

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th		

FACULTY: HUMANITIES (ACTION PLAN-2020)

GOAL 01: TO CREATE A HIGH QUALITY AND FLEXIBILITY TEACHING AND LEARNING ENVIRONMENT

1.1	1.1.1 To provide students with high quality educational programs	1.3.1 Percentage of students who complete the degree within prescribed time period - Internal	83%	84%	88%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	Academic retreats for students					Head- DoE	500
							Introduce a Diploma in Music and Therapy					Head/ Department of Fine Arts	200
							Introduce Postgraduate (M.A.) course in Translation studies					FGS	100
							BA honours degree in Vastuvidya					Head - Sanskrit	1,500
							Introduce a Diploma in Graphic Design					Head/ Department of Fine Arts	100
							Introduce a Diploma in Painting and Life Drawing					Head/ Department of Fine Arts	100
							Introduce a Diploma in Dance and Choreography					Head/ Department of Fine Arts	100
							Revising current syllabus to enhance the quality					HOD Sinhala	100
							Introduce BA Honours in Graphic Design					Head/ Department of Fine Arts	300
							Engage external Recourse persons including retired professors to conduct seminars					HOD Sinhala Director research center Humanities	100
							Introducing Pedagogy curriculum to the BA					Unit Head Education	-
							Introduction of Diploma in Education for Undergraduates of University of Kelaniya					Unit Head Education	-

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	1.1.1 To provide students with high quality educational programs	1.3.1 Percentage of students who complete the degree within prescribed time period - Internal				1.2.1 Introduce and conduct innovative, quality and attractive study programs							
							Introducing BA Honours in Education					Unit Head Education	-
							Introduce BA Honours in Digital Design					Head/ Department of Fine Arts	300
							Introduce LMS activities for all TESL courses and some DELT courses					Head- DELT	-
							Staff retreats- for syllabi revisions etc.					Head- DoE	300
							Revise the BA (Hons) degree into a three-pronged programme					Head- DoE	300
							Changing the name of the Department of English to Department of English and Interdisciplinary Studies					Head- DoE	-
							Increase the number of registration and hours for DELT courses					Head- DELT	-
		1.3.1 Percentage of students who complete the degree within prescribed time period - Internal	80%	90%	90%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	Conducting guest lecturers/ seminars to enrich Cinema and Television knowledge of students					Unit Head, Drama & Theater and Image Arts Unit	100

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1.1.1 To provide students with high quality educational programs	1.3.1 Percentage of students who complete the degree within prescribed time period - Internal	70%	90%	100%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	Conducting Field work / Factory Visits and industry/research tours related to the Film, Television, Drama and image Arts					Unit Head, Drama & Theater and Image Arts Unit	500	
		60%	80%	90%		Organizing guest seminars related to the Drama and Image Arts discipline					Unit Head, Drama & Theater and Image Arts Unit	100	
		20%	80%	90%		Developing instructional manuals					Unit Head, Drama & Theater and Image Arts Unit	600	
		30%	70%	90%		Introducing a MA Degree programme in Image Arts					Unit Head, Drama & Theater and Image Arts Unit	3000	
	1.3.2 Percentage of students who complete the degree within prescribed time period - External	30%	90%	90%		Introducing a MA Degree programme in Film & Television Studies					Unit Head, Drama & Theater and Image Arts Unit	6000	
		50%	90%	90%		Introducing a Higher Diploma Course in Photography					Unit Head, Drama & Theater and Image Arts Unit	200	
		10%	50%	40%		Introduce and conduct Diploma in Sound and Music Design					Unit Head, Drama & Theater and Image Arts Unit	1000	
	1.3.1 Percentage of students who complete the	60%	99%	100%		1.2.2 Revise the existing curricula to meet national and international needs	Revising the subjects/ curriculum offered to the General Degree Program in Image Arts/ Drama and Theatre/Film and television					Unit Head, Drama & Theater and Image Arts Unit	300

