

Action plan - 2024

(Based on Strategic Plan 2024-2028)



Faculty of Indigenous Medicine
University of Colombo

VISION AND MISSION STATEMENTS

VISION

To be a nationally and internationally acclaimed Centre of Excellence in Ayurveda, Unani and Indigenous Systems of Medicine in Sri Lanka.

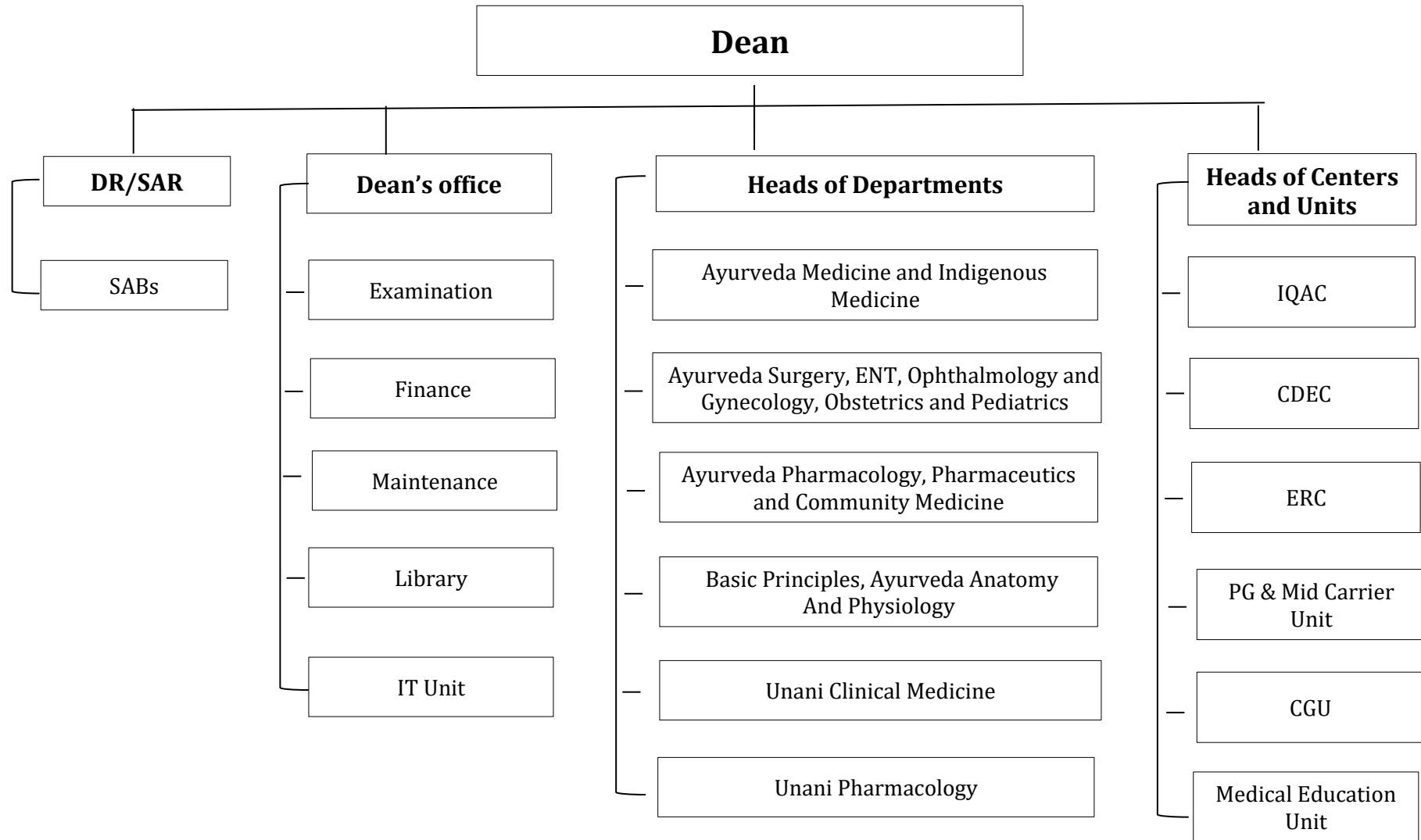
MISSION

To conduct teaching and research towards dissemination and promotion of knowledge in the enhancement of status of Ayurveda, Unani and Indigenous systems of Medicine in Sri Lanka.

