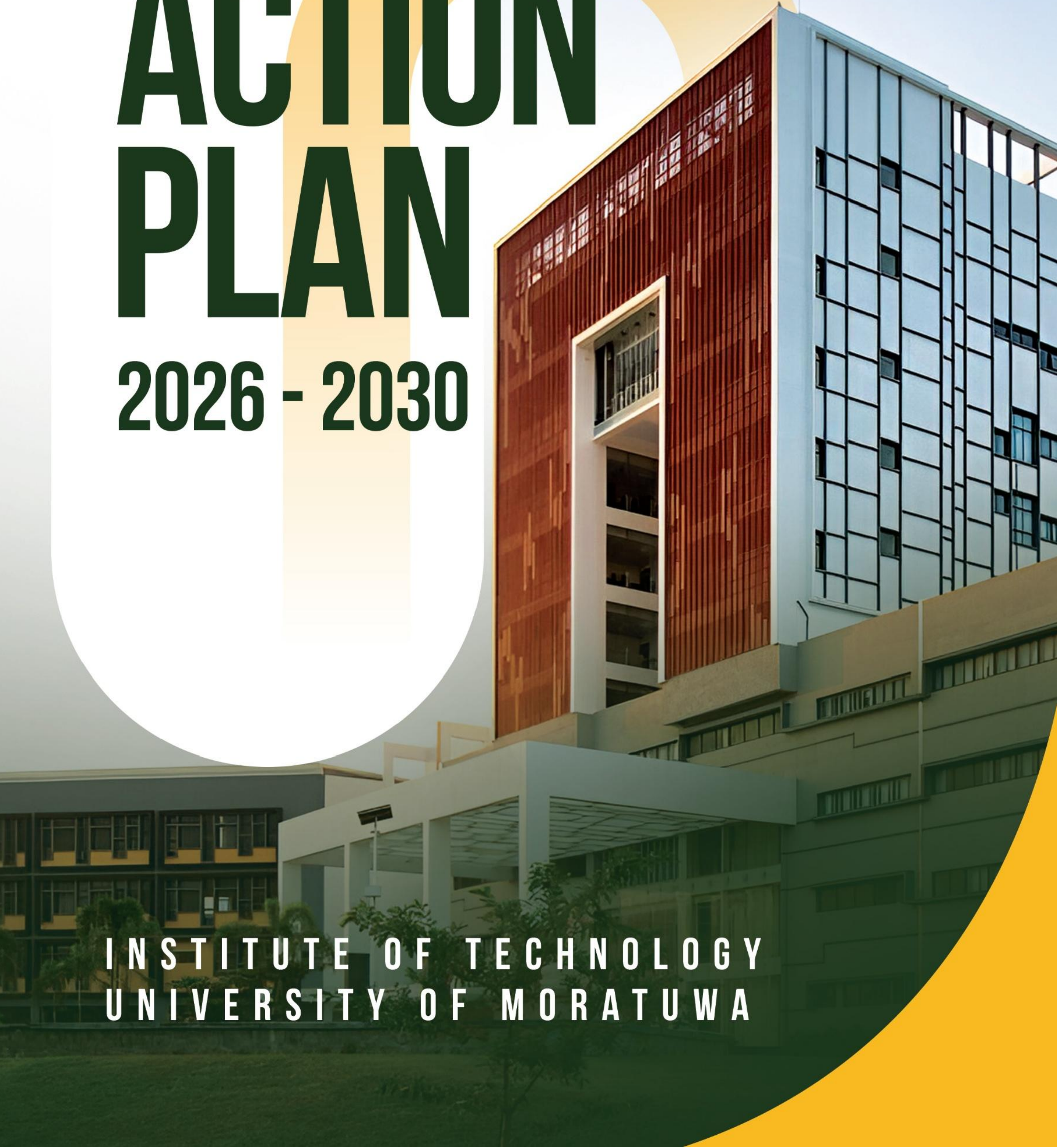
ITUM
INSTITUTE OF TECHNOLOGY
UNIVERSITY OF MORATUWA

ACTION PLAN
2026 - 2030



INSTITUTE OF TECHNOLOGY
UNIVERSITY OF MORATUWA

ABBREVIATIONS

AB	-	Assistant Bursar
AC	-	Academic Committee
AI	-	Artificial Intelligence
AR	-	Assistant Registrar
CDC	-	Curriculum Development Committee
CG	-	Career Guidance
CIE	-	Centre for Innovation and Entrepreneurship
CLO	-	Course Learning Outcomes
CPD	-	Continuous Professional Development
CSFA	-	Committee on Self-Financing Activities
CSLMC	-	Clean Sri Lanka Monitoring Committee
DB	-	Deputy Bursar
DIS	-	Division of Interdisciplinary Studies
DIT	-	Division of Information Technology
DOI	-	Digital Object Identifier
DR	-	Deputy Registrar
ELTU	-	English Language Teaching Unit
FPMU	-	Facility Promotion & Management Unit
GA	-	General Administration
HOD	-	Head of the Division
ICT	-	Information and Communication Technology
IEC	-	International Electrotechnical Commission
IP	-	Intellectual Property
ISO	-	International Organization for Standardization
ITCGPDEC	-	Industrial Training, Career Guidance & Post Diploma Education Centre
ITFDC	-	IT Facility Development Committee
ITUM	-	Institute of Technology University of Moratuwa

KPI	-	Key Performance Indicator
LMS	-	Learning Management System
MIS	-	Management Information System
MOU	-	Memorandum of Understanding
NDT	-	National Diploma in Technology
OBE	-	Outcome-Based Education
PDU	-	Planning & Development Unit
PLO	-	Program Learning Outcomes
Q	-	Quarter
QA	-	Quality Assurance
QAU	-	Quality Assurance Unit
RU	-	Research Unit
SAB	-	Senior Assistant Bursar
SAR	-	Senior Assistant Registrar
SCL	-	Student-Centered Learning
SLQF	-	Sri Lanka Qualifications Framework
SMU	-	System Management Unit
SOP	-	Standard Operating Procedure
SPMC	-	Strategic Planning and Monitoring Committee
SSC	-	Senior Student Counsellor