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		degree within prescribed time period - Internal	70%	30%	0%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	Establishing new Department: Department of Theatre, Film & Television					Unit Head, Drama & Theater and Image Arts Unit	NA
			50%	90%	90%		Establishing three (03) new units: 1.Drama & Theatre Arts Unit 2. Film & Television Unit 3. Image Arts Unit					Unit Head, Drama & Theater and Image Arts Unit	600
			20%	90%	90%	1.2.3 Encourage lifelong learning in order to enable students and graduates to realize their full potential	Enhance E-learning resources with international collaboration					Unit Head, Drama & Theater and Image Arts Unit	5000
			20%	80%	90%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	To offer film & Television related degree programmes through partnership between FOH and recognized relevant International Academic institutions					Unit Head, Drama & Theater and Image Arts Unit	
1.2	1.1.2 To enhance the accessibility of the university to a diverse student population, including students with special needs and	1.3.1 Percentage of students who complete the degree within prescribed time period - Internal	83%	84%	88%	1.2.1 Introduce and conduct innovative, quality and attractive study programs	Revision of BA and BA Honors syllabi					Head Modern Languages	-
							Introduce BA Honors in Spanish					Head Modern Languages	-
							Diploma in Sanskrit Buddhism					Head - Sanskrit	300
							Introduce Spanish for the BA					Head Modern Languages	-

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	those from other countries, to the university						Introduce BA in Japanese Language and Culture Language studies (separate intake from the UGC)					Head Modern Languages	-
Conduct 02 workshops on Research Methodology for final year Honours students											Head Modern Languages	10	
Introduce Tourism for BA and BA Honours											Head Modern Languages	NA	
1.3	1.1.3 To increase the employability	1.3.7 Number of Employability	03	*DNA	*DNA	1.2.4 Provide more opportunities for the	Publication of Cultural Studies Magazine by the students					Head Modern Languages	150

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	of graduates from the university.	enhancement programs conducted by Career Guidance Unit				development of students' soft skills	Conduct Annual Art and Sculpture Exhibition: Honours Degree students of Visual Arts & Design					Head/ Department of Fine Arts	-
							Workshop on research methods (for final year students). Publish translated short stories by translation circle. Annual Publication of research articles done by B.A. Special final year students research symposium.					Head - Linguistics	100
							Conduct Annual Cultural events: Tha, Rideesara and Rava-Honours Degree students of Performing Arts Dance Honours Degree students of Performing Arts in Music					Head/ Department of Fine Arts	1,000
							Internship programmes					Head DoE	200
1.1.3 To increase the employability of graduates from the university.	1.3.7 Number of Employability enhancement programs conducted by	30%	90%	90%	1.2.4 Provide more opportunities for the development of students' soft skills	Conduct graduate employability survey					Unit Head, Drama & Theater and Image Arts Unit	300	
		40%	80%	90%		Conducting skill based workshops					Unit Head, Drama & Theater and Image Arts Unit	200	

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		Career Guidance Unit	50%	70%	90%		Promote extracurricular activities and group works among students					Unit Head, Drama & Theater and Image Arts Unit	600
			60%	90%	90%		Conducting consultancy, mentoring, and career guidance programmes on personality development, skills and attitude development and improving communication					Unit Head, Drama & Theater and Image Arts Unit	900
1.4	1.1.4 To develop relationships with employers to help graduates achieve gainful and timely employment.	1.3.9 Proportion of students in work/or further study 6 months after graduating	50%	52%	56%	1.2.5 Provide opportunities for students to get practical experience in the industry, where applicable	Establishing money generating/creative projects for undergraduates of the department					Head DoE	5,000
							Introduce Internship programs to the revised Honours Degree Programs					Head/ Department of Fine Arts	-
							Renovate existing and new cabins for academic staff, network access for computer lab, renovate student study rooms					HOD Sinhala	1,500
							Introducing internships for final year students					HOD Sinhala	100
							Obtain Peer Review for each Faculty member of the Department					Head/ Department of Fine Arts	
	1.1.4 To develop relationships with employers to help	1.3.9 Proportion of students in	30%	60%	90%	1.2.5 Provide opportunities for students to get practical	Conduct seminar on importance of continuous professional development					Unit Head, Drama & Theater and Image Arts Unit	600

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	graduates achieve gainful and timely employment.	work/or further study 6 months after graduating				experience in the industry, where applicable	and education with the collaboration of professional bodies						
1.5	1.1.5 To create and maintain a culture that supports teaching excellence in all study programs.	1.3.9 Proportion of students in work/or further study 6 months after graduating	50%	52%	56%	1.2.6 Conduct an annual, comprehensive assessment of the quality of teaching in each faculty and convey results to staff	Annual student satisfaction survey					Head- DoE	100
1.6	1.1.6 To promote the health and well-being of students	1.3.10 Proportion of students who participate in sport activities (University)	2,475	2,850	4,500	1.2.7 provide students with more opportunities to participate in sports, clubs and societies, together with opportunities for leadership and formal recognition of their extra curricula activities	Reading Week- for students						-
							KELF					Head- DoE	300
							ESA activities					Head- DoE	300
							Departmental YouTube channel- with course material					Head- DoE	200
1.7	1.1.7 To enhance international opportunities for student learning.	1.3.16 Number of exchange /link programs for students	*DNA	*DNA	*DNA	1.2.10 Provide exchange/link programs with international	Establishing an international collaboration/s					Head- DoE/ Director International Relations	5,000

