ACTION PLAN 2021

Faculty of Humanities and Social Sciences
University of Ruhuna

Faculty of Humanities and Social Sciences,

University of Ruhuna – Action Plan 2021

GOAL 01: EXPANDING ACCESS TO EDUCATION																		
KPIs	**Present level of Performance (Year 2020)**	**Desired Performance Level Target (output)**		**Action Programme/s**	**Coordinating Responsibility**	**Desired Outcome as a percentage**												**Estimated Input and Cost Rs(000)**
		Year 2021	**Year 2023**			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 1.1: To increase the enrolment in undergraduate programs by 500 undergraduates which are strategically important in economic development of the country by 2023																		
Enrolment Agriculture																		
Enrolment Allied Health Sciences																		
Enrolment Engineering																		
Enrolment Fisheries and Marine Sciences & Technology																		
Enrolment Graduate Studies																		
Enrolment Humanities and Social Sciences	474	652	600															2000.00
Enrolment Management and Finance																		
Enrolment Medicine																		
Enrolment Science																		

Enrolment Technology																		
Objective 1.2: To introduce 30 new degree programs of strategic importance to the development of the country by 2023																		
New Undergraduate Programmes	00	00	05	Introduction of new degree programmes in Public Management and Governance, Media and Cultural Studies, Geographical Information System, Computational Economics, Development Practices	Dean, HOD (Economics, Sinhala, Public Policy, Geography, Sociology)													
New Postgraduate Programmes	0		3	Proposals prepared for MA in Folklore Stud MA in Development Planning, MA in Sinhal	HOD Sinhala, Geography													
Objective 1.3: To introduce 20 new distance mode courses out of which 10 are online mode courses by year 2023																		
Number of new distance learning courses introduced	02	05	03	Develop curriculum and get approval from relevant authorities to implement following programmes Diploma in Tourism Studies (2021) Certificate in English (2021) Advanced Certificate in English(2021) Diploma in English (2021) Higher Diploma in English(2021) Diploma in Regional Governance and Community Development (2022) Higher Diploma in Psychological Counseling 2022) Diploma in Sinhala(2023)	Dean, HOD / Public Policy/DELT/S inhala/Sociol ogy				20%	20%		20%		20%		20%		100.00

Number of new online courses introduced	0	01	04	Certificate course in Communicative Sinhal for Non-Native Speakers Certificate Course in Spiritual Well-being Certificate course in Heritage and Tourism Diploma in Human Rights and Social Inclusi	Dean, Head-Sinhala, History and Archaeolog y, Pali and Buddhist Studies, Sociology					25%			25%			50%		100.00
Objective 1.4: To implement the common credit transfer system for selected undergraduate degree programs by year 2023																		
Number of degree programmes with common credit transfer system																		
Number of degree programmes with common credit transfer system																		
Objective 1.5: To increase the enrolment of postgraduate students by 50 students annually																		
Number of new postgraduate students enrolled																		

Objective 1.6: To introduce 20 new partnership programs with overseas organizations by year 2023																			*Objective 1.6:*
Number of new partnership programs with overseas organizations	04	03	06	1. Identify key areas 2. Discuss with the relevant authorities 3. Sign MOU with the organization	Coordinator-International Links Programme /Appointed member/s with the Head of the Department HOD (SOC)						33%				33%		33%	100.00	
Objective 1.7: To increase the capacity and facilities for research by 25% by year 2023																			
Percentage of increase in funds allocated by the university for research purposes																			
Number of articles published by university academics in indexed journals	10	19	43	The articles will be published in accepted journals.	HODs/All Academics of Faculty				10%	10%	10%	10%	20%	10%	10%	10%	10%	50.00	
Number of competitive research grants received by the university for academics	03	04	06	Preparation and submission of proposals fo research grants	HODs/ Faculty Research Centre							10%	10%	20%	20%	10%	30%	50.00	
Number of research awards received by academics	03	05	06	Encouraging academic staff to apply for research grants/ awards	Dean/ HODs						40%		20%				40%	25.00	

