

POSTGRDUATE INSTITUTE OF SCIENCE
Strategic Plan of the PGIS for the period 2024–2028

PGIS Vision: To be an internationally renowned centre of excellence for Postgraduate Training, Innovative Research & Development in Sciences

PGIS Mission: To contribute to the development of a globally recognized society with social sensitivity, ethical rectitude and economic prosperity to promote innovative research and outreach activities in an intellectually stimulating and a conducive academic environment

Objective	Action Programme	Activities						KPI	Coordinating Responsibility	Cost
			2024	2025	2026	2027	2028			(Mn)
Goal 1: Ensure quality and relevance of postgraduate programmes complying with national and international standards										
1.1 To be the most sought-after postgraduate institute attracting and enrolling the best national and foreign students with high aptitude for postgraduate studies	1.1.1 Strengthen the communication linkages with the public and media.	1.1.1 .1 Use various communication modes with the social media and personal communication to advertise study programmes: flyers/posters; websites; YouTube, Facebook, ResearchGate etc.; awareness programmes (webinars, ‘open days’ etc.) for potential candidates, organize national and international programmes to promote research activities (Eg: DAAD, Germany, JICA, MUMBSHO,Japan)						Number of advertisements - 4 Number of Awareness Programmes - 2	Director, Chairpersons/BoSs,D R,AR,Coordinator/IQA C	1.5
	1.1.2 Promote activities to enhance openness	1.1.2.1. Offer high demanding PG Programmes relevant to the development of the country						Number of programmes: 4	Director, Chairpersons BOS, Chairperson- Curriculum Revision and development Committee, IQAC-PGIS, RGC-PGIS	0.2
		1.1.2.2. Implement PG Programmes that are technology/industry oriented						Number of new PG programmes - 02	Director, Chairpersons- BOS, Chairperson- Curriculum Revision and development Committee, IQAC-PGIS, Coordinators of new programmes	
		1.1.2.3. Introduce technology-oriented multi-disciplinary research aiming socio-economic development of the country						Number of multi-disciplinary research - 06	Director, Chairpersons BOS, RGC -PGIS	0.5

1.1.3 Develop and display attractive promotional material for each study programme in all media	1.1.3.1. Promote to increase the number of applications and adhere to a rigorous selection process (short listing, aptitude test, subject tests & interviews) to select best applicants to follow Masters degree programmes						Percentage adherence to selection process 100%	Director, Chairpersons BoS,DR, AR	0.2
1.1.4 Promote establishment of new faculties, Departments, service centres/units to cater for emerging needs of training, technical and advisory services	1.1.4.1. Attract teaching/ research staff to serve for the teaching panel and conduct research supervision through performance-based payment scheme						Number of Academic Staff appointed - 350 each year	Director, Chairpersons BoS, Coordinators of programmes	3
	1.1.4.2. Upgrade research facilities and research laboratories						Number of Labs - 06	Director, Chairpersons BoS, Coordinators of programmes	5
1.1.5 Encourage exchange programmes to attract foreign students	1.1.5.1 Award scholarships for students of Masters programmes based on their performance						Number of Scholarships - 10	Director, Chairperson- BOS,DR, AR	1.5
	1.1.5.2 Link to 1.1.2.3 (Provide PGIS Research Assistantships for MPhil & PhD students)						Number of research assistantships - 12	Director, Chairperson- BOS, DR, AR	0
	1.1.5.3 Link to 1.1.2.3 Provide the number of PGIS research grants						Number of research grants - 12	Director, Chairperson- BOS, DR, AR	0
1.1.6 Develop infrastructure to support enrolment of foreign students to study programs	1.1.6.1 Enrollment of students in overseas for postgraduate courses or Masters/MPhil/PhD degree programmes at PGIS						Number of Foreign Students - 10	Director, Chairperson- BOS, DR, AR	0
	1.1.6.2 Introduce online postgraduate programmes for foreign students						Number of Programmes- 01	Director, Chairperson- BOS, DR, AR	0
	1.1.6.3. Implement new collaborative research programmes with foreign Universities						Number of Collaborative research projects - 03	Director, Chairpersons/BoS, DR, AR	0.1

1.2 To develop student competencies needed to bridge the gap between employer expectations and postgraduate skills through outcome-based education	1.2.1. Promote conducting regular tracer studies/market surveys to assess the quality and relevance of degree programmes offered by the PGIS and employer expectations	1.2.1.1. Conduct regular surveys on the effectiveness of the study programmes						Number of of surveys - 06	Director, Senior lecturer, coordinators of programmes	0
	1.2.2 Facilitate introduction of innovative teaching/ learning methods to effectively offer outcome-based education	1.2.2.1 Conduct peer review evaluations						Number of Peer review evaluations - 50	Director, Coordinators, Instructors	0
		1.2.2.2 Encourage PGIS students and staff to use the books, journals, and electronic research published databases that are available in the science library ; Promote research students to write review manuscripts						Number of orientation sessions conducted during the year to encourage use of learning materials - 08 each year	Director, Coordinators, Instructors	0.6
	1.2.5 Promote research programmes with the industry and other sectors	1.2.5.1 Conduct research programmes based on problems encountered at the industry and other sectors.						Number of Research Programmes in collaboration with industry & others - 20	Director, Chairpersons/BoS, Research Supervisors	0.2
	1.2.6 Identification of student needs and advise accordingly	1.2.6.1 Promote career guidance						Number of awareness sessions on career guidance - 04	Director, Chairpersons BoS	0.5

