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# ACTION PLAN



UVA WELLASSA UNIVERSITY

# 2026



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**Table 09: Key Performance Indicators for Goal One**

Goal 1: Academic Excellence										
Elevate the quality of education by implementing innovative pedagogical approaches, incorporating industry-relevant skills, and enhancing student engagement										
Ref No	Strategy	Activity	Sub Activity	Responsibility	KPI	Base Line 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Objective 1: Develop Future-Ready Degree Programmes and Implement Innovative Teaching, Learning & Assessment										
1.1.1	<b>Academic Training and Development Programmes</b>	<ul style="list-style-type: none"> <li>Develop a series of training programmes on innovative teaching methodologies.</li> </ul>	<ul style="list-style-type: none"> <li>Identify and invite external experts in pedagogy for workshop sessions</li> <li>Encourage academics to participate in training &amp; development programs</li> <li>Adopt new pedagogical approaches</li> </ul>	<b>Deans/* Director - PGU/* Director - CODL*</b>  HODs/ Director - SDC/ Director - CQA/	<ul style="list-style-type: none"> <li>Number of training programmes conducted on innovative TLA</li> <li>Percentage of academics participated for training &amp; development programmes</li> <li>Percentage of course units that adopted innovative pedagogical approaches</li> <li>Number of foreign training programmes conducted on innovative TLA</li> </ul>	11  100%  30%	03  25%  10%	04  25%  5%	02  25%  5%	02  25%  5%
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1.1.2	Future-ready programme initiatives through establishment of new faculties, departments and new degree programmes for undergraduates	<ul style="list-style-type: none"> <li>Establish new faculties</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of <ul style="list-style-type: none"> <li>Faculty of Human Sciences</li> <li>Faculty of Graduate Studies</li> <li>Faculty of Informatics</li> </ul> </li> </ul>	<b>Registrar*</b>  Vice Chancellor/ Bursar/ Director - CQA	Number of new faculties established	03	01	01	01	01
		<ul style="list-style-type: none"> <li>Establish new departments</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of <ul style="list-style-type: none"> <li>Department of Aquatic Sciences</li> <li>Department of Agri Business and Agricultural Economics</li> <li>Department of Modern Languages</li> <li>Change the name of the Department of Public Administration to Department of Human Resource Development</li> <li>Department of Computation Intelligence</li> <li>Department of Industrial Informatics</li> </ul> </li> </ul>	<b>Deans/*</b>  Vice Chancellor/ Registrar/ Bursar/ Director - CQA	Number of new departments established	17	04	04	04	05
			<ul style="list-style-type: none"> <li>Department of Microbiology</li> <li>Department of Parasitology</li> <li>Department of Pathology</li> <li>Department of Pharmacology</li> <li>Department of Public Health</li> <li>Department of Forensic Medicine</li> <li>Department of Surgery</li> </ul>							

			<ul style="list-style-type: none"> <li>- Department of Medicine</li> <li>- Department of Pediatrics</li> <li>- Department of Gynecology &amp; Obstetrics</li> <li>- Department of Psychiatry</li> <li>- Department of Family Medicine</li> </ul>							
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		<ul style="list-style-type: none"> <li>• Introduce new undergraduate degree programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction of <ul style="list-style-type: none"> <li>- BSc Honours in Tourism and Sustainable Development</li> <li>- BSc Honours in Data Science &amp; AI</li> <li>- BBM Honours in Marketing Management</li> <li>- BSc Honours in Agricultural Enterprise Development and Management</li> <li>- BSc Honours in Bioprocess Engineering</li> <li>- BSc Honours in Mechatronics</li> <li>- BSc Honours in Materials Science (in place of the existing BSc in Science and Technology programme).</li> </ul> </li> </ul>	<b>Deans/*</b> Vice Chancellor/ Registrar/ Heads/ Director - CQA	Number of new degree programmes introduced	07	02	02	02	01
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1.1.3	<b>Future-ready programme initiatives through Postgraduate Unit (PGU) of UWU</b>	<ul style="list-style-type: none"> <li>• Enhance student enrolment for postgraduate study programmes</li> <li>• Introduce new post graduate programmes through post graduate unit of UWU</li> <li>• Encourage students for their timely completion of postgraduate programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction of <ul style="list-style-type: none"> <li>- MBA in Tourism &amp; Hospitality</li> <li>- MBA/MPhil in External Quality Assurance</li> <li>- MPhil / PhD in Management</li> <li>- MSc in Food Sciences and Quality Management</li> <li>- Masters/MSc/PGDip in Sustainable Crop Production</li> <li>- Masters/MSc/PGDip in Sustainable Animal Production</li> <li>- Masters/MSc/PGDip in Fisheries &amp; Aquaculture</li> <li>- Masters/MSc/PGDip in Agricultural Entrepreneurship and Rural Development</li> <li>- MSc in Data Science</li> <li>- MSc in Manufacturing Engineering Technology</li> </ul> </li> </ul>	<b>Director – PGU*</b>  Vice Chancellor/ Registrar/ Deans/ Heads/ Director – CQA/	<ul style="list-style-type: none"> <li>• Number of total students enrolled for postgraduate study programmes</li> <li>• Number of postgraduate degrees introduced</li> <li>• Number of total students graduated</li> </ul>	200  02  200	150   50	10   100	10   50	30   
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1.1.4	<b>Future-ready programme initiatives through Centre for Open &amp; Distance Learning (CODL) of UWU for external students</b>	<ul style="list-style-type: none"> <li>• Enhance student enrolment for open and distance learning study programmes</li> <li>• Introduce open and distance learning degree programmes</li> <li>• Introduce new diploma programmes</li> <li>• Introduce Certificate/Short courses and other professional courses</li> <li>• Encourage students for their timely completion of study programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Introducing <ul style="list-style-type: none"> <li>- BSc in Animal Crop Production</li> <li>- Bachelor of Information Technology</li> <li>- BSc in Agri Business Management</li> <li>- Bachelor of Multimedia Technology (External)</li> </ul> </li> <li>• Introducing <ul style="list-style-type: none"> <li>- Higher National Diploma in English</li> <li>- Diploma/Higher Dip in Gemology</li> <li>- Diploma in Information Technology</li> <li>- Diploma in Tamil</li> </ul> </li> <li>• Introducing <ul style="list-style-type: none"> <li>- Certificate Course in Japanese Language 1</li> <li>- Certificate Course in Korean Language 2</li> <li>- Certificate Course in Waste Management 2</li> <li>- Certificate Course in Entrepreneurship and Small Business</li> </ul> </li> </ul>	<b>Director – CODL/*</b>  Vice Chancellor/ Deans/ Heads/ Registrar/ Bursar/ Director - CA	<ul style="list-style-type: none"> <li>• Total number of students enrolled for external study programmes</li> <li>• Number of open &amp; distance learning study programmes introduced</li> <li>• Number of Diploma programmes offered</li> <li>• Number of certificate courses</li> <li>• Total number of students who completed the programmes</li> </ul>	827  03  04  08  575	200  00  01  02  125	250  01  01  03  125	250  01  01  01  125	227  01  01  02  200
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			<ul style="list-style-type: none"> <li>Management</li> <li>- Certificate Course in Photography &amp; Video Production</li> <li>- Certificate Course in GIS 2</li> <li>- Certificate course in Mobile Application Development</li> <li>- Certificate course in Waste Management</li> </ul>						
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Objective 2 – Improve the Quality of Academic and Administrative Processes										
1.2.1	<b>Establishing global recognition and excellence in education</b>	<ul style="list-style-type: none"> <li>Developing and strengthening adherence to quality assurance practices</li> </ul>	<ul style="list-style-type: none"> <li>Develop &amp; strengthen comprehensive quality standards and procedures for academic programmes</li> <li>Develop comprehensive quality standards and procedures for administrative processes</li> <li>Develop comprehensive quality standards and procedures for student services</li> </ul>	<b>Director – CQA/*</b>  Vice Chancellor/ Deans/ Registrar/ Bursar/ Director – SDC	<ul style="list-style-type: none"> <li>Number of standards/manuals/procedures developed for academic programmes</li> <li>Number of standards/manuals/procedures developed for administrative processes</li> <li>Number of standards/manuals/procedures developed for student services</li> </ul>	06	01	02	01	02
						03	01	01	00	01
						03	01	01	00	01
Objective 3: Develop Curricular Aligning with Global Trends										
1.3.1	<b>Curriculum Development, Monitoring and Review</b>	<ul style="list-style-type: none"> <li>Strengthen the curriculum development, monitoring and review process</li> <li>Integrate global trends into curricula</li> </ul>	<ul style="list-style-type: none"> <li>Conduct surveys and interviews with stakeholders.</li> <li>Introduce fall-back options</li> </ul>	<b>Deans/*</b>  Vice Chancellor/ HODs/ Director – CQA/ Chairman – UCDC/ Director – PGU/ Director - CODL	<ul style="list-style-type: none"> <li>Number of surveys/interviews conducted with industry professionals</li> <li>Open education to enhance the distance learning</li> <li>Number of study programmes introduced with fall-back options</li> </ul>	03	01	01	01	00
						12	03	03	03	03

