

INSTITUTE OF HUMAN RESOURCE ADVANCEMENT
University of Colombo



Action Plan - 2025
(Based on Strategic Plan 2025 - 2029)

Institute of Human Resource Advancement (IHRA) - University of Colombo :
Action Plan 2025

This document details the Institute of Human Resource Advancement - UoC Action Plan for the year 2024 based on the Strategic Plan 2025 - 2029. The Institute has directed with 7 Goals; under each goal, there 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 parts for each activity, the estimated budget, Sustainable Development Goal and the quarter in 2024 during which each

Vision

To be the benchmarked Centre of excellence in teaching, learning, researching and Entrepreneurship in human resource studies towards a progressive society within the global context.

Mission

To provide better opportunities for learning, research, dissemination and commercialization of knowledge, skills and entrepreneurship for stakeholders with a focus on critical thinking, analytical ability, creativity and progressive attitudes and looking after our employees' wellbeing.

Goals

Goal 01: Widen Participation and Equitable Access to Higher Education

Goal 02: Strengthen Research, Innovation and Entrepreneurship

Goal 03: Improve Quality and Relevance of Academic and Training Programmes

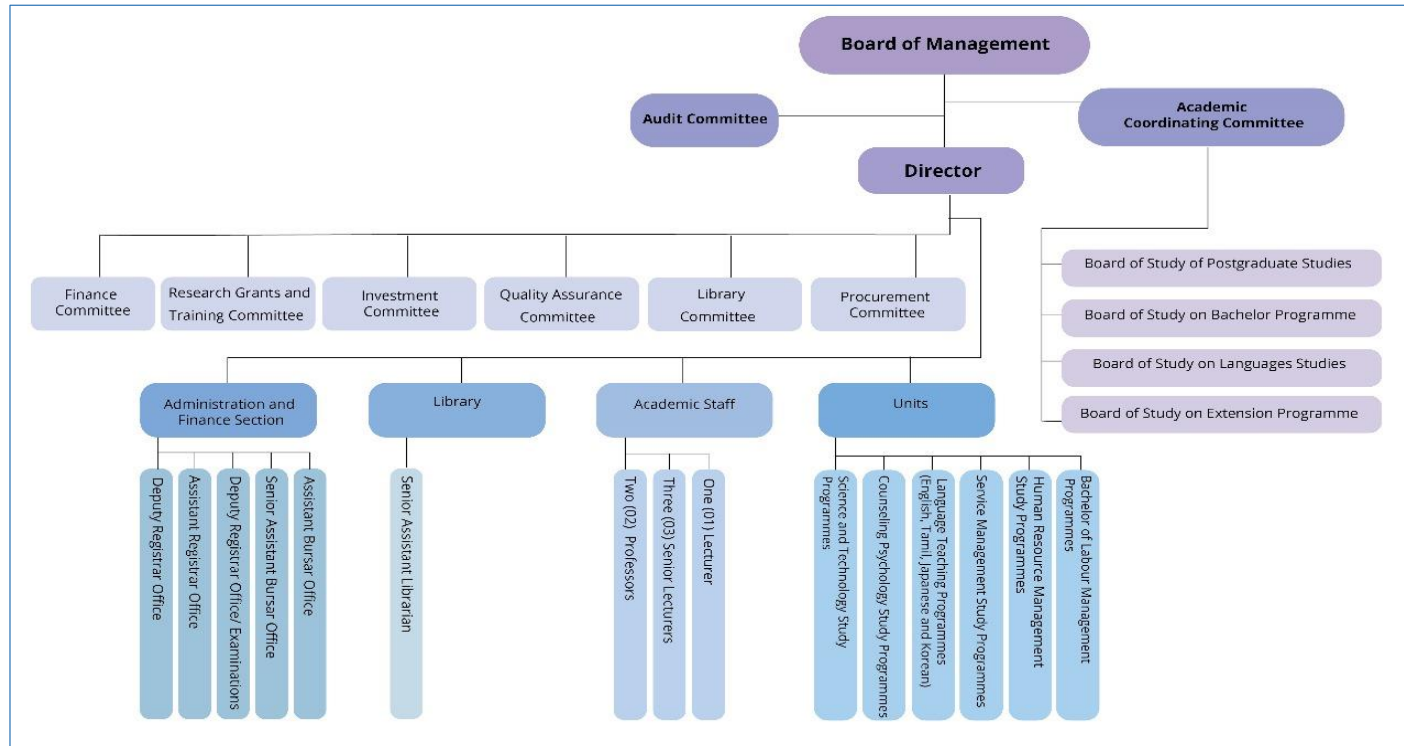
Goal 04: Develop Human Capital, Improve Processes and Administrative System