1.3 To upgrade postgraduate study programmes to meet national and international quality standards and to meet the industry based requirements	1.3.1 Revise and update curricula regularly to be in line with the demand of the country and the world	1.3.1 .1 Revising & Updating of study Programmes and Courses as required						Number of Programmes: 22	Director, Curricular development and revision committee, Chairpersons-BoS	0.15
	1.3.2 Strengthen internal quality assurance mechanisms related to programme/course development, teaching/ learning and assessment practices	1.3.2.1 Encourage strict adherence to the academic calendars/ course development, proper assessment/ examination practices						Progress of establishment of the Examination Unit - 100%	Director, coordinator, Senior Lecturer, IQAC-PGIS, DR/PGIS Examination Unit	0.15
	1.3.3 Facilitate engagement with external QA reviews and accreditation of study programmes	1.3.3.1 Conduct regular meetings of Quality Assurance Cell (IQAC-PGIS) in preparation for external QA reviews and accreditation of study programmes						Number of IQAC Meetings conducted - 08	Director, Chairpersons BoS, IQAC-PGIS, Criteria Chairpersons, Senior lecturer	1.5

		1.3.3.2. Preparation and submission SER for Mphil and PhD Programmes						Progress of SER preparation - 100%	Director, Chairpersons/BoS, IQAC/PGIS, Criterion Chairpersons, Senior Lecturer	1.5
1.4 To increase the employability of postgraduates	1.4.1 Improve the essential skills of undergraduate students in different subject streams	1.4.1.1 Link to 1.1.2.2 Encourage introduction of new postgraduate courses and programmes focusing on emerging fields in the government and private sectors						Number of of Programmes - 02	Director, Coordinator, Senior Lecturer, IQAC-PGIS	0
	1.4.2 Develop and introduce new study courses and programmes focusing on emerging fields in the government and private sector	1.4.2.1 Conduct activities organized by Young Research Forum (YRF) of the PGIS. e.g. Student Conferences, Workshops and Seminars, 3MT presentations						Number of YRF Activities - 05	Director, Chairpersons BoS, Senior treasurer, YRF	0.7
		1.4.2.2 Promote PGIS students/graduates to improve their teaching -learning practice/research capabilities						Number of activities conducted to improve teaching and learning practice - 10	Director, Chairpersons/BoS, Senior Treasurer/YRF	0.25
		1.4.2.3 Publish in peer reviewed journals and participate in conferences						Number of Publications - 200 each year	Director, Chairpersons/BoS, Coordinators of Programmes	0.25
1.5 To increase the quality and relevance of the postgraduate study programmes in order to meet the needs of academia and industry	1.5.1. Establish joint Postgraduate Degree Programmes in collaboration with National and recognized International universities and Centers	1.5.1.1 Initiate MoUs with relevant institutes						Number of MoUs or agreements - 04	Director, Senior Lecturer, BoS	0
	1.5.2 Promote periodic tracer studies to assess employability of students after obtaining postgraduate qualifications	1.5.2.1 Conduct periodic tracer studies						Number of tracer studies conducted - 02	Director, Programme coordinators, IQAC-PGIS	0

	1.5.3 Conduct regular curricular reforms of existing postgraduate programmes incorporating stakeholder feedback	1.5.3.1 Link to 1.3.1.1 (Revising & Updating of study Programmes and Courses as required)						Number of Programmes: 23	Director, Curricular development and revision committee, Chairpersons-BoS	0
	1.5.4 Develop new postgraduate certificate/ diploma/ degree programmes in emerging fields (link to 1.4.1)	1.5.4.1 Link to 1.1.2.2 (Encourage introduction of new postgraduate certificate/diploma/degree programmes)						Number of New Programmes - 02	Director, Chairpersons BoS, Curriculum development and revision committee, DR, AR	0
	1.5.5. Develop and display attractive promotional material for each study programme in all media	1.5.5.1 Link to 1.1.1.1 (Conduct promotional activities through all approachable media)						Number of programmes - 10	Programme coordinators, Workshop coordinators	0
	1.5.6. Link to 1.3.3 (Facilitate engagement with external QA reviews and accreditation of study programs)	1.5.6.1. Link to 1.3.3.1 (Conduct regular meetings of Quality Assurance Cell (IQAC-PGIS) in preparation for external QA reviews and accreditation of study programmes)						Number of CQA and IQAC Meetings - 08	Director, Chairpersons BoS, IQAC-PGIS, Criteria Chairpersons, Senior Lecturer	0