			<ul style="list-style-type: none"> <li>• Curriculum development and revision in, <ul style="list-style-type: none"> <li>- Hospitality, Tourism &amp; Events Management</li> <li>- Entrepreneurship and Management</li> <li>- Human Resource Development</li> <li>- Applied Linguistics degree programmes</li> <li>- Biosystems Technology degree programme</li> <li>- Engineering Technology degree programme</li> <li>- Mineral Resource and Technology degree programme</li> <li>- Science and Technology Degree programme</li> <li>- Computer science and Technology degree programme</li> <li>- Industrial Information Technology degree programme</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>• Percentage of curricula revised to align with global trends</li> </ul>	100%	25%	25%	25%	25%
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1.3.2	<b>Establish an Industry Advisory Board</b>	<ul style="list-style-type: none"> <li>Form an advisory board consisting of industry professionals</li> </ul>	<ul style="list-style-type: none"> <li>Identify and invite industry leaders to join the advisory board</li> <li>Organize regular meetings to discuss curriculum alignment and emerging industry trends.</li> <li>Revitalization of Industry Liesence committee</li> </ul>	<b>Deans/*</b> Vice Chancellor/ Heads/ Registrar/ Director - PGU/ Director - CODL	<ul style="list-style-type: none"> <li>Number of industry advisory boards formed</li> </ul>	04	01	01	01	02
<b>Objective 4: Enhance Student Engagement Initiatives</b>										
1.4.1	<b>Design Co-Curricular Programmes</b>	<ul style="list-style-type: none"> <li>Develop and strengthen co-curricular programmes to complement academic learning</li> </ul>	<ul style="list-style-type: none"> <li>Establish student clubs and organizations for diverse interests</li> <li>Organize regular events, workshops, and co-curricular activities</li> </ul>	<b>Deans/* SAR-SA*</b> Bursar/ Senior Student Counsellor/	<ul style="list-style-type: none"> <li>Number of active student clubs and organizations</li> <li>Number of events, workshops and extracurricular activities organized through student clubs and organizations</li> </ul>	03 34	01 10	01 10	01 10	01 14
1.4.2	<b>Strengthen Mentorship Programmes</b>	<ul style="list-style-type: none"> <li>Implement mentorship programmes to enhance student-faculty interaction</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regular mentorship meetings</li> </ul>	<b>Deans/*</b> HODs/ Student Counsellors/ SAR - Student Affairs / Director - Social Reconciliation Centre/ Director - Centre for Gender Equity & Equality	<ul style="list-style-type: none"> <li>Percentage of students participating in mentorship programs.</li> </ul>	100%	25%	25%	25%	25%

1.4.3	<b>Integrating &amp; orienting new students to the university community</b>	<ul style="list-style-type: none"> <li>Facilitate the undergraduates' transition from school to the university culture</li> <li>Orientation of new students to the university culture</li> </ul>	<ul style="list-style-type: none"> <li>Organize orientation programmes to welcome new students.</li> <li>Develop student orientation policy</li> </ul>	<b>Director – PGU/*</b> <b>Director – CODL/*</b> <b>Senior Student Counsellor*</b>  Vice Chancellor/ Deans/	<ul style="list-style-type: none"> <li>Number of events/activities conducted under the orientation programme</li> </ul>	41	10	10	10	11
1.4.4	<b>Enhance international exposure</b>	<ul style="list-style-type: none"> <li>Introduce &amp; strengthen student and staff exchange programmes with foreign universities</li> <li>Accredit study programmes with national and international Professional institutes</li> </ul>	<ul style="list-style-type: none"> <li>Sign MoUs for student/staff exchange programmes</li> <li>Signing Letter of Intent</li> <li>Attract foreign students/staff</li> <li>Open study programmes for foreign students</li> <li>Commence joint study programs with foreign Universities</li> <li>Submission of proposal for accreditation</li> <li>Obtain the accreditation</li> </ul>	<b>Director – ICC*</b>  Vice Chancellor/ Deans/ Registrar/ MoU Review Committee/ Director – CQA/ Director – PGU/	<ul style="list-style-type: none"> <li>Number of MOUs signed with foreign universities and institutes</li> <li>Number of invited talks</li> <li>Number of Foreign students/staffs joined</li> <li>Number of study Programmes open for foreign students</li> <li>Number of joint study programmes with foreign Universities</li> <li>Number of joint research works</li> <li>Number of accredited degree programmes</li> <li>Number of proposals for accreditation</li> </ul>	05 16 11 06 02 03 02 05	01 05 02 01 00 01 00 01	01 05 03 02 01 00 00 01	01 05 03 02 01 01 01 01	02 05 03 01 01 01 01 02

1.4.5	<b>Enforce anti-ragging/anti-violence act and related university by-laws</b>	<ul style="list-style-type: none"> <li>Educating newly enrolled students on ragging and consequences</li> <li>Establishing a portal for staff and students to report incidents of ragging or violations of rights, and ensuring the continuous and proper operation of this reporting process.</li> <li>Ensure the implementation of Supreme Court decisions pertaining to ragging and harassment within the University.</li> </ul>		<b>Director - CGEE*</b>  Vice Chancellor/ Deans/ HODs/ / Senior Student Counsellor / Proctor/ Director CGEE/	<ul style="list-style-type: none"> <li>Number of workshops/sessions consequences of ragging and complaint procedures</li> <li>Number of reported ragging/violence and other incidents through the anti-ragging portal and university hotline</li> <li>Number of reported incidents related to violation of gender equity and equality</li> </ul>	05  00  00	01  00  00	01  00  00	02  00  00	01  00  00
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Objective 5: Establish Career Counselling and Placement Services										
1.5.1	<b>Strengthen Career Guidance Programmes for undergraduates</b>	<ul style="list-style-type: none"> <li>Strengthen and implement career guidance programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct workshops on career planning, resume writing, interview skills, and job search strategies</li> <li>Technical skills development programs</li> <li>Organize seminars, workshops, career fairs, job vacancy database featuring industry professionals to provide insights into various career paths.</li> <li>Conduct career counselling programmes for students.</li> </ul>	<b>Director – CGU*</b>  Faculty Coordinator – CGU Career guidance counsellor	<ul style="list-style-type: none"> <li>Number of workshops on career planning, resume writing, interview skill, etc.</li> <li>Number of seminars workshops, career fairs, etc conducted to provide insights on career paths</li> <li>At least 01 career fair for each faculty (one week with min. 20)</li> <li>Number of career counselling programmes conducted for students</li> </ul>	16	04	04	04	04
						05	01	01	01	03
						88 cases	22	22	22	22
1.5.2	<b>Maximize employability of the Graduates</b>	<ul style="list-style-type: none"> <li>Identify students' employability trends and patterns.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual survey on student employability</li> </ul>	<b>Director – CGU*</b>	<ul style="list-style-type: none"> <li>Percentage of student employability index</li> </ul>	90%	90%	90%	90%	90%