CORPORATE GOALS

1. Excellence in teaching and learning
2. Excellence in research, innovation, and industry/ society collaborations
3. Excellence in capital and infrastructure facilities
4. Excellence in responsible management

Organization structure



GOALS AND OBJECTIVES OF THE UNIVERSITY OF COLOMBO

GOALS		OBJECTIVES	STRATEGY
GOAL 1	Excellence in teaching and learning	1.1 To produce globally competitive graduates	1.1.1 Strengthen graduate attributes through fostering independent learning, critical thinking and being a lifelong learner
			1.1.2 Facilitating the learner enhancement through personality development, mentoring and career guidance
		1.2 To adopt modern andragogical approaches to enhance learning	1.2.1 Engagement in Continuous Professional Development (CPD) of staff Strengthening quality assurance practices
			1.2.2 Promoting advanced learning approaches powered by the digital transformation
		1.3 To expand regional and global networks	1.3.1 Promoting international collaborations
1.3.2 Encouraging the establishment of links with regional and global academic/professional organizations			
1.4 Expansion of domains of learning	1.3.3 Encouraging the participation in international events and extra-curricular activities		
	1.3.4 Improving global rankings		
GOAL 2	Excellence in research, innovation and industry/ society collaborations	2.1 To increase the engagement in research activities	1.4.1 Developing new domains based on market needs, research findings and experience
			2.1.1 Inculcating a strong research culture
			2.1.2 Ensuring the highest levels of research ethics and integrity
		2.2 To promote innovations and knowledge transfers from university to industry	2.1.3 Strengthening global visibility in research
2.2.1 Optimizing the functionality of the University business linkage facility			
		2.2.2 Upgrading/ establishing state of the art laboratory facilities and related research support	

GOAL 3	Excellence in capital and infrastructure facilities	3.1 To upgrade human capital aligning with strategic requirements	3.1.1 Enhancing the capacity of the staff
			3.1.2 Enhancing the engagement of human capital
		3.2 To improve physical capital	3.2.1 Adopting an effective maintenance system with emphasis on preventive maintenance 3.2.2 Reviewing and upgrading the physical facilities 3.2.3 Promoting use of renewable energy to maintain physical infrastructure
		3.3 To facilitate digital transformation and upgrade virtual capital	3.3.1 Increasing the availability and access to latest digital infrastructure and resources 3.3.2 Promoting digital office practices
GOAL 4	Excellence in responsible management	4.1 To enhance sustainability practices	4.1.1 Aligning activities with sustainable development goals (SDGs) 4.1.2 Promoting a sustainability reporting and evaluation system 4.1.3 Ensuring green practices 4.1.4 Strengthening financial management system
		4.2 To strengthen professional and ethical conduct	4.2.1 Enhancing professionalism in activities 4.2.2 Operating within an agreed code of ethics and work norms
		4.3 To promote responsible practices	4.3.1 Promoting transparency, integrity, fairness, trust, and good governance 4.3.2 Enhancing the grievance handling and a feedback system 4.3.3 Strengthening networking with Alumni Associations 4.3.4 Strengthening quality assurance practices

Action Plan - 2024
Faculty of Indigenous Medicine, University of Colombo

Goal 1 – Excellence in teaching and learning

Objective 1.1 : To produce globally competitive graduates

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target			
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Physical	Financial				
1.1.1 : Strengthen graduate attributes through fostering independent learning, critical thinking and being a lifelong learner	M.Phil/PhD Programme	-	Generated Funds															Dean, Coordinator/MCDU				
	Postgraduate Diploma in Dravyaguna Vignana in Nutraceuticals Product		Generated Funds															HOD/DVSV, Course Coordinators				
	Certificate course in Ayurveda massage therapy																					
	Certificate Course in Yoga therapy - 2023																					
	Certificate in Ayurveda Pharmaceutical, Diploma in Ayurveda Pharmaceutical	-																				
	Certificate Course in Ayurveda Beauty care - 2023																					
	Certificate Course in Harbal cosmetics product development - 2023																					
	Master of Science in Ayurveda Medical Services Management		Generated Funds															HOD/MSSV, Course Coordinators, Coordinator/MCDU				
	Postgraduate Diploma in Management of Ayurveda Beauty, Skin care and Skin																					
	Certificate course in Ayurveda Psychology	-																				
	Certificate course in Basic Principles of Ayurveda Dietary Regimens																					
	Certificate course in Sanskrit for Ayurveda Bigginers level I																					
	Postgraduate Diploma in Kayachikitsa in Panchakarma		Generated															HOD/KCDC, Course Coordinators				
	Postgraduate Diploma in Kadum Bindum Chikithsa																					