Goal 2: Enhance opportunities for education by ensuring postgraduate and continuing education programmes being more flexible, accessible, innovative and open										
2.1 To enhance demand and enrolment of local and foreign students to postgraduate programs	2.1.1.Ensure that institutional cultures are welcoming to students from diverse backgrounds	2.1.1.1 Link to 1.1.1.1, 1.1.2.1, 1.1.2.2, 1.1.2.3, 1.1.3.1, 1.1.6.1, 1.1.6.2, 1.1.6.3 (Increase the number of students for programmes offered by the PGIS)						Number of programmes - 05	Director, Chairpersons-BoS, IQAC-PGIS,	0
		2.1.1.2. Link to 1.1.1.1, 1.1.2.1, 1.1.2.2, 1.1.2.3, 1.1.3.1, 1.1.6.1, 1.1.6.2, 1.1.6.3 (Increase the number of students for programmes offered by the PGIS)						Expected Number of students enrolled for PG Programmes - 300	Director, Chairpersons-BoS, IQAC-PGIS	0
	2.1.2. Increase the number of online and self-learning options available.	2.1.2.1 Introduce online certificate courses, upgrade to a higher level qualifications						Number of certificate courses - 02 each year	Director, BoM, CCM, BoS, Coordinator of the programme	1.2
		2.1.2.2. Encourage coordinators and visiting lecturers to conduct virtual sessions with new technologies						Number of Master Programmes through LMS - 20	Director, BoM, CCM, BoS, Coordinators of Programmes	2.4

	2.1.4 Link to 1.3.2 (Strengthen internal quality assurance mechanisms related to programme/course development, teaching/ learning and assessment practices)	2.1.4.1 Link to 1.3.2.1 (Encourage strict adherence to the academic calendars/ course development, proper assessment/ examination practices)						Progress of Establishing Exam Unit - 100%	Director, coordinator, Senior Lecturer, IQAC-PGIS	0
	2.1.5 Link to 1.3.3 (Facilitate engagement with external QA reviews and accreditation of study programmes)	2.1.5.1. Link to 1.3.3 .1 (Conduct regular meetings of Quality Assurance Cell (IQAC-PGIS) in preparation for external QA						Number of CQA and IQAC Meetings - 08	Director, Chairpersons BoS, IQAC-PGIS, Criteria Chairpersons, Senior lecturer	0
	2.1.6. Link to 1.5.1 (Establish joint Postgraduate Degree Programmes in collaboration with National and recognized International universities and Centers	2.1.6.1 Link to 1.5.1.1 (Initiate MoUs with relevant institutes)						Number of MoUs or agreements - 04	Director, Senior Lecturer, BoS	0
	2.1.7. Link to 1.5.2 (Promote periodic tracer studies to assess employability of students with postgraduate qualifications)	2.1.7.1 Link to 1.5.2.1 (Conduct periodic tracer studies)						Number of tracer studies conducted - 02	Director, Programme coordinators, IQAC-PGIS	0
	2.1.8. Link to 1.5.3 (Conduct regular curricular reforms of existing postgraduate programmes incorporating stakeholder feedback)	2.1.8.1. Link to 1.5.3.1 and 1.3.1.1 (Revising & Updating of study Programmes and Courses as required)						Number of Programmes: 29	Director, Curricular development and revision committee, Chairpersons-BoS	0
	2.1.9. Link to 1.5.4 (Develop new postgraduate diploma/degree programmes in emerging fields of study)	2.1.9.1 Link to 1.5.4.1 (Encourage introduction of new postgraduate certificate/diploma/degree programmes)						Number of New Programmes - 02	Director, Chairpersons BoS, Curriculum development and revision committee	0
	2.1.10. Link to 1.5.5 (Develop and display attractive promotional material for each study programme in all media)	2.1.10.1 Link to 1.5.5.1 (Conduct promotional activities through all approachable media)						Number of programmes - 10	Director, BoS, Programme coordinators, Workshop coordinators	0
2.2 To broaden the scope and enhance quality of distance and continuing educational and training programmes and services to meet national and regional needs and national and international standards.	2.2.2. Designing an effective online Learning environment and provide facilities to internet broadcasts of live or prerecorded videos	2.2.2.1 Improving classrooms for online learning environment						Number of smart classrooms - 04	Director, Coordinators, IQAC-PGIS, EE Teaching panel	4