Goal 05: Improve Physical and Virtual Infrastructure

Goal 06: Ensure Inclusiveness and Sustainability

Goal 07: Ensure Stakeholders' Satisfaction and Global Visibility

The Organization Structure of the IHRA



Source: Strategic Plan 2025-2029

GOAL 01: WIDEN PARTICIPATION AND EQUITABLE ACCESS TO HIGHER EDUCATION

1.1 Objective: To strengthen employee education

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
1.1.1	Introduce employee-oriented academic and professional programmes	1.1.1.1	Enrolling students for employee oriented programmes	No. of student enrolled	Programme Coordinators/ Director	2,000													10M	4.3
		1.1.1.2	Developing partnership/ Promoting research/ Surveys on employee education	No. of actions taken	Dr. Wijayantha Ukwatta/ Director	1													0.1M	17.17
		1.1.1.3	Conducting workshops/ short courses and professional training programmes	No. of Fee Leavy Programmes Conducted	Dr. Wijayantha Ukwatta/ DR/ Director	2													0.3M	4.3

1.2 Objective: To widen and promote employer training, and education

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
1.2.1	Introduce employer training, education programmes and develop entrepreneurial skills	1.2.1.1	Enrolling students for Masters programme for widen employer oriented educational programmes	No. of student enrolled	Programme Coordinators/ Director	350													3M	4.3
		1.2.1.2	Developing partnership/ Promoting research/ Surveys on employer education	No. of actions taken	Mr. KDN Hewage/ Director	1													0.5M	
		1.2.1.3	Conducting workshops/ short courses and professional training programmes	No. of programmes conducted	Dr. Wijayantha Ukwatta/ Director	3													1.5M	4.3

1.3 Objective: To promote blended learning activities in teaching, learning and skill development

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
1.3.1	Promote interactive methods in teaching-learning process	1.3.1.1	Conducting Programmes with interactive teaching-learning methods	No. of programmes using interactive teaching - learning methods	Programme Coordinators/ Academics	23													-	4.4
		1.3.1.2	Using LMS for Programme Administration	Percentage of Lecturers using LMS for interactive learning methods		90%													-	9.a
				Number of Programmes using LMS	Programme Coordinators	14													-	9.a
		1.3.1.3	Expanding use of LMS	Percentage of Lecturers using LMS for interactive learning methods		85%													-	9.a
1.3.2	Develop blended teaching and learning environment within the institute	1.3.2.1	Using BTL for interactive teaching and learning	Percentage of lectures using BTL for Interactive teaching and learning methods	Programme Coordinators	90%													-	4.4

GOAL 02: STRENGTHEN RESEARCH, INNOVATION AND ENTREPRENEURSHIP

2.1 Objective: To promote research culture among academics and students

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.1.1	Improve the quality of students' research	2.1.1.1	Providing guidance and support for research	No. of supportive sessions conducted	Programme Coordinators	4 Per Programme													0.3M	9.5
		2.1.1.2	Conducting one to one session	No. of contact sessions for Thesis per student	Programme Coordinators/ Acedemics	6													-	9.5

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.1.1	Improve the quality of students' research	2.1.1.3	Conducting student awareness programmes on e-resources/ use of productivity enhancement tool	No. of programmes conducted	SAL/ Programme Coordinators	5													-	9.5
2.1.2	Offer Postgraduate Diplomas and Masters Programmes with Research	2.1.2.1	Continuing Postgraduate Diplomas and Masters Programmes with Research	No. of Programmes with Research	Programme Coordinators/ Director	7													0.2M	9.5

