



**Corporate Plan and Strategic Plan**  
**of**  
**Wayamba University of Sri Lanka**  
**2017-2021**



## **MISSION**

**To develop highly qualified and responsible citizens who contribute to the improvement of society and sustainable development of the country**

## **VISION**

**To be a leading higher education institute in Sri Lanka recognized for its outstanding academic programmes, innovative research, scholarship and outreach with the ultimate target of serving the mankind**

## VALUES

We are committed to certain fundamental/core values shared throughout the higher education sector. University staff and student community is characterised by our values. They define the qualities most important to the University and provide guidance for all that we do in order to enrich our teaching and learning environment. We encourage all members of the University community to not only know and appreciate but also live by on a daily basis.

### **Core Purpose**

To transform the society for the better future.

### **Academic Excellence & Integrity**

WUSL promotes and sustains intellectual enquiry characterised by the highest standards of professionalism, ethics and integrity, academic rigour, excellence and relevance by strengthening our actions in teaching and learning, in research and its application, and in engagement with our communities.

### **Innovation & Enterprise**

WUSL is committed to search for knowledge- and evidence-based solutions to problems and the issues of our local, national and international stakeholders - students, alumni, staff, partners, professions, government, industry, academic peers and community groups - through research; and engage resourcefully, entrepreneurially and proactively as a catalyst for positive change in the country and beyond.

### **Ethical Standards**

WUSL will maintain the highest ethical standards in all of its activities and promote the values of openness, honesty, tolerance, fairness and responsibility in all areas.

### **Social Responsibility & Accountability**

WUSL is accountable to its students, staff and general public for the effective conduct of its teaching and research activities, and for the efficient and proper use of the resources at its disposal with an emphasis on transparency, and responsibility towards environment.

## Goals and Strategies

Wayamba University of Sri Lanka possesses broad, central goals that have been developed by the Strategic Planning Committee, based on widespread consultation with members of the university community and key stakeholders.

<b>1. Quality enhanced and accredited education meeting the international standards at the level of undergraduate and postgraduate as well as professional</b>
<b>2. Fulfilling the growing demands for higher education through an increased student access</b>
<b>3. Produce entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders</b>
<b>4. Create a conducive environment for research, innovation, scholarship and outreach/commercialization</b>
<b>5. Committed university community serving the mankind</b>

## **Goal 1. Quality enhanced and accredited education at undergraduate, postgraduate and professional level meeting international standards**

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

**Strategies:**

- 1.1.1 Establish procedures for regular monitoring and reassess the study programmes at university/ faculty level
- 1.1.2 Make appropriate revisions to the study programmes to apprehend the core competencies aligned with related disciplines.
- 1.1.3 Facilitate and strengthen the study programmes to meet the benchmarks and standards.
- 1.1.4 Strengthen the Internal Quality Assurance Unit (IQAU) and enhance quality assurance processes and procedures.
- 1.1.5 Strengthen Faculty Quality Assurance Cells (FQAC) to prepare study programmes to obtain accreditation ensuring capacity development and complying to the high standards.

**Objective 1.2: Update and streamline the procedures, norms, standards, by-laws and regulations.**

**Strategies:**

- 1.2.1 Review policies and procedures adopted by Faculties, Departments and Units on teaching and learning, and identify good models.
- 1.2.2 Establish appropriate procedures, by-laws etc. aiming at excellence in teaching and learning

**Objective 1.3: Improving the competencies and satisfaction of staff at all levels to deliver education of global standards.**

**Strategies:**

- 1.3.1 Provide opportunities for further learning, skills development and international exposure to staff at all levels.
- 1.3.2 Develop a performance appraisal system to promote excellence in teaching, research, inventions, institutional development and public engagement.
- 1.3.3 Reward staff for their involvement in teaching, research, inventions, institutional development and public engagement.

**Objective 1.4: Enhancing and diversifying the human and physical resources for optimal teaching and learning experience.**

**Strategies:**

- 1.4.1 Develop tools for teaching-learning for staff to have an easy access to new pedagogies and “best practices”.
- 1.4.2 Provision and maintenance of updated services and state of the art environmentally-sustainable facilities to create an international standard teaching and learning ambiance.
- 1.4.3 Recruit and retain highly qualified staff and support teaching, research and public engagement.
- 1.4.4 Create and adopt effective mechanisms to reduce administrative burdens on staff.

**Objective 1.5 Create and sustain a conducive academic culture that supports teaching excellence in all academic units.**

**Strategies:**

- 1.5.1 Develop a strong feedback system that generates comprehensive information
- 1.5.2 Ensure that academic leaders (Deans, Heads and Professors) and senior academics are committed and engaged in process of teaching and advising
- 1.5.3 Create and nurture constructive dialogue on important intellectual issues among the staff and students within and across the academic units.
- 1.5.4 Promote intellectually rewarding cross-department, cross-faculty and/or interdisciplinary collaborations among the staff.
- 1.5.5 Inculcate intellectual harmony within the University and between higher education institutes.

