Sabaragamuwa
University of Sri Lanka

ACTION PLAN 2025

Vision

The vision of the Sabaragamuwa University of Sri Lanka is to be an internationally acclaimed center of excellence in higher learning to produce dynamic human capital in creating value for society.

Mission

The mission of the Sabaragamuwa University of Sri Lanka is to create a conducive environment for producing competent graduates with social values by ascertaining and disseminating knowledge, developing skills, promoting innovation, enhancing university-industry collaboration and social responsibility.

Goals of Sabaragamuwa University of Sri Lanka

1. Achieving excellence in teaching and learning to produce competent and employable graduates.
2. Achieving excellence in research and innovation.
3. Accomplishing efficiency of management of resources and strengthening governance.
4. Enabling a sustainable university.
5. Ensuring global recognition and visibility.

List of Abbreviations

VC	Vice Chancellor	L	Librarian
Dean/Ag	Dean/Agricultural Sciences	SSC	Senior Student Councilor
Dean/Ap	Dean/Applied Sciences	CE	Civil Engineering
Dean/C	Dean/Computing		
Dean/G	Dean/Geomatics	C	Curator
Dean/GS	Dean/Studies	D/CQA	Director/Center for Quality Assurance
Dean/MS	Dean/Mgt Studies	D/CCS	Director/Center for Computer Studies
Dean/M	Dean/Medicine	FM	Farm Manager
Dean/SSL	Dean/Social Sciences and Languages	HOD	Head of Department
Dean/T	Dean/Technology	D/AC	Director/Arts Center
R	Registrar	D/PE	Director/Physical Education
B	Bursar	D/CGEE	Director/Center for Gender Equity and Equality
DR/AE	Deputy Registrar/Academic Establishments	D/CIKCS	Director/Center for Indigenous Knowledge and Community Studies
SAR/CW	Senior Asst Registrar/Capital Works	D/CODL	Director/Center for Open and Distance Learning
SAR/Ex	Senior Asst Registrar/Exams	D/IR	Director/International Relations
SAR/GA	Senior Asst Registrar/General Admin	D/CRKD	Director/Center for Research and Knowledge Dissemination
SAR/NAE	Senior Asst Registrar/Non-academic Establishments	D/SDC	Director/Staff Development Center
SAR/SS	Senior Asst Registrar/Student Service	D/CGU	Director/Center for Career Guidance
SAB/S	Senior Asst Bursar/Supplies	D/UBLC	Director/University Business Linkage Cell

Goal 1: Achieving excellence in teaching and learning to produce competent and employable graduates

1.1 To constantly upgrade the quality and relevance of academic programs

1.1.1 Establishing periodic and systematic review of academic programs.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Periodic review of existing curricula of all study programs for every five years.	Curriculum Refreshment Rate: Percentage of courses/modules reviewed and updated	100	10	Deans, HODs, D/CQA	2 M for One Faculty
II	Periodic review of existing curricular in line with SLQF guidelines, SBS, and 21st Century skills of students.	Percentage of courses/modules reviewed and updated Through revision with experts	100	10	Deans, HODs, D/CQA	2 M for One Faculty
III	Integrate GEE policies into the curriculum/teaching and learning process	No. of workshops	50	2	Deans, HODs, D/CQA,D/GEE	0.2 M for One workshop
IV	Monitoring the curriculum revision in line with standard guidelines and policies.	Percentage of curriculum revision completed	50	10	Deans, HODs, D/CQA	2 M for One Faculty

1.1.2 Follow guidelines to assure quality and relevance of academic programs.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Implementing the recommendations in the Institutional and Program Review Guidelines of UGC	Percentage successfully implemented	100	3	Deans, HODs, D/CQA	
II	Periodically monitoring the actions implemented according to the Institutional and Program Review Guidelines of UGC	Percentage successfully implemented	100	3	Deans, HODs, D/CQA	
III	Synchronizing the academic calendar to ensure the completion of the degree within the stipulated time	Percentage synchronization achieved	100	10	Deans, HODs	
IV	Releasing the exam results within 3 months following the UGC circular.	Percentage of exam results released on time	100	90	Deans, HODs, D/CQA, SAR/Ex	
V	Completing the degrees within 4 (5 years in Medicine) years.	Percentage of students completing	100	2	Deans, HODs, SAR/Ex	
VI	Obtaining periodic feedback from students, peers and external stakeholders about the quality and relevant of the study programs	% completion	100	5	Deans, HODs, D/CQA	

1.1.3 Introducing new degree and other study programs.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Establishment of new faculties					
	Establish the Faculty of Engineering with all relevant resources.	% completion	---	---	VC, R, B, Coordinator	
	Establish the Faculty of Sports Sciences with all relevant resources.	% completion	---	---	VC, D/Ap, R, B, HOD	
	Establishment of the Faculty of Tourism & Hospitality Management	% completion	---	---	VC, R, B, Coordinator	
II	Establish nationally and internationally relevant new departments with all relevant resources.	% Progress (15 departments)	50	10	VC, Deans, R, B	
III	Introduce nationally and internationally relevant new undergraduate degree programs	% Progress (17 programs)	50	10	Deans, /CQA HODs	
IV	Introduce new open and distance learning study programs (certificates, diplomas and external degrees)	% Progress (31 programs)	80	20	Deans,HODs, D/CODL	
V	Introduce new postgraduate degree programs	% Progress (35 programs)	80	10	Deans,ODs	

Objective 1.2: To use appropriate pedagogies and assessment for effective delivery of academic programs.

