



Action Plan 2021

Wayamba University of Sri Lanka

Goal 1: Quality enhanced and accredited education meeting the national and global standards at the level of undergraduate, postgraduate and professional

Objective 1.1 Provide updated and high standard educational experience to the undergraduates, postgraduates and professionals

Strategies	No	Action	Responsibility
Facilitate and strengthen the study programmes to meet the benchmarks and standards.	1.1.1	Take steps to accreditate relevant study programmes with the relevant professional bodies.	Dean / CADC
	1.1.2	Revise bachelor, postgraduate and profession programme curricula integrating new developments in the higher education, subject discipline, research and community engagement	Dean / CADC
	1.1.3	Adapt relevant subject benchmark statements, Sri Lanka Qualification Framework (SLQF) and best practices identified in internal and external quality assurance bodies.	Dean / CADC
Strengthen the Centre for Quality Assurance (CQA) and enhance quality assurance processes and procedures.	1.1.4	Continue to extend the range of training and support provided for academic, administrative / non-academic staff and students on quality assurance aspects	Director / CQA
	1.1.5	Continue implementing Academic Quality enhancement Framework (AQEF) of the University	Director / CQA; FQAC
	1.1.6	Facilitate Internal & External Reviews of Study Programme .	Director, CQA/ Dean / FQAU
	1.1.7	Conduct student stakeholder satisfaction surveys	Director, CQA/ Dean / FQAU
	1.1.8	Continue to create and publicize reports; monitoring progress towards the university's annual and long range goals.	Council / Senate / Director, CQA
Review policies and procedures adopted by Faculties, Departments and Units on teaching and learning, and identify good models.	1.1.9	Periodic review of policies and procedures and introduce new or revise documents (e.g. Prospectus, Students Handbook etc.) related to teaching and learning at faculty level.	Senate / Faculty CADC
Establish appropriate procedures, by-laws etc. aiming at excellence in teaching and learning	1.1.10	Review, revise and formulation of procedures on teaching and learning, assessment other learning experience, administration and finance for effective and efficient functioning.	Senate / Council

Objective 1.2 Improving the competencies and commitment of staff at all levels to deliver education of high standards.

Provide opportunities for further learning, skills development and international exposure to staff at all levels.	1.2.1	Develop a mechanism for staff members to undergo industrial training / institutional exposure.	Dean / Coordinator, External Affairs, Director - SDC, WUBIC / BREAD
	1.2.2	Establish and expand industry / institutional collaboration.	Coordinator, External Affairs, Dean / Director, WUBIC
	1.2.3	Develop Continuous Professional Development programmes (CPD) for all categories of staff (e.g.. Accreditation of senior teachers in HE)	Director, SDC
	1.2.4	Continue conducting tailor-made short courses to address specific training needs /requested by faculty and other divisions	Director, SDC / Dean / Librarian / Registrar / Bursar
	1.2.5	Provide opportunities for the staff to expose to the latest science, technology and management in relevant disciplines. (e.g.: attending local and overseas training, industrial / institutional visits, competitions, conferences, staff exchange etc.)	Dean / Director SDC /Registrar
	1.2.6	Conduct programmes for developing skills and competencies in IT, Communication and English of university staff and incorporate these in the recruitment criteria for administrative staff	Registrar / Bursar

Objective 1.3 Enhancing and diversifying the human, physical and financial resources for optimal teaching and learning activities.