SSDU	-	Student Staff Development Unit
SSLC	-	Staff, Student Liaison Committee
TLA	-	Teaching, Learning, and Assessment
TNA	-	Training Needs Analysis
TRL	-	Technology Readiness Level
UGC	-	University Grants Commission
*RE	-	Recurrent Expenditure
*CE	-	Capital Expenditure

* - Financial Abbreviation

ITUM VISION

To be a Centre of Excellence in Technological Education.

ITUM MISSION

To be the leading technological higher education institute in Sri Lanka by striving to,

- Deliver state-of-the-art, high-quality technological education that nurtures excellence in teaching and learning.
- Strengthen institutional capacity, governance, and sustainability through active partnerships with industry, community, and stakeholders.
- Uphold continuous quality enhancement in academic and institutional processes to achieve and sustain global standards.
- Advance research, innovation and technological development to address evolving societal and industrial needs.

01

Achieve Excellence in Teaching and Learning

02

Foster Research, Innovation, and Technological Advancement

03

Ensure Institutional Process Quality Enhancement

04

Enhance Institutional Capacity, Governance, and Sustainability

05

Be a Fully-fledged National Technological University in Sri Lanka

OUR GOALS
2026 - 2030

GOAL 1 – OBJECTIVES, STRATEGIES and KPIs

Goal 1. Achieve excellence in teaching and learning

ITUM is committed to delivering world-class technological education by continuously enhancing the quality and relevance of its academic programs. Through modern pedagogical approaches, digital learning innovations, strong industry linkages, and holistic student development, the institute aims to nurture competent, adaptable, and future-ready graduates who can contribute meaningfully to national and global advancement.