Strategy 1.2.1: Enhance graduate attributes through effective teaching.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Promoting interactive methods in the teaching and learning process (blended learning)		20	16	Deans, HODs, D/CQA	
	Conduct workshops and training sessions for lecturers on implementing blended learning methodologies.	# of Workshops Conducted	-	-	D/SDC, D/CCS	QA Budget
	Enhance laboratory facilities	% of completion	-	-	Deans, HODs, B	
	Develop processing units of farm products	No. of processing units	-	-	Dean/Ag, HODs, FM, B	
	Expansion of existing farm units	No. of improved farm units	-	-	Dean/Ag, HODs, FM, B	
	Develop class rooms with modern state of arts and teaching learning facilities(FOG)	No. of smart classrooms developed	-	-	Deans. HODs, B	5 M for one class room

II	Broad base access to ICT resources		60	60	Deans, D/CCS, B	
	Infrastructure Development of Server Room, Computer Laboratories, E-learning, multimedia and digital technology for Education	% of upgrading	-	-	D/CCS, B	
	Annual Subscriptions-ArcGIS and DFST Software	No. of Licenses obtained	102	---	Dean/G, CCS	
III	Promote access to information resources through modern technology		20	15	Deans, HODs, D/CCS	
	Collection development of digital reading materials.	% of digital reading materials accessed	100	---	Deans, L, HODs, CCS	
	Initiating and developing interactive package collections with 3D models, videos, question banks, downloadable Anki decks, and so on.	Number of interactive packages	---	---	Deans, L, HODs, CCS	
IV	Integrating IT into library services	No. of E catalogs accessed	16	6	L, D/CCS	
	Upgrade the integrated Library management system by purchasing a new server computer and 3KV UPS.	% upgrading	---		L	
	Procure document Scanner and a UPS for digitizing resources.	% procurement	---	---	L, R	

	Enhance the Wi-Fi facilities of the main library and faculty libraries	% completion of WIFI access points	50	---	L, D/CCS	
V	Broad basing university-industry collaborations to enhance graduate attributes		30	10	Deans, HODs, D/UBLC, D/SDC	
	Professional Development Programs:	# of programs	-	-		0.2 M for one program
	Career Counseling and Networking Events:	# of events	-	-	Deans, HODs, D/UBLC, D/SDC, D/CGU	
	Industry-Linked Projects (Collaborate with industry partners to develop projects)	# of projects	-	-	Deans, HODs, D/UBLC, D/SDC	
	Joint Research Initiatives:	# of projects	-	-	Deans, HODs, D/CRKD	
	Technology Transfer and Commercialization:	# of products	-	-	Deans, HODs, D/UBLC	
	Industry Mentorship Programs:	# of programs	-	-	Deans, HODs, D/UBLC	
	Strengthening the industry collaboration hub	# of workshops and meetings	-	-	VC, D/UBLC	
	Establishment of business incubator	# of business incubators established	-	-	VC, Deans, D/UBLC	
	Enhance the faculty collaborations through GeoTech Hub	# of collaborations/ projects	-	-	Dean/G, D/UBLC	
VI	Promoting community-based service-learning projects		90	10	Deans, HODs, D/CGU	

	Community-based Programs	No. of community programs	-	-	Deans, HODs, D/CGU	
	Community-based projects	No. of Collaborative community service projects	-	-	Deans, HODs, D/CGU	
	Youth Volunteer Center (3 faculties)	Percent establishment of youth volunteer Center	-	-	D/CGU	
	Development of Solutions for community	No. of Solutions	-	-	Deans,HODs, D/CGU	
	On farm trainings	# of on farm trainings	-	-	Deans, HODs	
	Farm extension programs	No. of programs	-	-	Deans, HODs	
	Provide testing and advisory for identified farm based problems	No. of programs	-	-	Deans, HODs	
	Public awareness, development and teacher training programs on surveying matters	# of programs	-	-	Deans, HODs	
VII	Integrating IT into student registration, progression and examination work	% Progress	70	5	Deans, AR/SS, SAR/Ex	
VIII	Enhance technology Integration with teaching and introducing innovative pedagogies	% or courses using innovative pedagogies	50	5	Deans, HODs	
IX	Strengthen Teacher training for professional development	# of training workshops	12	5	Deans, HODs, D/CGU	
X	Reinforce the Assessment process aligning with ILOs	% Assessments aligned	75	2	Deans, HODs, SAR/Ex	
XI	Develop a monitoring mechanism to ensure the effective implementation of teaching, learning, and assessment methods (Develop an online dashboard to monitor lecturing, assessments, examinations, marking, and releasing of results)	% Progress of the dashboard	60	4	Deans, HODs, SAR/Ex, D/CQA	