Develop tools for teaching-learning process for staff to have an easy access to new pedagogies and "best practices".	1.3.1	Conduct capacity building workshops and courses to train staff on new pedagogies and best practices	Director, SDC
	1.3.2	Facilitate use of LMS, e-teaching, webinars etc. in courses conducted in the University.	Dean and HoD / Director, ICTC / Director, SDC
Provide and maintain updated services and state of the art facilities and infrastructure to create an innovative teaching and learning environment.	1.3.3	Expand and enhance capabilities of technology-enhanced classrooms, laboratories and related support services to match with the international standards.	VC/Bursar/Dean
	1.3.4	Refurbishing and upgrading Lecture Rooms/ Labs/ Student Study Areas.	Dean and HoD / Director, ICTC
	1.3.5	Provide facilities to use standard tools such as smart boards, VR boxes, Simulator software.	Director, ICTC / Dean
	1.3.6	Expand university wide Wi-Fi facilities, wired internet connections and networked computing facilities	Director, ICTC
	1.3.7	Continue to renovate and modernize open-access IT facilities	Director, ICTC
	1.3.8	Establishing Faculty Libraries and providing Information facilities / Assign subject liaison librarian in faculty level and providing Information facilities	Librarian/SALs
	1.3.9	Improve the library facilities by establishing proposed library complex at Kuliapitiya and Makandura and expanding	VC / Librarian
	1.3.10	Enhance a mechanism to digitize all distinctive and unique collections, with particular emphasis on at-risk formats like audio and video, and holdings in Special Collection.	Librarian/SALs
	1.3.11	Launching e-repository Wayamba University publications	Librarian/SALs
	1.3.12	Enhance online and distance based learning facilities.	Dean / CADC / Director, ICTC

Recruit and retain highly qualified staff and support teaching, research and public engagement.	1.3.13	Improve infra-structure facilities and services for staff (office equipment, furniture, Guest house, child care, medical facilities, transport etc.).	VC/Registrar/Bursar/Dean
	1.3.14	Continue to develop housing scheme for academic and administrative staff.	VC/Registrar/Bursar/Dean
	1.3.15	Publicize the facilities and resources available for research, teaching and public engagement.	VC
	1.3.16	Capacity development through short-term training	Director, SDC
	1.3.17	Implement annual performance evaluation processes and measures to clarify and align expectations with individual strengths as well as institutional and departmental needs and hold staff accountable	Council/Senate/Registrar
	1.3.18	Provide individuals with the institutional support necessary for effective job performance and productivity	VC / Registrar
	1.3.19	Develop a recruitment plan and human capital development plan.	VC/ Registrar/ Dean
Create and adopt effective mechanisms in administration	1.3.20	Develop and implement university wide MIS to facilitate efficient administrative work; recruit staff for management of MIS.	VC/ Registrar/ Bursar/ Dean/Director, ICTC
	1.3.21	Capacity development of administrative and management staff.	Director, SDC
	1.3.22	Implement new and innovative methods for communicating and sharing best practices and services across the university.	VC/Registrar
	1.3.23	Continue to reaffirm the practice of shared governance and promote transparency, timely communication, and inclusive participation.	VC/Registrar

1.4 Create and sustain a conducive academic culture that supports excellence in teaching and learning.

Make sure that academics, including academic administrators (Deans, Heads) are committed and engaged in process of teaching and advising	1.4.1	Capacity building on mentoring, counselling and advising of the staff.	Director, SDC
Create and nurture constructive dialogue on important intellectual issues among the staff and students within and across the academic entities.	1.4.2	Strengthen the undergraduate research component by providing more facilities.	Dean
	1.4.3	Strengthen student society work to have a wider participation.	Dean and HoD/ Students' Societies / Student Unions
	1.4.4	Create student teacher forums and knowledge sharing platforms across the units.	Dean / HoD
	1.4.5	Organizing annual symposia and conferences in subject disciplines.	Deans/ Director, ICTC
Promote intellectually rewarding cross-department, cross-faculty and interdisciplinary collaborations among the staff.	1.4.6	Provision of university research grants for multi or inter-disciplinary collaborative studies.	RHDC
	1.4.7	Conduct collaborative workshops, seminars, symposia etc. within the University and with external organizations.	RHDC / Dean
Inculcate intellectual harmony within the University and between higher education institutes.	1.4.8	Establish collaborative research links within the university with other institutions.	RHDC / Faculty Staff
	1.4.9	Publicize the faculty/department level events to external organizations.	Dean and HoDs
	1.4.10	Organize cultural events / days to be aligned with HEIs and nationally.	Coordinator Social Harmony / Student Unions / Student Societies
	1.4.11	Organize guest lectures and special lectures on current affairs and subject matters.	Deans / HoD
	1.4.12	Continue hosting Wayamba University International Conference (WinC) and Wayamba University Research Congress (WURC)	VC, Deans, SRHDC

Goal 2: Fulfilling the growing demand for higher education through an increased student access

Objective 2.1: Strengthen efforts to attract an excellent and diverse group of students.