	Postgraduate Diploma in Indigenous Orthopaedic Treatment 2023/24	-	Funds																Coordinator, Coordinator/ MCDU			4, 17
	Diploma in Health Tourism for Ayurveda - 2023																					
	Postgraduate Diploma in Kaumarabhritya in Bala Poshana		Generated Funds																HOD/SSPK, Course Coordinators, Coordinator/ MCDU			
	Postgraduate Diploma in Kaumarabhritya in Stree Swasta Sanrakshana	-	Generated Funds																			
	Postgraduate Diploma in Ilmul Saidla		Generated Funds																HOD/IA, Course Coordinators, Coordinator/ MCDU			
	Postgraduate Diploma in Tahaffuzi wa Samaji Tibb	-	Generated Funds																			
	Postgraduate Diploma in Moalejat (IBT)		Generated Funds																			
	Postgraduate Diplom in Amraz e Atfal		Generated Funds																			
	Postgraduate Diplom in Amraz e Uzn, Anf		Generated Funds																			
	Postgraduate Diplom in Ilmul Jarahat		Generated Funds																			
	Advanced Certificate Course in Tadabeer e Mashaikh (Geriatric Care)	-	Generated Funds																			
	Certificate Course in Ilaj bil Ghiza		Generated Funds																			
	Certificate Course in Hijama and Irsale Alaq		Generated Funds																			
	Certificate Course in Unani Cosmetology		Generated Funds																			
	Certificate in Clinical Competency in Acupuncture for Bigginers		Generated Funds																			
	Certificate course in Personality Development	-	Generated Funds																			
	Language courses (Japanese, Chinese, German)		Generated Funds																			
	Subject specialized knowledge updating webinar series	100,000.00	-																			
1.1.2 : Facilitating the learner enhancement through personality development, mentoring and career guidance	Orientation programme for new intake	100,000.00	-																	Dean, DR, SAB		
	Speech on awareness about the CGU of FIM in the orientation programme for the new intake	-	-																	Dean, DR, Coordinator/ CGU		
	Student registration	-	-																	DR, SAB		

LMS account create for the new intake	-	-																Coordinator/IT			4
Email address create for new intake	-	-																			
Creating CGU- FIM Hub (CGU registration for each academic year)	-	-																Coordinator/CGU			
Training Programmes for New Learning Techniques, Personality Development and Effective Mentoring for Existing and New intake students	10,000.00	-																Coordinator/IMEU			
Guest lectures and webinars to assist in maintaining the students' mental wellbeing	15,000.00	-																PSC, Academic mentoring coordinator			
Training programme for Mentees	10,000.00	-																			
Functioning anti - ragging committee	-	-																Chairperson/anti - ragging committee			4, 5

Objective 1.2 - To adopt modern andragogical approaches to enhance learning

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target		
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Physical	Financial			
1.2.1:Engagement in Continuous Professional Development (CDP) of staff	Continous Professional Development Programmes to Academics related to Indigenous Medical Education	50,000.00	-															Coordinator/IMEU			4
	CME and professional development programs/Lunch Time Talk	-																HOD/MJ			
	Workshop on 'become emotionally stronger' for lectures of the Department of Moalejat	-	25000.00																		
1.2.2 – Strengthening quality assurance practices	Develop Practical and Clinical record books	600,000.00	-															HODs			4, 16
	Preparing Practical guide books (e books)	-	-															Coordinators, HOD/IA			
	Reviewing the program Curriculum in each academic year	100,000.00	-															Dean, HODs, Chair/CDEC			

	Getting feedback from students at the end of each semester, peer review, after examination and obtaining stakeholder feedback and finding solutions for curriculum related issues	5,000.00	-														Coordinator/IMEU			4
	Preparation of an Indigenous Medical Education Policy	-	150,000.00																	4, 16
1.2.3 :Promoting advanced learning approaches powered by the digital transformation	Keep up-to-date websites and LMS of FIM	-	-													Coordinator/IT			4	
	Keep up-to-date the website of CGU-FIM	-	-													Coordinator/CGU				
	Update website of FIM related to actions of SDGs	-	-													Coordinator/IQAC				
	Keep up to date website in the IQAC-FIM	-	-																	