	2.2.3. Explore Student Exchange: Toward International Collaboration	2.2.3.1 Implement credit transfer policy						Progress of implementation - 100%	Director, Chairperson-BoS, IQAC - PGIS, Coordinators	0.01
		2.2.3.2 Further develop the existing exchange programmes for international students						Number of programmes developed - 02	Director, Chairpersons-BoS, Coordinators	0.2
		2.2.3.3 Link to 1.1.6.2, 2.1.2.1, 2.2.2.1 (Introduce the existing online teaching and learning platform for International students)						Implemented online platform - 01	Director, BoM, CCM, BoS, Coordinators, Chairman Curriculum Revision Committee	0
	2.2.6 Link to 1.4.2 (Develop and introduce new study courses and programmes focusing on emerging fields in the government and private sector)	2.2.6.1 Link to 1.4.2.1 (Encourage introduction of new postgraduate courses and programmes focusing on emerging fields in the government and private sectors)						Number of of Programmes - 02	Director, Coordinator, Senior Lecturer, IQAC-PGIS	0

Goal 3: Enhance capacity for innovative research, scholarly work and partnerships										
3.1. To establish a conducive environment for high quality research and innovation	3.1.1 Promote establishment of Postgraduate level benchmarking for research performance through internal standards and criteria.	3.1.1.1 Link to 3.1.2.2 (Enhance postgraduate-level impactful research)						Number of Postgraduate Research Awards and Number of Publications - 25	Director, BoS, DR, AR, DB	0
		3.1.1.2 Link to 1.1.2.2 Identify and engage relevant stakeholders to collaboratively search and expand innovative ideas through research and funding partnerships.						Number of stakeholders invited for joint research - 05	Director, DR, AR	0

	3.1.2 Strengthen and sustain programs and incentive/reward schemes for achievers in research excellence.	3.1.2.1 Update the guidelines for incentive and reward schemes aimed at promoting innovation among researchers						Progress of Implementation of reward scheme - 100%	Director, DR, AR, DB	0.5
		3.1.2.2 Link to 1.1.5.3 (Allocate funds for research from internally generated revenue)						Number of grants awarded from generated income - 10	URC, RC-PGIS, All Chairpersons	0
	3.1.4 Increase investment in research infrastructure	3.1.4.1 Improvements and upgrading of required research laboratories						Number of research laboratories upgrade - 06	Director, DR, AR, DB	3
		3.1.4.2 Purchase of new analytical instruments						Number of new instruments purchase -01	RC-PGIS, IEU	1
		3.1.4.3 Link to 1.5.1.1 (Develop MOUs/Agreements with identified institutions and facilitate research activities,identify commercializable						Number of MOUs/Agreements signed - 05	Director, DR, AR, DB	0
	3.1.5 Improve and strengthen the knowledge and skills of research support staff	3.1.5.1 Organize workshops on laboratory safety and best practices						Number of programmes - 02	Safety Committee	0.2
	3.1.11. Support publication of research and scholarly work by providing financial and other incentives	3.1.11.1 Link to 1.4.2.2 (Provide financial support for publications and for obtaining local patents)						Number of grants awarded - 05	Director, DR, AR, DB, RGC-PGIS	0
3.2 To promote national and international collaboration for research, student training and exchange of staff.	3.2.1. Strengthen investments in the postgraduate research activities	3.2.1. 1 Link to 1.1.6.3 (Expand collaborative research projects with national and international partners)						Number of MOUs and agreements to be initiated - 05	Director, Chairpersons BoS	0
		3.2.1.2 Link to 1.5.1.1 (Strengthen collaborative postgraduate research programs with foreign institutes to facilitate student and staff training and exchange)						Number of students enrolled in split PG programs - 10	RGC-PGIS, Chairpersons	0

3.2.2. Develop industry-linked and community-focused innovative commercial research	3.2.2.1 Link to 1.4.2.2 Implement university IPR policies within the PGIS and educate researchers on their rights and responsibilities						Number of projects - 02	Director	0.05
	3.2.2.2. Link to 1.1.6.3 (Strengthen the industry and community focused innovative research)						Number of industry and community focused innovative research - 02	Director, Chairpersons BoS	0
3.2.3. Encourage creating partnerships with foreign universities for research and short-term training for academic staffs, students and technical staff	3.2.3.1 Link to 1.5.1., 3.2.1.1 (Collaborative research/teaching with foreign universities)						Number of collaborations - 02	Director, Chairpersons BoS, DR, AR, DB	0
	3.2.3.2 Link to 1.1.6.3 (Develop exchange programme proposals to facilitate international collaborations)						Number of Develop proposals for staff and student exchange programmes - 02	Director, DR, AR, DB	0
	3.2.3.3 Link to 1.5.1.1 (Develop agreements / MOUs and facilitate activities for joint research projects with national and international institutes/universities)						Number of MOUs signed with institutes/universities - 04	Director, Chairpersons BoS, AR, DB	0
	3.2.3.4 In-person visits and virtual presentations by distinguished foreign scholars						Number of visits and online sessions of eminent foreign researchers - 10 each	Chairpersons-BoS	0.5
3.2.4. Work towards achieving credibility and recognition for PGIS as a research hub through multifaceted approaches	3.2.4.1 Publish annual research congress proceedings, research highlights, and proceedings from other conferences						Number of ISBN received - 05	Chairpersons of the conference	2
3.2.5. Develop research priorities aligning with the national development goals and global significance.	3.2.5.1 Link to 1.1.5.3 (Develop criteria to identify and prioritize research complying with national development goals and global significance for award of research grants)						Approved criteria document - 01	Chairpersons, RG Committee	0