2.2 Objective: To develop infrastructure to support research and development

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.2.1	Implement policy framework for research	2.2.1.1	Continuing research/ project reports as an essential part of the Bachelors and Masters/ Postgraduate Diploma programmes curriculum	No. of Project Reports/Thesis completed	Programme Coordinators	275													-	9.5
		2.2.1.2	Encouraging research by providing resources and incentives for staff to publish/attend conference/joint research with foreign faculty	Amount of research grants allocated per year	Director/ SAB/ SAR	0.9M													0.25M	9.5
2.2.1	Implement policy framework for research	2.2.1.3	Ensuring wider dissemination of research output	No. of articles publish in refereed journals	Director/ SAR/ SAB	14													-	9.5
		2.2.1.4	Conducting International Research Conference	No. of Research Conferences conducted	Director/ Dr. Wijayantha Ukwatta	1													2M	9.5
		2.2.1.5	Conducting Student Research Symposium	No. of Symposium conducted	Director/ Dr. Wijayantha Ukwatta	1													1M	

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.2.1	Implement policy framework for research	2.2.1.6	Publishing IHRA Journal	No. of volumes published per year, per journal	Director/ Editorial Board	2													0.05M	9.5

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.3.1	Engage in applied research	2.3.1.1	Encouraging research on industrial issues	No. of Researches Conducted on industrial issues	Ms. KPS Sandamali/ Dr. Wijayantha Ukwatta/ Director	1											0.02M	9.5
2.3.2	Offer customized short courses for client organizations	2.3.2.1	Encouraging research base short term programmes	No. of Programmes Conducted	Ms. KPS Sandamali/ Dr. Wijayantha Ukwatta/ Director	1											0.02M	4.4

2.4 Objective: To increase strategic partnership with business community

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
2.4.1	Enhance Managerial Skills	2.4.1.1	Conducting training programmes	No. of consultancy services provided	Ms. KPS Sandamali/ Dr. Wijayantha Ukwatta/ Director	1											0.05M	4.c
		2.4.1.2	Improving University-Industry Collaboration	No. of training programmes conducted	Mr. KDN Hewage/ Ms. KPS Sandamali/ Dr. Wijayantha Ukwatta/ Director	1											0.1M	4.4

GOAL 03: IMPROVE QUALITY AND RELEVANCE OF ACADEMIC AND TRAINING PROGRAMMES

3.1 Objective: To foster student-centered learning environment

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
3.1.1	Implement training programme/s workshops to encourage student-centered learning for internal and visiting faculty	3.1.1.1	Conducting training on teaching methods/curriculum development	No. of training programmes /	QA Cell/ Programme Coordinators/ Director	2											-	4.c
			No. of staff trained per year	15													0.6M	4.c
		3.1.1.2	Funding the participation for local and foreign workshops/ seminars/ conferences/training for teaching methods and professional development	Amount of Funds allocated	Director/ SAB/ SAR	0.5M											1M	4.c
			No. of staff attended	Director/ SAR/ SAB	3												-	4.c
		3.1.1.3	Facilitating professional development programmes	No. of Academics enrolled in postgraduate training	Director/ SAR/ SAB	1											-	4.c
			Funds allocated for memberships fees and training programmes	Director/ SAB/ SAR	3.5M												1M	4.c

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
3.1.2	Improve learning environment through development of graduate attributes/ Attributes of	3.1.2.1	Introducing graduate attributes/ Attributes of qualification holders for programmes	No. of programmes with graduate attributes/ Attributes of qualification holders	QA Cell/ Programme Coordinators/ Director	22											1M	4.3

	qualification holders	3.1.2.2	Incorporating of Intended Learning Outcomes (ILOs) in alignment with Teaching/Learning Activities(TLAs) and Assessment Task (ATs)	Percentage of courses of programmes in which ILOs, TLAs and ATs aligned with graduate attributes/ Attributes of qualification holders	QA Cell/ Programme Coordinators/ Director	78% courses of all programmes													-	4.3
--	-----------------------	---------	---	---	---	-------------------------------	--	--	--	--	--	--	--	--	--	--	--	--	---	-----