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						higher educational institutions							
	1.1.7 To enhance international opportunities for student learning.	1.3.16 Number of exchange/link programs for students	20%	60%	90%	1.2.10 Provide exchange/link programs with international higher educational institutions	Organizing workshops to Knowledge students on higher education opportunities exists in local and foreign context					Unit Head, Drama & Theater and Image Arts Unit	6000
							Internal student mobility programme with foreign universities					Unit Head, Drama & Theater and Image Arts Unit	6000
1.8	1.1.8 To improve infrastructure facilities	1.3.17 Student satisfaction with regard to, -Library facilities -Welfare facilities -IT facilities -Medical facilities	74%	74.5%	76.5%	1.2.11 Enhance the physical infrastructure to increase capacity, quality and sustainability of teaching and learning environment	Construction of a well-equipped language lab (50 seats)						-
			63.71%	64%	66%		Construction of an extension to K16						-
			72%	80%	88%		Reorganizing office space (1st floor) of K16					Head Modern Languages	500
		1.1.8 To improve infrastructure facilities	1.3.17 Student satisfaction with regard to, -Library facilities -Welfare facilities				Establish a subject oriented Department Library						-
							Upgrade the staff rooms to provide a better academic, research, and teaching atmosphere					Head/ Department of Fine Arts	1,500
							Space for the department, documentary center, Language Laboratory, Simultaneous Translation						1,000

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		-IT facilities -Medical facilities				teaching and learning environment	training lab, Office equipment, computers and laptops						
							Refurbish the existing sculpture studio					Head/ Department of Fine Arts	1,500
							Build a Four storey building with Studio facilities for Dancing, Music Visual Arts and Graphic Design to enhance the quality of teaching and learning					Head/ Department of Fine Arts	50,000
	1.1.8 To improve infrastructure facilities	1.3.17 Student satisfaction with regard to,	30%	60%	90%	1.2.11 Enhance the physical infrastructure to increase capacity, quality and sustainability of teaching and learning environment	Full equipped film and television production studio facility					Unit Head, Drama & Theater and Image Arts Unit	24,000
20%			70%	90%	Full equipped sound and music post-production studio facility						Unit Head, Drama & Theater and Image Arts Unit	6,000	
20%			80%	90%	film and sound editing suit facility for student practicals					Unit Head, Drama & Theater and Image Arts Unit	12,000		
60%			90%	90%	1.2.11 Enhance the physical infrastructure to increase capacity, quality and sustainability of	Provide the infrastructure to academic staff members					Unit Head, Drama & Theater and Image Arts Unit	2,000	

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						teaching and learning environment							
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GOAL 02: TO DEVELOP THE HIGHEST QUALITY FACULTY AND STAFF TO ATTAIN THE STRATEGY GOALS OF THE UNIVERSITY

2.1	2.1.1 To develop and implement a plan for Human Resource in the university	2.3.1 Average appraisal marks of the academic staff 2.3.1 Average appraisal marks of the academic staff	55%	60%	80%	2.2.1 Assess current and future recruitment needs for each department 2.2.1 Assess current and future recruitment needs for each department	Establishment of six separate language units within the department with more cadre positions for academic and non-academic staff: Japanese Studies Unit, German Studies Unit, French Studies Unit, Chinese Studies Unit, Russian Studies Unit, Korean Studies Unit						-
							Establishing the Department of Education					Unit Head - Education	3,491,383
							Senior Visiting Fellow programme					Head - Sanskrit	600