	3.2.6. Create a conducive environment to enhance access and securing of research grants from national and international sources	3.2.6.1 Link to 1.1.2.2, 1.1.5.3, 3.2.2.2 (Strengthen the Links through the internal units including Research Unit, Career Development Unit, Industrial and entrepreneur unit as well as the University units/offices including International Relations Office, URC, BLIITTO to facilitate Research related activities)						Number of collaborative activities - 05 each year	RGC-PGIS, DR	0
		3.2.6.2 Training young/early career academics on proposal writing: Organizing workshops through PGIS and provide financial assistance to participate in such workshops/training programmes						Number of workshops and short courses - 03 each year	Chairpersons-BoS	0.5

3.3. To facilitate multidisciplinary research programmes	3.3.1. Build a network of researchers capable of engaging in interdisciplinary research	3.3.1.1 Link to 3.2.2.2 (Identify and design interdisciplinary research programs having direct impact on the society targeting national and International need)						Number of research programmes designed - 05	RGC-PGIS	0
		3.3.1.2 Link to 3.1.11.1 (Give preference to multidisciplinary research in allocating PGIS research grants)						Number of grants awarded for multidisciplinary research -05	RC-PGIS, IEU	0
	3.3.2. Create a dynamic and supportive research environment for multidisciplinary and interdisciplinary research	3.3.2.1 Link to 3.1.4.1 (Regular maintenance of research laboratories)						Number of laboratories - 06	Director, DR, DB, AR	4
		3.3.2.2 Facilitate administrative support for multidisciplinary and interdisciplinary research						Number of meetings conducted - 06	RGC-PGIS	0.1

Goal 4: Strengthen efficiency and effectiveness in Financial and Administration with in sustainability in Financial Management										
4.1.Improve efficiency and effectiveness of existing administrative and financial Management systems	4.1.1, Strengthen the values of efficiency and effectiveness in administrative and financial operations in line with service-orientation and financial sustainability	4.1.1.1 Installation and implementation of MIS system; acceptance of selected electronic documents, regular updating of data (Academic matters, Administrative functions and Financial operations)						Implementing a MIS with 06 modules - 06	Director, DB,DR,AR, Electronic Engineer, Scientific Assistant	4
		4.1.1.2. Integration of the current accounting software with the new MIS system.						Number of actions implemented - 01	Director, DB,DR,AR, Electronic Engineer, Scientific Assistant	0.5

4.1.1.3 Implement a staff duty rotation system that ensures smooth functioning of PGIS operations without disruptions						Number of rotated duties assigned to employees - 10	Director, DR, AR, AB, BoM	0
4.1.1.4 Train staff members in the Administration and Finance divisions based on the requirements of PGIS						Number of permanent staff trained - 10	Director, DR, DB, AR	1.5
4.1.1.5 Revise and update existing SOP/guidelines/TORs and develop new ones as needed						Number of SOPs/guidelines/ToRs revised - 10	Director,IQAC-PGIS, DR, DB, AR	0
4.1.1.6 Encourage students, academic staff and non-academic staff to effectively utilize the MIS, ensuring the smooth execution of various institutional activities						Number of workshops and meetings conducted - 10	Director, DR, DB, AR, EE, Scientific Assistant, Coordinator MIS	0.1
4.1.1.7 Link to 4.1.1.1 (To streamline academic and financial processes, encourage academic staff and members of the Boards of Study to actively utilize the MIS to enhance the institute's efficiency and accuracy)						Number of awareness programmes - 12	Director, DB, AR, EE, Scientific Assistant, Coordinator MIS	0