3.2 Objective: To improve the programmes to meet the market requirements

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
3.2.1	Timely revise the curricula to meet the market requirement	3.2.1.1	Periodic review of Postgraduate and Bachelors programme curricula	No. of programmes reviewed	Programme Coordinators/ QA Cell/ Director	2 [MScSm, MHRM]													1M	4.3
				No. of effective discussions/meetings conducted with industry		2 [MScSM, MHRM]													-	8.3
3.2.1	Timely revise the curricula to meet the market requirement	3.2.1.1	Periodic review of Postgraduate and Bachelors programme curricula	No. of effective discussions/meetings conducted with graduates/alumni	Programme Coordinators/ QA Cell/ Director	2 [MScSM, MHRM]													-	8.3
3.2.2	Enhance the quality of Diploma and Certificate courses	3.2.2.1	Reviewing of curricula of Diploma & Certificate Programmes	No. of programmes reviewed	Programme Coordinators/ Director/ SAB	3 [DTAL, DIM, HDHR M]													1M	4.3
		3.2.2.2	Revising teaching materials	No. of teaching materials developed (text books/ manuals/		3													0.1M	4.3

3.3 Objective: To ensure graduate attributes/ attributes of the qualification holders of academic programmes/ training programmes

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
3.3.1	Implement extra-curricular activities, workshops and training programmes to improve soft skills for the students	3.3.1.1	Organizing extra-curricular activities	No. of activities conducted	Programme Coordinators	3													0.6M	4.a/ 4.7
		3.3.1.2	Organizing workshops/ field visits	No. of workshops organized		14													30M	9.5
		3.3.1.3	Enhancing logical and critical thinking through case studies, assignments etc.	No. of case studies, simulation etc. used per programme		4													-	4.4

3.4 Objective: To comply with national and international quality standards in higher education.

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
3.4.1	Adhere to the national quality assurance framework	3.4.1.1	Conducting peer evaluation of teaching	No. of lecturers evaluated	QA Cell/ Programme Coordinators/ Director	14													-	16.7
		3.4.1.2	Conducting teacher evaluation	No. of teacher evaluation conducted		80% each programmes													-	16.7

		3.4.1.3	Conducting student satisfaction surveys	No. of student surveys conducted	80% each programmes													-	16.7
--	--	---------	---	----------------------------------	---------------------	--	--	--	--	--	--	--	--	--	--	--	--	---	------

GOAL 04: DEVELOP HUMAN CAPITAL, IMPROVE PROCESSES AND ADMINISTRATIVE SYSTEM

4.1 Objective: To enhance employee commitment

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.1.1	Provide clearly define job roles	4.1.1.1	Providing job descriptions of every employee in the institute	Number of Jobs with job description	DR/ Director	100%													-	16.6
		4.1.1.2	Providing adequate facilities for every branch/ units	Rate of target achieved	Director/ DR/ SAB	50%													4M	16.6

4.2 Objective: To enhance employee satisfaction

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.2.1	Enhance employee financial and non-financial benefits	4.2.1.1	Implementing scheme on "Fund for training and development"	Percentage of fund utilized	SAB/ SAR/ Director	100%													0.5M	4.4
		4.2.1.2	Strengthening scheme of financial support to IHRA employee welfare society	Percentage of fund utilized	Ms. JSVNT Soysa / Mr. DGCN Bandara	100%													0.5M	4.4
4.2.2	Improve health and safety measures	4.2.2.1	Continuing and Strengthening health care insurance scheme	Percentage of fund utilized	Ms. SS Samarathunga	100%													2M	3.8

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.2.2	Improve health and safety measures	4.2.2.2	Encouraging safety measures to avoid industrial accidents	No. of safety measures taken	Ms. SS Samarathunga	3 [Lift]													10M	3.d
		4.2.2.3	Conducting employee training programmes on health & safety measures	No. of training programmes	DR/ SAB/ Director	1													-	3.d
				Amount of Funds allocated		0.025M													0.05M	3.d
4.2.3	Promote physical and mental well-being of employees	4.2.3.1	Providing financial assistance to improve physical and mental well-being of employees	No. of training programmes	Dr. Wijayantha Ukwatta/ Ms. SS Samarathunga	1 [Day Outing]													-	3.8
				Amount of Funds allocated		0.6M													0.6M	3.8