\*Reporting Officer/s

**Table 10: Key Performance Indicators for Goal Two**

Goal 2: Research Excellence										
Position Uva Wellassa University as a recognized hub for impactful research by increasing the number of research projects										
Ref No	Strategy	Activity	Sub Activity	Responsibility	KPI	Base Line 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
<b>Objective 1: To Invest in Cutting Edge Facilities to Support Research Focusing Value Addition</b>										
2.1.1	<b>Facilitate significant growth research opportunities and value recognition.</b>	<ul style="list-style-type: none"> <li>Conduct research projects on distinctive research themes</li> <li>Allocate university grants for research projects</li> <li>Encourage staff to obtain memberships of professional bodies (at least one per individual) relevant to the discipline</li> </ul>	<ul style="list-style-type: none"> <li>Promote distinctive research themes</li> <li>Prioritize on Industry needs</li> <li>Promote national research collaborations</li> <li>Promote industry-based research projects</li> <li>Conduct training programmes on research for undergraduates/post graduates/ staff</li> <li>Promote memberships of professional bodies to disseminate knowledge through professional</li> </ul>	<b>Chairman-RC*/ Director - SDC*</b>  Deans/ Heads/	Number of research themes	22	05	05	05	07
					Number of national research collaborations	16	04	04	04	04
					Number of final years research projects	80	20	20	20	20
					Number of research workshops/training conducted	05	01	01	02	01
					Number of research projects funded	29	06	06	10	07
					Number of the staff members holding memberships in relevant professional bodies	124	30	30	30	34

2.1.2	<b>Promote Interdisciplinary research</b>	<ul style="list-style-type: none"> <li>Conduct interdisciplinary team-based research projects</li> </ul>	<ul style="list-style-type: none"> <li>Conduct research projects involving different disciplines</li> </ul>	<b>Chairman - RC*</b> Deans/ Heads/	<ul style="list-style-type: none"> <li>Number of inter-disciplinary research projects undertaken by staff/students</li> </ul>	20	10	04	03	03
2.1.3	<b>Exploit potential external funding sources</b>	<ul style="list-style-type: none"> <li>Seek External Funding and Partnerships</li> <li>Secure funds for research from National and International Agencies</li> <li>Secure industrial funding sources for industry-oriented research/projects</li> <li>Building collaborations and other investors for obtaining funds for partnership developments</li> </ul>	<ul style="list-style-type: none"> <li>Identify potential external funding sources, including local and international grants</li> <li>Signing MOUs with partners for research funds</li> </ul>	<b>Bursar* Chairman - RC*/ Director-ICC*</b> Deans/ Heads/	<ul style="list-style-type: none"> <li>Number of identified external funding sources for research</li> </ul>	06	02	02	01	01
					<ul style="list-style-type: none"> <li>Number of active collaborative MoU's and partnerships signed on Research.</li> </ul>	22	05	05	06	07
					<ul style="list-style-type: none"> <li>Number of new competitive research grants secured</li> </ul>	25	15	04	03	03
					<ul style="list-style-type: none"> <li>Amount of funding allocated to research projects</li> </ul>	Rs.14.00 Mn.	Rs.2.00 Mn	Rs.4.50 Mn	Rs.3.00 Mn	Rs.4.50 Mn
<b>Objective 2: To Foster Industry Collaboration</b>										
2.2.1	<b>Industry Needs Analysis</b>	<ul style="list-style-type: none"> <li>Conduct Industry Needs Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Engage with industry representatives to identify key challenges/ trends/ emerging issues.</li> </ul>	<b>Chairman - RC*</b> Deans/ Heads	<ul style="list-style-type: none"> <li>Number of industry representatives engaged.</li> </ul>	22	05	05	05	07
					<ul style="list-style-type: none"> <li>Number of identified industry</li> </ul>	20	05	05	05	05

			<ul style="list-style-type: none"> <li>Analyze industry trends and emerging issues</li> </ul>		challenges/ trends/ emerging issues					
2.2.2	<b>Industry Engagement Platforms</b>	<ul style="list-style-type: none"> <li>Organize Industry Forums and Workshops</li> <li>Establishment of Industry - University linkages</li> </ul>	<ul style="list-style-type: none"> <li>Host regular forums for dialogue between academia and industry.</li> <li>Conduct workshops to showcase research capabilities and discuss potential collaborations.</li> <li>Establishment of Digital Innovation Hub</li> </ul>	<b>Deans*/ Director-SDC* Director-UBL* Director-RBU*</b>	<ul style="list-style-type: none"> <li>Number of industry forums and workshops</li> </ul>	09	02	02	03	02
					<ul style="list-style-type: none"> <li>Number of industry participants attending each event</li> </ul>	10	02	02	02	04
					<ul style="list-style-type: none"> <li>Number of projects started with public and private clients</li> </ul>	05	00	00	02	03
<b>Objective 3: Establish and reinforce robust ethical standards and compliance procedures to maintain research integrity</b>										
2.3.1	<b>Strengthen Ethical Standards Framework</b>	<ul style="list-style-type: none"> <li>Strengthen the Research Ethic Review Committee</li> <li>Implement Training Programmes</li> </ul>	<ul style="list-style-type: none"> <li>Conduct Ethical Training Workshops</li> </ul>	<b>Chairman-RC*/ Director SDC*</b>  Deans/ D.QAC/ Heads	<ul style="list-style-type: none"> <li>Number of Ethical Review committee meetings</li> </ul>	06	01	02	02	01
					<ul style="list-style-type: none"> <li>Number Research projects obtained ethical clearance</li> </ul>	23	05	05	05	06
					<ul style="list-style-type: none"> <li>Number of Attendees/ Participants in training workshops</li> </ul>	42	12	10	10	10
<b>Objective 4: Communicate research excellence to stakeholders</b>										

2.4.1	<b>Facilitate delivering research outcomes that impact upon</b>	<ul style="list-style-type: none"> <li>Facilitate staff to participate in local and international trainings/works</li> </ul>	<ul style="list-style-type: none"> <li>Participate in international and local training programmes</li> </ul>	<b>Chairman - RC*/ Bursar*</b>	<ul style="list-style-type: none"> <li>Number of staff members participated in Local workshops/Trainings on Research</li> </ul>	29	07	05	10	07
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	<b>academia, business and society</b>	hops/ forums to research	<ul style="list-style-type: none"> <li>Participate in international research forums</li> <li>Developing MIS for research</li> <li>Conduct training programmes on publications</li> </ul>	Deans/ Heads/ Director ICC	<ul style="list-style-type: none"> <li>Number of staff members participated in Local research conferences</li> </ul>	56	10	20	15	11
					<ul style="list-style-type: none"> <li>Number of staff members participated in international workshops/Trainings on Research</li> </ul>	16	04	04	04	04
					<ul style="list-style-type: none"> <li>Number of staff members participated in international research conferences</li> </ul>	27	05	05	05	07
					<ul style="list-style-type: none"> <li>Percentage of completion of MIS project for research</li> </ul>	51%	15%	15%	15%	06%
2.4.2	<b>Utilize Multi-Channel Communication</b>	<ul style="list-style-type: none"> <li>Diversify Communication Channels</li> </ul>	<ul style="list-style-type: none"> <li>Identify and utilize a mix of channels such as publications, social media, and conferences.</li> <li>Tailor communication strategies to reach</li> </ul>	<b>Chairman - RC*/</b> Deans/ Heads	<ul style="list-style-type: none"> <li>Number of communication channels utilized</li> </ul>	06	01	01	02	01
					<ul style="list-style-type: none"> <li>Number of research outputs disseminated via diverse communication channels</li> </ul>	42	10	10	10	12

			<p>diverse target audiences.</p> <ul style="list-style-type: none"> <li>Purchasing plagiarism and AI detection tools</li> <li>Purchasing AI tools for FTS to implement university activities</li> </ul>		<ul style="list-style-type: none"> <li>Audience reaches and engage across different channels (Views, citations etc.)</li> <li>Number of plagiarism and AI detection tools</li> <li>Number of AI tools</li> </ul>	202	50	50	50	52
2.4.3	<b>Organize and Implement Research Outreach Events and Activities</b>	<ul style="list-style-type: none"> <li>Conduct Research Outreach Events</li> <li>Commercialize Research works</li> <li>Continue Annual International Research Conferences</li> <li>Publish University/Faculty Research Journals</li> <li>Expand the access to online resources through annual subscriptions</li> </ul>	<ul style="list-style-type: none"> <li>Organize seminars, workshops, and webinars to showcase research findings.</li> <li>Engage with local communities through outreach programs.</li> <li>Conducting Exhibitions</li> <li>UWU awards for best commercialization</li> <li>Organize faculty level research Symposiums</li> <li>Continue the academic journal and books subscriptions</li> <li>Launch impactful research journals</li> </ul>	<b>Deans*/Chairman - RC*/Director - UBL*/Director - PGU*</b>	<ul style="list-style-type: none"> <li>Number of outreach events organized to disseminate research outcomes per year</li> <li>Number of new product developments (Products/services/processes)</li> <li>Number of research papers published by staff members in indexed journals</li> <li>Number of new research publications in non-indexed journals</li> <li>Total number of abstracts published by UWU staff.</li> </ul>	07	01	02	02	02
						05	01	01	01	02
						87	20	20	20	27
						205	50	50	50	55
						305	50	50	105	100