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	2.1.1 To develop and implement a plan for Human Resource in the university	2.3.5 Academic Staff to student ratio	20%	40%	40%	2.2.1 Assess current and future recruitment needs for each department	Short training courses for staff on chosen research/subject areas in foreign universities of high standing to upgrade knowledge					Unit Head, Drama & Theater and Image Arts Unit	600	
		2.3.1 Average appraisal marks of the academic staff	30%	40%	30%	2.2.3 Evaluate a performance appraisal system for all staff members and recognize outstanding performance	Continue workshops to improve the quality and knowledge of academic staff					Unit Head, Drama & Theater and Image Arts Unit	400	
			20%	60%	40%	2.2.2 Establish a succession plan for key positions within each department	PhD research facility for academic staff					Unit Head, Drama & Theater and Image Arts Unit	2,000	
			20%	60%	40%		MPhil postgraduate facility for academic staff					Unit Head, Drama & Theater and Image Arts Unit	2,000	
2.2	2.1.2 To recruit and retain the highest quality of academic, administrative and nonacademic staff	2.3.1 Average appraisal marks of the academic staff	55%	60%	80%	2.2.1 Assess current and future recruitment needs for each department	Recruiting more staff members with specialized knowledge					Head-DoE	1,000	
								Develop a separate recruitment criterion for aesthetic studies based on particular skill and expertise					Head/ Department of Fine Arts/ Dean, Faculty of Humanities, Vice Chancellor	
								Five story Building					Head, Sanskrit	9,000
								Increase the number of staff with postgraduate qualifications					Head- DoE	200

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		2.3.1 Average appraisal marks of the academic staff				2.2.1 Assess current and future recruitment needs for each department	Opportunities for foreign training- for academic staff- short term/ summer schools etc.					Head- DoE	5,000
							Staff attending international and local conferences, workshops, symposia					Head-DELT	500
							Develop departmental policies related to work ethics, standards of conduct					Head- DELT	Not applicable
		2.3.5 Academic Staff to student ratio	40%	30%	30%	2.2.1 Assess current and future recruitment needs for each department	Increase the permanent carders of academic staff to 18 in 2020, to 20 in 2021, to 23 in 2022, to 30 in 2023, 2024 and 2025					Unit Head, Drama & Theater and Image Arts Unit	-
		2.3.2 Average appraisal marks of the administrative officers	40	80	80		Recruiting two new members for non-academic and clerical staff					Unit Head, Drama & Theater and Image Arts Unit	-
	2.1.2 To recruit and retain the highest quality of academic, administrative and nonacademic staff	2.3.8 Number of programs providing support for the academic staff	10%	40%	50%	2.2.6 Provide more opportunities for university community to maintain their physical and mental health	Skill Development program for academic supportive staff					Unit Head, Drama & Theater and Image Arts Unit	NA
2.3	2.1.3 To create a safe and healthy work	2.3.8 Number of programs providing	02%	04%	08%	2.2.5 Introduce a grievance handling unit	Mind relaxing and counseling sessions for the staff					Director Kalana mituru	-

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	environment for all employees of the university	support for the academic staff					Bharatiya Sanskritika suttam'-Audio Visual Programme					Dean/HOD Hindi	50
			20%	40%	40%		Implement a performance appraisal system for all academic staff members					Unit Head, Drama & Theater and Image Arts Unit	4000
2.4	2.1.4 To create learning opportunities and to increase support (financial) for all categories of staff to obtain relevant requisite academic or professional qualifications	2.3.8 Number of programs providing support for the academic staff	2	4	8	2.2.5 Introduce a grievance handling unit	Conduct 02 Professional Development Training works hope for Probationary and Temporary Assistant Lecturers					Head Modern Languages	20
							Conduct 02 workshops on E Learning for the academic staff					Head Modern Languages	20
							Discussion forum for academic staff to share new knowledge					Head Modern Languages	20

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GOAL 03: TO CREATE A MULTI-DISCIPLINARY RESEARCH CULTURE OF GLOBAL STANDING

3.1	3.1.1 Develop a research culture in the University by increasing the number of research projects and allocate at least 10% from the University capital budget as research grants	3.3.1 Number of grants provided for academic staff to facilitate research.	*DNA	*DNA	*DNA	3.2.1 Develop the university's research profile to be of national and international importance.	Visiting scholar for WCC and CHCU					Head Christian	6,00,000.00
	Conduct Department oriented research Symposium										Head/ Department of Fine Arts	250	
	Carry on a series of workshops on research Methods, Field Studies, and Experimental Studies										Head/ Department of Fine Arts	-	
	Publish a Department Journal with selected Research Articles										Head/ Department of Fine Arts	100	