Strategies	No	Action	Responsibility
Establish new study departments/faculties, and introduce new programmes and expand the current programmes in high demand fields that aligned with the mission of the University.	2.1.1	Continue the process of establishing Faculties of Engineering/Graduate studies	VC
	2.1.2	Expand the physical space of the University by acquisition of lands for the University both at Kuliyaipitiya and Makandura premises	VC / Registrar
	2.1.3	Establishment of new academic departments	VC/Dean/Senate/ Council
	2.1.4	Establishment of Business Centre, Agric Centre, Student Centres, canteens, hostels staff	VC
	2.1.5	Introduce new bachelor degree programmes	Deans
	2.1.6	Introduce Postgraduate program (Masters), Diploma / Professional / Short courses in disciplines of strong employment demand	Dean / CADC
	2.1.7	Introduce Certificate, Diploma and Higher National Diploma courses on higher demanding areas	Director, ICTC/ deans
	2.1.8	Introduce IT based courses on current industry demand (e.g.: Hardware, Graphic designing, Web)	Director, ICTC
	2.1.9	Introduce professional certificate courses (e.g.: CCNA, RHCE, Microsoft) - ICTC (Makandura)	Director, ICTC
	2.1.10	Develop a plan to increase the intake of the students to the existing degree programmes.	Deans
Introduce and facilitate lateral/special entry from government / private organizations.	2.1.11	Open the degree programmes for employees of government / private sector through lateral/special entries	Dean
Enrol foreign students to the existing academic programs.	2.1.12	Promote undergraduate and postgraduate placements for foreign students.	Dean
	2.1.13	Participation in international educational fairs to promote internal courses.	VC, Dean, Registrar
	2.1.14	Introduce on-line courses in high demanding disciplines	Dean
	2.1.15	Establish educational links by signing MOUs with foreign universities for student exchange programmes.	Dean / HoD
Enhance the university's national and international presence and reputation through media and communication channels	2.1.16	Continue hosting and participating at Exhibition, Conferences, Open Days, Media Production on University and Degree Programmes, etc.	Dean / Student Societies / Student Union
	2.1.17	Continue conducting Social Responsibility Programmes and Outreach Programmes.	Dean / HoD / Student Societies / Student Union
	2.1.18	Encourage more commercially and socially valuable research activities.	RHDC / Coordinator, External Affairs
	2.1.19	Partner with schools and related organizations to promote study programs and change higher education mindset and preparedness.	Dean / Coordinator, External Affairs
	2.1.20	Establishing and strengthening a University / Faculty publishing units	Dean / ADPSEC
	2.1.21	Determine the appropriate world ranking system and international criteria to measure progress towards improved world university rankings.	VC/Deans

Develop and invest in targeted strategic international partnerships with global companies and foundations, international universities, and governmental and non-governmental (NGOs) agencies to expand and strengthen relationships and collaborative interdisciplinary research and learning.	2.1.22	Establish clearly articulated agreements for activities such as:(a) expanded faculty and student exchange programs (b) collaborative curriculum and degree programs, (c) tuition discounts with partner schools and institutions, (d) co-teaching of classes and conducting joint research in mutual areas of interest and strength, (e) international internships and work programs that provide unique experiential learning opportunities, and (f) development and commercialization activities with international partners	Dean / HoDs
	2.1.23	Promote and expand opportunities for study abroad (short-term and long-term), service learning, and internship exchange.	Dean / HoDs
	2.1.24	Appoint a high-level university steering committee empowered to ensure that the global focus is embedded at all institutional levels.	VC
Introduce/further strengthen fee levying courses to cater into the market demands for education	2.1.25	Restructure the existing diploma in English as Certificate course in English. Diploma in English and Higher diploma in English; Start short courses for professional (teachers, nurses etc.)	Coordinator/ Course Director
	2.1.26	Establish External Degrees and External Courses Unit (EDECU)	VC/Registrar/Deans
	2.1.27	Strengthen local/foreign training components in degree programmes	Board of Studies / Dean

Objective 2.2 Build a connected, diverse, empowered, engaged, participatory culture of learning and excellence that promotes undergraduate and postgraduate student success and prepares students for their professional, community, social, and personal lives.