Number of new citations	74	120	250	Encourage staff to publish articles online in English medium and open Google accounts	All HODs	5%	5%	5%	5%	10%	10%	10%	10%	10%	10%	10%	10%	
Objective 1.8: To implement "High Tech Resource Sharing Policy" within the university by 2023																		
Number of High Tech instruments registered under sharing registry																		

GOAL 02: ENRICHING QUALITY OF EDUCATION																		
KPIs	**Present level of Performance (Year 2020)**	**Desired Performance Level Target (output)**		**Action Programme/s**	**Coordinating Responsibility**	**Desired Outcome as a percentage**												**Estimated Input and Cost**
		Year 2021	**Year 2023**			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 2.1: To ensure that 70% of the academic staff has obtained PhD or PhD equivalent qualifications by year 2023																		
Percentage of academics with PhD or PhD equivalent	44%	50%	55%	Encouraging academics to register and complete PhDs	HODs					30%			30%				40%	1000.00
Objective 2.2: To ensure that 60% of the administrative process and functions will be automated by 2020 and by 2023 it will be converted into a fully automated system																		
Percentage of process automated	20%	30%	60%	Implementation of awareness programs by Short courses, work shops Obtain necessary technical support and instruments	All HODs													

Objective 2.3: To ensure the integration of management information system (MIS) in all faculties, library and administration units by year 2023																		
Number of faculties with fully integrated MIS	80%	90%	100%	Keep maintaining the Workload in MIS while ensuring the accountability of our capacity	Dean, HODs													200.00
Level of integration of library to the MIS																		
Number of administrative units with fully integrated MIS																		
Objective 2.4: To increase physical assets by 50% including all lecture theatres and laboratories with modern teaching facilities by the year 2023																		
Percentage of lecture theatres with modern teaching facilities	20%	30%	50%	All (42) lecture theatres with Multimedia Projector, Computer and Internet Facilities, Sound System. 09 lecture theatres converted to smart clas rooms .	Dean, HODs													5000.00
Percentage of laboratories with modern teaching facilities	10%	20%	50%	Setting up a Language development cell with 10 computers and other required facilities under AHEAD project (Public Policy) Establishing a computer Lab with 15 computers with network facilities, Department of Public Policy (AHEAD Project) Establish a Cartography/GIS Lab in the Department of Geography (AHEAD) Establish a computer lab with 150 computers(UGC support)	Dean, Coordinator-IT Unit, HOD-Geography, Public Policy													2500.00

				Establish a meteorological station (Geography)														
Objective 2.5: To reach national and international accreditation standards for relevant degree programs by 2023																		
Number of degree programmes internationally accredited																		
Objective 2.6: To establish five "Centralized Instrumentation Labs" with state-of–the- art equipment by year 2023																		
Number of "Instrumentation Labs" established																		
Objective 2.7: To establish six skills laboratories at Faculty of Allied Health Sciences and other relevant faculties with state-of-the-art equipment by 2023																		
Number of "Skills Laboratories" established																		
Objective 2.8: To increase the library digital facilities by 60% by 2023																		
Percentage of digital collections available at the library																		
Objective 2.9: To provide access to ICT facilities for all academic staff and students by expanding Wi-Fi facilities by year 2023																		
Percentage of areas covered by Wi-Fi within the university premises	35%	50%	100%	Laying cables to cover all departments of the faculty and install 23 more Wi-Fi access points	Coordinator-IT Unit													2000.00

Percentage of hostels covered by Wi-Fi																		
Percentage of academic staff who were provided with personal computers																		
Objective 2.10: To complete all the Programme reviews of faculties and prepare the university for the Institutional Review which is scheduled in 2020																		
Number of faculties which has completed the programme review																		
Percentage readiness to the Institutional Review	50%	100%		Preparation for the Institutional review														1000.00
Objective 2.11: To implement U- multi rank system for the university by 2023																		
Ranking of University of Ruhuna																		