Objective 1.3: To establish an exceptional, intellectually inspirational and an inclusive learning environment that promotes graduate attributes

Strategy 1.3.1: Promote active and collaborative learning techniques.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Establishing a fully-fledged Student Center to lead student welfare and related activities	% progress	---	---	VC, R, SAR/SS	
II	Provide One-on-One Support and peer-assisted learning	No. of programs and mechanisms	50	7	Deans, HODs, D/CQA	
III	Promote collaborative learning activities that encourage students to work together, share ideas, and support peer-to-peer learning.	No. of programs	7	7	Deans, HODs, D/CQA	

Strategy 1.3.2: Enhance student counselling and mentoring.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Enhance staff-student relationships by strengthening student counseling and mentoring	No. of sessions	50	5	Deans, HODs, SSC	0.2 M for One program
II	Reinforce academic-related extracurricular activities	No. of activities	18	2	Deans, HODs	
III	Strengthening the mentoring programs for undergraduates with the support of industry mentors and alumni	# of programs completed	40	2	Deans, HODs, D/UBLC	
IV	Develop an IT-based student help desk to identify student needs and enhance student satisfaction	% of students using the IT help desk	100 %	2	Deans, HODs, D/CCS	

Strategy 1.3.3: Strengthening career development

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Establish comprehensive career development services to support students' career readiness and job placement.	No. of services	100	5	Deans, HODs, D/CGU	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
II	Organize workshops and seminars on resume writing, interview skills, and job search strategies.	No. of workshops completed	08	2	Deans, HODs, D/CGU	
III	Enhance career counseling and guidance to help students explore their interests and develop personalized career paths.	No. of career fairs	10	2	D/CGU	
IV	Create platforms for networking career fairs, and industry forums, enabling students to connect with employers.	No. of sessions	8	4	Deans, HODs, D/CGU	
V	Strengthen collaboration with alumni networks and industry partners	No. of collaborations	8	2	Deans, HODs, D/CGU, D/UBLC	

Objective 1.4: Upgrade physical environment and enhance social environment

Strategy 1.4.1: Improve and expand sports and recreational facilities

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Construction of new facilities for physical and mental fitness	% Completion	60	20	R, SAR/CW, SSC, D/PE, MO	
		% of students using the center	-	-	R, SAR, CW, SSC, D/PE, MO	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
II	Improving existing facilities for physical and mental fitness	% Improvement	50	15	R, SAR/CW, SSC, D/PE, MO	
III	Procurement of landscaping inputs and equipment	% progress of procurement	100	10	SAB/S, C	
IV	Promote sports events among faculties / students	Ranking in SLUG	4	-	Deans, D/PE	
		Ranking in inter-university games	-		Deans, D/PE	
V	Organizing aesthetic activities and programs for university staff members to promote mental wellbeing through the Arts center	No. of programs	2	2	D/AC	
VI	Facilitating students to organize aesthetic activities and social events through the arts center	No. of programs	2	2	D/AC	

Strategy 1.4.2: Promote soft skills and social harmony among students

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Promote cultural events among faculties	No. of Cultural events	75	2	Deans, D/AC	
II	Improving soft skills of students through the curricula	No. of events	100	10	Deans, HODs, D/CQA	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
		No. of non – GPA course units	-	-	Deans, HODs, D/CQA	
III	Improve staff capacity to help improve student soft skills	No. of staff training programs conducted	30	2	Deans, HODs, D/CQA, D/SDC	

Objective 1.5: Promoting entrepreneurship and innovation culture

Strategy 1.5.1: Establish / strengthen business incubation and mentorship

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop university business policy	% completion	100	1	D/UBLC	
II	Provide entrepreneurship training, mentorship for students	No. of Workshops	8	2	D/UBLC	
III	Provide entrepreneurship training, mentorship for staff	No. of training programs	2	2	D/UBLC, D/SDC	
IV	Provide access to startup resources	% of completion	50	1	VC, D/UBLC	

Strategy 1.5.2: Strengthen entrepreneurship education

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
l	Develop programs and initiatives that encourage researchers and students to explore entrepreneurship and innovation opportunities	No. of projects and workshops	50	1	Deans, HODs, D/UBLC	
	Introduce Entrepreneurship in curricular	No. of subjects	-	-	Deans, HODs, D/UBLC, D/CQA	
	Entrepreneurship Workshops and Seminars				Deans, HODs, D/UBLC, D/CGU	
	Startup Incubators and Accelerators				Deans, HODs, D/UBLC	