Objective 1.3 - To expand regional and global networks

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Physical	Financial	
1.3.1 : Promoting international collaborations	Obtaining the approval for foreign student quota for FIM undergraduate courses	-	-													Dean, HODs, DR			4, 17
	Promoting Indigenous Medicine through YouTube channel, Facebook page and Web	-	-													Coordinator/IT			
1.3.2 :Encouraging the establishment of links with regional and global academic/professional organizations	Guest lecture on port health activities (TST)	-	4,000.00													Coordinators, HOD/IA			
	Guest lecture on Drug Abuse Management	-	6,000.00																
	Guest lecture on language acquisition in Urdu and Arabic	-	6,000.00																
	Health awareness and health screening program	-	50,000.00																
	Awareness programmes (school children, community) and medical camps	-	330,000.00													HOD/DVSV			
	Event with Final Professional Students to Celebrate "World Children's Day" and celebration of Elders day	-													HOD/SSPK & MJ				

Objective 1.4 - Expansion of domains of learning

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target		
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Physical	Financial			
1.4.1 : Continued identification of new domains of learning developments	First Aid Training Programme for BAMS and BUMS	20,000.00		■	■													HODs/SSPK & MJ			4, 17
	Workshops and webinar series for Entrepreneurship for undergraduates	-										■	■					Coordinator/CGU			
	Promote the Green market	25,000.00	-													■	■				
	Esala perehara mobile clinic	25,000.00	-																		
	Workshop on Examination stress management	6,000.00	-													■	■				
	Workshop/Wibinar on migration oppotunities	-	Generated funds																		
	Short Internship/Inhouse Training Programme for Ayurveda students at Karunakarala Ayurveda Resort	-		■	■	■	■	■	■	■	■	■	■	■	■	■	■				
	Conduct online IT based workshop	-		■	■	■	■	■	■	■	■	■	■	■	■	■	■	Coordinator/IT			
	Workshop on Charactrization and analysis of herbominaral and mineral preparation	-	9,000.00	■	■	■	■	■	■	■	■	■	■	■	■	■	■	HOD/DVSV			
	Maintenance of model herbal gardens (weligatta, hambanthota)	800,000.00	-	■	■	■	■	■	■	■	■	■	■	■	■	■	■				

Goal 2: Excellence in research, innovation, and industry/ society collaborations

Objective 2.1 - To increase the engagement in research activities

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target	
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Physical	Financial		
2.1.1 – Inculcating a strong research culture	Establishment of RHDC	50,000.00	-	■	■	■	■	■	■	■	■	■	■	■	■	■	■	Dean, HODs,DR, Chairperson/ Research Committee		
	Initiation of the Dean's Award for students and academics	100,000.00	-	■	■	■	■	■	■	■	■	■	■	■	■	■				
	Books/Leaflets for Knowledge Dissemination	-	75,000.00															HOD/DVS		

	Create a collection of Medical Education related Journals and Publication in IMEU	-	50,000.00																	Coordinator/ IMEU						
	Re- organization of Ola Leaf Collection (Balance of Ola Leaves 228)	-	Generated funds																	SAL/Library			9.5			
	Prepare an Index for the Ola Leaf Collection.	-																								
	Prepare an Index for Research Project	-																								
	Develop the Institutional Repository of FIM	-																								
	Prepare an E-Version of the old Accession Registers	-																								
	Conduct GCP workshop for Ayurvedic researches	-	60,000.00																	Chairperson/ ERCFIM						
	Insight training of ERC members by individual presentation by ERC members (8 workshops)	-	5,000.00																							
	Revising SOP's	-	5,000.00																							
2.1.2 – Ensuring the highest level of research ethics and integrity	Develop standardization parameters for raw materials & prepared drugs	-	500,000.00																	HOD/DVSV			4, 9.5			
	Mobile Health Camp	-	600,000.00																	HOD/KCDC						
	CME program for Ayurveda professionals	-	50,000.00																							
	Conducting 10 ERC meetings		80,000.00																	Chairperson/ ERCFIM						
	Workshop on importance of demographic		5,000.00																							
	Workshop on Ethical importance of research and submission of application of Ethics Review	-	5,000.00																							
	Appointing reviewers, evaluation and issuing ethical clearance certificates UG, PG/ others		200,000.00																							
2.1.3 – Strengthening global visibility in research	Foundation Day of the Faculty of Indigenous Medicine	100,000.00	-																	Dean, DR, HODs			9.5			
	Celebration of World Ayurveda Day 2024	-	100,000.00																	HODs/MJ & IA, Coordinators						
	Celebration of World Unani Day 2024	-	100,000.00																	HODs/MJ & IA, Coordinators						

