



Postgraduate Institute of Science (PGIS)
University of Peradeniya

Strategic Plan 2026 - 2030

"सर्वस्य लोचनं शास्त्रम्"



**POSTGRADUATE INSTITUTE OF SCIENCE
UNIVERSITY OF PERADENIYA
SRI LANKA**

STRATEGIC PLAN

Integrates the key findings of the Strategic SWOT Review (2025) into forward-looking goals, objectives, KPIs, and strategies. It ensures continuity with the PGIS Strategic Plan (2024–2028) while aligning with the University of Peradeniya Strategic Plan and Institutional KPIs for the next planning cycle (2026–2030)

2026–2030

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17. Prof. WAPP de Silva - Chairperson/BoS in Science Education, Department of Botany
18. Prof. YPRD Yapa - Chairman/BoS in Statistics & Computer Science, Department of Statistics and Computer Science
19. Prof. SH Boyagoda - Chairperson BoS in Zoological Sciences, Department of Zoology

UGC Nominees

20. Emeritus Prof. LR Jayasekara - University of Kelaniya
21. Dr. DBM Wickramrathne - Retired Prof. in Pharmacy/Faculty of Allied Health Sciences, University of Peradeniya

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Deputy Bursar (Acting)	Mr. U W Rajmal BSc (Acc & Finance, USJ SL) MBA (WUSL) MAAT (AAT SL) Fellow Member (APFASL) ACA (CASL), CIPFA (UK), CPFA (CASL)
Assistant Registrar	Ms. S G Rajapura BSc

Vision

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

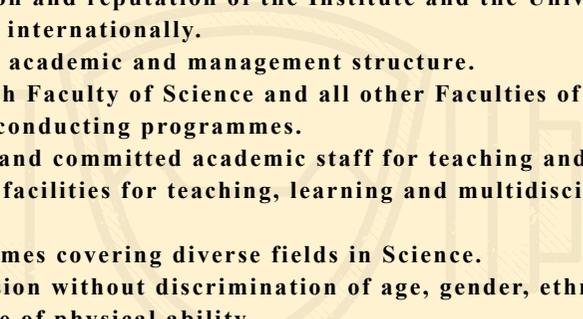
Mission

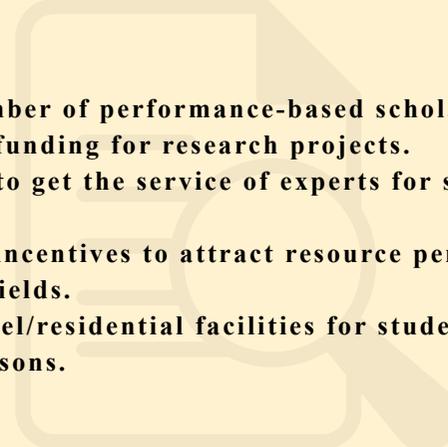
**To contribute to the development of a globally recognized society with social sensitivity,
ethical rectitude and economic prosperity to promote innovative research and outreach
activities in an intellectually stimulating and a conducive academic environment**

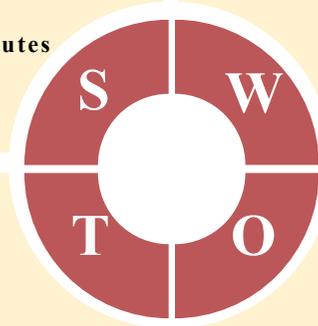
Strategic PESTEL Analysis

- a) Political: Alignment with UGC and national STEM priorities; compliance with governance requirements.**
- b) Economic: Prudent financial management; partial reliance on internal revenue streams; constraints on research and infrastructure funding.**
- c) Social: Inclusive postgraduate access, alumni engagement, and student support programmes.**
- d) Technological: ICT upgrades in progress, blended learning adoption, limited advanced laboratory infrastructure.**
- e) Environmental: SDG-aligned research; early green campus initiatives; environmental responsibility embedded in operations.**
- f) Legal/Regulatory: Full compliance with UGC, Senate, BoM, and PED Circular 01/2021; robust internal QA and policy framework.**

Strategic SWOT Analysis

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- 01. Only Postgraduate Institute in Science of the country.**
02. The location of the Institute; within the University premises and close proximity to other research institutes.
03. High recognition and reputation of the Institute and the University, nationally and internationally.
04. Well organized academic and management structure.
05. Strong link with Faculty of Science and all other Faculties of the University for conducting programmes.
06. Well qualified and committed academic staff for teaching and research.
07. Infrastructure facilities for teaching, learning and multidisciplinary research.
08. Study programmes covering diverse fields in Science.
09. Student admission without discrimination of age, gender, ethnicity, race and irrespective of physical ability.
10. Assistance for career enhancement and guidance.
11. Collaboration with National and International Universities, Institutes and Industries.
12. High employability of graduates.
13. Outcome-Based Education.