Goal 2: Achieving excellence in research and innovation

Objective 2.1: To strengthen research and innovation
Strategy 2.1.1: Strengthen the mechanism to improve research and innovation.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Allocate resources to enhance and modernize research facilities, laboratories, and equipment.	% completion	40	20	Deans, HODs	
II	Provide training and support for researchers and staff to effectively utilize the new equipment.	No. of programs	9	1	Deans, HODs, D/SDC	
III	Regularly review and update the equipment inventory	# Reviews	50	0.5	Deans, R, HODs,	
iv	Establish strong research ethic policies	% completion	0.25	1		

Strategy 2.1.2: Strengthen knowledge creation and commercialization.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			

I	Provide guidance for securing intellectual property rights and	No. of workshops	100	2	D/UBLC	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
	navigating the process of technology transfer and licensing					
II	Conduct support programs to researchers in identifying commercialization opportunities,	No. of workshops	100	2	D/UBLC	
III	Initiate/enhance the industry partners and investors to promote the commercialization of research outcomes	No. of programs	100	2	D/UBLC	
IV	Conduct awareness programs to encourage students and staff to obtain patents/Trade Mark/ PCT Applications	No. of programs	100	2	Deans, HODs, D/UBLC	

Strategy 2.1.3: Develop research collaborations

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Foster partnerships and collaborations through MoUs with other academic institutions, industry stakeholders, and research organizations.	No. of MOUs	100	5	Deans, HODs, D/CRKD	
II	Establish partnerships with funding agencies.	No. of partnerships	100	1	Deans, HODs, D/CRKD	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
III	Increase the number of Formal Agreements/ Memorandums of Understanding (MoUs) with companies, professional associations, and industry		100	1	Deans, HODs, D/CRKD	
IV	Maintain regular interactions with the industry to understand their needs, emerging trends, and skill requirements	No. of interactions	100	1	Deans, HODs, D/CRKD	
V	Collaborate with industry to share resources and services on the teaching-learning process	No. of collaborations	100	1	Deans, HODs, D/CRKD	

Objective 2.2: To strengthen dissemination of knowledge

Strategy 2.2.1: Strengthen procedures to promote publications.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Organize student research forums to disseminate research findings	Number of dissemination events per year	5	5	Deans, HODs, D/CRKD	
II	Workshop for promoting publications of SUSL	No. of workshops done	50	10	Deans, HODs, D/CRKD	
	Establishing a journal club	% Progress of the establishment			Deans, HODs, D/CRKD	

III	Promotion of undergraduate research publications	No. of undergraduate research papers published			Deans, HODs, D/CRKD	
IV	Conduct / initiate National and International Research Symposia by faculties / University	No. of conferences conducted	1	2	Deans, HODs, D/CRKD	0.5 M for one Faculty
V	Initiate new publication channels at the Faculty/University level (Magazines, policy papers, reports etc.)	No. of journals published	80	2	Deans, HODs, D/CRKD	
VI	Ensure the publication of university and Faculty journals on time	% of regularity	100	3	Deans, HODs, D/CRKD	
VII	Initiate / Enhance awarding and rewarding system for research performances at the Faculty/ University level	% Degree of encouragement	1	1	Deans, HODs, D/CRKD	

Objective 2.3: To influence research and innovation to drive community development
Strategy 2.3.1: Strengthen community engagement programs

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Identify pressing challenges and issues of the community and give research-based innovative solutions	No. of surveys done	100	1	Deans, HODs, D/CRKD	
		No. of awareness events			Deans, HODs, D/CRKD	

II	Form partnerships with local government agencies, non-profit organizations, and community groups to contribute to community development	No. of partnerships	80	1	Deans, HODs, D/CRKD	
III	Conduct awareness programs to encourage staff and students to conduct community-related research studies.	No. of events	10	2	Deans, HODs, D/CRKD	
		No. community-related research studies conducted			Deans, HODs, D/CRKD	
IV	Implement innovative research-based experimental projects for community development	# of research projects	50	4	Deans, HODs, D/CRKD	
	Establishment of the university health promotion village	% progress			Deans, HODs, MO	
V	Develop a mechanism to transfer the research knowledge and expertise to the community by providing training programs and workshops	# training programs and workshops	80	1	Deans, HODs, D/CRKD	

Goal 3: Accomplishing efficiency of management of resources and strengthening governance

Objective 3.1: To develop physical resources and infrastructure facilities
Strategy 3.1.1: Accelerate approved construction projects

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Construction of the Building Complex of the Faculty of Medicine (Professorial Unit and Other Buildings)	% completion	-	50	VC, Dean/M, R, B, SAR.CW	Saudi Fund
	Construction of the Building Complex of the Faculty of Medicine (Administrative Unit and Para-Clinical Building)	% completion			VC, Dean/M, R, B, SAR.CW	Min of Education
II	Construction of the Building Complex of the Faculty of Agricultural Sciences Phase I (Stage I)		100	500	VC, Dean/Ag, R, B, SAR.CW	
III	Construction of the university road network		25	100	VC, R, B, SAR/CW, CE,	
IV	Construct the third phase of Faculty Geomatics	% Completion			VC, Dean/G, R, B, SAR.CW	