4.3 Objective: To implement lean and clean practices within the Institute

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.3.1	To Create paperless office	4.3.1.1	Improving facilities for ICT base virtual workplace for employees	Percentage of utilizing ICT base virtual systems	Director/ Programme Coordinators/ SAR/ SAB	50%													-	8.2
		4.3.1.2	Continuing online application systems for the programmes	No. of programmes with system	Programme Coordinators /DR/ SAB/ Director	All programmes													-	9.c
		4.3.1.3	Continuing system for online students' requests/examination application etc.	No. of programmes with system	Ms. N Matharaarachchi/ Programme Coordinators/ Ms. PAAM Perera	All programmes													-	9.c
		4.3.1.4	Promoting submission of assessments	Percentage of students online submission	Programme Coordinators/ Ms. PAAM Perera	70%													-	8.2

		4.3.1.5	Introducing plagiarism checking system for the postgraduate research submission	No. of programmes with system	SAL/ Programme Coordinators	1													1M	8.2
--	--	---------	---	-------------------------------	-----------------------------	---	--	--	--	--	--	--	--	--	--	--	--	--	----	-----

4.4 Objective: To practice student-friendly administrative process

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.4.1	Promote e-student enrolling system	4.4.1.1	Initiating e-student registration system	No. of programmes with e-students registration system	Programme Coordinators / Ms. PAAM Perera	10												-	9.c	
		4.4.1.2	Establishing e-payment gateway	No. of programmes adopted E-payment gateway	Mr. DGCN Bandara/ Programme Coordinators/ Ms. PAAM Perera	10												1M	9.c	

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.4.2	To promote ICT base communication with potential students	4.4.2.1	Launching e-response system	Percentage of completion	Ms. PAAM Perera/ Programme Coordinators	60%												-	9.c	

4.5 Objective: To practice a user-friendly office administrative system

4.5 Objective: To practice a user-friendly office administrative system																				
STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.5.1	Maintain ICT based examination information system (EIS)	4.5.1.1	Maintaining student information system	Percentage of completion	Ms. N Matharaarachchi	80%													1M	9.c

STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.5.2	Establish information system for administrative functions such as inventory and human resource systems	4.5.2.1	Strengthening administrative information system	Percentage of completion	Ms. SS Samarathunga	75%												1M	9.c	
		4.5.2.2	Conducting training programmes for administrative/non- academic staff	No. of programmes	Mr. DGCN Bandara	2												1M	4.4	
				No. of staff members participated	Director/DR /SAB	All Staff												-	4.4	

4.6 Objective: To Practice an excellent library service

9.b Objective: To Provide an excellent library service																				
STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/ Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.6.1	Improve e-resource facilities including e-repository	4.6.1.1	Strengthening E- resource collection	Percentage of completion	SAL/Director/ Academics	100%												-	9.c	
4.6.2	Automation of library	4.6.2.1	Maintaining library automation system	Percentage of completion	SAL/ Director	100%												-	9.c	

4.7 Objective: To provide easy access and rich information and services to support teachers, students and researchers of the Institute

4.7 Objective: To provide easy access and rich information and services to support teachers, students and researchers of the Institute																				
STRATEGY		ACTION		KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
						2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
4.7.1	Establish an excellent digital collection mainly journals	4.7.1.1	Conducting Programmes	Awareness	No. of programmes conducted	Director/SAL/ Programme Coordinators	5												-	9.c

4.7.2	Provide reader friendly environment within the library	4.7.2.1	Maintaining user-friendly environment	Percentage of completion	Director/SAL	90%													-	4.a
-------	--	---------	---------------------------------------	--------------------------	--------------	-----	--	--	--	--	--	--	--	--	--	--	--	--	---	-----

GOAL 05: IMPROVE PHYSICAL AND VIRTUAL INFRASTRUCTURE

5.1 Objective: To expand physical facilities to provide better academic environment

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
5.1.1	Acquisition of land and construction of new building for teaching and learning	5.1.1.1	Acquiring the Land	Rate of Completion	Building Committee/Director/SAB /AR	50%											-	9.1