Provide academic and personal support (Tutorial, Peer mentoring, English language skills, specialist academic workshops, tailored learning support, study facilities, employment placements after graduation and volunteer opportunities, career guidance etc.) for overall academic success of the students.	2.2.1	Strengthening Faculty Counselling System; Establish counselling centres	Senior Students Counsellors / Dean
	2.2.2	Introduce Academic e-portfolio to the faculties	Dean
	2.2.3	Review and revise ongoing English language teaching programmes and conduct English Language Proficiency courses and special classes for weak students in specific and identified areas.	Head/DELT
	2.2.4	Improving academic venues and creating structures for “unstructured” participation (“Think space”) that encourage and integrate learning and social interaction.	Dean
	2.2.5	Develop Special IT Facilities for specialized modules	Dean / Director, ICTC
	2.2.6	Conduct well-focused Career Guidance Programmes on personal development, skill development and study skills.	Director, CGU
	2.2.7	Introduce a mechanism for peer mentoring and tutoring	Dean and HoD
	2.2.8	Improve advising services for students and develop flexible and effective academic advising models appropriate to the diverse needs of entire student population	Dean and HoD
	2.2.9	Expand the virtual learning environment and encourage staff and students to use in degree programmes	Dean / Teaching Learning Committees / Director, ICTC
	2.2.10	Enhance ICT facilities - Expand Wi-Fi and internet coverage; Increase internal backbone bandwidth; Establish research lab with high performance computers and software; Implement video conferencing system; Use smart boards and high-tech teaching tools effectively; Construct new building facilities to provide internet and computer services	Director, ICTC/Deans
	2.2.11	Training academics on mentoring and counselling to facilitate peer tutoring and peer counselling by students	Director, SDC / Senior Student Counsellors
	2.2.12	Holding Career fairs; Organizing job fairs , Mock interviews with industry.	Director, CGU
	2.2.13	Develop an effective transition programs to address all new students with strong, long-term leadership, desire to take the responsibility of learning and future academic and personal success.	Dean

Provide financial assistance for the students from low-socio economic status to support the successful completion of their studies.	2.2.14	Expand the financial assistance scheme for needy students such as bursaries, scholarships, part-time / vacation employment opportunities etc	Dean / Director, Student Welfare
	2.2.15	Provide scholarships to enrol in fee-levying courses	Directors of Courses
Build a network to get the support of the alumni to mentor students for career and research opportunities	2.2.16	Form Alumni Associations in all faculties	Dean
	2.2.17	Conduct career guidance workshops and mentoring sessions; obtaining the support for the university development activities through Alumni Associations	Director, CGU

Objective 2.3 Facilitate access to specially-able students to University

Support the students with disabilities with various combinations of assistance in accomplish their educational objectives	2.3.1	Establish a mechanism (a sub-committee or Unit) to accommodate matters related to specially-abled students	Dean and HoD / Director, Welfare / SAR, Student Welfare
Provide infrastructure and resources / facilities to cater into the unique needs of differently-abled students.	2.3.2	Provision of required specialized teaching and learning equipment/software/computer systems equipment as the necessity arises, barrier free environment facilitating easy access for the physically disabled students	Dean and HoD / Director, Student Welfare

Goal 3. Produce entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders

Objective 3.1 Enhance capacity of employability of both internal and external graduates

Strategies	No	Action	Responsibility
Timely curricular revisions to meet the needs of job market.	3.1.1	Continue conducting annual employability survey	Coordinator, External Affairs
	3.1.2	Conduct need assessment surveys	Coordinator, External Affairs / Dean
	3.1.3	Hold stakeholder meetings / industry forums	CADC
	3.1.4	Review and revise the curricula and incorporate transferable skills, entrepreneurial skills and socio-emotional skills into the curriculum	CADC
	3.1.5	Accreditation of degree programs	Dean
Improve social-emotional skills / soft skills of students.	3.1.6	Embed soft skill development components in curricular and design authentic assessment activities aligned with industry practices, standards and approaches when revising the curriculum	CADC
	3.1.7	Promote curricula and extra-curricula activities focusing on skills	CADC
	3.1.8	Support increased opportunities for student work experience, placements and internships.	CADC
Provide career options, outcomes and information on career pathways	3.1.9	Continue conducting career development activities	Director , CGU
	3.1.10	Continue conducting job fairs, career fairs and recruitment fairs.	Director , CGU
	3.1.11	Conduct student awareness programs on job opportunities and access	Dean and HoDs / Faculty representative of career guidance / CGU / SUST