		% Completion			VC, Dean/G, R, B, SAR.CW	
V	Develop office Spaces for the new Department of Land Management and Hydrography	% Completion			VC, Dean/G, R, B, SAR.CW	
VI	Establishment of a pilot plant / Incubation facility for the department of FST (FAPS)	% progress of completion			VC, Dean/Ap, R, B, SAR.CW, D/UBLC	
VII	Construction of the Building Complex of the Faculty of Computing		50	300	Dean- FOC, and VC	
	Construction of the Computer Labortroy the Faculty of Computing					
VIII	Construction of Administrative Building Complex of SUSL		50	40	VC, R, B, SAR/CW, CE	

Strategy 3.1.2: Accelerate the physical and infrastructure development projects

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Construction of the Building Complex of the Faculty of Management Studies Phase II (Stage I)	% Completion	30	200	VC, Dean/MS, R, B, SAR.CW	
II	Construction of the Building Complex of the Faculty of Social Sciences and Languages Phase II (Stage I)	% Completion	30	200	VC, Dean/SSL, R, B, SAR.CW	
III	Accelerate the construction process of the library complex	% Completion	30	200	VC, L, R, B, SAR/CW	

	Update the infrastructure facilities library reading room	% completion			VC, L, R, B, SAR/CW	
IV	Accelerate the construction process of the Gymnasium / Auditorium and Sport Complex	% Completion	-	-	VC, R, B, SAR/CW, D/PE	
V	Accelerate the construction process of the Mini Hotel/Teaching Hotel for Tourism and Hospitality Management degree programs	% Completion	30	40	Dean/MS, R, B, SAR/CW	
		Income generated (or % increment in income generation)			Dean/MS, R, B, SAR/CW	
VI	Construction of the Building Complex of the Faculty of Computing	% Completion			VC, Dean- FoC	
VII	Construction of a building for the Faculty of Graduate Studies (Phase I)	% Completion	50	125	VC, D/GS, R, B, SAR/CW	
VIII	Construction of three buildings for student accommodation	% completion	25	400	VC, R, B, SAR/CW, SAR/SS	
IX	Expansion of infrastructure facilities within the vicinity and surrounding SUSL – Township Project		-	-	VC, R, B, SAR/CW	
X	Establishment of an Indoor Gymnasium	% completion of indoor gymnasium			VC, R, B, SAR/CW, D/PE	
XI	Upgrading the existing herbarium of Faculty of Applied Sciences into a more improved state	% completion of herbarium			Dean/Ap, R, B, SAR/CW	

Strategy 3.1.3: Upgrade the existing physical resources

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Upgrade staff accommodation and cafeterias		25	30	VC, R, B, SAR/CW	
II	Upgrade student accommodation and cafeterias		25	20	VC, R, B, SAR/CW, SAR/SS	
III	Renovation of the Professor Dayananda Somasundara Auditorium	% completion	25	25	VC, Dean/SSL, R, B, SAR/CW	
IV	Renovate the old sections of faculty complexes of FSSL, FMS, APS	% completion	25	50	VC, Deans, R, B	
V	Renovate the Auditorium of the Faculty of Management Studies		50	15	VC, Dean/MS, R, B, SAR/CW	
VI	Renovate the main Staff Cafeteria				VC, R, B, SAR/CW	
VII	Renovate the Centre for Computer Studies	% completion	20	5	VC, R, B, SAR/CW, D/CCS	
VIII	Upgrade the server room of the Centre for Computer Studies	No of Servers	75	20	VC, R, B, SAR/CW, D/CCS	
IX	Improvement of transport facilities in Health Center	No of ambulances	1	20	VC, R, B, SAR/CW, MO	

X	Improvement of transport convenience within SUSL – Shuttle service	% progress			VC, R, B, SAR/CW	
XI	Renovation of staff accommodations donated by CEB	% Progress	100	5	VC, R, B, SAR/CW	
XII	Renovation of Arts Center	% completion			VC, R, B, SAR/CW, D/AC	
XIII	Renovation of Batuhena student hostels	%completion			VC, Dean/M, R, B, SAR/CW	
XIV	Renovation of Batuhena laboratories	%completion			VC, Dean/M, R, B, SAR/CW	

Objective 3.2: Strengthen the Human Resource to create a pool of competent staff
Strategy 3.2.1: Effective Human Resource Planning and Development

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop an induction program for new staff	% staff following the program	40	2	VC, Deans, D/SDC	
II	Conduct HR development Programs for university staff (Academic/Administrative /Non-academic staff)	No. of programs	40	1	VC, Deans, D/SDC	
III	Staff engagement and social harmony / bonding activities	No. of programs	40	1	VC, Deans	