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- 01. Limited number of performance-based scholarships.**
02. Inadequate funding for research projects.
03. Difficulties to get the service of experts for specialized subject areas.
04. Inadequate incentives to attract resource persons in specialized fields.
05. Lack of hostel/residential facilities for students and external resource persons.



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- 01. Postgraduate opportunities at other universities.**

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- 01. Use of modern technologies in teaching and research.**
02. Attracting students from foreign countries.
03. Encouragement of innovative and interdisciplinary research.
04. Emerging opportunities for building research collaboration with national and international agencies.
05. Private sector research grants for collaborative research.

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Mapping of Strategic Goals to the PGIS Mission

Strategic goal	Alignment with Mission
Goal 01: Producing Competent Graduates	<p>Aligns with the mission to contribute to the development of a globally recognized society through postgraduate education.</p> <p>Promotes social sensitivity, ethical rectitude, and intellectual stimulation by producing capable and responsible postgraduates who contribute to national and global development.</p>
Goal 02: Research, Innovation & Knowledge Transfer	<p>Reinforces the mission to promote innovative research and outreach activities through impactful, ethically grounded scientific contributions.</p> <p>Enhances economic prosperity and knowledge dissemination at national and international levels through research translation and innovation.</p>
Goal 03: Internationalization	<p>Fulfills the mission of developing a globally recognized society by integrating global perspectives into education and research.</p> <p>Encourages international collaboration and excellence in postgraduate training and research.</p>
Goal 04: Sustainability & Social Impact	<p>Advances the mission to contribute to national, regional, and global society by promoting social sensitivity, equity, and sustainability.</p> <p>Reinforces PGIS's commitment to ethical and value-based research and development.</p>
Goal 05: Conducive Working and Living Environment	<p>Directly aligns with the mission to promote innovative research and outreach activities in an intellectually stimulating and supportive environment.</p>

Strategic Goals

Goal 1: Producing Competent Graduates

Objective 1.1: Teaching, Learning & assessments, Curriculum Quality and implementation
Objective 1.2: Graduate Employability
Objective 1.3: Alumni Tracking & Engagement

Goal 2: Research, Innovation, and Knowledge Transfer

Objective 2.1: Research Productivity & knowledge transfer (To enhance research productivity)
Objective 2.2: Commercialization (To enhance commercialization of research output)

Goal 3: Internationalization

Objective 3.1: Global Student & Faculty Mobility
Objective 3.2: Strategic Academic & Research Partnerships

Goal 4: Sustainability & Social Impact

Objective 4.1: Financial & Environmental Sustainability, Well-being
Objective 4.2: Community Engagement & National Development
Objective 4.3: Industry & Entrepreneurship Integration

Goal 5: Conducive Working and Living Environment

Objective 5.1: Digital Transformation
Objective 5.2: Governance Efficiency
Objective 5.3: Staff and Student Well-being and Campus Safety
Objective 5.4: Physical Infrastructure and Public Spaces

Activities (2026-2030)	Duration					KPI	Strategy/Link to SWOT	Coordinating Responsibility	Estimated Cost (Rs ,M) Source of funding
	2026	2027	2028	2029	2030				
Goal 1: Producing Competent Graduates									
Sub Area 1.1: Teaching, Learning & assessments, Curriculum Quality and implementation									
1.1.1 Promote PGIS programs through digital platforms and regional outreach campaigns.	300	350	400	450	500	Number of students enrolment (local and foreign).	<ul style="list-style-type: none"> •Use targeted online marketing and alumni ambassadors to promote PGIS visibility. • Streamline admission processes via digital tools to enhance accessibility. • Develop region-specific postgraduate programs to attract foreign students. (Builds on Strength 2; addresses Weakness 2.) 	Director/BoS/Aca.Coordinator/DR/AR	3
1.1.2 Simply admission procedure	250	300	350	400	450	Higher entry qualification averages.(SLQF L6-GPA>3.0)		Director/BoS/Aca.Coordinator/DR/AR	0
1.1.3 Introduce online application tracking	150	200	350	450	500	Number of application through MIS		Director/BoS/Aca.Coordinator/DR/AR/MIS-Coordinator	2.8
1.1.4 Offer targeted programs for international students.	5%	7%	8%	9%	10%	Growth in foreign student ratio.		Director/BoS/Aca.Coordinator/DR/AR	8
1.1.5 Award PG full scholarship for the batch-top of the FOS, UOP	1	1	1	1	1	Number of students	<ul style="list-style-type: none"> • Create a central Scholarship and Grants Portal for transparency. • Engage alumni networks and private donors for endowments. • Highlight success stories to encourage donor participation. (Addresses Weakness 1; uses Opportunity 2.) 	Director/BoS/Aca.Coordinator/DR/AR	1.5
1.1.6 Establish new merit-based and need-based scholarship schemes.	12	12	13	14	15	Number of MPhil/PhDs funded by the PGIS	<ul style="list-style-type: none"> • Create a central Scholarship and Grants Portal for transparency. • Engage alumni networks and private donors for endowments. • Highlight success stories to encourage donor participation. (Addresses Weakness 1; uses Opportunity 2.) 	Director/BoS/Aca.Coordinator/Coordinator-IQAC/DR/DB/AR	50
1.1.7 Introduce MSc-level scholarships funded by PGIS.	10	12	14	16	20	Number of MSc scholarships awarded by the PGIS		Director/BoS/Aca.Coordinator/Coordinator-IQAC/DR/DB/AR	5.4
1.1.8 Seek donor and alumni-funded endowments.	30%	30%	30%	30%	30.0%	Ratio of scholarship allocation		Director/BoS/Aca.Coordinator/Coordinator-IQAC/DR/DB/AR	1.5
1.1.9 Identify potential partner universities. (Linked to 1.1.4)	1	1	1	1	1	Number of international MoUs and joint programs established.	<ul style="list-style-type: none"> • Build partnerships through existing academic collaborations. • Align academic calendars and curricula for 	Director/BoS/Aca.Coordinator/DR/AR/Director-INRO/Snr. Lect.	0