Objective 1.1 Enhance the quality and relevance of academic programs to meet emerging national requirements

Strategy 1.1.1 Embed Outcome-Based Education (OBE) and Student-Centered Learning (SCL) principles into course design and delivery

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct capacity-building workshops for academic staff	01	01	01	01	01	100 RE	HODs	Number of workshops conducted
2	Integrate new active teaching/ learning techniques	01	01	01	01	01		HODs	Number of active learning techniques implemented
3	Implement continuous feedback mechanisms							HODs	One student feedback per module
									One peer feedback per module or per module leader
4	Regularly analyze student performance data to inform decision-making	01	01	01	01	01		HODs	Number of student performance review meetings per semester

Strategy 1.1.2 Integrate emerging technologies and future-oriented skills into curricula

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct a periodic industry and technology trends analysis	01	01	01	01	01		HODs/ AC	Number of industry consultative forums
2	Conduct periodical divisional board with industry representatives	02	02	02	02	02		HODs/ AC	Number of conducted meetings

Strategy 1.1.3 Regularly review and update curricula in alignment with national and international standards

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Implement a 5-year curriculum review cycle for all academic programs	→	→	→	→	→	200 RE	Director/ AC	At least one evaluation/ review/ update
2	Benchmark against national and international standards	→	→	→	→	→		Director/ AC	At least one evaluation/ review/ update

Strategy 1.1.4 Monitor curriculum design and development

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Layout procedure to obtain SLQF certification for ITUM courses	→	→	→	→	→		AC	Progress of the action
2	Coordinate with divisions to align Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs) with SLQF descriptors	→	→	→	→	→	250 RE	AC	Progress of the action
3	Facilitate stakeholder engagement in curriculum review committees as per UGC program review guidelines	→	→	→	→	→	1,000 RE	AC	Progress of the action

Objective 1.2 Improve teaching effectiveness and staff development

Strategy 1.2.1 Strengthen pedagogical practices

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct regular pedagogical training workshops	01	01	01	01	01	100 RE	SSDU	Number of workshops conducted
2	Conduct regular awareness workshops on the use of technology tools	01	01	01	01	01	100 RE	SSDU	Number of awareness workshops conducted

Strategy 1.2.2 Provide Continuous Professional Development (CPD) programs

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Develop an annual CPD plan based on training needs analysis (TNA)	01	01	01	01	01		SSDU	Annual review of the CPD Plan
2	Organize regular in-house training workshops and seminars	01	01	01	01	01	100 RE	SSDU	Number of workshops and seminars conducted
3	Recognize and reward CPD participation							SSDU	Issuing of certificates or letters
4	Conduct induction programs for new staff						150 RE	SSDU	Number of induction programs conducted

Strategy 1.2.3 Expand national/ international opportunities

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Facilitate staff to participate in national/ international programs/ workshops	01	01	01	01	01	500 RE	SSDU	Number of national/ international programs/ workshops participated
		01	01	01	01	01			Number of staff members financially assisted to participate in national/ international programs/ workshops

Objective 1.3 Promote digital learning tools and platforms for course delivery

Strategy 1.3.1 Improvement of Learning Management Systems (LMS)

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Update the LMS platform regularly	→	→	→	→	→		HODs/ SMU	Updated version
2	Integrate LMS with other institutional systems	→	→	→	→	→		Director/ HODs/ SMU	Progress of Successful integrations
3	Expand LMS functionality with plugins and tools	→	→	→	→	→		HODs/ SMU	Progress of Successful integration of extensions to LMS
4	Provide comprehensive training to staff and students on LMS	→	→	→	→	→	100 RE	HODs / ITFDC	Number of training programs conducted
5	Establish a dedicated LMS support team	Q3						Director/ SMU	New appointments to LMS team

Strategy 1.3.2 Ensure Learning spaces are equipped with smart classroom facilities.

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct a needs assessment to identify equipment gaps in lecture halls	01	01	01	01	01		ITFDC/ HODs	At least one assessment per year/ per division
2	Equip classrooms with required devices	→	→	→	→	→	650 CE	ITFDC/ HODs	Number of upgraded devices/ classrooms
3	Train academic and technical staff on the use and troubleshootin g of smart classroom tools	→	→	→	→	→	200 RE	ITFDC/ HODs	Number of training sessions conducted

Objective 1.4 Enhance the quality and relevance of industrial training, career guidance, and post-diploma support to meet industry needs and improve student outcomes