Objective 3.2 Improve entrepreneurship

Promote private-public partnerships by linking university with relevant stakeholders private-public partnerships by linking university with relevant stakeholders.	3.2.1	Establish a Research & Development Centre(s) for Industry-University Linkage	VC / Deans
	3.2.2	Strengthening Business Incubation Centre (BIC) by establishing links with private/public sector to develop and commercialize new product and services.	Deans / Director - BREAD
	3.2.3	Establish link with the public/private sector through Out-reach centre(s)	Deans / In charge of Units
	3.2.4	Conduct Product/Research Showcase, Exhibitions, Outlets	HoDs / SUST / BREAD
Ensure students are offered with a range of enterprise skill development opportunities and guidance	3.2.5	Introduce on-line modules (extra/co-curricular) on enterprise skill development.	CADC / Director - BREAD / Dean
	3.2.6	Conduct entrepreneurial skill development workshops/training (e.g. Business consultation meetings).	HoDs, Academic Staff / Director BREAD
Provide career services that encourage students to consider new venture creation and self-employment as valid graduate career options.	3.2.7	Provide on-line modules on business venture start-up	Director - BREAD / CGU
	3.2.8	Facilitate formation of student companies to carryout internal and external projects	Deans / Director BREAD
	3.2.9	Organize experience sharing / sessions, workshops with support of Business Incubation Centre	Deans / Director-BREAD

Goal 4. Create a conducive environment for research, innovations, scholarships and outreach / commercialization (RISOC)

Objective 4.1: Promote and Coordinate the activities related to research and development

Strategies	No	Action	Responsibility
Strengthen the mechanism to coordinate research and development in the University.	4.1.1	Improve the capacities and functionalities of WayaMart, BREAD, WUBIC	Director - WUBIC / BREAD, Dean (FLFN)
	4.1.2	Establishment of Ethics Review Committees (ERCs) for different disciplines covering the whole university	SRHDC
Implement strategically focused enhancements to the infrastructure in support of research and development	4.1.3	Upgrade and establish new infrastructure to support and enhance all aspects of RISOC by building new research facilities, refurbishing existing facilities and instructional space, acquiring new equipment, and upgrading information technology and utilities infrastructures with the capacity to support and guarantee the safety, comfort, and integrity of our RISOC environments.	Deans/ HoDs/Librarian/Library Committee/Directors, ICTC
	4.1.4	Assess RISOC needs for library resources, including electronic journals	Librarian / Library Committee
	4.1.5	Establish new and enhance existing nationally and internationally recognized research programs or centres that promote interdisciplinary/multidisciplinary collaboration and innovative research and development, supported by core facilities and infrastructure - [Establish Centre for Food Innovation Research & Training / Research Centres for the faculties/ promote departmental level research, commercialization and mainstreaming efforts]	VC/Deans/HoDs/Director,WUBIC
Facilitate undergraduate and graduate students to engage in research, development and innovation	4.1.6	Increase our capacity to recruit and retain highly talented, diverse graduate students and postdoctoral researchers to support RISOC activities	Deans / HoDs / SRHDC
	4.1.7	Expand mentorship to introduce students to the culture of knowledge creation and dissemination, encourage research interests, and promote postgraduate research	Deans / HoDs / SRHDC
Establish collaborations of R & D with appropriate external organizations	4.1.8	Expand and strengthen strategic partnerships and collaborations at all levels (Provincial, national, and international) that encourage interdisciplinary and multidisciplinary research.	Dean / Coordinator, External Affairs / Director, WUBIC
	4.1.9	Capacity development of the faculty to respond to interdisciplinary research opportunities and collaborate in interdisciplinary projects	Deans / HoDs