1.1.10 Commencement of collaborative degree programs.	0	1	1	1	1	Numbers of joint/double degree programmes.	joint delivery. • Use seed funding for pilot dual-degree initiatives.	Director/BoS/Aca.Coordinator/DR/AR/Snr.Lect.	5
1.1.11 Upgrade e-learning platforms and LMS.	1	1	1	1	1	Number of new online courses offered.	• Adopt open-source LMS and integrate with PGIS MIS. • Conduct staff training in digital tools and course design. • Introduce market-driven short courses for professionals. (Leverages Opportunity 1.)	Director/BoS/DR/AR	0
1.1.12 Train academic staff in digital pedagogy.	2	2	2	2	0	Number of training programmes	• Conduct hands-on training for course designers. • Encourage digital content creation (videos, quizzes, simulations).	Director/Coordinator-IQAC/DR/AR	1.6
1.1.13 Offer flexible scheduling (weekend/evening)	1	1	1	1	1	Number of programs.	• Introduce part-time and blended delivery models for working professionals.	Director/BoS/Aca.Coordinator/DR/AR	0
Sub Area 1.2: Graduate Employability									
1.2.1 Conduct regular curriculum reviews with industry experts and alumni input.	2	4	6	8	10	Number of Programmes undergoes comprehensive review in every 5 yrs	• Establish periodic Curriculum Review Committees including industry experts. • Map learning outcomes to global accreditation standards.	Director/BoS/Coordinator-IQAC-CRDC/DR/AR	15
1.2.2 Benchmark PGIS curricula with top regional and international postgraduate institutes.	1	2	3	4	5	Number of Programmes	• Introduce innovation, leadership, and communication modules. (Uses Opportunity 3; mitigates Threat 3.)	Director/BoS/Coordinator-IQAC-CRDC/DR/AR	15
1.2.3 Increase supervision capacity and postgraduate throughput.	10	15	20	25	30	Number of PhDs supervised by PGIS visiting academic staff		Director/BoS/Coordinator-RGC/DR/AR	0
1.2.4 Integrate soft-skill and innovation training.	10%	20%	30%	40%	50%	Enhance the graduate employability		Director/Coordinator-IQAC/DR/AR	1
Sub Area 1.3: Alumni Tracking & Engagement									
1.3.1 Establish an online Alumni Tracking System (ATS) integrated with LinkedIn and PGIS records.	30%	40%	60%	80%	100%	Alumni career progression index (Alumni surveys, LinkedIn analysis)	• Create a centralized alumni database for continuous engagement. • Conduct biennial alumni tracer studies and publish impact reports.	Director/Snr.Lect./DR/AR	0
1.3.2 Organize annual alumni networking events, webinars, and mentorship sessions.	2	3	4	5	5	Number of alumni engagement events organized.	• Use alumni success stories to enhance institutional reputation and attract new enrolments.	Director/Snr.Lect./DR/AR	3.5

