

# **STRATEGIC PLAN 2023-2027**



**FACULTY OF INDIGENOUS MEDICINE  
UNIVERSITY OF COLOMBO**



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## FOREWORD FROM DEAN



The Faculty of Indigenous Medicine (FIM) of the University of Colombo was established by an order of Gazette Extraordinary No 2319/22 – Wednesday, February 13, 2023, as the 10<sup>th</sup> Faculty of the University. The six new departments were established in the Faculty of Indigenous Medicine, namely, Department of Kayachikitsa and Deshiya Chikitsa (Department of Ayurveda Medicine and Indigenous Medicine) Department of Moalejat (Department of Unani Clinical Medicine) Department of Ilmul Advia (Department of Unani Pharmacology) Department of Shalya Shalakyā and Prasutitantra Kaumarabhrithya (Department of Ayurveda Surgery, ENT, Ophthalmology and Gynecology, Obstetrics and Pediatrics) Department of Dravyaguna Vignana and Swasthavritta (Ayurveda Pharmacology, Pharmaceutics, and Community Medicine) Department of Maulika Siddhanta and Shareera Vignana (Department of Basic Principles, Ayurveda Anatomy, and Physiology).

Currently the Faculty of Indigenous Medicine has the strength of 82 postgraduate qualified academic staff who undertake to teach responsibilities of 1121 and 23 different subject areas are now taught during the five academic years to produce medical professionals to meet the challenging needs of primary health care, general health care problems, health promotions, and disease prevention. The syllabi contain study material on Ayurveda/ Unani and other integrative medicine approaches to produce a competent medical graduate to enhance the Traditional Systems of Medicine in Sri Lanka. On par with the strategic plan of the University of Colombo and based on the SOWT analysis the Faculty of Indigenous Medicine presented the very first strategic plan. We are implementing our new structure of teaching and learning process continue to provide our students with an excellent clinical based educational experience, and intellectually stimulating courses toward building a globally recognized qualified medical physician through curriculum and infrastructure developments.

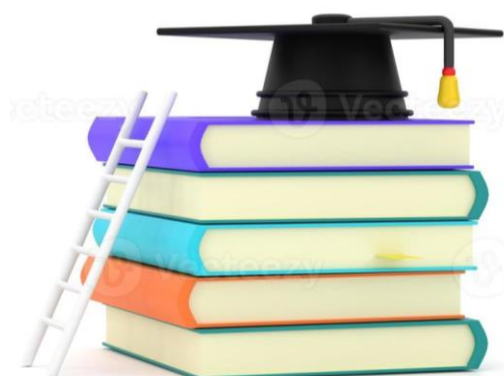
The goals of the strategic plan include preparation of policies for course design and approval, developing and maintaining Research and Development of Natural Products, improving herbal garden and build private public partnership for clinical research based through clinical trial unit. Further, improvement of existing lecture halls with full-fledged facilities, construction of the three storied building, improvement of playground with necessary facilities and improvement of the cafeteria are ongoing activities. Specially, it has been taken necessary steps to establish MIS system to monitor the administrative work.

We are planning to strengthening the Postgraduate and Midcareer Development Unit by introducing several new graduate's Master level degrees, Postgraduate Diplomas and midcareer development courses. Also, we are planning to initiate MPhil/PhD higher degrees to strengthening the research culture. All undergraduate and postgraduate and mid-career development programmes are in compliance with the new criteria of the Quality Assurance and Accreditation Council (QAAC) of the University Grant Commission in Sri Lanka and recommended by the Sri Lankan Ayurveda Medical Council. Also, we are on par with the World Health Organization's traditional medicine strategies and regulations concerned with global norms towards the wide acceptance of degrees and certifications globally. All the courses are accredited by a number of local and international academic institutions as well as supported by stakeholders in relevant fields.