Objective 4.2: Improve institution-wide services for the administration and support of research grants			
Develop and implement an efficient and effective financial accounting and research administrative system/s	4.2.1	Facilitate e-financial management system through MIS/ Establishment of e-payment system	Bursar / Registrar
	4.2.2	Implementing new strategies to create funding streams from alumni and the government and corporate sectors for innovative research and discovery	VC / RHDC
	4.2.3	Train research staff on administration and financial aspects	Director, SDC/ Registrar / Bursar / SRHDC

Objective 4.3: Recognize the innovations, scholarships and commercialization activities of university staff and students.			
Foster a university culture of productivity, creativity, and innovation that supports and rewards collaboration; interdisciplinary, multi-disciplinary, and multi-institutional work; research, and all types of scholarly activities	4.3.1	Increasing the reward and recognition of faculty and staff engaged in RISOC work	Deans / HoDs / SRHDC
	4.3.2	Provide increasing support to assist faculty with their external grant seeking and execution activities, including the preparation and administration of successful large centre or interdisciplinary proposals (e.g. administration, release time, core facilities, assistance with collaboration, industry support);	SRHDC / Registrar
Develop linkages between university and public, semi-government and private institutions.	4.3.3	Strengthen Outreach mechanisms of the faculties through establishment of Outreach Centres / Outreach arms	Deans
	4.3.4	Develop web-based portals and social networks (such as Twitter, SMS) to educate general public and industry stakeholders	Deans / Publication Committee
	4.3.5	Create a database of stakeholders presently having links/collaboration	Deans /Coordinator, External Affairs / Director WUBIC / SUST (Only Director - External Affairs)
	4.3.6	Establish a mechanism to obtain industry and employers feedback	Director, CGU/Coordinator , External Affairs
	4.3.7	Establish, promote, and communicate the identity and image of WUSL as a top quality public research institution and deploy effective marketing campaigns to brands the University.	SRHDC/Deans

Goal 5. Committed university community serving the mankind

Objective 5.1: Inspire the sense of roles and responsibilities as world citizens among university community through engagement

Strategies	No	Action	Responsibility
Strengthen mentoring/ counselling/ advising system of the university	5.1.1	Capacity development of staff on mentoring/ counselling/ advising	Director, SDC/ Senior Student Counsellors
Promote environment sustainability in all actions of the University community	5.1.2	Maintain a green environment within the premises of university (e.g.. free from polythene, reduce carbon footprint, e-communication etc.) for the Faculties and the University	University Landscape Management Committee
	5.1.3	Training and awareness programme on green campus concept and eco friendly office practices to all staff and students	University Landscape Management Committee
Encourage staff offering their expertise to the external community (with student engagement)	5.1.4	Conduct outreach programs and consultancy services	Deans / Director, WUBIC & BREAD
	5.1.5	Establish Centres which provides R&D, consultancy services and other centres dedicated for R&D	Deans
	5.1.6	Establish Outreach Centres and identify staff / administrator responsible for promoting and coordinating Engagement activities at the Faculty and University levels	Coordinators / External Affairs / Deans
	5.1.7	Celebrate, recognize, promote, and communicate the results and impact of Engagement activities	Senate/Deans/HoDs

Objective 5.2: Develop rigorous, systematic evaluations of all outreach and extension programs

Develop explicit criteria for evaluating programs that emphasize quality, importance to the university, and impact on society.	5.2.1	Establish procedures, guidelines and mechanism for the function of R & D Centres	Deans
Establish an institutional mechanism for collecting data and information on the quality and impact of extension and outreach programs and for conducting evaluations.	5.2.2	Establish monitoring process for out-reach activities	Deans
	5.2.3	Publicize reports and profiles of the Centres for R&D	VC, Registrar, Statistical officer, Deans, Directors of BREAD / Coordinator, External Affairs
	5.2.4	Develop a database on individuals, agencies, and resources within the university with the capacity to offer quality consultancy and advisory services	VC, Registrar, Statistical officer, Deans, Directors of BREAD / Coordinator, External Affairs
	5.2.5	Conduct surveys to receive feedback and for need analysis for future outreach activities	Coordinator, External Affairs & Directors of Centres

Objective 5.3: Inculcate human values, respect for diversity and commitment for equality/equity and social justice