1.3.3 Launch "PGIS Alumni Endowment Fund" for scholarships and research support(Linked 1.1.8)	1M	1M	1M	1M	1M	Fund value > LKR 5 million by 2030.	(Uses Strength 3; Opportunity 4.)	Director/Snr.Lect./DR/DB/AR	0
Goal 2: Research, Innovation, and Knowledge Transfer									
Sub Area 2.1: Research Productivity & knowledge transfer (To enhance research productivity)									
2.1.1 Encourage multidisciplinary and collaborative research.	10	10	10	12	14	Number of Publications in Q1 and Q2	"• Create internal seed funding for multi-disciplinary research. • Encourage joint supervision across PGIS Boards of Study. • Reward publications in cross-disciplinary journals. (Builds on Opportunity 3.)"	Director/Coordinator-RGC/DR/AR	5.6
2.1.2 Support quality research publications.	1M	1M	1M	1M	1M	Allocated funds Number of publications in other non-predatory and reviewed journals	• Promote ethical and high-impact research publications. • Conduct workshops on scientific writing and research dissemination.	Director/Coordinator-CRDC/DR/AR/Snr.Lecturer	5
2.1.3 Promote scholarly outputs beyond journals (Linked 2.1.2).	1	1	1	1	1	Number of scholarly outputs based on research (books, monographs, dramas, creative works)	• Provide incentives for creative and scholarly works beyond traditional research papers.	Director/Coordinator-RGC/DR/AR	0
2.1.4 Secure external funding and collaborations.	4	6	8	10	15	Number of research grants external to the institutes	• Strengthen proposal development support. • Build partnerships with funding agencies and industries.		0
2.1.5 Disseminate research findings.	4	4	6	8	10	Number of research dissemination events/research conferences	• Strengthen Annual Research Congress as an international event. • Expand national-level training and workshops for academia and industry.	Director/Coordinator-RGC/DR/AR/IEU	30
2.1.6 Establishing Genomics Core	20	40	60	80	100	% of implementation	• A strategic intervention aimed at strengthening postgraduate research capacity, enhancing interdisciplinary collaboration, and positioning PGIS as a national hub for advanced molecular and genomic research.	Director/BoS-Biomedical/DR/AR/IEU	0.1
Sub Area 2.2: Commercialization (To enhance commercialization of research output)									

2.2.1 Promote commercialization of research findings.	0	0.25M	0.25M	0.25M	0.25M	Amount of income in rupees through commercialization	<ul style="list-style-type: none"> Establish a PGIS Research & Innovation Office. Introduce guidelines and IP policy framework. Link researchers with industry partners. 	Director/Coordinator-RGC/Snr. Lect./DR/AR/IEU	1.5
2.2.2 Build stronger industry linkages.	1	2	3	4	6	Number of funded projects with industry partners	<ul style="list-style-type: none"> Facilitate MoUs and industry-funded postgraduate projects. 	Director/Coordinator-RGC/Snr. Lect./DR/AR/IEU	0
2.2.3 Encourage innovation and IP generation.	1	2	3	4	6	Number of patents filed or granted	<ul style="list-style-type: none"> Conduct IP awareness sessions. Provide support for patent filing. 	Director/Coordinator-RGC/Snr. Lect./DR/AR/IEU	1.6
2.2.4 Promote start-ups and entrepreneurship.	0	0	0	1	1	Number of start-ups (from tracer studies, alumni records)	<ul style="list-style-type: none"> Support student entrepreneurship programs. Link with IEU-PGIS and BLITTO 	Director/Coordinator-RGC/Snr. Lect./DR/AR/IEU	10
2.2.5 Promote applied postgraduate research.	3	4	6	10	15	Number of postgraduate research projects conducted in collaboration with the industry.	<ul style="list-style-type: none"> Encourage cross-institute collaboration with faculties and external partners. 	Director/Coordinator-RGC/Snr. Lect./DR/AR/IEU	0

Goal 3: Internationalization

Sub Area 3.1: Global Student & Faculty Mobility

3.1.1 Facilitate innovative and interdisciplinary activities.	1	1	1	1	1	Numbers of short-term outbound and inbound students and staff	<ul style="list-style-type: none"> Create internal seed funding for multi-disciplinary research. Encourage joint supervision across PGIS Boards of Study. Reward publications in cross-disciplinary journals. (Builds on Opportunity 3.)	Director/Coordinator-IQAC/Snr. Lect./DR/AR	1.25
3.1.2 Promote international exposure for staff and students.	10	10	10	10	10	Number of foreign scholars	<ul style="list-style-type: none"> Establish visiting scholar schemes. Invite experts for short-term academic exchanges and lectures. 	Director/BoS/Aca.Coordinator/Snr. Lect./DR/AR	1
3.1.3 Strengthen institutional visibility and collaboration.	10	10	10	10	10	Number of Foreign visitors the PGIS	<ul style="list-style-type: none"> Host thematic visits, guest lectures, and research collaboration meetings. 	Director/BoS/Aca.Coordinator/Snr. Lect./DR/AR	1
3.1.4 Promote global academic engagement.	3	4	5	6	7	Number of joint PhD/Mphil programmes	<ul style="list-style-type: none"> Develop co-supervised postgraduate programs with reputed universities. Establish dual-degree and joint research frameworks. 	Director/BoS/Aca.Coordinator/Snr. Lect./DR/AR	0
3.1.5 Initiate student and staff exchange programs.	0	0	1	1	1	Number of Exchange program participation.	<ul style="list-style-type: none"> Develop short-term mobility schemes with partner universities. Provide administrative and logistical support for exchange activities. 	Director/BoS/Snr. Lect./DR/AR	3