Prof. Pathirage Kamal Perera  
Dean  
Faculty of Indigenous Medicine  
University of Colombo

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## INTRODUCTION

### THE FACULTY OF INDIGENOUS MEDICINE

The Faculty of Indigenous Medicine (FIM) is the premier higher educational Faculty in Sri Lanka which creates medical graduates in Indigenous Medical Field. The Faculty was first started as the College of Ayurveda, subsequently upgraded and affiliated to the University of Colombo in the year 1977 as the Faculty of Indigenous Medicine. The FIM has located in the heart of the busy capital city of Colombo. At present, it produces both Unani and Ayurveda medical professionals to meet the challenging needs of primary health care, general health care problems, health promotions, and disease prevention according to the indigenous medical system. The Faculty admits G.C.E. (A/L) students in Biological Science stream who conform to the criteria recommended by the University Grants Commission for admission to the university.



Thus, the selected undergraduates are offered two-degree programs by FIM namely Bachelor of Ayurveda Medicine and Surgery (BAMS) and Bachelor of Unani Medicine and Surgery (BUMS).

The BAMS and BUMS study programs spreads over 5 years of time duration, followed by 01-year internship. The BAMS degree program comprises of 4 academic departments with 51 academic staff members and BUMS degree program comprises of 2 academic departments with 29 academic staff members. Majority of the academic staff members have obtained their postgraduate degrees in the relevant field from local as well as foreign universities (India, China, Japan). Thus, the degree programs of FIM have been designed to produce Ayurveda/Unani practitioners who are capable of effectively utilizing the indigenous medical system as well as modern diagnostic technique/methods to treat patients effectively. The clinical component of the programs is conducted with the collaboration of the National Ayurveda Teaching Hospital at Borella, which is closer to the faculty. In addition to the undergraduate programs, the Faculty offers short term Certificate courses related to Ayurveda fields.

To strengthen the involvement in research studies, the Faculty has established the Ethics Review Committee and Research Management Committee. The FIM has provided adequate hostel facilities and other infrastructure facilities to the students and new proposals are being prepared to increase facilities in hostels. The employability of graduates of FIM is at satisfactory level as they can involve in both government and private sector Institutes. The Faculty of Indigenous Medicine has close relationships with Gampaha Wickramarachchi Ayurveda Faculty and the Ministry of Health, Nutrition and Indigenous Medicine. Further, FIM has established strong collaboration with foreign Institutes in India, Japan, and China to strengthen the skills of academic staff as well as undergraduates. The Faculty organizes a research symposium annually (ICAUST/International Conference on Ayurveda, Unani, Siddha and Traditional Medicine) to enhance the research collaboration with international research Institutes to provide a platform for academic staff members and undergraduate students to promote research.



At the end of the 19<sup>th</sup> century, the Ceylon (a British colony), had a system of indigenous medicine but without a college for providing indigenous medical education. The three associations / bodies which were established during the period had started the preliminary work for preservation of traditional status for those who are engaged in practicing Oriental medical system. These associations were known as "The Sinhalese Medical Association"(1891), "Sri Lanka Vaidya Maha Mandalaya" (1901) and "Sri Lanka Samajaya Prathishakthikarana Sangamaya"(1915). Eminent personalities like, Sri Solaman R Dias Bandaranaike, FR Senanayaka, K Balasingham, Donald Ubhayasekera and Ananda Kumaraswamy are the great patriots who were the pioneers in creating the fund for this purpose.

In 1926, for the first time, a committee that looked into indigenous medicine system proposed that a college should be established with an adjoining teaching hospital, to provide training for those who were keen to pursue this system of medicine. Then the state Council (Rajya Manthrana Sabawa) appointed an advisory council titled as "Ayurveda Sammelana Sabha" in 1928 appointing Dr. K Balasingham as its chairperson. Based on the Committee recommendation, the Faculty named as "Swadeshiya Vaidya Vidyalaya" (Indigenous Medicine College) which was established on 10th June 1929, and it was inaugurated by the Governor General of Ceylon, Sir Herbert James Stanley, at the Bauer building situated at Cotta road, Borella. Dr. ANN Panikkar from India who had western medical qualification and also who possessed a sound training in Ayurveda Science, was brought down to the newly established college by the government as its first principle. Similarly, Dr HM Jaffer and Dr. H Ahamed were also brought down from India to develop the Unani System Medicine.