5.2 Objective: To expand virtual facilities to provide better academic environment

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
5.2.1	Provide effective and efficient virtual facilities	5.2.1.1	Maintaining Student Information System (SIS)	Percentage of completion	Ms. SS Samarathunga/ Ms. PAAM Perera	25%											-	9.a
		5.2.1.2	Establishing a Smart Classroom	Percentage of completion	Mr. DGCN Bandara/ Director	100%											2M	4.a

5.3 Objective: To develop a pleasant atmosphere with conservation of nature

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
5.3.1	Create Eco-friendly environment	5.3.1.1	Promoting green and sustainable initiatives	No. of green initiatives/ activities introduced	Ms. SSSamarathunga/ Mr. DGCN Bandara	80%											3M	11.7
		5.3.1.2	Investing on energy saving initiatives	Percentage of reduction in energy		100%											4M	7.a
5.3.2	Improve health and safety measures	5.3.2.1	Improving sanitary facilities	Sanitary facilities/Student ratio	Ms. SS Samarathunga	100%											5M	6.2
		5.3.2.2	Providing Facilities for differently-abled persons	Percentage of completion	Ms. SS Samarathunga	100%											0.5M	4.5
5.3.3	Implement polythene/Plastic free environment within the institute	5.3.3.1	Reducing the use of polythene/ plastics within the institute	Percentage of reduction	Ms. SS Samarathunga	60%											0.2M	11.7

GOAL 06: ENSURE INCLUSIVENESS AND SUSTAINABILITY

6.1 Objective: To share and utilize the academic knowledge and experiences for the benefit of communities

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
6.1.1	Establish and maintain networks and programmes to improve the industry	6.1.1.1	Involving in community awareness programmes	No. of CSR projects conducted by students/academics	Mr. KDN Hewage, Ms. KPS Sandamali	2											-	10.2

6.2 Objective: To enhance efficiency in all key processes and to minimize the cost of delivery of the programmes

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		

6.2.1	Contribution for new fee levying programs and other activities	6.2.1.1	Increasing No. fee levying programmes	No. of Programmes introduced	Programme coordinator Director/SAB	2													-	4.3
-------	--	---------	---------------------------------------	------------------------------	------------------------------------	---	--	--	--	--	--	--	--	--	--	--	--	--	---	-----

GOAL 07: ENSURE STAKEHOLDERS SATISFACTION AND GLOBAL VISIBILITY

7.1 Objective: To achieve growth and excellence by building mutually satisfying partnerships

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
7.1.1	Measuring stakeholder satisfaction levels and addressing gaps in stakeholder satisfaction	7.1.1.1	Conducting stakeholder satisfaction surveys	No. of surveys conducted	QA Cell/ Programme Programme Coordinators/ Director	2											-	17.18
		7.1.1.2	Maintaining open communication by operating suggestion box	No. of suggestions Addressed	DR/ SAB/ SAR/ Director	100%											-	17.18
		7.1.1.3	Identifying local and global collaborative opportunities	Number of collaborative seminar/ conferences	Programme coordinator Director/DR/SAB	1											0.1M	17.17
				Number of MOU/ MOA		1											0.05M	17.17

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
7.1.1	Measuring stakeholder satisfaction levels and addressing gaps in stakeholder satisfaction	7.1.1.4	Participating in educational fairs Implementing course promotion activities	No. of fairs participated	Ms. RMSN Ratnayake/ Programme Coordinators	1											0.5M	4.4
		7.1.1.5	Introducing fee-levying Bachelor's degrees	No. of fee-levying bachelor's degree	Prof. WS Chandrasekara	1											0.1M	4.3

7.2 Objective: To comply with stakeholder demands and need

STRATEGY	ACTION	KPI	RESPONSIBILITY	Target	Performance Targets - 2025												Estimated Budget	SDG Goal/Target
				2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
7.2.1	Strengthen stakeholder relationships	7.2.1.1	Maintaining course-wise alumina associations	No. of Associations	Programme Coordinators/ Director	1											-	16.16
		7.2.1.2	Establishing IHRA alumina association	Rate of Completion	Dr. Wijayantha Ukwatta	ongoing											-	16.16