GOAL 03: ENHANCING RELEVANCE OF EDUCATION AND RESEARCH						
KPIs	**Present level of Performance (Year 2020)**	**Desired Performance Level Target (output)**	**Action Programme/s**	**Coordinating Responsibility**	**Desired Outcome as a percentage**	**Estimated Input and Cost**

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		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 3.1: To Revise curricula of all the undergraduate degree programmes in order to increase the overall employability up to 95% within one year of graduation by year 2023																		
Percentage of the employability of graduates of Faculty of Agriculture																		
Percentage of the employability of graduates of Faculty of Allied Health Sciences																		
Percentage of the employability of graduates of Faculty of Engineering																		
Percentage of the employability of graduates of Faculty of Fisheries and Marine Sciences & Technology																		
Percentage of the employability of graduates of Faculty of Humanities and Social Sciences	35%	40%	60%	Implementation of newly revised curricular. Enhance soft skills of students. Equip students with ICT and English skills Introduce internships for all degree programmes of the faculty	Dean, HODs, Faculty Caree Advisor													1000.00

Objective 3.2: To revise curricula of all distance and continuing degree programmes to increase the employability to 90% by year 2023																		
Percentage of employability of graduates of all distance and continuing degree programs	35%	40%	60%	Revision of External degree program Introducing new subjects which is demande by the job market	Chair-BOS –DCE HSS													1000.00
Objective 3.3: To convert all degree programmes to 4 year honours degree programmes by 2023																		
Number of programs converted	92%	100%	100%	Convert the existing three year BA degree programme into four year with exit points a 2000 and 3000 levels	Dean, HODs, Chair- Curricu Development													500.00
Objective 3.4: To increase the provision of industrial training/implant training/internships for the undergraduates of the Humanities and Social Sciences degree programme to 80% by the year 2023 and maintain the provision of industrial training/implant training/internships for all other undergraduates of the degree programmes at 100%																		
Percentage of provision of industrial training/internships to the graduates of Faculty of Humanities and Social Sciences	40%	60%	100%	Internships included as compulsory in all th degree programmes	Dean, HODs,Chair - Curricular Developme nt Committee													5000.00
Objective 3.5: To ensure 80% of research undertaken by University to address the national/regional needs by 2023																		
Percentage of the research studies undertaken to address national/regional needs of the country	50%	60%	80%		Dean/ Faculty Research Committee													7000.00

Objective 3.6: To complete the introduction of the principles of Outcome-Based-Education (OBE) methods to all degree programmes by 2023																		
Number of degree curricula OBE methods introduced	70%	100%	100%		Chair-Curricular Developme nt Committee/ HODs													100.00
Objective 3.7: To improve the mechanism for commercialization of research by 2023																		
Implementation of Technology Transfer Policy																		
Implementation of spin off policy																		
Intellectual property policy																		
Objective 3.8: To Ensure the successful commercialization of 10 research projects and enter into 20 external agreements by 2023																		
Number of commercialization of products																		
Number of agreements with external parties to commercialize products																		

GOAL 04: ENSURING JUSTICE AND EQUITY																		
KPIs	Present level of Performance (Year 2020)	Desired Performance Level Target (output)		Action Programme/s	Coordinating Responsibility	Desired Outcome as a percentage												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 4.1: To ensure the provision of basic infrastructure facilities to cater to differently abled persons in all buildings by year 2023																		
Percentage of provision of the existing buildings with the basic facilities for differently abled people	10%	15%	30%	Designing the infrastructure in support of d Differently abled people	Dean, HODs													100.00
Objective 4.2: To improve learning facilities for a total of 25 differently abled students by year 2023																		
Number of differently abled students registered for the degree programs	05	10	10	Provide required equipment to facilitate th education (Erasmus + Project)	Dean, Coordinator - Erasmus + project(IncEdu)											100%		2000.00
Objective 4.3: To provide financial/social support for all students who have dire economic/social needs by 2023																		