Another milestone in the field of indigenous medical system was the enactment of Indigenous medical ordinance No. 17 of 1941. Hon. SWRD Bandaranaike as the Minister of health and chairperson of the Indigenous Medical Advisory Council was brought the legislation to uplift the quality of teaching of the college with a national standard. In 1961, the Ayurveda Act No. 31 of 1961 was enacted by repealing the Indigenous Medical Ordinance No. 17 of 1941 and the College was renamed as Government College of Indigenous Medicine and was brought under the Management of the College and Hospital Board. This step was taken to uplift the quality of Ayurveda healthcare delivery and the systems of education in Ayurveda, Unani, and Siddha medicine. Four statutory boards namely, Ayurveda Medical council, the College and Hospital Board, Ayurveda Research and Ayurveda Drug Formulary Committee were also created.

In 1963, the name and qualification of Diploma in Indigenous Medicine and Surgery (DIMS) was changed to that of the Diploma in Ayurveda Medicine and Surgery (DAMS) under the new Ayurveda act.

In 1977, the College of Indigenous Medicine was renamed as the Faculty of Indigenous Medicine and affiliated to the University of Colombo under the University Act No. 1 of 1972. This was done by the Faculty of Ayurveda Statute No. 1 of 1977, published in the Government Gazette Extraordinary bearing number 258 of March 30, 1977. The objective of this step was to produce the qualified medical practitioners in the field of Ayurveda, Unani and Siddha medical systems. The Faculty of Indigenous Medicine Ordinance No. 7 of 1979 published in the Government Gazette Extraordinary Bearing No. 67/14 dated December 21, 1979 under the Universities Act No. 16 of 1978 and with this enactment, the Siddha section was separated and affiliated to the University of Jaffna.

The Faculty has made many changes to the syllabus with the approval of the Senate of the university. One such major revision was in 1982 where the assistance of specialists in various sections in Ayurveda, Siddha, and Unani for which expert advice obtained from Prof. PNV Kuruppu, the advisor on Ayurveda of World Health Organization.



Currently the Faculty has the strength of well skill postgraduate qualified academic staff in the relevant field and 23 different subject areas are taught during 5 academic years under their teaching responsibilities. The syllabi consist study material on Ayurveda/ Unani and other science related field to contribute a competent Indigenous Medical graduate. Each degree programme includes three professionals such as First, Second and Final. First and Second professionals contain three semesters each whereas final professional contains four semesters. At the end of each semester there is a CA examination and End Professional examination is held at the end of each professional. Each examination consists of written, viva-voce and practical /clinical components. (Objective Structured Practical Examination - OSPE, Objective Structured Clinical Examination - OSCE)

With the establishment of the Institute in 1977, imparting instructions for the two-degree programs, i.e. Degree of Bachelor of Ayurveda Medicine and Surgery (BAMS) and the Degree of Bachelor of Unani Medicine and Surgery (BUMS) commenced under two sections of the Faculty and the degrees were conferred for the first time at the convocation of the University of Colombo held on 26.10.1992. In addition to undergraduates' education, the Institute also conducted two postgraduate degree programs such as postgraduate diploma in Ayurveda and Unani Medicine.

Several steps have been taken for curriculum reforms and syllabus revision with the incorporation of more applied aspects in Indigenous Medicine by pioneers in providing human resources for the delivery of Indigenous System Medicine in the country.