## **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 body of students.**

#### **Strategies:**

- 2.1.1 Establish new study departments/faculties, and introduce new programmes and expand the current programmes in high demand fields that fit with the mission of the University.
- 2.1.2 Introduce and facilitate lateral entry from government organizations.
- 2.1.3 Enrol foreign students to the existing academic programs.
- 2.1.4 Enhance the university's national and international reputation through media and communication channels
- 2.1.5 Establish study centres on regional basis.
- 2.1.6 Initiate collaborative academic programs with the potential national, regional (Asian) and other international institutes.
- 2.1.7 Introduce/further strengthen fee levying courses to cater into the market demands for education

### **Objective 2.2 Enhance academic and personal support programs aiming the effective transition, retention and success of students**

#### **Strategies:**

- 2.2.1 Provide transition support for students (Orientation Programmes etc.) to develop capabilities to pursue successful learning experience.
- 2.2.2 Provide academic and personal support (Tutorial, Peer mentoring, English language skills, specialist academic workshops, tailored learning support, study facilities, internet and computer access, library space, employment placements after graduation and volunteer opportunities, career guidance etc.) for overall academic success of the students.

- 2.2.3 Provide financial assistance (Needy students' scholarships, Bursaries etc.) for the students from low-socio economic status to support the successful completion of their studies.
- 2.2.4 Build a network to get the support of the alumni to mentor students for career and research opportunities.

### **Objective 2.3 Facilitate access to specially-able students to University**

#### **Strategies:**

- 2.3.1 Support the students with disabilities with various combinations of assistance in accomplish their educational objectives
- 2.3.1 Provide infrastructure (attempts to maintain a barrier free environment, easily accessible to the physically disabled and to others) and resources / facilities to cater into the unique needs of differently-abled students.



### **Goal 3: Entrepreneurial graduates with high employability to meet the legitimate expectations of the stakeholders**

#### **Objective 3.1: Enhance overall employability of both internal and external graduates**

##### **Strategies:**

- 3.1.1 Incorporate explicitly the relevant graduate employability skills in the learning outcomes of every subject.
- 3.1.2 Improve social-emotional skills (soft skills) of students.
- 3.1.3 Timely curricular revisions to meet the needs of job market.
- 3.1.4 Design authentic assessment activities aligned with industry practices, standards and approaches.
- 3.1.5 Support increased opportunities for student work experience, placements and internships.
- 3.1.6 Provide career options, outcomes and information on career pathways

#### **Objective 3.2: Improve entrepreneurship**

##### **Strategies:**

- 3.2.1 Promote private-public partnerships by linking university with relevant stakeholders.
- 3.2.2 Develop community based course modules
- 3.2.3 Conduct appropriate out-reach programmes
- 3.2.4 Business Incubation program to support those students and graduates putting enterprise and employability skills city
- 3.2.5. Ensure students are offered with a range of enterprise skills development opportunities and guidance (e.g. Business consultation meetings).
- 3.2.5 Provide career services that encourage students to consider new venture creation and self-employment as valid graduate career options.

## **Goal 4: Conducive environment for research, innovations, scholarships and outreach/commercialization**

**Objective 4.1: Coordinate all activities related to research and development through a designated unit.**

**Strategies:**

- 4.1.2 Establish a Faculty of Graduate Studies
- 4.1.3 Increase the allocation and provision of university grants for research and development
- 4.1.4 Develop a mechanism to recognize the contributions of university staff to research and development
- 4.1.5 Implement strategically focused, cost-effective enhancements to the infrastructure in support of research, scholarship, and creativity – facilities in university libraries, shared research facilities in the faculties.
- 4.1.6 Develop mechanisms that allow undergraduate and graduate students to engage in research and coursework.

**Objective 4.2 Improve institution-wide services for the administration and support of research grants**

**Strategies:**

- 4.2.1 Eliminate administrative barriers to successful competition for external funding and implementation of research projects.
- 4.2.2 Develop and implement an efficient and effective financial accounting and research administrative system/s

**Objective 4.3: Recognize the innovations, scholarships and commercialization activities of university staff and students.**

**Strategies:**

- 4.3.1 Develop a mechanism to promote and sustain the contributions of university staff and students towards innovations and commercialization
- 4.3.3 Develop linkages between university and public, semi-government and private institutions.

## **Goal 5: Committed university community serving the mankind**

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

#### **Strategies:**

- 5.1.1 Strengthen mentoring system of the university
- 5.1.2 Promote environmental sensitivity in all actions of the University community
- 5.1.3 Encourage staff offering their expertise to the external community

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

#### **Strategies:**

- 5.2.1 Develop explicit criteria for evaluating programs that emphasize quality, importance to the university, and impact on society.
- 5.2.2 Include an external-review component in regular evaluations of outreach programs.
- 5.2.3 Establish an institutional mechanism for collecting data and information on the quality and impact of extension and outreach programs and for conducting evaluations.

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

#### **Strategies:**

- 5.3.1 Develop a 'growth mind-set' of staff and students.
- 5.3.2 Facilitate achieving multi-lingual proficiency /competency
- 5.3.3 Promote student activities in community service, outreach, sports and leadership building.