Develop a 'growth mind-set' of staff and students.	5.3.1	Training and awareness programme, "Growth mind-set" for the teacher in HE; Outwards bound training all staff bring up team spirit of staff inter/intrafaculty levels; Training/awareness programme on Spirituality and Human Values for staff.	Director SDC
	5.3.2	Sharing success stories and experience of alumina and staff	Deans / HoDs
	5.3.3	Introduce staff student interactive sessions	Deans / HoDs
Facilitate achieving multi-lingual proficiency /competency	5.3.4	Make available library resources - Develop the collection on multi-lingual reference sources (e.g.. Dictionaries, Glossaries, Proverbs, Bibliographies etc.); Develop the collection of general readings on multi-lingual materials (e.g.. Story books, fictions, dramas, poetry etc.); Develop the collection of AV materials on multi-lingual materials (e.g.. Audio CDs, DVDs etc.)	SALs and Librarian
	5.3.5	Organizing Multi-Cultural/ multi ethnic/ religious events	Faculty Co-ordinator Social Harmony
Promote student / staff activities in community service, outreach, social harmony, sports and leadership building	5.3.6	Streamline Out-reach and Engagement activities	Deans / HoDs / Librarian
	5.3.7	Hold Freshers' sports championship, inter-faculty championship, Open championships; Participation at Inter-University Championship	Director / Physical Education; Sports Council / Sports advisory Board
	5.3.8	Promote Staff sports activities; hold staff sports championship; conduct sports awareness sessions for staff and students	Director / Physical Education; Staff Sports Club
	5.3.9	Continue holding Colours Awarding Ceremony	Director / Physical Education; Sports Council / Sports advisory Board
	5.3.10	Fully integrate Engagement into the undergraduate student experience, expectations, and student learning outcomes through strategies such as: (a) requiring every student to have at least one meaningful, high-quality Engagement experience before graduating, (b) increasing the number of students involved in community-based research, (c) creating flexibility in semester-long offerings (modules),(d) noting Engagement experiences on transcripts / e-portfolios, and (e) increasing research grants and funding available to involve undergraduates in community research activities.	CADCs
Promote an environment which values diversity and is free from Discrimination, Bullying, Harassment, Victimization and Vilification where all Employees and Students are treated with dignity, courtesy and respect	5.3.11	Revise and strengthen Legislative and Policy framework to curb Discrimination, Bullying, Harassment, Victimization and Vilification	Proctor / Student Counsellors / Senate / Council
	5.3.12	Develop and implement mechanisms such as the developing effective complaints resolution procedures, providing information and training to students and employees, and encouraging reporting of incidents,	Proctor / Student Counsellors / Senate / Council
	5.3.13	Creating a culture where everyone in the workplace is treated with dignity and respect and where Discrimination, Bullying, Harassment, Victimization and Vilification is not tolerated through (a) developing and promoting a code of conduct (b) raising awareness of unacceptable behaviour and its damaging effects (c) a process to adequately respond to reports of unacceptable behaviour and ensure they are dealt with confidentially, fairly and in a timely manner (d) training and empowering supervisors and managers to respond effectively to reported incidents (e) facilitating teamwork and cooperation	Proctor / Student Counsellors / Senate / Council

Monitoring mechanism: The progress of the University Action Plan is monitored and reviewed by the Strategic Planning and Management Committee Quarterly

Abbreviations

ADPSEC – Academic Development & Planning, Scholarships & Ethics Committee

BREAD – Business Research & Development

CADC – Curriculam Academic Development Committee

CGU – Career Guidance Unit

CQA - Center for Quality Assurance

DELT - Department of English Language Teaching

EDECU - External Degrees and External Courses Unit

FQAC – Faculty Quality Assurance Cell

FQAU - Faculty Quality Assurance Unit

HOD – Head of the Department

ICTC – Information Communication Technology Center

MBA – Master of Business Administration

RHDC - Research Higher Degree Committee

SAL – Senior Assistant Librarian

SAR – Senior Assistant Registrar

SDC – Staff Development Center

SUST –Special Unit for Student Training

VC – Vice Chancellor

WUBIC – Wayamba University Business Incubation Center

WURC- Wayamba University Research Congress