IV	Implementation of employee grievance handling and counselling practices		40	0.5	VC, Deans, R, DR/AE, SAR/NAE	
V	Implementation of Staff Satisfaction Survey	% staff responded	40	0.5	VC, Deans, R	
VI	Ensure staff satisfaction		40	0.5	VC, Deans, R	
VII	Device a reward management strategy to attract, motivate and retain talented academic and administrative staff.	No. of awards	40	0.5	VC, Deans, R, HODs	
VIII	Streamlining employee selection processes				VC, Deans, R, HODs	
IX	Taking action to satisfy the familial needs of employees				VC, Deans, R, HODs	
X	Develop a career development and trainings, workshops, seminars for all levels of staff to enhance their capacity, soft skills and knowledge empower.	No. of programs			VC, Deans, R, HODs, D/SDC	

Objective 3.3: To enhance an IT-based Integrated Human Resources Management System

Strategy 3.3.1: To enhance an IT-based Integrated Human Resources Management System

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
I	Digitization of personal files of the staff (Including a data base).	% Completion	40	0.5	R, DR/AE, SAR/NAE, D/CCS	
II	Developing an IT-based HRM system	% Completion	40	0.5	R, DR/AE, SAR/NAE, D/CCS	
III	Implementing an IT-based HRM system	% Completion	40	0.5	R, DR/AE, SAR/NAE, D/CCS	

Strategy 3.3.2: Streamlining the performance appraisal and management

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop a staff performance management system		40	0.25	R, D/CCS, D/CQA	
II	Develop a staff performance digital dashboard		40	0.25	R, D/CCS, D/CQA	
III	Develop a mechanism to integrate staff performance data for awarding and rewarding	% progress	40	0.25	R, D/CCS, D/CQA	

Strategy 3.3.3: Managing leave and attendance

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop an automated leave application and approval system		25	0.8	R, DR/AE, SAR/NAE, D/CCS	
II	Implement a digital attendance management system		25	0.8	R, DR/AE, SAR/NAE, D/CCS	

Strategy 3.3.4: Efficiently managing discipline, conflict resolution and grievance handling

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop a system for recording and tracking disciplinary incidents and actions taken.		40	0.2	R, DR/AE, SAR/NAE, D/CCS, D/CQA	
II	Develop a digital system to obtain grievances from staff		40	0.2	R, DR/AE, SAR/NAE, D/CCS	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
III	Accelerate the inquiry process for staff		40	0.2	VC, R, DR/AE, SAR/NAE	
IV	Accelerate all inquiry process for students		40	0.2	VC, Deans, R, P	

Strategy 3.3.5: Hostel and Staff Allocation and Management

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Conduct awareness programs for students on the sustainable utilization of hostel facilities	No. of programs	40	0.4	Deans, R, D/CCS, SAR/SS	
II	Strengthen hostel committees		40	0.4	Deans, R, SAR/SS, SSC	

Objective 3.4: Integrated Physical Resource Management System

Strategy 3.4.1: Centralized Inventory Management

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop a database for physical resources, including equipment, supplies, and assets.	% Completion	40	0.7	VC, Deans, D/CCS, Registrar	
II	Develop an IT-assisted integrated system for real-time updates to reflect inventory changes accurately	% Completion	40	0.7	VC, Deans, D/CCS, Registrar	
III	Provision of staff training to implement the system	% Completion	40	0.7	VC, Deans, D/CCS, Registrar, D/SDC	

Strategy 3.4.2: To develop a Physical Resource Allocation System

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Create an online booking system for resource allocation, allowing staff to reserve spaces as per their requirements.		40	0.5	VC, Deans, D/CCS, Registrar	
	Implementation of online booking system for lecture halls, meeting rooms, Auditorium and laboratories of the FAPS	% Progress			VC, Deans, D/CCS, Registrar	
II	Develop an online maintenance request system to report issues with facilities or equipment.	% Progress	40	0.5	VC, Deans, D/CCS, Registrar	
III	Develop a workflow for tracking and prioritizing maintenance tasks	% Progress	40	0.5	VC, Deans, D/CCS, Registrar, CE	
IV	Develop a system for feedback mechanism to assess the quality of maintenance services	% Progress	40	0.5	VC, Deans, D/CCS, Registrar, CE	
V	Create an online vehicle reservations system to manage vehicle requests	% Progress	40	0.5	VC, Deans, D/CCS, R, SAR/GA	
VI	Develop and implement an online vehicle maintenance system	% Progress	40	0.5	VC, Deans, D/CCS, R, SAR/GA	

Strategy 3.4.3: To achieve operational efficiency through the use of IT

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	To re-visit the IT policy of SUSL	% Completion	40	1	D/CCS	
II	To strengthen the implementation of the IT Policy	% Completion	40	1	D/CCS	
III	Expand the bandwidth of the internet at SUSL	% Completion	40	5	D/CCS	