	4.1.2.MIS system	4.1.2.1 Enable the processing of laboratory service requests and facility reservations through the MIS						Number of services and reservations through the system - 100	Director,DB,AR,EE,Scientific Assistant. Coordinator MIS	0
	4.1.5. Develop and adopt a mechanism to objectively assess the performance of staff involved in financial and administrative functions including a system to obtain stakeholder feedback to reward high performing staff members	4.1.5.1 Develop a more user-friendly online feedback system for students, staff, and external stakeholders						Development of more user-friendly online feedback system through MIS) - 01	BoM,Director,DR, DB,AR	0
		4.1.5.2 Implement a transparent performance management system with rewards						Number of mechanisms introduced - 02	Director,DR, DB,AR	0.5
4.2 To develop monitoring, evaluation and reporting systems relevant to administrative and financial matters	4.2.1. Develop and establish holistic, transparent and appropriate monitoring, evaluation and reporting mechanisms for administrative and financial matters	4.2.1.1 Develop and implement a framework for regular review and assessment of internal controls for academic and financial operations						Number of systems introduced and implemented - 04	Director, IQAC-PGIS	0
	4.2.2. Undertake benchmarking for administrative and financial tasks to reflect best practices	4.2.2.1 Develop and implement performance benchmarks for specific administrative and financial tasks (Student Admissions and Records, Accounts Receivable and Payable)						Number of activities through MIS - 08	IQAC-PGIS, Director,DR, DB,AR	0.00

	4.2.3. Link to 4.1.5 (Develop and adopt a mechanism to objectively assess the performance of staff involved in financial and administrative functions including a system to obtain stakeholder feedback to reward high performing staff members)	4.2.3.1 Link to 4.1.5.1 (Develop a more user-friendly online feedback system for students, staff, and external stakeholders)						Progress of implementation of online mechanism through MIS - 100%	BoM,Director,DR, DB,AR	0
		4.2.3.2 Link to 4.1.5.2 (Implement a transparent performance management system with rewards) (link to reward system)						Number of mechanisms introduced - 02	Director,DR, DB,AR	0

4.3 Improve the sustainable financial stability, Transparency and accountability of the financial operations.	4.3.1 Strengthen the transparency & accountability of financial operations.	4.3.1.1 Conduct regular internal audits to evaluate the efficiency of financial controls.						Annual capital expenses incurred as a Percentage of total capital expenses - 100%	Director,DB.AR,Internal,Govt.Audits	0
		4.3.1.2 Implement the remedial measures to addressed weak areas.						Number of Action taken (BoM paper) - 05	Director	0
		4.3.1.3 Link to 4.1.1.4, 4.1.1.7 Train the staff of the finance department in order to update the knowledge of financial regulations, Sri Lanka Accounting standards , UGC circulars etc						Number of training sessions conducted - 04	Director,DB	0
		4.3.1.4 Conducting the Audit & Management meeting in the schedule dates to discuss the audit related matters.						Number of Audit & Management committee conducted in a year - 06	Internal Audit,Audit and Management Committee,Finance Committee,BOM, Director,DR, DB,AR	0.08
		4.3.1.5 Link to 4.2.3.1, 4.2.3.2 (Minimise the annual audit queries and implement the audit recommendations.)						Number of recommendations implemented	Director,DR, DB,AR	0

		4.3.1.6 Conduct financial operations in accordance with the annual budget and the procurement plan.						Annual income expenditure Percentage, Procurement percentage - 100%	Director,DR, DB,AR	0
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Goal 5. Upgrade learning, working and living environment conducive for high-quality academic pursuits, professional development and productivity

5.1. To encourage student and staff of the PGIS to engage in all aspects of University life	5.1.1. Enhance facilities and opportunities available to participate in sports, music, art, drama and other co- and extracurricular activities	5.1.1.1 Promote student engagement in a wide range of co-curricular and extracurricular activities, including physical education, music, art, drama, outbound training, industry workshops, and field visits						Outbound activities workshops with industries, sports and recreational activities, field/educational trips - 06	BoM, Director, YRF senior treasurer	0
		5.1.1.2 Link to 1.4.2.1 (Promote YRF activities)						Number of events organised - 04 each year	Director, YRF senior treasurer	0
	5.1.2 Promote greater interaction among staff and students and the University community	5.1.2.1. Link to 1.1.1.1 (Facilitate open days / webinars /awareness programmes with Industries to interact with students/ teaches /stakeholders of the Industries and Aluminae in order to provide course specific facilities / research facilities and to provide career opportunities)						Number of events organized -12	Chairpersons, Director, DR, DB, AR	0.2
		5.1.2.2 Link to 1.2.6.1 (Conduct awareness programmes on student well-being)						Number of programmes conducted - 02 each year	BoS, Grievance Committee	0
		5.1.2.3 Appoint student representatives for each study programme						Number of student representatives - 25	Director, BoS coordinator, YRF senior treasurer	0
	5.1.3. Design and Implement measures to minimize and eventually eliminate any form of intimidation and harassment	5.1.3.1 Link to 1.2.6.1 Conduct awareness sessions on preventing harassment						Number of sessions conducted - 02	BoS, Coordinator, Grievance committee	0
		5.1.3.2 Link to 1.2.2.2 (Include a session in the orientation programmes)						Number of sessions conducted - 02	BoS, Coordinator, Grievance committee	0