Percentage of students receiving financial support out of bursary/mahapola scholarships																		
Number of other scholarships introduced	02	02	03	Provision of scholarship facilities to students with dire needs	Dean, Coordinator- Students' Welfare Fund			10%			20%			50%			20%	5000.00
Objective 4.4: To maintain the conductive environment for all ethno-religious communities to study and live in harmony																		
Number of multi-cultural events/programs implemented	05	05	10	Conduct multi-cultural events in collaboration with the National Peace Council and in partnership with University of Jaffna, Eastern, and Sabaragamuwa (C-YEP project)	HOD- Public Policy, Sociology						20%		20%	20%	20%	20%		700.00
Percentage of students from different ethno-religious communities	05/1842		10/240	Those students will be increase with increa English medium degree program														
Objective 4.5: To ensure equal opportunities in all activities irrespective of gender, ethnicity and religion																		
Number of incidents reported relevant to this concern	0	0	0															
Objective 4.6: To introduce 10 course modules relevant to social harmony for all undergraduate degree programs by 2023																		
Number of social harmony oriented courses/units	05	05	10	Incorporate social harmony in the course modules of new syllabi	Chair-CDC							20%	20%	20%	20%	20%		600.00

Objective 4.7: To ensure at least 30% of female representation among office bearers of all student unions and study circles by 2023																		
Number of female representation among office bearers of all student unions and study circles	60%	70%	80%	All societies were advised to make structur of office bearers according to this norm	HODs, Dean													50.00
Objective 4.8: To ensure the implementation of Sex and Gender base violence prevention																		
Number of cases regarding sex and gender based violence	0	0	0	Organizing workshops on ragging and sexua based harassments and violations														25.00
Objective 4.9 : To enhance facilities to improve the learning of official languages by 2023																		
Number of Tamil language courses to Sinhala students	01	01	01	Tamil language has been included as a compulsory course module in the syllabi														100.00
Number of Sinhala language courses to Tamil students	01	01	01	Sinhala language has been included as a compulsory course module in the syllabi														100.00

GOAL 05: ENSURING GOOD GOVERNANCE																		
KPIs	**Present level of Performance (Year 2020)**	**Desired Performance Level Target (output)**		**Action Programme/s**	**Coordinating Responsibility**	**Desired Outcome as a percentage**												**Estimated Input and Cost**
		Year 2021	**Year 2023**			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 5.1: To regularize and adhere to the existing governing rules and regulation																		
Duly completed circular/ by-law																		
Percentage of stipulated meeting-audit and management and finance meetings																		
Number of induction programmes conducted	0	02	03	Induction programmes conducted for all academics, academic support and administrative staff					50%				50%					500.00
Objective 5.2: To maintain accountability and transparency																		
Percentage of timely submitted annual reports,	80%	100%		The faculty submit information for annually report ,procurement plan on time,	Dean,HODs, D													50.00

annual accounts, procurement plan																		
Percentage of timely updated fixed asset registry	100%	100%	100%	The faculty maintain the fixed asset registry with timely updating ,														25.00
Percentage of faculty progress report submission	100%	100%	100%	The faculty submit all the progress report on time														25.00
Percentage of on time submission of information to external parties	20%	50%	100%	The faculty submit requested information by external parties on time														30.00
Objective 5.3: To optimize the organizational performance																		
Percentage of administrative staff achieving above level 8 performance	100%	100%	100%		DR													25.00
Percentage of non-administrative staff achieving above level 5 performance	50%	60%	70%															50.00
Number of trainings and workshops conducted for administrative and non-administrative staff	02	02	02	ICT training will be conducted for Management Assistants	DR					50%						50%		100.00
Objective 5.4: To serve the stakeholders within a reasonable time frame																		

Percentage of timely adapted client charter				A mobile App developed and introduced fo efficient and confidential reporting of stude grievances	Coordinator-I Unit													
Percentage of implementation of grievance policy	10%	30%	60%	Students' grievances properly handled	Chair- Grieva Committee													50.00
Number of grievance committee meetings conducted	04	12	12	Students' grievances properly handled	Chair- Grieva Committee	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%			50.00
Percentage of grievances solved	100%	100%	100%															100.00
Objective 5.5: To promote open and comprehensive stakeholder engagement through maintaining an effective and efficient customer friendly environment																		
Percentage of negative feedback of students	0	0	0	Students' feedback system fully implemented														
Percentage of negative feedback of staff	0	0	0	Peer evaluation is conducted and feedback system established														
Percentage of negative feedback of community																		
Percentage of negative feedback of external service providers	0	0	0	Planned to offer much better service for external service providers speeding up their payment process.														