IV	Develop a university-wide MIS for efficient use of resources and information	% progress	40	5	R, D/CCS	
V	Implement the university-wide MIS for efficient use of resources and information	% progress			R, D/CCS	
VI	Provide staff training on MIS	No. of programs	40	5	D/CCS, D/SDC	

Goal 4: Enabling a sustainable university

Objective 4.1: To enhance the environmental impact of the university

Strategy 4.1.1: Ensure environmental sustainability

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Establish a Center for Environmental Sustainability with Directorate and administration	% completion	25	5	VC, Deans/Ag and Ap, R	
II	Promote green and sustainable initiatives	Number of sustainable initiatives	25	0.8	VC, Deans/Ag and Ap, R	
		# of vehicle charging points installed			VC, Deans/Ag and Ap, R	
III	Develop a sustainable waste management policy	% progress	25	0.8	VC, Deans/Ag and Ap, R	
IV	Develop a sustainable waste management plan	% Reduction of waste	100	2	VC, Deans/Ag and Ap, R	
V	Implement a sustainable waste management system				VC, Deans/Ag and Ap, R	
	Installation of solar power unit				VC, Deans/Ag, T and Ap, R	
VI	To manage energy usage	% progress	40	1	VC, Deans/Ag, T and Ap, R	

	Establish Energy Management System to be a certified in compliance with ISO50001					
		% Reduction of units used			VC, Deans/Ag, T and Ap, R	
VII	Conserving water	Total quantity used	40	0.5	VC, Deans/Ag, T and Ap, R	
		% reduction of usage			VC, Deans/Ag, T and Ap, R	
VIII	To engage in activities related to green institutional ranking	# of activities engaged	40	2.5	D/Ag and T	
IX	To obtain green institutional ranking	# of registrations obtained	40	0.25	D/Ag, Ap and T	
	Establish a Greenhouse Gas Management System in line with ISO 14064 Part 1 to drive towards zero carbon university	% completion			D/Ag, Ap and T	
	Establish an Environmental Management System in line with ISO14001 standard to be certified University	% completion			D/Ag, Ap and T	
	Establish a business model with paper recycling	% completion			D/Ag, Ap and T	
	Establish a business model on Plastic credit generation in line with international standards	% completion			D/Ag, Ap and T	
	Installation of solar powered charging points	No. of points			D/Ag, Ap and T	

Strategy 4.1.2: Strengthen environmental education

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Ensure inclusion of sustainability-related courses in curricular	Number of related course units	40	2	D/Ag, Ap and T, HODs	
II	Promote the sustainability concept among students	No. of awareness programs	40	2	D/Ag, Ap and T, HODs	

Strategy 4.1.3: Strengthen environmental research

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Broad-base funding on environmental research	Amount of SUSL funding	25	2	D/Ag, Ap and T	
		Number of research projects			D/Ag, Ap and T	
		Amount of external funding			D/Ag, Ap and T	
II	Establishment of Center for Environmental Research	% completion			D/Ag and Ap	

Objective 4.2: To diversify and expand the university's revenue streams

Strategy 4.2.1: Expansion of education services

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Expand the courses offered by CODL for local and foreign students	No. of courses	40	5	Deans, HODs, D/CODL	
		No. of local students			Deans, HODs, D/CODL	
		No. of foreign students			Deans, HODs, D/CODL	
	Implement new short, Diploma, and Certificate courses-GNSS, Civil 3D, GIS and Drone Survey (FOG)	% progress			D/G, HODs, D/CODL	
II	Strengthen the quality and the relevance of the existing open and distance learning programs				Deans, HODs, D/CODL, D/CQA	
III	Expand postgraduate courses for local and foreign students	No. of foreign students	40	10	D/FGS, Deans, HODs	
		No. of local students			D/FGS, Deans, HODs	

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
	Expand foreign supervision and examination of postgraduate theses	No. of overseas academic staff			D/FGS, Deans, HODs	
	Expand overseas academic staff base – Adjunct faculty	No. of adjunct staff			D/FGS, Deans, HODs	
IV	Expand partnerships with other institutions to offer educational programs (e.g.: Education Diploma with NIE, Conducting our courses in other institutions)		40	5	Deans, HODs	
	Faculty level short courses (e.g. DSSPE- Biomechanics, Sport physiology, Sport psychology, Health and wellness)	No. of courses completed			Deans, HODs	

Strategy 4.2.2: Expansion of other services like consultancy, tourism, sports, and adventure programs, Ground, Auditorium

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop a policy on the self-sustainability of the university		40	5	VC, Deans, R, HODs	
II	Expand tourism services (Construction of a Mini-hotel, Guest houses, Cabanas)				Deans/ MS and Ag	
III	Self-sustainability for external stakeholders				VC, Deans	