	5.1.4. Improve and expand health facilities and quality of services provided for students and staff	5.1.4.1 Provide immediate services for the sick students/teachers/staff while working/studying at PGIS						Number of services provided - 01	CMO, Director, DR, AR	0.01
		5.1.4.2 Link to 3.5.1 (Develop programs for safe use and disposal of hazardous chemical substances and conducting awareness programmes for laboratory safety)						Number of Programmes - 02	CMO, Director, DR, AR, Member of the safety Committee	0
	5.1.5. To improve efficiency of the services to maintain the infrastructure of the PGIS	5.1.5.1. Link to 2.2.1 (Upgrade the class rooms with virtual learning tool to enhance the online teaching platform to facilitate hybrid lecturing.)						Number of classrooms upgraded - 04	Director, AR, DB, BoM, EE	0
		5.1.5.2 Support to improve the library resources for PG students						Percentage of amount allocated for purchasing books - 100%	Librarian, Director, DR, DB, AR	0.5
		5.1.5.3 Strengthen the relationship of PG students with undergraduates by sharing the research knowledge						Number of short courses and pre-conference workshops conducted with PG students and undergraduates - 06	Boards, Supervisors	0.2

5.2. To enhance staff profile	5.2.1. Strengthen, performance-based evaluation and reward system for teaching, research, administrative and service activities of all staff	5.2.1.1 Introduce a scheme to select staff members who contributed for impactful research						Number of schemes introduced - 01	Director, IQAC-PGIS	0
	5.2.2 Attract nationally and internationally recognized staff	5.2.2.1 Link to 1.1.4.1 (Appoint reputed subject experts for the teaching panel of masters programmes)						Number of newly appointed lecturers - 22	Chairpersons, Coordinators	0
		5.2.2.2 Link to 1.2.5.1, 2.1.1.1, 2.1.6.1 (Implement collaborative research with the renowned researchers for research degree programmes (M.Sc., M.Phil, Ph.D.)						Number of collaborative research - 10	Director, RGC-PGIS, Chairpersons	0
	5.2.3. Build capacity of staff to achieve an edge at competitive international scholarship programmes	5.2.3.1 Link to 3.1.1.1, 5.2.1.1 Encourage staff to enhance their research competencies.						Number of publications in high impact journals, Number of Awards - 20	Director, Chairpersons, Senior Lecturer	0.2

		5.2.3.2 Link to 2.1.6.1 (Introduce and develop collaboration with international researchers and external researchers for enhance the faculty staff profile)						Number of Collaborations & MoUs - 02	Director, BoM, BoS	0
		5.2.3.3 Link to 2.1.6.1 (Encourage impactful research in collaboration with the industry)						Number of collaborative research - 02	BoS, Director	0

5.3. To strengthen and upgrade welfare services and programmes for students and staff.	5.3.1. Improve the availability and quality of welfare services including , common rooms, internet access, etc.	5.3.1.1 Link to 5.1.5, 4.6.3.2, 4.6.3.3 (Introduce standard service for students and staff)						Number of Facilities enhanced - 04	Director, Senior Lecturers, DR, AR, DB	0
		5.3.1.2 Link to 4.6.3.2 (Improve student internet facilities and digital infrastructure in common student areas)						Percentage improvement in internet coverage - 100%	EE, Director	0
	5.3.3 Enhance retention of qualified staff	5.3.3.1 Link to 4.1.2.2 (Establish mechanism to Streamline work allocation for all staff)						Establishment of guidelines,SOP,TOR - 10 Number of appraisals/awards -	Director, DR, AR	0

5.4 To provide safe and secure working environment in the PGIS	5.4.1. Upgrade the buildings and laboratories with modern safety measures	5.4.1.1 Maintain the existing safety measures in laboratories, lecture rooms, and administration divisions						Number of services/maintenance- 15	Director, DR, AR, TO	0
	5.4.3. Developing programs for safe use and disposal of hazardous chemical substances	5.4.3.1 Conduct training programmes on laboratory safety						Number of training programmes - 04	Senior lecturer, DR, AR, TO,	0

