual 1	Committee has been appointed.	20% 
5.2.2 (II)	Development and installation of an academic Management and administration system for the Sabaragamuwa University of Sri Lanka based on the Smart University concept <i>(Registrar)</i>	The percentage of the progress 100%	The activities are in progress.	85% 

5.2.2 (III)	Formulate a mechanism to conduct post implementation reviews and maintenance of MIS <i>(Registrar/ SAR, Registrar office )</i>	The established Mechanism 01	The system of checking the progress of the Mahapola & Bursary payment process has already been developed by Mrs. KGL Chathumini and her team.  -Initiate the smart student ID Card collaborate with the People's Bank.  -Started online lecturer hall allocation system for each faculties, system has been developed by Mr. S. Nimishan	35%  
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## **Strategic Management Planning Committee (SMPC)**

Prof. R.M.U.S.K. Rathnayaka (The Vice Chancellor/SUSL)

Prof. W.M. Ariyaratne (Chairman/SMPU)

Prof. W.A.K.A.C. Gnanapala (Dean/FMS)

Prof. H.M.S. Priyanath (Dean/FGS)

Prof. C.N. Walpita (Professor/FAGS)

Dr. Saman Koswaththe (Senior Lecturer/FOG)

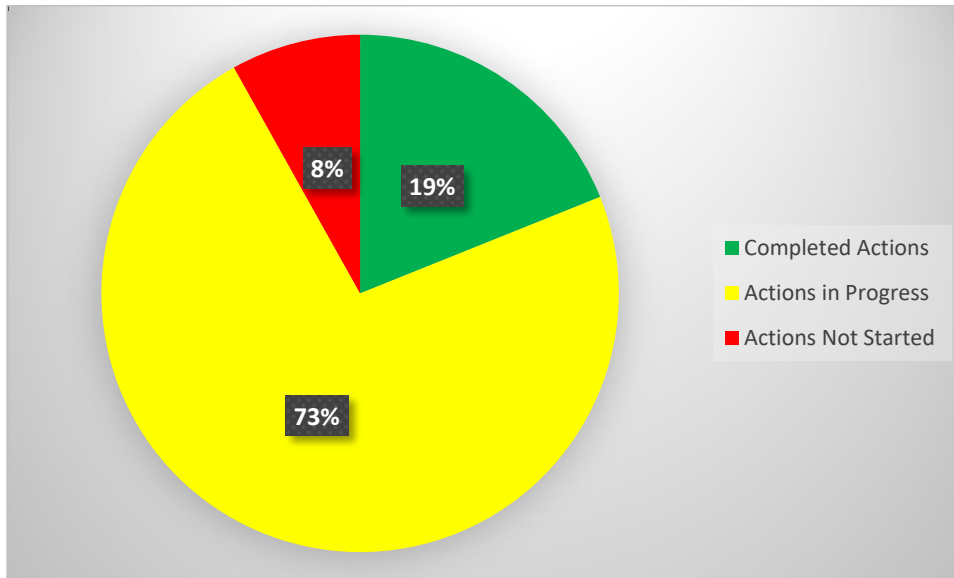
Dr. L.V. Ranaweera (Senior Lecturer/FAPS)

Dr. H.P. Rasika Priyankara (Senior Lecturer/FMS)

Ms. P.G.I. Dias (Secretary/SMPU)

### Summary of the second quarter progress

Completed Actions	Actions in Progress	Actions Not Started
14	54	6



Prepared by: Strategic Management Planning Unit-SUSL