Strategy 1.4.1 Strengthen and streamline the industrial training ecosystem

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Appoint dedicated industrial training coordinators for each division	→	→	→	→	→	250 RE	HODs	Training coordinator for each division
2	Digitize the training placement and feedback collection process	20%	60%	95%	→	→		ITCGPDEC	Percentage of the action
3	Establish and manage training agreements and MOUs with training partners	01	01	02	02	02		ITCGPDEC	Number of MOUs signed
4	Conduct annual industry consultative forums per division	02	02	02	02	02	250 RE	HODs/ ITCGPDEC	Number of sessions conducted

Strategy 1.4.2 Expand and institutionalize career and post-diploma development

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Organize an annual career fair with broad employer participation							ITCGPDEC/ HODs	Conduct a career fair
2	Set up and maintain a comprehensive alumni database	20%	60%	80%				ITCGPDEC/ HODs	Progress of the action
3	Establish an internal award scheme to recognize students, career coordinators, trainers, and industry partners	50%	100%					ITCGPDEC	Progress of the action
4	Formalize partnerships with potential universities and institutes for degree upgrade or top-up pathways							ITCGPDEC/ AC	Progress of the action

Strategy 1.4.3 Strengthen professional development through career guidance operations

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Develop long-term partnerships for professional and career guidance programs	02	03	03	03	03		ITCGPDEC	Number of programs/ partnerships
2	Increase the number of field specific CG programs and industry events	10	20	20	20	20		HODs/ ITCGPDEC	Number of programs
3	Develop mentorship programs with alumni and industry							HODs/ ITCGPDEC	Initiate appropriate action and follow up

Objective 1.5 Foster holistic student development

Strategy 1.5.1 Enhance language proficiency

No.	Action	Time Plan 2026	2027	2028	2029	2030	Budget 2026 (Rs. '000)	Responsibility	KPI
1	Feasibility study on other foreign languages		Q4					Coordinator-ELTU	Feasibility Report
2	Organize activities/ competitions to enhance English knowledge						250 RE	Coordinator-ELTU	English competitions/ activities conducted by ELTU and English club
3	Conduct the Pre-academic Englis h course annually for all students						1,500 RE	Coordinator-ELTU	Number of students who received the certificate of completion
4	Identify the proficiency level of students by Conducting an online test						250 RE	Coordinator-ELTU	Number of students taking the test
									Percentage of low-proficiency students
									Number of sessions conducted

Strategy 1.5.2 Enhance IT knowledge and digital competence

No.	Action	Time Plan 2026	2027	2028	2029	2030	Budget 2026 (Rs. '000)	Responsibility	KPI
1	Organize awareness sessions/ workshops to improve digital competence and digital tools every year						200 RE	HOD-IT/ SSDU	Number of conducted workshops/ awareness sessions

Strategy 1.5.3 Promote student well-being and personal growth through inclusive co-curricular and extra-curricular programs

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Upgrade sports, art and cultural facilities						1,200 CE	Lecturer in-charge of Sports/ Lecturer in-charge of Aesthetics	Progress of the action
2	Develop and maintain annual calendar of sports, arts and cultural programs	Q4	Q4	Q4	Q4	Q4		Lecturer in-charge of Sports/ Lecturer in-charge of Aesthetics	Progress of the action
3	Conduct programs to develop ethical behaviour of students						1,750 RE	SSC	Number of programs conducted to improve ethical behaviour

Strategy 1.5.4 Enhance opportunities for student leadership and community engagement

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Enhance the opportunities for student-led initiatives							HODs/ SSDU/ SSC	Number of student activities conducted
2	Establish a reward and recognition platform for students	50%	100%					HODs/ SSDU/ SSC	Progress of the action
3	Implementation and recognition						250 RE	HODs/ SSDU	Number of awards/ awardees

Strategy 1.5.5 Enhance student support and well-being

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Strengthen the counseling process	→	→	→	→	→		SSC	Progress of the action
2	Provide counselling for needy students	→	→	→	→	→		SSC	Progress of the action
3	Provide financial assistance for needy students	→	→	→	→	→	250 RE	SSLC	Number of students assisted
4	Form mentoring groups and ensure effective functioning	→	→	→	→	→		HODs/ SSC	Number of mentoring groups formed and monitored
5	Strengthen the student mentoring operation	→	→	→	→	→		HODs/ SSC	Progress of the action

GOAL 2 – OBJECTIVES, STRATEGIES and KPIs

Goal 2. Foster Research, Innovation, and Technological Advancement

ITUM seeks to cultivate a vibrant culture of research, innovation, and entrepreneurship that drives technological progress and national development. By strengthening its institutional research capacity, fostering academia–industry partnerships, and promoting innovative and entrepreneurial initiatives, the institute empowers students and staff to generate impactful solutions for emerging societal and industrial challenges.