5.5. To improve efficiency of the services to maintain the infrastructure and functionality of the	5.5.1. Strengthen facilities and trained manpower to support management and maintenance of facilities at the PGIS	5.5.1.1 Monitoring of maintaining regular infrastructure and services at the PGIS.						Number of services or repairs - 02	Director,DR, AR,DB,EE,TO,TEC, PC	0
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5.6. To adopt the concept of green environment while maintaining the historical and landscape features of the PGIS	5.6.1. Develop and adopt a master plan for green development in the University	5.6.1.1 Develop a mechanism for green development in the PGIS						Number of activities	Director, BoM,DR, AR,DB	0
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	5.6.3. Promote use of renewable energy throughout the University premises	5.6.3.1 Identify friendly environmental initiatives						Number of initiatives - 10	Director, DR, AR, DB	0
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5.7 To optimize the digital and physical learning and working environment to be on par with global advances and challenges	5.7.1. Develop and deploy facilities to make the PGIS premises a digital zone with appropriately equipped and accessible online environment	5.7.1.1 Link to 4.1.1.7 (Improve the existing digital infrastructure at the PGIS to improve the technological skills of the staff to work in a digital environment through MIS)						Number of training sessions - 12	Director,DR, AR,DB,EE,TO,TEC, PC	1
		5.7.1.2 Encourage the use of digital infrastructure in academic and research activities						Percentage usage 70%	Director,EE	0
	5.7.2. Integrate digital technologies in teaching and learning process in the postgraduate programs	5.7.2.1 Enhancing the exisisting digital infrastructure in programme delivery						Number of new programmes for which digital technologies are intigrated - 3	Director,DR, AR, EE	0

Goal 6: Enhance the capacity and range of outreach engagement										
6.1. To improve quality, sustainability and the range of services offered to community by the PGIS	6.1.1. Streamline and improve quality of existing outreach activities of PGIS	6.1.1.1 Streamline the outreach activities based on the feedback received from participants						Number of outreach activities for which feedbacks are collected - 02	BoM, Director, DR, DB, AR	0.2
	6.1.2. Identify local, national and international community needs aligning with the strengths of the PGIS	6.1.2.1. Promote consultancies and industrial R & D projects targeting community needs						Number of of consultancies impacting community - 02	BoM, Director, DR, DB, AR	0
		6.1.2.2. Link to 1.2.5.1 (Facilitate industry-academia collaborations)						Number of Industry Partnerships, Number of Joint Research Projects,Number of Technology Transfer Agreements - 06	BoM, Director,DR, DB, AR	0

		6.1.2.3. Link to 1.2.5.1, 6.1.2.2 (Provide mentorship, consultancy, and technical assistance to small businesses through the expertises of PGIS and postgraduate students)						Number of small scale businesses consulted & client satisfaction - 04	BoM, Director, DR, DB, AR	0
	6.1.3. Develop public private partnerships for programs/activities of mutual benefits	6.1.3.1 Encourage discussions with the private sector						Number of of discussions - 04	Director, Charipersons BoS, Senior lecturer	0.01
		6.1.3.2 Promote to develop a mechanism to develop a public private partnerships						Percentage of the process of establishment of mechanism - 100%	BoM,Director,DR, AR	0.5
	6.1.4. Enhance community engagement in PGIS/University development programs at national and international levels	6.1.4.1 Link to 1.2.5.1 (Develop protocols to obtain industrial grants)						Number of grants obtained - 03	Director,BoM	0
	6.1.5. Recognize and reward community outreach activities	6.1.5.1 Acknowledge staff and students involved in community outreach programmes						Number of appreciations/awards - 05	Director, DR, AR, DB	0.2
6.2. To enhance the interaction with the wider community	6.2.1. Offer awareness and educational programmes to different strata of the public	6.2.1.1 Promote public talks and webinar series on current demanding issues (climate change, water pollution, energy conservation, plastic pollution)						Number of public talks and webinar series - 04	Director, BoS	0.5
		6.2.1.2 Organize collaborative activities relating to current issues in the country and world						Number of collaborative activities - 02	Director, BoS	0.5
6.3. To share expertise and human and physical resources with external stakeholders for mutual benefit	6.3.2. Promote offer consultancy and R & D services to the relevant public/private sector institutes and general public	6.3.2.1 Link to 1.2.5.1 (Promote services of industrial and entrepreneur unit through physical and online platforms)						Number of services - 06	Director, FC, BoS	0

	6.3.3. Provide instrumental facilities to the relevant public/private sector at discount rates	6.3.3.1 Update list of services and instruments						Number of services - 10	Director, Senior Lecturer	0.75
	6.3.4. Strengthen the mechanism to share the available laboratory facilities at the University	6.3.4.1 Link to 1.1.2.3, 1.2.5.1 (Conduct collaborative multi-disciplinary research and consultancies)						Number of research and consultancy projects - 04	Director, RGC-PGIS, BoS	0
6.4. To align with national policy frameworks and actions	6.4.1. Introduce new PG programmes according to the national policy frameworks	6.4.1.1 Link to 1.4.1.1, 1.5.4.1, 2.1.9.1 (Prepare new curricular)						Number of new PG programmes initiated - 02	Curriculum development and revision committee	0
	6.4.2. Prepare policies in line with national policy frameworks and actions	6.4.2.1 Prepare SoPs, by laws align with university policies						Number of SOP/Guidelines - 06	Director, DR, AR, Senior lecturer	0.1

Note:The Postgraduate Institute of Science (PGIS) prepared its Strategic Plan for 2024–2028, which was approved at the 176th BoM held on 09.12.2023 under Agenda No. 176.23.13.