ICAUST-2024	-	100,000.00																Dean, Coordinating Secretary/ ICAUST		
Publishing the Magazines (e publication)	-	-																HOD/MJ		
World "Sanskrit Day" programe	-	100,000.00																HOD/MSSV		
Publishing the Magazines (e publication) - "Vimarsha" magazine	15,000.00	-																		

Objective 2.2 - To promote innovations and knowledge transfers from university to industry

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target		
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec		Physical	Financial			
2.2.1 : Optimizing the functionality of the University business linkage facility	Educational field visits	600,000.00	-															HOD/MSSV			4, 9.5
	Items and Chemcials for DV Lab, DSLR camera	1,000,000.00	-															HOD/DVSV			
	Yoga center -Renovation, Partition, Items (shoe rack,mats,pots)	1,220,000.00	-																		
	Ayurveda wellness center - A/C, Items (bath tub) - Deans office	700,000.00	-																		
	Cupbord, Furnitures, Sample display (Agada)	200,000.00	-																		
	Instruments for practical (BP meters-2, Stethscope-1...	50,000.00	-																		
	Development of a Museum		200,000.00																		
	Materials for Bhaisajjya Kalpana and Rasa Shastra practical	800,000.00	-																		
	Field visits	1,000,000.00	-																		
	Establish of panchakarma unit to cater to the outpatients Collaborate with National Ayurveda Hospital	100,000.00																HOD/KCDC			
	Workshop for 3rd Prof Students - Kedumbidum	50,000.00																			
	Educational Field visits	200000.00	-															HOD/MJ, Coordinators			
	Educational field visits	140,000.00	-															Coordinators, HOD/IA			
Kshara preparations and commercialization projects	100,000.00	-															HOD/SSPK				

2.2.2 : Upgrading/ establishing state of the art laboratory facilities and related research support	Purchase of Books	200,000.00	-																SAL/Library		
	Purchasing of models, dummies and simulators	800,000.00	-																HOD/SSPK		
	Maintenance of the departmental medical instruments	50,000.00	-																HOD/SSPK		
	Improve the facilities for Al Umoor Al Taba'iyya Practical and Laboratory	100,000.00	-																Coordinators, HOD/IA		
	Equipment and raw Materials of Dawa Sazi and Kusta Sazi for Students Skills Development	400,000.00	-																Coordinators, HOD/IA		
	Equipments for IBT Unit	1,000,000.00																	HOD/MJ, Coordinator		
	Pathology Lab models	1,000,000.00	-																HODs/KCDC & MJ, Coordinators		
	Chemicals-physiology (for the studies of Ayurveda and Unani Undergraduates and Research students)	60,000.00	-																HOD/MSSV, SAB		
	Items for Physiology (for the studies of Ayurveda and Unani Undergraduates and Research students) -include 10 BP meters	1,100,000.00	-																		
	Chemicals-Aatomy (to preserve dead bodies for the studies of Ayurveda and Unani Undergraduates and Research students) - include 200m of formaline	700,000.00	-																		
	Renovation of the Anatomy lab	300,000.00	-																		
	24 Network Switches - 3	300,000.00	-																Coordinator/ IT		
	2MP Digital IP Network Outdoor Cameras - 8	200,000.00	-																		
	8 POE PORT 4K Digital NVR - 3	150,000.00	-																		
	1TB Hard Disk Drive (Internal) - 3	45,000	-																		
	1TB Portable Hard Disk - 3	80,000.00	-																		
	16 GB Pen Drive - 5	15,000.00	-																		
	Wired Mic (Unidirectional Dynamic Microphone) - 4	60,000.00	-																		
	Wireless Mic (UHF Wireless Dual Microphone System) - 2	70,000.00	-																		
UHF Dual-Channel Wireless Lavalier System - 2	140,000.00	-																			
																				4, 16.6	