Objective 2.1 Strengthen the institutional research culture

Strategy 2.1.1 Formulate and implement an institutional research development plan

No.	Action	Time Plan 2026	2027	2028	2029	2030	Budget 2026 (Rs. '000)	Responsibility	KPI
1	Allow funding for research allowance and short-term grants	→	→	→	→	→	3,000 CE	Director/ RU/ DB	Amount allocated - number of grants planned (10)
2	Enhance funding for short term grants		→	→	→	→		Director/ RU/ DB	Increase the amount allocated for each grant from 250,000 to 500,000 - number of grants (10)
3	Conduct a baseline assessment of current research capacity and outputs	→	→	→	→	→		RU	Number of ITUM short term grants given
		→	→	→	→	→			Number of ITUM short term grants completed
		→	→	→	→	→			Number of PhD/ MPhil/ MSc degrees completed by ITUM staff
		→	→	→	→	→			Number of PhD/ MPhil/ MSc degrees supervised by ITUM staff

4	Facilitate dissemination of research output and outcome	Q4	Q4	Q4	Q4	Q4		Director/ RU/ DB	Conduct a research conference
		Q4	Q4	Q4	Q4	Q4			Progress of the action
5	Digitize research-related processes		Q1					SMU/ RU	Progress of the action

Strategy 2.1.2 Strengthen institutional research output and outcome

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Obtain DOI for the annual international research conference proceedings	Q1	Q1	Q1	Q1	Q1		RU	Progress of the action
2	Provide training to enhance research output						250 RE	RU	Number of workshops/ seminars conducted
3	Seek funding for research and development							RU	Progress of the action
4	Set measurable targets for annual research output							RU	Number of conference proceedings/ journal publications/ external research grants received

Strategy 2.1.3 Establish a structured system in recognizing research excellence

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Implement the internal research awards scheme	Q2						RU	Progress of the action
2	Host an annual research awards ceremony	Q4					500 CE	RU	Number of awards

Objective 2.2 Encourage partnerships between academia and industry

Strategy 2.2.1 Create infrastructure for structured academic industry collaborations

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Development of research collaboration and contract policy	→	→					RU	Progress of the action
2	Development of intellectual property (IP) policy	→	→					RU	Progress of the action
3	Development of "industry-academia joint grant" scheme	→	→					RU	Progress of the action

Strategy 2.2.2 Promote cross-sectoral research collaboration

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Promote embedded collaboration in student projects	→	→	→	→	→		RU	Number of collaborated student projects
2	Build social visibility in academic–industry collaboration	→	→	→	→	→	250 RE	RU	Number of awareness seminars, workshops for the public

Objective 2.3 Promote innovation and entrepreneurship

Strategy 2.3.1 Integrate innovation and entrepreneurship into co-curricular programs

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct annual innovation & entrepreneurship awareness sessions	→	→	→	→	→	250 RE	CIE	Two sessions per year
2	Organize innovation challenges & hackathons linked to ITUM	→	→	→	→	→		CIE	One major challenge per year
3	Host annual innovation & startup exhibitions within INCO Expo or ITUM innovation week	→	→	→	→	→	750 RE	CIE / INCO Committee	One major exhibition per year
4	Introduce 'Entrepreneurship Micro-Credential Program' as co-curricular recognition	→	→	→	→	→		CIE/ AC	Progress of the action

Strategy 2.3.2 Promote innovation, entrepreneurship, and lifelong learning

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Strengthen the CIE web portal as a knowledge hub							CIE/ SMU	Progress of the action
2	Develop MoUs with industry							CIE/ Director	Number of MoUs developed
3	Launch innovation mentorship & incubation programs							CIE	Progress of the action
4	Conduct annual AI and digital innovation workshops						150 RE	CIE	One workshop per year
5	Establish innovation fund and recognition scheme for student projects							CIE/ DB/ SAB/ Director	Progress of the action