			<ul style="list-style-type: none"> <li>○ Journal Technology of Value Addition</li> </ul>	<ul style="list-style-type: none"> <li>• Number of Undergraduate theses per year</li> </ul>	500	100	100	100	200
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			<ul style="list-style-type: none"> <li>Journal of Agriculture and Value Addition (JAVA)</li> <li>Journal of Management and Tourism Research</li> <li>Sri Lankan Journal of Applied Sciences</li> <li>Journal of Entrepreneurship and Sustainable Management</li> <li>UWU Tech Magazine</li> <li>Harvest Magazine (Biannual)</li> <li>Voyage Magazine</li> <li>UWU Journal of Medicine</li> <li>Technoziz Magazine</li> <li>WOW magazine</li> <li>Polymetamix Magazine</li> <li>Magazine and DMS case book</li> <li>Ceylon Research Magazine</li> <li>Food &amp; U Magazine</li> <li>Animal Science Newsletter</li> <li>Blue Earth Magazine</li> <li>International conference on Multidisciplinary</li> </ul>		<ul style="list-style-type: none"> <li>Number of postgraduate theses per year</li> <li>Number of commercials introduced by the staff/students</li> <li>Number of Patents per year</li> <li>Number of Research conferences conducted</li> <li>Number of research journals launched</li> <li>Number of new journal databases subscriptions</li> </ul>	73	15	20	25	13
						05	01	02	01	01
						07	01	01	03	02
						02	01	00	00	<b>01</b>
						04	01	01	01	<b>01</b>
						05	01	01	02	<b>01</b>

			Development and Economic Transformation (ICMDET 2026) <ul style="list-style-type: none"> <li>• IMPETES IEEE International Conference of Faculty of Applied Sciences</li> </ul>							
2.4.4	<b>Recognize and Reward Research Excellence</b>	Strengthen a system for recognizing and rewarding faculty research excellence	<ul style="list-style-type: none"> <li>• Improve criteria for recognizing impactful research</li> <li>• Research award in each discipline</li> </ul>	<b>Chairman - RC*/</b> Deans/ Heads	<ul style="list-style-type: none"> <li>• Number of faculty members recognized by the university for research excellence</li> </ul>	36	08	08	08	<b>12</b>
					<ul style="list-style-type: none"> <li>• Number of faculty members recognized by local and international institutes for research excellence</li> </ul>	03	00	01	01	<b>01</b>
					<ul style="list-style-type: none"> <li>• Number of members who are showcased outstanding research</li> </ul>	05	01	01	01	<b>02</b>

\* Reporting Office

Table 11: Key Performance Indicators for Goal Three

Goal 3: Talent Management										
Attract, recruit, and retain high-calibre staff by implementing targeted professional development programmes and transparent career advancement pathways										
Ref No	Strategy	Activity	Sub Activity	Responsibility	KPI	Base Line 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Objective 1: Expand professional development programme aligned with the university's strategic priorities										
3.1.1	Diversification of Professional development Programmes	<ul style="list-style-type: none"> <li>Identify critical areas or training aligned with university strategic priorities.</li> <li>Designing diverse training programmes in collaboration with industry and experts</li> </ul>	<ul style="list-style-type: none"> <li>Conduct needs assessments to identify specific skills and knowledge gaps.</li> <li>Establish partnerships with external organizations for specialized training programmes</li> </ul>	Director - SDC* VC/ Deans/ REG/ AR - HR/	<ul style="list-style-type: none"> <li>Number of identified critical areas in line with strategic priorities.</li> </ul>	05	01	01	02	01
					<ul style="list-style-type: none"> <li>Number of participants in professional development programmes.</li> </ul>	41	10	10	11	10
					<ul style="list-style-type: none"> <li>Percentage of completion rates of scheduled professional session and feedbacks obtained</li> </ul>	95%	20%	25%	25%	25%

3.1.2	<b>Technology Integration in Career Development</b>	Incorporate technology for virtual and remote operational activities  • Provide access to online resources and webinars.	• Invest in operational activities management system	<b>Director - SDC*</b>  Deans/ Registrar/ AR - HR	• Number of Workshops/ Trainings • Number of Participants for the Workshops / Trainings • Number of AI tool licenses	08  90  15	02  20  03	02  20  04	02  30  04	02  20  04
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**Objective 2: Optimize streamlined processes to attract and retain top-tier candidates**

3.2.1	<b>Process Efficiency Enhancement</b>	<ul style="list-style-type: none"> <li>Identify bottlenecks and areas for improvement in the hiring workflow.</li> <li>Align the recruitment processes to attract hires within the unique organization culture</li> <li>Improve online application platform</li> <li>Adhere to the approved norms and practices</li> <li>Promoting the staff on due times</li> </ul>	<ul style="list-style-type: none"> <li>Highlights unique organization culture in the recruitment messages</li> <li>Use of broader communication platforms to give publicity for vacancies</li> <li>Advertising/ Filling the vacancies on timely basis</li> <li>Timely designed plans for promotions</li> <li>Expansion of staff learning facilities and provision of office spaces.</li> </ul>	AR- HR*  Vice Chancellor/ Deans/ Registrar/	<ul style="list-style-type: none"> <li>Academic staff to student ratio.</li> </ul>	14:1	14:1	14:1	14:1	14:1
					<ul style="list-style-type: none"> <li>Number of academic staff to supportive staff ratio.</li> </ul>	1:1.5	1:1.5	1:1.5	1:1.5	1:1.5
					<ul style="list-style-type: none"> <li>Percentage of senior academic staff members of the total number of academic staff</li> </ul>	58%	10%	10%	20%	<b>18%</b>
					<ul style="list-style-type: none"> <li>Percentage of doctoral degree holders to the total academic staff number.</li> </ul>	48%	10%	10%	10%	8%
					<ul style="list-style-type: none"> <li>Percentage of unfilled vacancies out of total cadre positions.</li> </ul>	23%	7%	5%	6%	6%
					<ul style="list-style-type: none"> <li>Percentage of administrative and admin-support staff members who successfully completed the induction program</li> </ul>	70%	10%	20%	10%	20%

					<ul style="list-style-type: none"> <li>Percentage of carder positions filled by the approved permanent positions</li> </ul>	80%	20%	20%	20%	20%
					<ul style="list-style-type: none"> <li>Percentage of the staff members received promotions in due time following application</li> </ul>	86%	20%	20%	20%	20%
<b>Objective 3: Develop, implement, and refine a comprehensive employee recognition program</b>										
3.3.1	<b>Recognizing and rewarding the excellence in teaching, research and administrative service</b>	<ul style="list-style-type: none"> <li>Develop a comprehensive mechanism for recognition and rewarding of excellence in academic/administrative/ other services</li> </ul>	<ul style="list-style-type: none"> <li>Appoint a committee to develop procedure and awarding criteria</li> <li>Appoint a committee of jurors for receiving and Evaluation of applicants/nominees</li> </ul>	<b>Deans*/ Registrar*/</b>  Vice Chancellor/ Director QAC/ AR- HR/ Chairman-RC/ Librarian	<ul style="list-style-type: none"> <li>Number of rewards given on excellence in, <ul style="list-style-type: none"> <li>Teaching (New)</li> <li>Administration (New)</li> <li>Other (New)</li> </ul> </li> </ul>	05	01	01	02	01

			<ul style="list-style-type: none"> <li>• Publish the Excellence in teaching, research and administration in public domain</li> <li>• Publishing UWU News Letter Develop e-based News letters</li> </ul>	<ul style="list-style-type: none"> <li>• Number of e-based News Letters published</li> <li>• Number of books purchased</li> </ul>	05	01	01	02	01
					200	20	50	100	30