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	3.1.1 Develop a research culture in the University by increasing the number of research projects and allocate at least 10% from the University capital	3.3.1 Number of grants provided for academic staff to facilitate research.	20%	60%	90%	3.2.1 Develop the university's research profile to be of national and international importance.	Conducting the three (03) undergraduate symposium on drama & Theatre, Image Arts, and Film & Television					Unit Head, Drama & Theater and Image Arts Unit	1,000

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	budget as research grants	3.3.1 Number of grants provided for academic staff to facilitate research.	10%	40%	80%	3.2.1 Develop the university's research profile to be of national and international importance.	Build research links with foreign universities and research institutes					Unit Head, Drama & Theater and Image Arts Unit	4,000
		3.3.3 Number of Research Conferences / Symposia funded by the Research Council c. Department Level		40%	80%	3.2.1 Develop the university's research profile to be of national and international importance.	Non-academic staff workshops					Unit Head, Drama & Theater and Image Arts Unit	200

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		3.3.3 Number of Research Conferences / Symposia funded by the Research Council c. Department Level	40%	60%	80%	3.2.1 Develop the university's research profile to be of national and international importance.	Staff - Student Joint Research					Unit Head, Drama & Theater and Image Arts Unit	1,000
	3.1.1 Develop a research culture in the University by increasing the number of research projects and allocate at least 10% from the	3.3.3 Number of Research Conferences / Symposia funded by the Research Council c. Department Level	50%	80%	90%	3.2.1 Develop the university's research profile to be of national and international importance.	Staff-student research and publication of a journal					Unit Head, Drama & Theater and Image Arts Unit	1,500

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	University capital budget as research grants		20%	80%	90%		Organizing the International Conferences for Drama & Theatre, Image Arts, and Film & Television					Unit Head, Drama & Theater and Image Arts Unit	6,000
	3.1.1 Develop a research culture in the University by increasing the number of research projects and allocate at least		30%	80%	80%		Publishing a journals for Drama & Theatre, Image Arts, and Film & Television					Unit Head, Drama & Theater and Image Arts Unit	600

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	10% from the University capital budget as research grants	3.3.1 Number of grants provided for academic staff to facilitate research. a. By Research Council i. Sabbatical leave research fellowships	30%	70%	80%	3.2.2 Support academic staff who applied for and obtain research grants from national and international funding agencies.	Post-doctoral research fellowship facility for academic staff					Unit Head, Drama & Theater and Image Arts Unit	5,000
	3.1.1 Develop a research culture in the University by increasing the number of research projects and allocate at least 10% from the	3.3.2 Number of Awards funded by the Research Council	70%	80%	90%	3.2.1 Develop the university's research profile to be of national and international importance.	Maintaining a Photographic Educational website: helio.kln.ac.lk					Unit Head, Drama & Theater and Image Arts Unit	100

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	University capital budget as research grants	3.3.6 Number of articles published in journals from the research grant supported by the Research Council	20%	80%	90%	3.2.3 Recognize and reward academic staff engaged in outstanding research of international standard.	Arrange academic writing workshops					Unit Head, Drama & Theater and Image Arts Unit	200
		3.3.7 a. Total Publications in top journals	10%	60%	90%		Awarding the best research students					Unit Head, Drama & Theater and Image Arts Unit	200

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3.2	3.1.2 To improve the university rank in world university rankings	3.3.2 Number of Awards funded by the Research Council	*DNA	*DNA	*DNA	3.2.1 Develop the university's research profile to be of national and international importance.	Awareness programme about research awards and standard of research					Chairman-Research Council	50
		3.3.6 Number of articles published in journals from the research grant supported by the Research Council.	10%	60%	80%	3.2.3 Recognize and reward academic staff engaged in outstanding research of international standard.	Providing opportunities for the staff to published their papers in refereed academic journals					Unit Head, Drama & Theater and Image Arts Unit	400
3.3	3.1.3 Increase publications in local and international	3.3.8 Number of books published by university staff	06	08	11	3.2.4 Attract and retain high quality researchers and research students.	Annual Publication of <i>Vides Basaa Sahitya Sangraha</i>					Head Modern Languages	200