IV	Develop a policy on resource sharing	Policy			VC, Deans	
V	Rent out university resources for external stakeholders (Auditorium, playground, and Swimming pool, etc.)				R	
VI	Services offered by SUSL				Deans, R	
VII	Establishment of diagnostic services	% of completion			Deans, HODs	
VIII	Establishment of primary care clinic	% of completion			Dean and HODs/M, MO	
IX	Establishment of a community health clinic	% of completion			Dean and HODs/M, MO	
X	Department of natural resources registration as a Consultation group for Environmental Impact Assessments	% registration			Deans/ Ag and Ap	
XI	DSSPE- Establish consultancy unit	% progress of establishment			Dean and HODs/Ap	

Strategy 4.2.3: Income generation through production

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Encourage faculties to introduce new programs / services / productions to ensure the financial sustainability (animal feed, animal and crop products,		60	2	Deans, HODs	

Action No.	Activity	Unit of Measurement (KPI)			Responsibility
	value added food production, new equipment, software, etc)				
II	Establishment of Geology and Gem Museum for geo-tourism and commercialization	% progress			Deans and HODs/Ap, MS and G

Objective 4.3: Optimal utilization of resources and cost minimization

Strategy 4.3.1: Encourage cost-minimizing mechanisms

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Develop and implement a cost minimizing policy	% of progress	60	1	VC, Deans, R, B	
II	Regular monitoring, assessment and feedback mechanisms	% of progress	100	1	VC, Deans, R, B	
III	Awareness for the staff on potential cost minimization approaches	# of awareness programs completed			VC, Deans, R, B, D/SDC	

Goal 5: Ensuring global recognition and visibility

Objective 5.1: Achieving recognition in Asia and the World.

Strategy 5.1.1: Obtain memberships in international academic and professional institutions.

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Obtaining memberships in international academic and professional associations (2 faculties)	No. of memberships	1	2	Deans, D/CRKD	
II	Obtaining accreditations of international institutions for courses or study program (3 faculties)	No. of accreditations	1	3	Deans, HODs	

Strategy 5.1.2: Strengthening internationalization

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Establishing a fully-fledged International Center to lead the internationalization strategy of SUSL	% of completion	50	2	VC, D/IR	

II	Developing a policy for internationalization	% Completion	50	2	VC, D/IR	
III	Ensure foreign academics join the adjunct faculty	No. of foreign academics	10	5	VC, Deans, D/IR	
IV	Ensure foreign academics join SUSL on sabbatical leave	Number of foreign academics			VC, Deans, D/IR	
V	Enrolling international students in undergraduate programs	No. of international students enrolled	5	1	VC, Deans, D/IR, SAR/SS	
VI	Enrolling international students in postgraduate programs	Number of international students enrolled			VC, Dean/FGS, D/IR, SAR/SS	
VII	Establish credit transfer to attract foreign students to complete foreign component at SUSL	Number of students			VC, Deans, D/IR	
VIII	Taking part in international sports and other events	Number of participants	3	5	R, D/PE	
IX	Providing funding to participate in international conferences and training programs	Amount of funds spent	5	10	VC, Deans	
X	Short-term overseas training received by staff	Number of participants	15	-	VC, Deans	

Strategy 5.1.3: Establish international collaborations

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	Mapping international partner institutions	Number of active MOUs signed	3	5	VC, Deans, D/IR	
II	Obtaining postgraduate qualifications from foreign universities	Number of postgraduate qualifications completed	5	10	VC, Deans, D/IR	
III	Visits of foreign scholars	Number of visits for academic activities	5	5	VC, Deans, D/IR	
IV	Number of research theses examined by foreign academics	Number of theses examined	5	2	VC, Deans, D/IR	
V	Number of staff visited foreign institutions	Number of visits	8	10	VC, Deans, D/IR	
VI	Staff exchanges with foreign institutions	Number of staff exchanges	5	10	VC, Deans, D/IR	
VII	Student exchanges with foreign institutions	Number of student exchanges	5	10	VC, Deans, HODs, D/IR	
VIII	Foreign training programs	Number of training programs			VC, Deans, , HODs, D/IR	
IX	Engaging in international research and development projects	Number of projects	5	10	VC, Deans, HODs, D/IR	
X		Amount of funds received			VC, Deans, HODs, D/IR	

Strategy 5.1.4: Strengthening global visibility of SUSL

Action No.	Activity	Unit of Measurement (KPI)	Performance targets	Total budget (LKR Millions)	Responsibility	Remarks
			2025			
I	To conduct workshops for staff to improve scientific writing skills	No. of workshops	4	5	Deans, D/SDC	
II	To conduct workshops for staff to improve knowledge and skills on publication	No. of workshops	2	5	Deans, D/SDC	
III	To register with renowned higher education ranking institutions	No. of registrations	2	2	Deans, D/CRKD	
IV	Improving SUSL website using SEO techniques	Domain Rating	55	5	Deans, D/CCS, D/CRKD	

Total tentative Budget is LKR 3076.40 Million