Strategy 2.3.3 Build a culture of technology transfer and commercialization

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Develop and publish ITUM innovation and technology transfer policy aligned with national IP guidelines	→	→	→	→	→		CIE	Progress of the action
2	Create a patentable student project database		→	→	→	→		CIE/ HODs	Progress of the action
3	Train academic staff on IP evaluation & disclosure		→	→	→	→	150 RE	CIE/ HODs	Progress of the action
3	Facilitate industry pilots for student innovations to reach TRL 4–6		→	→	→	→		CIE	Progress of the action
4	Integrate entrepreneursh IP modules & IP topics into academic curricula via divisions		→	→	→	→		CIE/ CDC	Progress of the action

GOAL 3 – OBJECTIVES, STRATEGIES and KPIs

Goal 3. Ensure institutional process quality enhancement

ITUM is dedicated to embedding a strong culture of quality across all academic and administrative processes. By ensuring compliance with institutional, national, and international standards, promoting continuous quality improvement, and strengthening staff capacity in quality assurance practices, the institute strives to uphold excellence, accountability, and global recognition.

Objective 3.1 Promote a culture of continuous quality improvement

Strategy 3.1.1 Ensure quality assurance

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Strengthen the institutional Quality Assurance Unit (QAU) and its link with divisions							QAU	Report
2	Develop annual quality improvement plans linked to UGC QA criteria							QAU	A report with annual work plan with budget
3	Establish a page for QAU website and maintenance	Q2						QAU/ SMU	Progress of the action
4	Motivate and support divisions to showcase best practices in QA							HODs/ QAU	Report (Collection and presentation of best TLA practices)

Strategy 3.1.2 Create and sustain a conducive, safe, and motivating work environment

<table>
<tr><th rowspan="2">No.</th><th rowspan="2">Action</th><th colspan="5">Time Plan</th><th rowspan="2">Budget 2026 (Rs. ‘000)</th><th rowspan="2">Responsibility</th><th rowspan="2">KPI</th></tr>
<tr><th>2026</th><th>2027</th><th>2028</th><th>2029</th><th>2030</th></tr>
<tr><td>1</td><td>Introduce structured workplace improvements with regular monitoring</td><td></td><td></td><td></td><td></td><td></td><td></td><td>HODs/ Units/ QAU</td><td>Number of initiated improvements</td></tr>
<tr><td rowspan="2">2</td><td rowspan="2">Collaborate with national bodies to pursue workplace quality recognition and awards</td><td></td><td></td><td></td><td></td><td></td><td rowspan="2"></td><td rowspan="2">QAU</td><td>Number of established collaborations</td></tr>
<tr><td></td><td></td><td></td><td></td><td></td><td>Number of applied and received recognitions</td></tr>
</table>

Objective 3.2 Ensure compliance with institutional, national and international quality standards

Strategy 3.2.1 Establish governance and management in institutional practices

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Maintain updated policy documentation in line with compliance requirements	→	→	→	→	→		QAU	Number of u8pdated/ updating policy documents
2	Review and periodically upgrade the quality documents	→	→	→	→	→		QAU	Number. of upgraded/ upgrading quality documents
3	Conduct regular subject reviews	→	→	→	→	→		HODs/ QAU	Number of divisions that completed subject reviews

Strategy 3.2.2 Align administrative, logistic and finance practices with quality assurance expectations

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Identify/ Develop and implement Standard Operating Procedures (SOPs) in line with National accords and guidelines							DR/ DB/ SAR/ SAB/ AR/ AB	Number of identified/ developed SOPs
2	Set service quality benchmarks and performance indicators							DR/ DB/ SAR/ SAB/ AR/ AB	Annual work plan
									Progress Report (against the work plan indicating corrective actions and recognition received)

Strategy 3.2.3 Ensure laboratories and tests programs meet accreditation and quality standards