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	refereed/indexed academic journals	3.3.8 Number of books published by university staff	20%	60%	80%	3.2.3 Recognize and reward academic staff engaged in outstanding research of international standard.	Funds for international research conference, workshops, and symposium participation					Unit Head, Drama & Theater and Image Arts Unit	400
3.4	3.1.4 Increase interdisciplinary research	3.3.9 Number of collaborative research projects	*DNA	*DNA	*DNA	3.2.5 Facilitate collaborative research nationally and internationally in areas which are of mutual interest.	Organizing an international conference						
3.5	3.1.6 Promote public-private partnership in research and in development and commercialization of new products	3.3.13 Number of Research development activities undertaken by faculty	08	08	08	3.2.8. Recognize and promote industrial research culture	Establishing the 'Interdisciplinary Academic Skill Enhancement Cell'					Head- DoE	3,000
GOAL 04: TO IMPROVE THE IMAGE OF THE UNIVERSITY BY WIDENING THE RANGE OF ECONOMIC AND SOCIAL ENGAGEMENT													
4.1	4.1.1 To increase the number of consultancy services / projects provided by the university to the community	4.3.1 Number of inventions/ innovations (University)	02	02	04	4.2.1 Establish innovation centre and business incubation centre	Round table discussions with professional translators/translators and the academic staff of the department					Head Modern Languages	50
							Annual cultural exhibition and evening					Head Modern Languages	1,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th		
							Provide consultancy Service for National, State and Cooperate Sector Institutes upon request					Head/ Department of Fine Arts	
							Introduce Postgraduate Diploma in Japanese (fee levying course)					Head Modern Languages	
							Teacher training workshops for OL and AL teachers (all six languages- 02 workshops per year)					Head Modern Languages	600
		4.3.1 Number of inventions/ innovations (University)	30%	30%	40%	4.2.1 Establish innovation centre and business incubation centre	Strengthen Industry Interaction Cell to Promote consultancies and services to public					Unit Head, Drama & Theater and Image Arts Unit	800
		4.3.5 Number of consultancies and testing services	30%	30%	40%	4.2.2 Strengthen University-Industry cells to promote consultancies and testing services.	Establishe a Training programme for Professional Purposes					Unit Head, Drama & Theater and Image Arts Unit	5,000
		4.3.6 Number of programmes conducted in collaboration with professional	30%	30%	40%	4.2.4 Build strategic partnerships with reputed professional bodies and social organizations in the country.	Establishe a Diploma in English for Creative Arts for Professional Purposes					Unit Head, Drama & Theater and Image Arts Unit	4,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)
		bodies and industry											
4.2	4.1.2 To increase the number of supportive services for national development.	4.3.5 Number of consultancies and testing services (University)	20	22	30	4.2.2 Strengthen University-Industry cells to promote consultancies and testing services.	Language improvement workshop for Hindi schoolteachers					Dean/HOD Hindi	200
4.3	4.1.3 To increase the links with professional bodies, industry, social organizations and other stakeholders.	4.3.6 Number of programmes conducted in collaboration with professional bodies and industry (University)	5	5	5	4.2.4 Build strategic partnerships with reputed professional bodies and social organizations in the country.	Arrange cultural & Drama shows for public annual field trip & Cultural shows					HOD Sinhala	200
		4.3.9 Number of articles/other publications and media programs coordinated	20%	70%	90%	4.2.5 Develop a positive image about the university via university social responsibility (USR) and public relation activities.	Conduct an online seminar series related to Photography, Film and Television, Drama and Theatre for the school teachers and students.					Unit Head, Drama & Theater and Image Arts Unit	N/A

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)