GOAL 06: ENDOWING INVENTION AND INNOVATION																		
KPIs	**Present level of Performance (Year 2020)**	**Desired Performance Level Target (output)**		**Action Programme/s**	**Coordinating Responsibility**	**Desired Outcome as a percentage**												**Estimated Input and Cost**
		Year 2021	**Year 2023**			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 6.1: To develop and maintain a database of inventions and patens of University of Ruhuna by 2023																		
Establishing a database for inventions																		
Establishing a database for patents																		
Objective 6.2: To obtain five national and one international patent/s per year by 2023																		
Number of national patents obtained																		
Number of international patents obtained																		
Objective 6.3: To commercialize two patents per year by 2023																		
Number of patents commercialized																		
Objective 6.4: To achieve five participations in national and international exhibitions in inventions and innovations per year																		

Number of participations in international exhibitions																		
Objective 6.5: To promote 10 awareness programs of developing inventions and obtaining patents by 2023																		
Number of awareness programmes conducted																		
Objective 6.6: To modify the degree curricula to include IP policy and patenting process in relevant programs by 2023																		
Number of courses modified																		
Objective 6.7: To establish product startup and commercialization unit by 2023																		
Number of agreements with external parties to commercialize products																		
Number of commercialization of products																		
Objective 6.8: To establish a talent co-creation laboratory/incubator for experiment new ideas by 2019																		
Establishment of the talent co-creation laboratory/incubator																		

GOAL 07: EPITOMIZING THE UNIQUENESS																		
KPIs	Present level of Performance (Year 2020)	Desired Performance Level Target (output)		Action Programme/s	Coordinating Responsibility	Desired Outcome as a percentage												Estimated Input and Cost
		Year 2021	Year 2023			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Objective 7.1: To introduce 5 new degree programmes and 10 new courses for the existing degree programmes related to fresh water and marine sciences to make the University unique																		
Number of new degree programmes introduced																		
Number of new course units introduced																		
Objective 7.2: To enhance the Coastal Awareness Resource Center (CoRAC) by year 2023																		
Number of awareness programmes conducted																		
Number of scholars used the facility for academic purposes																		
Objective 7.3: To develop five new links with international maritime Universities and Research Institutes by 2023																		
Number of links developed with international																		

maritime universities																		
Number of links developed with research institutes																		
Objective 7.4: To develop a university township around university including national level aquarium by year 2023																		
Number of new constructions in the university township																		
Setting up a national level aquarium with public-private partnership																		
Objective 7.5: To introduce 10 course units and 5 certificate courses to transfer knowledge and technology to local fishery community, fishery industry and harbor industry by 2023																		
Number of course units introduced																		
Number of certificate courses introduced																		
Objective 7.6: To introduce 5 course units and 2 certificate/diploma courses relevant to tourism and hospitality management																		
Number of certificate courses introduced	0	0	01	A certificate course on tourism and heritage introduced	Dean, Head-Public Policy													500.00
Number of diploma courses introduced	0	01	01	A Diploma in Tourism Service Studies introduced	Dean, Head-Public Policy								40%		10%		40%	700.00
Objective 7.7: To establish a diving unit under the Faculty of Fisheries and Marine Sciences & Technology																		
The diving unit established																		

Objective 7.8: To establish a student community service and volunteering center by 2023																		
Number of centers established	-	-	01	Setting up a center of mindfulness	Head/ Dept. Pali and Buddhist Studies													100.00