*\* Reporting Officer/s*

**Table 12: Key Performance Indicators for Goal Four**

<b>Goal 4: Infrastructure Development and Optimization</b>										
<b>Enhance institutional capacity through effective and efficient resource and infrastructure management</b>										
Ref No	Strategy	Activity	Sub Activity	Responsibility	KPI	Base Line 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
<b>Objective 1: Develop Future-Ready Degree Programs and Implement Innovative Teaching, Learning &amp; Assessment</b>										
4.1.1	<b>Streamline the Resource Allocation Procedure</b>	<ul style="list-style-type: none"> <li>Conduct a thorough assessment of current resource allocation processes.</li> <li>Implement technology-driven tools to streamline and optimize resource allocation decisions.</li> </ul>	<ul style="list-style-type: none"> <li>Establish a committee to review existing resource allocation procedures.</li> <li>Pilot and integrate a resource management system to track and allocate</li> </ul>	<b>Bursar*</b> Vice Chancellor/ Registrar/ Deputy Bursar/ Deputy Bursar GA	<ul style="list-style-type: none"> <li>Number of meetings held on resource allocation procedure</li> </ul>	03	0	01	01	01
					<ul style="list-style-type: none"> <li>Percentage increase in accuracy of resource allocation.</li> </ul>	95%	25%	20%	25%	25%
					<ul style="list-style-type: none"> <li>Frequency of corporate plan review meetings held per year</li> </ul>	04	01	01	01	01

		<ul style="list-style-type: none"> <li>Continues monitoring and reviewing the operational and action plans</li> </ul>	<p>resources efficiently.</p> <ul style="list-style-type: none"> <li>Conduct corporate plan review meeting on quarterly basis for close monitoring</li> <li>Hiring expertise service on timely basis</li> </ul>		<ul style="list-style-type: none"> <li>Number of experts consulted on resource allocation process (Snr. Management Committee)</li> </ul>	10	02	02	02	04
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**Objective 2: Implement Sustainable Infrastructure Development Plan**

4.2.1	<b>Ensuring sustainable Infrastructure development mechanism</b>	<ul style="list-style-type: none"> <li>Assess the current state of university infrastructure and identify areas for improvement.</li> <li>Develop a long-term plan for sustainable infrastructure development.</li> <li>Building additionally required Lecture theatres</li> <li>Equip laboratories of all faculties</li> <li>Establishment of Centre for Field Research and Training in Aquaculture (CFRTA)</li> </ul>	<ul style="list-style-type: none"> <li>Upgrading the available laboratories (Renovation of Aquatic Science Laboratory Complex, Food Science Laboratory, Dairy Processing and Research Laboratory, Advanced Microbiology Laboratory, Agricultural Chemistry Laboratory, Material lab, Engineering technology lab, Engineering yard and Automation laboratory phase II extension in Department of Engineering Technology)</li> <li>Acquisition of land and initial preparations</li> <li>Purchasing equipment and other relevant facilities for</li> </ul>	<b>Bursar*/DR- GA*</b>  Deans/Chairman EC/Chairman ITC	<ul style="list-style-type: none"> <li>Number of infrastructure improvement projects initiated.</li> </ul>	06	01	01	02	01
					<ul style="list-style-type: none"> <li>Percentage of sustainable practices implemented in new projects.</li> </ul>	90%	25%	25%	25%	20%
					<ul style="list-style-type: none"> <li>Number of processes which are promoted and transformed to environment friendly operations per year.</li> </ul>	11	2	3	3	3
					<ul style="list-style-type: none"> <li>Percentage of class rooms equipped with modern teaching equipment</li> </ul>	33%	7%	10%	10%	6%

		<p>each Faculty and department</p> <ul style="list-style-type: none"> <li>• Purchase equipment's/software for training stations</li> <li>• Advance Instrumentation of laboratories</li> <li>• Laboratories suggested, <ul style="list-style-type: none"> <li>○ Industrial Biosystems Technology Laboratory</li> <li>○ Workshop for Engineering Technology</li> <li>○ Automobile Laboratory</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of Investment on laboratory infrastructure development (Investment on Labs/ Total capital investment on infra)</li> </ul>	45%	10%	10%	10%	15%
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		<ul style="list-style-type: none"> <li>Implementation of Phase II - Laboratory and Lecture Hall Complex of the Faculty of Technological Studies</li> <li>Establishment of E-resources</li> <li>Extension of Control and Automation Laboratory - Department of Engineering Technology</li> <li>Construction of computer laboratories for ICT degree programme</li> <li>Development of F block for workshop, laboratories and lecture hall arrangement</li> </ul>	<ul style="list-style-type: none"> <li>Molecular Biology Laboratory</li> <li>Advance Computer Laboratory</li> <li>Research Computer Laboratory</li> <li>Disease Laboratory</li> <li>Water and Waste water treatment laboratory</li> </ul>		<ul style="list-style-type: none"> <li>Percentage of Wi-Fi zone coverage of the university premises</li> </ul>	80%	80%	80%	80%	80%
			<ul style="list-style-type: none"> <li>Upgrading water science laboratory</li> </ul>		<ul style="list-style-type: none"> <li>Completion percentage of Modern agriculture and Livestock and field research and training center</li> </ul>	75%	15%	25%	15%	20%
			<ul style="list-style-type: none"> <li>Establishment of</li> </ul>		<ul style="list-style-type: none"> <li>Completion percentage of model agriculture farms</li> </ul>	75%	15%	15%	20%	25%

			<p>an advanced mineral processing laboratory</p> <ul style="list-style-type: none"> <li>• Establishment of Gem and Jewellery cutting and crafting laboratory</li> <li>• Establishment of fully functioning and updated geological and structural mapping unit</li> <li>• Upgrading and modification of chemistry and biology laboratories</li> <li>• Upgrading and modification of engineering workshop</li> <li>• Upgrading and enhancement of the MCL, D Lab, E3 Lab, and</li> </ul>	<p>Medical Faculty Establishment,</p> <ul style="list-style-type: none"> <li>• Percentage of completion of pre-clinical laboratory and lecture hall complex (pre-clinical phase)</li> <li>• Percentage of completion of projects</li> </ul>	40%	10%	10%	10%	10%
					70%	20%	20%	20%	10%

		<p>Networking and Embedded Systems laboratories</p> <ul style="list-style-type: none"> <li>• Establishment of a new research laboratory for computer science</li> <li>• Bidding process and commencement of the construction of the auditorium</li> <li>• Construction of Tennis Court and Basketball Court</li> <li>• Construction of Amphi- theatre/ cultural hub</li> <li>• Construction of Lecture Hall and Laboratory complex for FASEA</li> <li>• Expansion of Office Spaces for HoD/DFST, FASEA and staff rooms for academic staff of FASEA</li> </ul>								
				- Percentage of completion of projects	25%	5%	7%	5%	8%	

		<ul style="list-style-type: none"> <li>• Faculty of Management <ul style="list-style-type: none"> <li>- Rooms Division Training Centre Phase 2, Landscaping the area and access road</li> <li>- Renovation of HTE Laboratory</li> <li>- Establishment of a HRD Training Centre and lecture halls at old G canteen premises</li> <li>- Acquiring the forest land for Faculty of Management Premises</li> <li>- Acquisition of Rathwaththa Walawwa and its properties for the Department of English Language Teaching</li> <li>- Renovation of MLT</li> <li>- Establishment of Faculty Building of FOM</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of completion of projects</li> </ul>	25%	5%	7%	5%	8%
			<ul style="list-style-type: none"> <li>- Percentage of completion of projects</li> </ul>	25%	5%	7%	5%	8%