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Develop/ update standardized SOPs/ equipment maintenance schedules	→	→	→	→	→		HODs	Number of laboratories with SOPs/ equipment maintenance schedules
2	Conduct internal audits to monitor quality assurance in laboratory practices		→	→	→	→		HODs/ QAU	Number of labs audited
3	Study the possibility of accrediting laboratories/ tests/ based on ISO/IEC 17025	→	→	→	→	→		HODs	Submission of Preliminary Report

Strategy 3.2.4 Enhance data management and data driven decision-making

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Make all quality documents available, archive necessary documents	Q2						QAU/ SMU	Percentage of quality documents available and accessible
									Percentage of documents archived according to retention policy
2	Create a quality information dashboard integrated with performance indicators and update regularly							QAU/ SMU	Percentage completion of dashboard development milestones/ Number of key performance metrics integrated into the dashboard
									Updating frequency

Objective 3.3 Facilitate staff development in quality assurance practices

Strategy 3.3.1 Organize staff development and capacity building programs

No.	Action	Time Plan					Budget 2026 (Rs. ‘000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Organize staff development programs covering UGC-mandated policies, codes of ethics, SLQF, program review, and other administrative best practices	→	→	→	→	→	250 RE	QAU/ SSDU	Number of identified programs for the year
2	Provide proper training for internal auditing	→	→	→	→	→		QAU/ SSDU	Number of conducted programs
3	Train staff in data analysis and reporting for QA purposes	→	→	→	→	→		QAU/ SSDU	Progress of the action

GOAL 4 – OBJECTIVES, STRATEGIES and KPIs

Goal 4. Enhance institutional capacity, governance, and sustainability

ITUM is committed to building a resilient and future-ready institution through strengthened capacity, effective governance, and sustainable practices. By expanding infrastructure, advancing digital transformation, adopting green initiatives, and ensuring long-term financial and operational sustainability, the institute aims to create an enabling environment that supports academic excellence and institutional growth.

Objective 4.1 Expand institutional infrastructure to support academic and operational excellence

Strategy 4.1.1 Expand operational structure to facilitate emerging needs

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Identify the emerging needs							Director/ DR	Type of needs identified
2	Obtain necessary approvals	Q3						Director/ DR	BOS/ BOM/ Council/ UGC approvals
3	Obtain appropriate carder positions	Q3						Director/ DR/ DB	Approval Status
4	Establishments of units	Q4						Director/ DR/ DB	Progress of the action

Strategy 4.1.2 Conduct infrastructure audits to identify gaps and prioritize upgrades

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Optimum utilization of existing infrastructure							FPMU	Report on annual utilization
2	Prioritize requirements based on urgency and impact	Q3						FPMU	Report
3	Allocate funds for routine and annual maintenance							Director/DR/ DB/FPMU	Type/ number of maintenance activities conducted
4	Prepare an action plan to upgrade the identified requirements	Q4						FPMU	Action plan
5	Allocate funds and implement the action plan							FPMU	Received funds from 2026 budget

Strategy 4.1.3 Revamp and expand learning spaces (classrooms, labs, libraries)

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Upgrade library facilities						500 CE	Librarian	Number of upgraded facilities
2	Establish a language laboratory							HOD-DIS	Progress of the action
3	Building outdoor seating / learning spaces for students							PDU	Number of built seating/ learning spaces
4	Upgrade teaching and learning spaces with modern equipment and digital connectivity							PDU	Number of teaching and learning spaces upgraded

Strategy 4.1.4 Develop accommodation facilities

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Rearrange student accommodation facilities to meet evolving needs							Director/ FPMU/ PDU	Progress of the action
2	Build sub-warden accommodation closer to student hostels							FPMU/ PDU	Progress of the action

Objective 4.2 Enhance digital transformation to improve institutional efficiency and service delivery

Strategy 4.2.1 Implement integrated digital systems for academic and administrative operations

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Integrate Enterprise Resource Planning (ERP) systems for finance, human resource, procurement, and student management							Director/ DR/ DB/ SAB/ SAR/ AR/ AB/ ITFDC/ SMU	Number of modules integrated
2	Digitize student services – student registration, examination processing, transcript issuance						2,500 CE	HODs/ ITFDC/ SMU	Number of student services integrated
3	Upgrade a unified communication platform for staff and students							HODs/ ITFDC/ SMU	Number of communicat ion platforms developed
4	Portal for ragging complaints		Q1					HODs/ SSLC/ SMU	Progress of the action