3.1.6 Market PGIS as a premier postgraduate institute in South Asia and develop brand identity and marketing strategy (Linked 1.1.1.)	300	350	400	450	500	Number of students enrolment	<ul style="list-style-type: none"> • Implement a professional branding campaign. • Strengthen PGIS website and digital content. • Participate in regional education expos and fairs. (Builds on Strength 1; addresses Threats 1 & 2.)	Director/DR/DB/AR/Coordinator-IQAC	0
Sub Area 3.2: Strategic Academic & Research Partnerships									
3.2.1 Sign MoUs with global partners.	1	2	3	4	5	Number of active partnerships.	<ul style="list-style-type: none"> • Focus on thematic collaboration aligned with national priorities. • Use existing networks (PGIS alumni, UoP linkages) for partnership building. • Promote mutual credit recognition and exchange grants. (Uses Opportunity 4.)	Director/BoS/Snr. Lect./DR/AR/IEU	0.75
3.2.2 Foster high-impact international collaborations.	0	0	1	1	2	Number of joint research projects with QS Top 500 universities	<ul style="list-style-type: none"> • Identify and prioritize partnerships with globally ranked institutions. • Co-develop grant proposals and collaborative research centres. 	Director/BoS/Snr. Lect./DR/AR	0
3.2.3 Promote international academic events (Linked 2.1.5).	4	4	6	8	10	Number of international conferences/workshops/seminars organized with ≥10% international participants.	<ul style="list-style-type: none"> • Strengthen Annual Research Congress as an international event. • Expand national-level training and workshops for academia and industry. 	Director/BoS/Snr. Lect./DR/DB/AR	0
3.2.5 Participate in international networks.	1	1	1	1	1	Number of capacity development programmes (abroad) attended by PGIS staff.	<ul style="list-style-type: none"> • Encourage participation in global networks and professional bodies. • Provide partial funding for staff capacity-building abroad. 	Director/BoS/Coordinator-IQAC/Snr. Lect./DR/AR	5
3.2.4 Develop an online research repository and annual PGIS research digest.	50%	60%	70%	80%	100%	Implementation of research repository	<ul style="list-style-type: none"> • Maintain an open-access repository linked to UGC databases. • Collaborate with foreign partners to co-host research events. • Publicize outputs through digital and media channels. (Builds on Strength 1; addresses Threat 1.)"	Director/BoS/Snr. Lect./DR/AR/Coordinator-RGC/IEU	4

3.2.5 Promote global visibility through agreements(Linked to 1.1.4, 1.1.9)	1	2	3	3	3	Number of MoUs /Agreements	<ul style="list-style-type: none"> Develop digital dissemination platforms and strengthen the PGIS website. Link outputs with international research networks. 	Director/BoS/Snr. Lect./DR/AR/Coordinator-RGC	4
3.2.6 Promote consultancy and contract research.	5	6	8	10	12	Number of research papers with international collaborations	<ul style="list-style-type: none"> Strengthen consultancy policy and revenue-sharing mechanisms. Facilitate professional consultancy registration and training. 	Director/BoS/Snr. Lect./DR/AR/Coordinator-RGC	0

Goal 4: Sustainability & Social Impact

Sub Area 4.1: Financial & Environmental Sustainability, Well-being

4.1.1 Establish a PGIS Research and Consultancy Office.	10m	10m	12m	14m	15M	Annual grant income (Rs.).	<ul style="list-style-type: none"> Centralize proposal submission and support. Offer internal mentoring for grant writing. Track international funding cycles through MIS. (Builds on Opportunity 2.)	Director/BoS/Snr. Lect./DR/DB/AR/Coordinator-RGC	0
4.1.2 Provide proposal-writing training	1	1	1	1	1	Number of training programs	<ul style="list-style-type: none"> Conduct quarterly workshops on international grant writing. Develop a mentorship network of experienced researchers. 	Director/BoS/Snr. Lect./DR/DB/AR	1
4.1.3 Engage in international research events.	5	5	5	5	5	Number of international research events attended.	<ul style="list-style-type: none"> Facilitate participation in research symposia, fairs, and global funding exhibitions. Include travel support in annual research budget. 	Director/BoS/Snr. Lect./DR/AR	0
4.1.4 Promote sustainable and green operations.	60	80	100	100	100	% of waste segregation vs. landfill.	<ul style="list-style-type: none"> Introduce awareness campaigns among staff and students. 	Director/DR/DB/AR	0
	40	50	60	80	100	% of buildings with energy-efficient certification	<ul style="list-style-type: none"> Ensure new constructions follow Green Building guidelines. Upgrade lighting and HVAC systems to energy-efficient models. 	Director/DR/DB/AR	1
	28	30	32	34	36	Annual increase of reserve fund (as % of annual total expenditure).	<ul style="list-style-type: none"> Channel surplus income into PGIS Development Fund. Implement investment policy for fixed deposits and long-term growth. 	Director/DR/DB/AR/Coordinator-RGC	0
	10	11	12	13	15	Capital expenditure on infrastructure & technology (% of total budget).	<ul style="list-style-type: none"> Allocate at least 20% of annual capital budget to research infrastructure and ICT. 	Director/DR/DB/AR	0