			<p>and Business School</p> <ul style="list-style-type: none"> <li>- Improvement and land stabilization of Smart Learning Building, FOM</li> <li>- Expansion of the Dean's office, FOM</li> <li>- Development of the web page of the FOM</li> </ul>						
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		<ul style="list-style-type: none"> <li>• Construction of remaining components of project Phase II- Auditorium</li> <li>• Enhance the aesthetic value of the landscape of the university premises</li> <li>• Provide suitable office spaces for all staff members of the University</li> <li>• Improve facilities for differently abled persons</li> <li>• Construct/ Allocate space for common lounge facilities Addressing the SDGs through our operations, policies and processes</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain the landscaping university premises</li> <li>• Provide Furniture and equipment</li> <li>• Enhance the facilities to provide access for differently abled persons</li> <li>• Strengthen the university environmental sustainability committee and lay down the responsibilities for, <ul style="list-style-type: none"> <li>○ Green energy Management</li> <li>○ Waste water management system</li> <li>○ Transforming to e-management</li> <li>○ Adopting 3R concept</li> </ul> </li> <li>• Identify, promote and support initiatives that Promote Green within the university. Expand the current Wi-Fi system to cover more geographical area</li> </ul>							
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		<ul style="list-style-type: none"> <li>• Provide internet facility for Senior Staff Quarters</li> <li>• Develop simulation room for hospitality operations</li> <li>• Establishment of Medical Faculty</li> <li>• Establishment of Agriculture and Livestock Field Research and Training Centre (Outside the University)</li> <li>• Model Agriculture Farm (Within the University premises)</li> </ul>	<ul style="list-style-type: none"> <li>• Medical Faculty <ul style="list-style-type: none"> <li>○ Renovation of G Block as Temporary arrangement for medical faculty staff</li> <li>○ Design and Construction of pre-clinical laboratory and lecture hall complex (pre-clinical phase)</li> <li>○ Construction of professorial unit in collaboration with teaching hospital - Badulla</li> </ul> </li> </ul>							
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			<ul style="list-style-type: none"> <li>• Agriculture and Livestock Field Research and Training Centre</li> <li>• Acquisition of land outside the University and initial preparations i.e., fencing Forwarding project proposal documents. <ul style="list-style-type: none"> <li>○ Construction of buildings and other facilities</li> <li>○ Purchasing equipment and other relevant facilities.</li> </ul> </li> <li>• Model Agriculture Farm Development, <ul style="list-style-type: none"> <li>○ Units include: 1. Model Livestock Unit Development (Poultry Unit - Broiler and Layer Units, Rabbitry Unit, Goat Unit, Cattle Unit, Piggery, Miscellaneous Poultry Unit, Duck Unit, Grassland/Herbarium, Processing Unit, Hatchery and Incubator, Slaughter House, Milking Parlour, Insect Feed Unit, Farm Office)</li> </ul> </li> </ul>						
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			<p>2. Model Crop Unit Development (Compost, Vermi-Compost and Fish Tonic Unit, Indigenous Yams Unit, Mushroom Unit, Banana Unit, Protected Houses, Nursery Unit, Spice Garden, Medicinal Plants Unit, Integrated Farming System, Biogas Unit, Floriculture Unit, Bee Keeping Unit, Irrigation Demonstration Plot, Integrated Crop Management Unit, Soil Profile Display Structure)</p> <p>3. Model Aquaculture Unit Development (Aquatic Plant Unit, Ornamental Fish Breeding Unit, Live Feed Unit, Fish Quarantine Unit, Waste Water Treatment Unit, Water Recirculation Unit, Tissue Culture Unit)</p> <p>;</p> <ul style="list-style-type: none"> <li>○ Obtaining Financial assistance</li> <li>• Establishment of Food Processing Pilot Plant</li> </ul>							
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			<ul style="list-style-type: none"> <li>• Establishment of Tea Education, Research and Training Centre (Tea Garden, Tea Sale Center, Tea Processing Unit, Tea Walk)</li> <li>• Development of Nutrinova (Food Court)</li> <li>• Agriculture and Livestock Field Research and Training Centre</li> <li>• Acquisition of adjoining land block G for Management Faculty</li> <li>• Development of adjoining land to be acquired from Balangoda Plantations</li> </ul>							
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		<ul style="list-style-type: none"> <li>Upgrading and enhancing the library SMART auditorium facilities with essential infrastructure and aesthetic improvements.</li> <li>Rehabilitation of the university library museum and exhibits</li> <li>Upgrading the ICT Skills Lab and VR-based learning, research, and innovation</li> </ul>	<ul style="list-style-type: none"> <li>procurement and installation of a complete sound system, purchase and installation of suitable auditorium chairs, carpeting and interior finishing</li> <li>Physical and infrastructure rehabilitation, content enhancement</li> <li>Infrastructure Enhancement</li> </ul>		<ul style="list-style-type: none"> <li>Number of Seminars, workshops &amp; academic events conducted per month</li> <li>Number of days used in a month</li> <li>Percentage of planned museum space rehabilitation completed by end of 2026</li> <li>Number of upgraded and digitized exhibits made accessible to users</li> <li>Student's usage statistics per month</li> </ul>	10	2	2	3	3
						25	5	5	7	8

		activities																			
<b>Objective 3: Enhance Financial Management and Accountability</b>																					
4.3.1	<b>Enhancing transparency of Financial Management through strengthened policies and procedures</b>	<ul style="list-style-type: none"> <li>Review and strengthen financial management policies and procedures.</li> <li>Implement accountability measures to ensure transparent financial practices.</li> <li>Maintain and upgrade the automated financial management system</li> <li>Conduct statutory meetings in a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>Conduct internal audits to identify areas for improvement in financial management and implement good governance</li> <li>Establish a system for regular financial reporting and transparency.</li> <li>Upgrade existing software systems</li> <li>Establish online payment methods</li> <li>Conduct the following meetings as on year planner; <ul style="list-style-type: none"> <li>Finance Committee</li> <li>Procurement Committee</li> <li>Audit and Management Committee meeting</li> </ul> </li> </ul>	<b>Bursar*</b> Vice Chancellor/ DB/ IA/ DR- GA	<ul style="list-style-type: none"> <li>Frequency of financial reports shared with stakeholders. <ul style="list-style-type: none"> <li>All Stakeholders - 1</li> <li>UGC/Treasury - 12</li> </ul> </li> <li>Timely submission of Annual report (on due time) - Yes</li> <li>Timely submission of financial statements (on due time) - Yes</li> <li>Obtain “unqualified” opinion from the Auditor General. - Yes</li> <li>Percentage of utilization of budgetary allocations per year - 95%</li> <li>Number of meeting sessions held of Finance Committee during the year - 10</li> <li>Number of meeting sessions held of Procurement Committee - 12</li> </ul>																

		<ul style="list-style-type: none"> <li>• Delegation of financial authority among administrative and financial staff to ensure the smooth operation of financial activities</li> <li>• Monitor and review progress of the administrative and financial activities on regular basis</li> <li>• Provide information in line with national and international standards and other relevant legislations and submit Statutory reports on timely basis</li> <li>• Establishment of procurement management unit</li> </ul>	<ul style="list-style-type: none"> <li>○ Land, Building and Maintenance Committee</li> <li>• Design a delegation of authority according to the University Management guide</li> <li>• Follow ministry requirements and Code of Best practice in preparation of Annual Report</li> <li>• Follow Accounting Standards in Preparation of financial statements</li> <li>• Submit approved annual report on due date</li> <li>• Submit approved financial statements on due date</li> </ul>		<ul style="list-style-type: none"> <li>• Number of meeting sessions held on Audit and Management Committee</li> </ul>	4	1	1	1	1
					<ul style="list-style-type: none"> <li>• Number of meeting sessions held on Procurement Progress meeting</li> </ul>	10	2	2	3	3
					<ul style="list-style-type: none"> <li>• Number of meeting sessions held on Land, Building and Maintenance Committee</li> </ul>	10	2	2	3	3

			<ul style="list-style-type: none"> <li>• Submit approved procurement Plan on time Provide managements reports to the Audit and Management Committee</li> <li>• Appoint the key staff members and allocating human and physical resources to integrate supply division, capital work, and general administration</li> </ul>	<ul style="list-style-type: none"> <li>○ Procurement Progress meeting</li> </ul>	1	2	2	3	3
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Objective 4: Foster Energy Efficiency and Conservation										
4.4.1	<b>Ensuring Energy consumption efficiency</b>	<ul style="list-style-type: none"> <li>Implement energy-efficient practices and technologies across the University premises.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and revise sustainable energy utilization protocol</li> <li>Install sustainable energy utilization systems</li> </ul>	<b>Chairman - EC*</b>  DR-GA/ LBMC	<ul style="list-style-type: none"> <li>Number of sustainable energy utilization initiatives implemented.</li> <li>Solar project</li> </ul>	1  1			1  1	
Objective 5: Improve Facilities and Operational Maintenance										
4.5.1	<b>Provide uninterrupted support services</b>	<ul style="list-style-type: none"> <li>Develop a comprehensive facilities maintenance plan.</li> <li>Implement near-new maintenance policy and practices to ensure the longevity of university facilities.</li> <li>Outsource appropriate Peripheral services to increase efficiency and maintain lower cost.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct a facilities assessment to identify maintenance priorities.</li> <li>Analyze the services required to outsource to minimize the administration cost and the operational cost</li> <li>Assess the outsourced services for operational excellence</li> </ul>	<b>Works Engineer*</b>  Registrar/ DR- GA	<ul style="list-style-type: none"> <li>Decrease of percentage in unplanned facility downtime.</li> <li>Number of preventive maintenance activities completed.</li> <li>Number of Services Outsourced.</li> </ul>	54%  18  6	10%  04  01	20%  05  02	10%  04  02	14%  05  01