Strategy 4.2.2 Build ICT capacity across the institution

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct regular ICT training programs for academic and non-academic staff	→	→	→	→	→	250 RE	HODs/ ITFDC/ SMU	Number of training programs conducted
2	Provide digital literacy programs and user support services for students	→	→	→	→	→		HODs/ ITFDC/ SMU	Number of training programs conducted
3	Establish an ICT-enabled institutional policy documentation system	→	→	→	→	→		SMU/ DR	Percentage of key institutional policy documents

Strategy 4.2.3 Ensure digital infrastructure, security, and resilience

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Upgrade and maintain Management Information System (MIS)	Q3					35,230 CE	SMU	Number of newly added features
2	Expand high-speed internet and Wi-Fi access	Q1					10,000 RE	SMU	Progress of the action
3	Strengthen cybersecurity frameworks including firewalls, backups, and data encryption	Q1						SMU	Number of cybersecurity incidents reported annually
4	Develop a disaster recovery plan and ensure system redundancy to minimize downtime	Q2						SMU	Recovery plan developed and tested
		Q2							Number of tests carried out

Objective 4.3 Strengthen sustainable operations and governance through green practices and integrated planning

Strategy 4.3.1 Implement green campus initiatives

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct regular sustainability awareness sessions	02	02	02	02	02	150 RE	CSLMC/ SSDU	Number of awareness sessions conducted annually
2	Introduce energy-efficient lighting, water-saving fixtures, and sustainable waste management systems	→	→	→	→	→	470 CE	CSLMC	Progress of the action
3	Create green stewardship mechanism	→	→	→	→	→		CSLMC	Progress of the action
4	Assign stewardship responsibilities for campus area	→	→	→	→	→		CSLMC	Number of assigned areas/ stewardships

Strategy 4.3.2 Establish institutional planning units responsible for strategic alignment, performance monitoring of strategic plan

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct biannual strategic reviews to assess progress and adjust actions	02	02	02	02	02		SPMC	Number of reviews conducted

Objective 4.4 Ensure long-term financial and operational sustainability

Strategy 4.4.1 Diversify income streams through fee-based programs, renting out, consultancies and industry partnerships

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct fee-levying programs based on market demand	→	→	→	→	→		HODs/ FPMU/ CSFA/ SAR-GA	Number of fee-levying programs conducted
2	Income generation resources/ facility allocation	→	→	→	→	→		CSFA/ SAR-GA	Number of courses/ activities completed successfully
3	Coordination and monitoring	→	→	→	→	→		CSFA/ SAR-GA	Progress of the action

Strategy 4.4.2 Optimize resource allocation and cost efficiency

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Conduct regular audits to identify and eliminate non-essential expenditures	01	01	01	01	01		DB/ SAB	Number of audits conducted
2	Adopt shared services, digital solutions, and automation to reduce operational costs	→	→	→	→	→		DB/ SAB	Progress of the action

GOAL 5 – OBJECTIVES, STRATEGIES and KPIs

Goal 5. Be a fully-fledged National Technological University in Sri Lanka

ITUM aspires to achieve recognition as a National Technological University, reflecting its commitment to excellence, innovation, and national development. By attaining this status, the institute will broaden its academic, research, and service capacities to make a greater impact on Sri Lanka's technological and socio-economic advancement.

Objective 5.1 Attain national technological university status

Strategy 5.1.1 Conduct a comprehensive assessment of the requirements and criteria for national technological university status in Sri Lanka

No.	Action	Time Plan					Budget 2026 (Rs. '000)	Responsibility	KPI
		2026	2027	2028	2029	2030			
1	Appoint a committee							Director	Progress of the action
2	Conduct an assessment to evaluate status and the requirements							Director	Progress of the action
3	Consult with Stakeholders							Director	Progress of the action
4	Align newly developed courses with relevant local and global standards							Director	Progress of the action
5	Develop a strategic plan for the university, outlining its mission, vision, goals, and objectives							Director	Progress of the action
6	Establishment of the new university and upgrade the NDT program							Director	UGC/ Ministry/ Cabinet approval

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