	1	1	1	1	1	Number of green initiatives implemented.	<ul style="list-style-type: none"> Annual sustainability projects Reward departments achieving measurable environmental impact. 	Director/DR/DB/AR	0.5
	2	2	2	2	2	Number of service recipients.	<ul style="list-style-type: none"> Document outreach beneficiaries (training, consultancy, capacity building). 	Director/DR/DB/AR	1
4.1.5 Implement green institute initiatives.	30	35	40	45	50	Energy efficiency metrics.	<ul style="list-style-type: none"> Adopt sustainable construction practices. Implement waste management and renewable energy systems. Preserve historic structures through careful renovation. (Aligns with Opportunity 6.)	Director/DR/DB/AR	5
4.1.6 Launch the "PGIS Development Fund".	0.25m	0.25m	0.25m	0.25m	0.25m	Annual contributions received.	<ul style="list-style-type: none"> Create a transparent online donation and reporting system. Recognize donors publicly to encourage continued support. Leverage alumni networks for professional collaborations. (Uses Opportunity 5.)"	Director/DR/DB/AR	0.25
4.1.7 Strengthen Alumni Association engagement.	1	1	1	1	1	Number of active alumni activities.	<ul style="list-style-type: none"> Establish Alumni Chapters locally and abroad. Organize annual alumni networking events and mentorship programs. 	Director/BoS/Snr. Lect./DR/AR	1.25
Sub Area 4.2: Community Engagement & National Development									
4.2.1 Promote PGIS-led community projects.	1	1	1	1	1	Number of PGIS-led community projects	<ul style="list-style-type: none"> Encourage staff and students to initiate community-focused applied research. Align projects with SDGs and national development needs. 	Director/BoS/Snr. Lect./DR/AR	1
4.2.2 Conduct training programs/workshops for academia, industry, and schools.	1	1	1	1	1	Number of training programs/workshops for industry, schools, or government agencies	<ul style="list-style-type: none"> Expand national-level training and workshops for academia and industry. Provide technical and policy training for schools and public agencies. 	Director/BoS/Snr. Lect./DR/AR/IEU	1
4.2.3 Strengthen collaboration for national emergencies.	1	1	1	1	1	Number of national-level collaborations in emergency situations	<ul style="list-style-type: none"> Partner with national disaster management, health, and environment agencies. Deploy PGIS expertise during crises (e.g., geological, environmental). 	Director/BoS/Snr. Lect./DR/AR	0
4.2.4 Promote open access and lifelong learning.	1	1	1	1	1	Number of online courses open to public (open access courses made available)	<ul style="list-style-type: none"> Launch MOOCs through PGIS platforms. Partner with UGC and national e-learning initiatives. 	Director/BoS/Aca.Coordinator/Snr. Lect./DR/AR	0.5

4.2.5 Enhance professional development opportunities.	2	2	2	2	2	Number of short courses or professional development programs for public	<ul style="list-style-type: none"> • Offer short courses in research methodology, data science, environment, and innovation. • Collaborate with professional bodies. 	Director/BoS/Aca.Coordinator/Snr. Lect./DR/AR	0
4.2.6 Annual performance review reports.	100	100	100	100	100	% of Completion of annual reports.	<ul style="list-style-type: none"> • Introduce standardized annual progress reporting templates. • Publish review findings in PGIS annual report. 	Director/DR/DB/AR/Coordinator-IQAC	1
4.2.7 Engage in regional outreach campaigns.	1	1	1	1	1	Number of programmes	<ul style="list-style-type: none"> • Collaborate with reputed regional universities. • Promote success stories through media and academic channels. 	Director/DR/DB/AR/Coordinator-IQAC	1.25
Sub Area 4.3: Industry & Entrepreneurship Integration									
4.3.1 Encourage innovation and entrepreneurship.	0	1	1	1	2	Number of start-ups and spin-offs founded by staff and students.	<ul style="list-style-type: none"> • Create incubation spaces and mentoring support. • Link with IEU and BLITTO initiatives for funding. 	Director/BoS/Snr. Lect./DR/AR/IEU	2
4.3.2 Support industry-driven innovation.	0	0.5M	0.8M	1M	1M	Amount of industry funding for student research and innovation.	<ul style="list-style-type: none"> • Establish competitive grant schemes co-funded by private firms. • Recognize industry mentors in postgraduate research. 	Director/BoS/Snr. Lect./DR/AR/IEU	0
Goal 5: Conducive Working and Living Environment									
Sub Area 5.1: Digital Transformation									
5.1.1 Complete and operationalize the PGIS Management Information System (MIS) for real-time monitoring and reporting.	100	0	0	0	0	% of Completion of implementation of MIS.	<ul style="list-style-type: none"> • Integrate real-time dashboards for student, finance, and research data. • Train administrative and academic staff for MIS utilization. 	Director/DR/DB/AR/Elec Eng.	3.8
5.1.2 Upgrade network infrastructure and AV facilities.	40	50	60	80	100	% of System uptime.	<ul style="list-style-type: none"> • Use phased upgrades to optimize resources. • Implement 24/7 IT maintenance and user support. • Integrate hybrid classrooms with global teaching platforms. (Builds on Strength 2.) 	Director/DR/DB/AR	7.5
5.1.3 Digitize approval, finance, and reporting systems (Link to 5.1.1)	20	30	50	70	80	% of administrative and student services available online	<ul style="list-style-type: none"> • Integrate administrative workflows into the MIS. • Conduct digital literacy training for staff. • Implement e-approval protocols for efficiency. (Addresses Threat 4.) 	Director/DR/DB/AR	0.6