Full HD Handycam Camcorder - 1	140,000.00	-																		
Purchase of Multimedia projectors (05)	3,000,000.00	-																		
Purchasing a BP meter,Medical items (linnen,dressing) and Drugs	191,000.00	-																	Medical officer, SAB	

Goal 3: Excellence in capital and infrastructure facilities

Objective 3.1 - To upgrade human capital aligning with strategic requirements

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target			
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Au	Sep	Oct	No	Dec		Phycical	Finacial				
3.1.1 – Enhancing the capacity of the staff	MLT/TO for Physiology Laboratory		-																HOD-MSSV, DR			4, 8.5
	Filling the vacant carder positions at all level	-	-																			
3.1.2 - Enhancing the engagement of human capital	Participating conferences/ workshops/seminars/ webinars	-	-																HOD/IA			4
	Webinar on “Personal Professional Development”	-	-																Coordinator, HOD/IA			
	Organizing workshops and seminars on, Interactive Teaching, Leaning and Assessments methods, Research in Indigenou Medical Education Medical Education in Traditional Systems of Medicine	30,000.00	-																	Coordinator / IMEU		
	Awareness Workshops for Students	-	-																SAL/ Library			

Objective 3.2 - To improve physical capital matching with global standards

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target			
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Au	Sep	Oct	No	Dec		Phycical	Finacial				
3.2.1 :Reviewing and upgrading the physical facilities	Establish an Ayurveda and Unani Clinical Consulting Unit in FIM	700,000.00	-																Dean, DR, SAB, WS			
	Renovation of Ilaj Bil Thadbeer Laboratory	50,000.00	-																HOD/MI			

	Renovation of Head office of Department of Moalejat & Ilmu Advia	25,000.00	-															100/100			9.1
	Renovation of of 3 storied building - phase 2	47,000,000.00																Dean, DR			
	Renovation of Lecture Theater 2	4,600,000.00																			
	Renovation of Auditorium	9,000,000.00																			

Objective 3.3 - To facilitate digital transformation and upgrade virtual capital

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target		
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Au	Sep	Oct	No	Dec		Phycical	Finacial			
3.3.2: Promoting digital office practice	Develop MIS according to the requirement	-	-															DR			12

Goal 4 - Excellence in responsible management

Objective 4.1 - To enhance sustainability practices

Strategy	Action	Budgetary Allocation		Duration												Accountability	Progress		SDG Goal/Target		
		Government Funds	Sponsorship and Others	Jan	Feb	Mar	Apr	May	Jun	Jul	Au	Sep	Oct	No	Dec		Phycical	Finacial			
4.1.1: Aligning activities with sustainable development goals (SDGs)	Revision of proposal for AMPFIM	-	-															Coordinator/AMPFIM			8, 12
	Prepare Policy Document for AMPFIM	-	-																		
	Create the Web page for AMPFIM -	-	-																		
	Induction programme for mentees -UOC	-	-																		
	Training programme for Mentees-	-	-																		
	Awareness programs on Gender Equity and Equality (GEE) for students and staff	-	-															Coordinator/GEE			5
4.1.4: Strengthening financial management system	Hold required TEC, PC (Minor/Major) meetings monthly	-	-																		
	All circular files are updated with new regulations	-	-																		
	Update the procurement guildlines file with new suplimenteries	-	-																		
	Control monthly expenditure and income effectively with availble cash balance	-	-																		
	Monthly Stores advance reports	-	-																		

Request to purchase stores items on reorder levels	-	-																		
Issue revelant documents to make the payment on time	-	-																		
Maintain the FAR daily with new purchase, disposals,transfers	-	-																		
Control divisional inventories with Main FAR	-	-																		
Prepare Annual budget in the forth quarter	-	-																		
Hold budget meetings to decide the allocation for 2024	-	-																		
Prepare revised budgets on the requirment	-	-																		
Prepare Monthly, Quartely Expenditure Reports	-	-																		
Prepare monthly bank reconcilation reports	-	-																		
Reply for Audit Queries from GA/IA	-	-																		

DR,
SAB

8, 12