4.4	4.1.4 To increase Social Responsibility Activities.	4.3.9 Number of articles/other publications and media programs coordinated	*DNA	*DNA	*DNA	4.2.5 Develop a positive image about the university via university social responsibility (USR) and public relation activities.	Provide social welfare/ consultancy/ review and purview services upon request i.e. Ministry of Cultural Affairs, Department of Social Services, Ministry of Education and Higher Education, Ministry of Health					Head/ Department of Fine Arts	
		4.3.14 Number of proposals to be sponsored for departmental image building activities	30%	30%	40%	4.2.6 Introduce a brand guideline to the university.	Procuce feature film, short film and documantry film productions, theatre productions, studio installations, peer reviwed books and journal publications					Unit Head, Drama & Theater and Image Arts Unit	1,000
			30%	30%	40%		Conducting the Annual Film festival of internal students (Film & Television)					Unit Head, Drama & Theater and Image Arts Unit	1,000
			30%	30%	40%		Conducting the Annual Photographic exhibition with internal students (Image Arts)					Unit Head, Drama & Theater and Image Arts Unit	1,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)
4.5	4.1.5 To improve the image of the university	4.3.14 Number of proposals to be sponsored for departmental image building activities (University)	20	30	35	4.2.6 Introduce a brand guideline to the university.	Annual Alumni Gathering					Head- DoE	200
							Establish a Souvenir Center					Head/ Department of Fine Arts	500
		4.3.14 Number of proposals to be sponsored for departmental image building activities	60%	80%	90%	4.2.6 Introduce a brand guideline to the university.	Conducting the Photographic exhibition of "VILOKANA" with external students (Diploma in Photography)					Unit Head, Drama & Theater and Image Arts Unit	1,000
		4.3.14 Number of proposals to be sponsored for departmental image building activities	80	90	90	4.2.6 Introduce a brand guideline to the university.	Conductiong a Professonal and Amatuer Drama festival					Unit Head, Drama & Theater and Image Arts Unit	1,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)
		4.3.15 Number of awareness activities about gender related issues	20%	40%	40%	4.2.7 Promote cohesion among different ethnic and religious communities within the university	Conduct Open Days for school children to visit the Department, Create a broucher about the department					Unit Head, Drama & Theater and Image Arts Unit	2,000
						4.2.10 Strengthen Alumni Associations in the university.	Establish a alumni association of past students of the department.					Unit Head, Drama & Theater and Image Arts Unit	2,000
		4.3.16 Student Satisfaction in gender related activities	50	80	90	4.2.7 Promote cohesion among different ethnic and religious communities within the university	Support activities that strengthen communication between ethnic groups					Unit Head, Drama & Theater and Image Arts Unit	100
4.6	4.1.7 To enhance the social and intercultural harmony	4.3.16 Student Satisfaction in gender related activities	82%	85%	92%	4.2.7 Promote cohesion among different ethnic and religious communities within the university	Conduct an exhibition of paintings, Graphic Design and Sculpture to enhance the cultural and religious cohesion					Head/ Department of Fine Arts	1,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)

							Establishment of the Department Alumni and organizing an annual get-together						
		4.3.1 Number of inventions/innovations	20%	40%	40%	4.2.11 Develop a better atmosphere in the University in a sustainable manner	Build a new spaces for the department accordance to the guidelines of the green university concept					Unit Head, Drama & Theater and Image Arts Unit	10,000
4.7	4.1.8 To enhance the concept of Green University.	4.3.18 Green Metric Ratio	280	270	200	4.2.11 Develop a better atmosphere in the University in a sustainable manner	Improve the exterior landscape and the garden design in and around the Senake Bandaranayake Premises with an environmentally friendly atmosphere					Head/ Department of Fine Arts	2,000

GOAL 05: TO DEVELOP AN EXCELLENT SYSTEM OF GOVERNANCE THROUGH THE EFFICIENT AND EFFECTIVE ADMINISTRATION AND FINANCIAL MANAGEMENT

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)

5.1	5.1.1 To develop an efficient system of governance	5.3.1. Staff satisfaction with infrastructure development	63.79%	64%	66%	5.2.1 Improve infrastructure facilities and maintenance service to provide a conducive working environment for all employees	Dedicated washroom for the department of English - staff members					Head- DoE/ Dean	500
							Introduce a series of workshops and short courses based on music, dancing, Painting and sculpture for interested academic and non-academic staff members					Head/ Department of Fine Arts	500
							Develop office rooms and increase workspace of the staff					Head-DELT/Dean Humanities	1,000
		5.3.1. Staff satisfaction with infrastructure development	40%	50%	10%	5.2.1 Improve infrastructure facilities and maintenance service to provide a conducive working environment for all employees	Develop office spaces for academic and non-academic staff					Unit Head, Drama & Theater and Image Arts Unit	4,000
		5.3.1 Staff satisfaction with Infrastructure developmen	20%	40%	40%	5.2.1 Improve infrastructure facilities and maintenance service to provide a conducive working environment for all employees						Unit Head, Drama & Theater and Image Arts Unit	12,000

No.	Objectives	Key Performance Indicator	Present level of performance	Desired Performance Targets (Output)		Strategy	Action Programme	Timeline (2020)				Coordinating Responsibility	Estimated Inputs & Costs
				Next Year	5 Years ahead			1 st	2 nd	3 rd	4 th	Designation	2020 (Rs' 000)

*DNA – Data Not Available

*NA – Not Applicable