	20	30	40	50	60	Percentage of administrative workload reduced by automation	<ul style="list-style-type: none"> Introduce automated approval and reporting systems. Establish KPIs for efficiency monitoring. 	Director/DR/DB/AR	0
	20	25	30	30	30	Number of staff members trained/recruited for digitization	<ul style="list-style-type: none"> Recruit IT professionals to strengthen system support. Conduct regular capacity-building sessions. 	Director/DR/DB/AR	9
5.1.4 Expand hybrid teaching capacity. (Link to 1.1.11, 1.1.12, 5.1.2, 5.1.3)	30	40	50	60	80	% of hybrid sessions conducted.	<ul style="list-style-type: none"> Upgrade AV systems and LMS for global hybrid delivery. Train academic staff in blended teaching pedagogy. 	Director/DR/DB/AR/BoS/Elec Eng.	0
	1	1	1	1	1	Number of full-time online courses	<ul style="list-style-type: none"> Convert high-demand programs into fully online format. Use PGIS e-learning platform for delivery. 	Director/DR/DB/AR/BoS/Elec Eng.	0
	100	100	100	100	100	% of PG Certificates/Diploma/Master programmes using LMS	<ul style="list-style-type: none"> Mandate LMS integration for all course delivery and assessments. 	Director/DR/DB/AR/Elec Eng.	0
	100	100	100	100	100	% of area covered by WiFi	<ul style="list-style-type: none"> Achieve 100% Wi-Fi coverage in academic and administrative areas. 	Director/DR/DB/AR/Elec Eng.	22.5
	90	100	100	100	100	% of lecture halls with smart classrooms / AV facilities	<ul style="list-style-type: none"> Upgrade all lecture halls with multimedia facilities and recording capabilities. 	Director/DR/DB/AR/Elec Eng.	2.5
	8	8	8	8	8	Number of local Interns	<ul style="list-style-type: none"> Offer internships for students in ICT and management systems. 	Director/DR/DB/AR	5
	40	50	60	70	80	Reduction in paper consumption (% drop year-on-year)	<ul style="list-style-type: none"> Implement e-signature and document-sharing systems. Promote paperless meetings and communications. 	Director/DR/DB/AR	0
5.1.5 Introduce digital dashboard for KPIs.	10	20	50	70	100	% of use of performance data.	<ul style="list-style-type: none"> Finalize and integrate MIS with University CQA system. Generate automated performance reports quarterly. Use dashboard insights for decision-making and planning. (Ensures accountability and sustainability.)"	Director/DR/DB/AR/Coordinator-IQAC	2.5
Sub Area 5.2: Governance Efficiency									
5.2.1 Introduce performance-based rewardings.	4	4	6	8	10	Number of performance-Based rewardings	<ul style="list-style-type: none"> Develop transparent appraisal system linked to measurable KPIs. Reward research, teaching, and service excellence. (Using PGIS Endowment Fund) 	Director/DR/DB/AR/Coordinator-IQAC	20
5.2.2 Provide non-financial rewardings.	4	4	6	8	10	Number of non-financial rewardings	<ul style="list-style-type: none"> Recognize excellence through certificates, awards, and recognitions. 	Director/DR/DB/AR/Coordinator-IQAC	0