4.5.2	<b>Strengthened Physical Education and recreation</b>	<ul style="list-style-type: none"> <li>Increase the facilities of the Physical Education Unit</li> </ul>	<ul style="list-style-type: none"> <li>Provide facilities for Inter University games to students and staff</li> <li>Organize inter faculty games to select students for inter university game</li> <li>Organize the University colours night</li> <li>Provide facilities for university annual tournaments for students and staff</li> </ul>	<b>Director - PEU*</b>	<ul style="list-style-type: none"> <li>Number of local achievements in sports by, <ul style="list-style-type: none"> <li>- Staff 10</li> <li>- Students 05</li> </ul> </li> </ul>	02 01	02 02	03 01	03 01	
					<ul style="list-style-type: none"> <li>Number of International achievements in sports by staff and students <ul style="list-style-type: none"> <li>- Staff 01</li> <li>- Students 01</li> </ul> </li> </ul>	0 0	0 1	1 0	<b>0</b> <b>0</b>	
					<ul style="list-style-type: none"> <li>Number of University Represented tournaments per year by staff and students <ul style="list-style-type: none"> <li>- Staff 09</li> <li>- Students 05</li> </ul> </li> </ul>	02 01	02 01	03 02	<b>03</b> <b>01</b>	
4.5.3	<b>Provide suitable residential facilities, health care, welfare and essential services within the university premises</b>	<ul style="list-style-type: none"> <li>Provide residential/ac commodation facilities for all eligible staff by constructing/ renting houses/hostels</li> </ul>	<ul style="list-style-type: none"> <li>Establish new hostels (06) to accommodate 1800 students under the government medium-term infrastructure development project</li> <li>Acquire land and construct staff quarters</li> <li>Acquire land for construction of student hostels</li> <li>Construction of staff quarters</li> <li>Provide residential facilities/accommodation payment for all Eligible staff members</li> </ul>	<b>DR- GA*/ Medical Officer*</b>	<ul style="list-style-type: none"> <li>Percentage of students with residential facilities provided by the University</li> </ul>	70%	20%	15%	15%	20%
					<ul style="list-style-type: none"> <li>Percentage of staff members provided with residential facilities</li> </ul>	20%	05%	05%	05%	05%
					<ul style="list-style-type: none"> <li>Percentage of staff receiving the accommodation payment</li> </ul>	20%	05%	05%	05%	05%



		<ul style="list-style-type: none"> <li>• Initiate a contributory medical insurance scheme for university staff</li> <li>• Establish a Preschool and Day-care centre for children of UWU community</li> <li>• Provide transport facilities to eligible staff</li> </ul>			<ul style="list-style-type: none"> <li>• Internet payment Gateway</li> <li>• Providing partial payment for Agrahara Health Insurance from the university</li> </ul>	25%	05%	05%	05%	10%
						100%				

*\* Reporting Officer/s*

**Table 13: Key Performance Indicators for Goal Five**

<b>Goal 5: Community Engagement and Entrepreneurship</b>										
<b>Strengthen community engagement and entrepreneurship by establishing impactful community service projects and fostering partnerships with local and regional businesses</b>										
Ref No	Strategy	Activity	Sub Activity	Responsible Division	KPI	Base Line 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
<b>Objective 1: Launch Impactful Community Service Projects</b>										
5.1.1	<b>Community Empowerment</b>	<ul style="list-style-type: none"> <li>Develop and implement community service projects to address identified needs</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate/liaise with NGOs or government agencies to enhance project impact.</li> <li>Conduct/facilitate seminar/workshops and other relevant programmes</li> </ul>	<b>Director – CVC*</b> Faculty Coordinators – CVC Director - UBL	<ul style="list-style-type: none"> <li>Number of collaborations established with local NGOs/government agencies</li> <li>Number of community engagement activities completed</li> <li>Number of seminars, workshops and other relevant programmes conducted</li> </ul>	02	00	00	01	<b>01</b>
						04	01	01	01	01
						08	02	02	02	02

Objective 2: Promote Entrepreneurship Initiatives										
5.2.1	Create an entrepreneurial environment within the university	<ul style="list-style-type: none"> <li>Strengthen entrepreneurship culture and behaviour within the university community.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with successful entrepreneurs to provide mentorship</li> <li>Organize workshops/seminars/training programmes and competitions to encourage innovation</li> </ul>	<b>Deans* Director – UBL*</b>  Director – CGU Heads	<ul style="list-style-type: none"> <li>Number of workshops, seminars, training programmes conducted in promoting entrepreneurship culture</li> </ul>	5	01	01	02	<b>01</b>
					<ul style="list-style-type: none"> <li>Number of collaborations established with entrepreneurs</li> </ul>	05	01	01	02	01
					<ul style="list-style-type: none"> <li>Number of start-ups initiated by university students</li> </ul>	07	01	02	02	02
					<ul style="list-style-type: none"> <li>Number of incubation programs/startups competitions conducted</li> </ul>	1	0	0	1	0
Objective 3: Facilitate Industry-Academia Partnerships										
5.3.1	Strengthening industry collaborations	<ul style="list-style-type: none"> <li>Identify key industries in the local and regional area through research and networking.</li> </ul>	<ul style="list-style-type: none"> <li>Organize industry-specific forums and events to connect businesses with academic departments. Establish internship and cooperative education programmes with local businesses</li> </ul>	<b>Director – UBL*</b>  Director – CGU Faculty & Department Industrial Training Coordinators	<ul style="list-style-type: none"> <li>Number of MoUs/LoA signed with the industry partners</li> </ul>	5	01	01	02	01
					<ul style="list-style-type: none"> <li>Number of educational programmes conducted with local businesses</li> </ul>	5	01	01	02	01

		<ul style="list-style-type: none"> <li>Develop partnership frameworks to facilitate collaboration between the university and these industries</li> </ul>	<ul style="list-style-type: none"> <li>Identify and develop a database of potential collaborators</li> </ul>		<ul style="list-style-type: none"> <li>Number of entries in the database of collaborators</li> </ul>	40	10	10	10	<b>10</b>
<b>Objective 4: Strengthening UWU Alumni</b>										
5.4.1	<b>Creation of alumni for long lasting, mutually beneficial relationships</b>	<ul style="list-style-type: none"> <li>Facilitate professional development workshops and networking events for the alumni</li> <li>Provide mentorship programmes</li> </ul>	<ul style="list-style-type: none"> <li>Encourage passed-out students to enrol and register with alumni societies</li> <li>Provide assistance/ guidance for alumni to commercialize innovations</li> </ul>	<b>Director - CGU*</b> <b>Director - UBL*</b> <b>Senior Student Counsellor*</b>	<ul style="list-style-type: none"> <li>Number of graduates registered with Alumina Society</li> <li>Number of services rendered to Alumina by the UBL.</li> <li>Number of events funded by alumni societies</li> </ul>	3000	500	1,000	1,000	<b>500</b>
						05	01	01	02	01
						03	0	01	01	01

*\* Reporting Officer/s*

**Table 14: Key Performance Indicators for Goal Six**

<b>Goal 6: Integration of Technological Advancements</b>										
<b>Modernize university-wide operations by integrating cutting-edge technologies in teaching and learning, research, and overall administrative operations</b>										
<b>Corporate Plan Reference No</b>	<b>Strategy</b>	<b>Activity</b>	<b>Sub Activity</b>	<b>Responsible Division</b>	<b>KPI</b>	<b>Base Line 2026</b>	<b>Q1 2026</b>	<b>Q2 2026</b>	<b>Q3 2026</b>	<b>Q4 2026</b>
<b>Objective 1: Adopt Interactive Teaching Technologies</b>										
6.1.1	<b>Enhance the environment for teaching by the use of interactive technology</b>	<ul style="list-style-type: none"> <li>Identify and implement interactive technologies to enhance classroom engagement.</li> <li>Train staff on the effective use of interactive tools.</li> </ul>	<ul style="list-style-type: none"> <li>Deploy smart displays, or virtual reality tools.</li> <li>Develop a repository of interactive teaching resources for faculty</li> <li>Invest in technology to support innovative teaching approaches</li> </ul>	<b>Deans/* Heads</b>	<ul style="list-style-type: none"> <li>Percentage of lectures conducted in smart classroom</li> </ul>	20%	05%	05%	05%	05%

6.1.2	<b>Incorporate &amp; establish modern collaborative spaces to nurture teaching</b>	<ul style="list-style-type: none"> <li>Improve web- based teaching/learning assessment tools</li> </ul>	<ul style="list-style-type: none"> <li>Promoting the use of smart displays, VLE or virtual reality tools</li> <li>Development of joint Industrial cell with the industrial partners (24/7)</li> </ul>	<b>System Analyst*</b>	<ul style="list-style-type: none"> <li>Percentage usage of VLE for teaching/learning/assessment</li> </ul>	95%				
		<ul style="list-style-type: none"> <li>Installing the latest version of ILMS</li> </ul>	<ul style="list-style-type: none"> <li>Bibliographic data entry to the ILMS</li> </ul>	<b>Librarian*</b>	<ul style="list-style-type: none"> <li>Number of completed bibliographic data entry</li> </ul>	<b>12000</b>	3,000	3,000	3,000	<b>3000</b>

	<ul style="list-style-type: none"> <li>Technology based library services</li> </ul>	<ul style="list-style-type: none"> <li>Implementing Access Control system &amp; radio frequency identification system to the library (RFID)</li> <li>Establishing digital and learning commons at the library &amp; Subscription to e resources, online platform and purchasing of E-book to enhance the e-library facilities</li> <li>Upgrading the ICT skills lab and VR-based learning, research and innovation activities</li> <li>Establishing digital and learning commons at the library</li> </ul>	<b>Librarian*</b>	<ul style="list-style-type: none"> <li>Percentage of RFID &amp; Access control system equipment installed &amp; activated</li> <li>Percentage of completed projects</li> </ul>	8%	2%	3%	2%	2%
					60%	15%	15%	15%	15%
<b>Objective 2: Strengthen Digital Teaching, Learning &amp; Assessment Platforms</b>									



Objective 3: Upgrade Teaching, Learning & Assessment Digital Infrastructure in Lecture Halls/Theatres /Laboratories										
6.3.1	<b>Elevate the in-class teaching, learning environment</b>	<ul style="list-style-type: none"> <li>Define minimum basic digital infrastructure for TLA</li> <li>Assess and identify physical infrastructure needs to accommodate technology integration.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct a need assessment and prioritize basic digital TLA needs</li> <li>Categorize/inventorize available TLA facilities</li> </ul>	<b>DR - GA*</b> Deans Heads Registrar Bursar	<ul style="list-style-type: none"> <li>Number of -Lecture Halls/Theatres/ Classrooms and</li> <li>Laboratories upgraded with modern infrastructure</li> </ul>	05  03	01  0	01  01	02  01	01  01
6.3.2	<b>Technological Infrastructure Improvement in the lecture hall</b>	<ul style="list-style-type: none"> <li>Upgrade and enhance the infrastructure to create conducive environment for TLA</li> </ul>	<ul style="list-style-type: none"> <li>Upgrade/Acquire digital teaching aids.</li> </ul>	<b>IT Committee*</b>	<ul style="list-style-type: none"> <li>Percentage completion of adopting digital teaching aids</li> </ul>	55%				
Objective 4: Foster an Innovative Culture for Academic and Administrative Efficiency										
6.4.1	<b>Link innovation and experimentation for administrative efficiency</b>	<ul style="list-style-type: none"> <li>Develop a mechanism to collect specifications</li> </ul>	<ul style="list-style-type: none"> <li>Collect specification of requirements</li> </ul>	<b>Deans/ * Registrar/*</b>  Vice Chancellor/	<ul style="list-style-type: none"> <li>Number of specifications received</li> </ul>	01			01	0

		<ul style="list-style-type: none"> <li>Automated student services from registration to graduation.</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of online student management system; <ul style="list-style-type: none"> <li>Student enrolment</li> <li>Registration - Semester Registration Mahapola/Bursary</li> <li>Medical Submission</li> <li>Course registration and cancellation</li> <li>Exam enrolments and results management</li> <li>Graduation supplication form</li> </ul> </li> </ul>	<b>Registrar*</b>	<ul style="list-style-type: none"> <li>Percentage of completion of the project to standardize and align major business process streamline with ERP</li> <li>Percentage of services provided via online student management system</li> </ul>	100%	30%	35%	20%	15%
		<ul style="list-style-type: none"> <li>Automated procurement procedures</li> </ul>	<ul style="list-style-type: none"> <li>Adaptation of PROMISE.lk online procurement system</li> </ul>	<b>Bursar*</b>	<ul style="list-style-type: none"> <li>Percentage of completion of the automated procurement procedures</li> </ul>	60%	10%	20%	20%	20%
		<ul style="list-style-type: none"> <li>HRIS</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of Human Resource Information System</li> </ul>	<b>AR – HR* Registrar</b>	<ul style="list-style-type: none"> <li>Percentage of completion of the HRIS project</li> </ul>	60%	10%	10%	20%	20%

\* Reporting Officer/s

# FINANCIAL PROJECTION: 2024 -2026

## Financial Plan

The proposed financial plan in relation to the achievements of the university overall goals objectives and strategies in the Strategic Corporate Plan 2024-2026. The university financial goals focus on increasing revenue, reducing expenses, improving cash flow, or investing to the areas of infrastructure, technology and academic programmes. Financial planning process commences from the review of past financial performance and examines the revenue trends and expense patterns.

Accordingly, sources of funds and use of funds are described as follows.

### *Sources of Funds – Revenue*

- Government grants allocated annually to the university through UGC. These grants are based on historical trends, legislative changes, and anticipated budget allocations
- Special Grants allocation to the university from foreign/local funded projects for the development of specific areas such as infrastructure, technology and academic programmes of the university.
- Internally generated funds from Postgraduate programmes, external degree programmes, diplomas, certificate courses, consultancies, short courses and etc.
- Other revenue sources such as foreign/local funded research grants, auxiliary services, investment income etc.

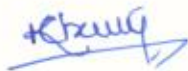
### *Uses of Funds – Expenditure*

- Personnel Costs: Estimate salaries, benefits, and other personnel-related expenses.
- Operating Expenses: Forecast expenses for utilities, maintenance, supplies, and other operating costs.
- Capital Expenditures: Identify major capital projects or investments planned for land acquisition, construction of buildings, laboratory and teaching equipment, office equipment etc.
- Other Payments: Fee living programmes expenses and expenses for research projects.

## Summary of Planned Sources and Uses of Funds 2024-2026

Table 15: Summary of Financial Projection 2024 -2026

#	Description	2026 Rs.Mn
<b>1</b>	<b>Sources of funds - Revenue</b>	
1.1	<b>Government Grants</b>	
1.1.1	Recurrent Grants	2055.00
1.1.2	Capital Grants	500.00
1.1.3	Budget proposals	660.00
<b>1.2</b>	<b>Special Grants</b>	
1.2.1	Special Project - Foreign funded	-
<b>1.3</b>	<b>Internal Generated Funds</b>	
1.3.1	Postgraduate unit	25.00
1.3.2	Centre of Distance Learning	20.00
1.3.3	Other Income	32.00
	<b>Total Revenue</b>	<b>3,292.00</b>
<b>2</b>	<b>Use of Funds - Expenditure</b>	
<b>2.1</b>	<b>Recurrent Expenditure</b>	
2.1.1	Personnel Emoluments	1,380.00
2.1.2	Other Recurrent Expenses	752.00
<b>2.2</b>	<b>Capital Expenditure</b>	
2.2.1	Rehabilitation of Capital Assets	170.00
2.2.2	Acquisition of Fixed Assets	317.00
2.2.3	Construction Projects	-
2.2.4	Human Capital Development Project	3.00
2.2.5	Research and Development	10.00
2.2.6	Other Grants - Establishment of Medical Faculty	660.00
2.2.7	Foreign Funded Projects	-
	<b>Total Expenditure</b>	<b>3,292.00</b>



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