5.2.3 Address staff and student grievances promptly.	100	100	100	100	100	% of grievances complaints addressed(Grievance Committee, SGBV)	<ul style="list-style-type: none"> Strengthen Grievance Committee and SGBV Response Mechanism. Introduce confidential reporting channels. 	Director/Griev.Com.	0.5
5.2.4 Implement feedback-based improvement actions.	50	60	70	80	90	% of improvements made based on the feedback, impact based KPIs and outcome based KPIs	<ul style="list-style-type: none"> Use annual satisfaction surveys to guide policy changes. Track improvements using outcome-based KPIs. 	Director/DR/DB/AR/Coordinator-IQAC	0
5.2.5 Strengthen financial and audit efficiency.	100	100	100	100	100	% of audit queries satisfactorily resolved	<ul style="list-style-type: none"> Maintain quarterly financial review and reporting. Implement internal pre-audit mechanisms. Developing Internal control system 	Director/DR/DB/AR	0
5.2.6 Improve budget utilization.	100	100	100	100	100	% of budget allocation utilized per every two months	<ul style="list-style-type: none"> Progress reviewing through every BOM meeting 	Director/DR/DB/AR	0
Sub Area 5.3: Staff and Student Well-being and Campus Safety									
5.3.1 Establish a dedicated Career Guidance Unit.	1	1	1	1	1	Number of programmes	<ul style="list-style-type: none"> Recruit trained counsellors and career advisors. Build partnerships with employers for placements. Integrate mentoring programs into academic structure. (Addresses Weakness 4.) 	Director/DR/DB/AR	0.5
5.3.2 Conduct wellbeing and mentoring programs.	70	80	90	100	100	Restroom Hygiene Compliance score	<ul style="list-style-type: none"> Implement peer mentorship and counselling programs. Organize workshops on stress management and life skills. 	Director/DR/DB/AR/ Safety Committee	0.5
	1	1	1	1	1	Number of wellbeing sessions held.	<ul style="list-style-type: none"> Monitor hygiene and maintenance standards through periodic audits. 	Director/DR/DB/AR	1
	3	4	5	5	5	PGIS well-being index (WHO - 5)	<ul style="list-style-type: none"> Introduce staff well-being programs and student support systems. Regularly monitor work-life balance through surveys. 	Director/DR/DB/AR/Safety Com.	1
5.3.3 Ensure institute safety and security.	70	75	80	90	100	Safety index.	<ul style="list-style-type: none"> Install CCTV and emergency response systems. Conduct regular safety audits and training drills. 	Director/DR/DB/AR/Safety Committee	0.5
Sub Area 5.4: Physical Infrastructure and Public Spaces									
5.4.1 Construct/renovate guest house and staff quarters.	10M	10M	10M	10M	10M	Total cost on development pro	<ul style="list-style-type: none"> Prioritize sustainable designs and facilities. Seek UGC and donor funding for infrastructure. 	Director/DR/DB/AR	50

5.4.2 Introduce short-stay facilities for visiting fellows.	0	70	80	90	100	Satisfaction index	<ul style="list-style-type: none"> Establish guesthouse and scholar residence facilities. Implement online booking system. 	Director/DR/DB/AR	13
	60	100	100	100	100	Percentage of financial /physical progress	<ul style="list-style-type: none"> Ensure timely implementation and monitoring of projects. Conduct biannual infrastructure progress reviews. 	Director/DR/DB/AR	0
	0	60	70	80	90	Utilization rate of facilities	<ul style="list-style-type: none"> Conduct periodic usage reviews and optimize resource allocation. 	Director/DR/DB/AR/Coordinator-IQAC	0

Responsibilities of Key Authorities in Strategic Plan Governance:

Authority	Core Role in the Strategic Plan
Board of Management (BoM)	Provides overall strategic governance, including the finalization, approval, and adoption of the Strategic Plan. Responsible for allocating funds, infrastructure, and institutional resources; enacting policies to support strategic priorities; and ensuring oversight and accountability across all functional domains. The BoM sets the strategic direction, reviews annual performance reports, and monitors progress to ensure alignment with national higher education and research priorities.
Coordinating Committee (CCM)	Acts as the central academic and administrative coordination body of PGIS. Ensures effective implementation of strategic objectives through cross-functional collaboration among Boards of Study, academic coordinators, and administrative units. Reviews academic, research, and operational priorities, ensures alignment with institutional strategy, and provides formal recommendations to the BoM on matters of academic and institutional development.
Boards of Study (BoS)	Responsible for discipline-specific academic and research development within their respective subject areas. Each BoS ensures that study programs, research activities, and postgraduate supervision align with PGIS strategic priorities. The BoS also monitors program quality, student performance, and research outcomes, and submits progress and review reports to the Strategic Planning and Management Committee (SPMC).
Strategic Planning and Management Committee (SPMC)	Serves as the core coordinating and monitoring body for the implementation of the Strategic Plan. Oversees institutional performance tracking against strategic goals and KPIs, coordinates inter-departmental activities, and addresses operational barriers. The SPMC prepares and submits an annual progress review report to the BoM, ensuring data-driven decision-making, accountability, and continuous improvement.
Director/PGIS	Provides executive leadership and operational direction for implementing the Strategic Plan. Ensures that strategic objectives are translated into annual operational plans, supervises all institutional units to achieve targets, and promotes resource mobilization, stakeholder partnerships, and visibility. Represents PGIS at the University Council and other national or international forums, ensuring compliance and strategic alignment.
Coordinators (IQAC, CRDC, RGC, Academic Programmes, etc.)	Facilitate operational implementation of strategic actions within their respective domains — including quality assurance, research and development, innovation, and academic coordination. They are responsible for monitoring, evaluation, data reporting, and supporting continuous institutional improvement through feedback to the SPMC.
Administrative and Finance Divisions	Provide administrative, financial, and technical support for strategic initiatives. Ensure transparent and efficient resource allocation, compliance with regulations, and timely financial reporting to support the effective execution of the Strategic Plan.
Academic and Non-Academic Staff	Play an integral role in achieving strategic outcomes through teaching, research, supervision, administration, and community engagement. Contribute to innovation, service excellence, and institutional culture, supporting the overall mission and vision of PGIS.