## THE FACULTY TODAY

### CONVERSION TO INSTITUTE OF INDIGENOUS MEDICINE TO FACULTY OF INDIGENOUS MEDICINE







The Faculty of Indigenous Medicine of the University of Colombo was established by an order of Gazette Extraordinary No 2319/22 – Wednesday, February 13, 2023, as the 10<sup>th</sup> Faculty of the University of Colombo.

Professor Pathirage Kamal Perera has been appointed as the founding Dean of the Faculty of Indigenous Medicine; the University of Colombo effective on the 1<sup>st</sup> of March 2023.



The Faculty of Indigenous Medicine has the strength of postgraduate qualified academic staff who undertake to teach responsibilities and 23 different subject areas are now taught during the three academic years to produce medical professionals to meet the challenging needs of primary health care, general health care problems, health promotions, and disease prevention. The syllabi contain study material on Ayurveda/ Unani and other integrative medicine approaches to produce a competent indigenous medical graduate to enhance the traditional medical system in Sri Lanka.

The Faculty consists of six departments; four department of Ayurveda and two department of Unani. Heads of the departments of FIM as follows.

<b>Dept. of Ayurveda Medicine and Indigenous Medicine</b>	<b>Prof. (Ms.) R.D.H. Kulathunga</b> 
<b>Dept. of Ayurveda Surgery, ENT, Ophthalmology and Gynecology, Obstetrics and Pediatrics</b>	<b>Dr. (Ms.) K.P.K.R. Karunagoda</b> 
<b>Dept. of Ayurveda Pharmacology, Pharmaceutics and Community Medicine</b>	<b>Prof. (Ms.) S.K.M.K. Herapathdeniya</b> 
<b>Dept. of Basic Principles, Ayurveda Anatomy and Physiology</b>	<b>Assoc. Prof. (Ms.) S.P. Molligoda</b> 
<b>Dept. of Unani Clinical Medicine</b>	<b>Dr. (Ms.) A.M. Muthalib</b> 
<b>Dept. of Unani Pharmacology</b>	<b>Prof. (Ms.) N. Fahamiya</b> 



The earliest references of ayurveda medicine in sri lanka are associated with a great physician; ravana, a king of sri lanka dating back to the prehistoric times. Traditionally, it is believed that ravana of ramayana fame was well versed in ayurveda medicine. Ramayana mentions that he represented sri lanka at a medical symposium at the base of himalaya in india during his era. There were four tribes namely, yaksha, raksha, naga, and vaddas in sri lanka during this time. According to historiography in sri lanka king ravana was the author of the following medicine books of ayurveda such as arkaprakasya, nadvignanaya, kumarathanthraya and udishathanthraya.

Sri Lanka has a rich assortment of medicinal plants of which some are endemic to the country. The majority of the plants used are the same as those used in India. Dolukanda and Rumassala are believed to be fragments of a part of Himalayas that were carried over to Sri Lanka by the mythical monkey King Hanuman of King Rama. Evidence unearthed from prehistoric burial sites speaks of the ancient practices of Ayurveda across Anuradhapura, Polonnaruwa, Madirigiriya and Pomparrippu.

The only structural remains of ancient hospitals that have so far come to light are of those established in the old monasteries of Mihintale, Madirigiriya and Alahana in Polonnaruwa. The identity of those hospitals has been established with the help of inscriptions and discovery of medicine and other equipment. As a reference to the Mahavansa and Chulavansa many of the ancient kings have dedicated their services to the development of Ayurveda medicine in Sri Lanka. For example, during the period of King Pandukabhaya (4th Century BC), King Sena (851-885 AD), King Buddhadasa (362-409 AD), King Datusena (460-478 AD) etc. As such ancient Ayurveda evidence shows that Sri Lanka has inherited a glorious history of indigenous medicine in the country.

But it had its setbacks during the late part of the 16<sup>th</sup> century due to foreign invasions. Afterwards Ayurveda developed on its own independent process. It is practiced annually as a traditional process. Ex: *Es Vedakama* (Ophthalmology), *GediVana* (Treatment of boils and carbuncle), *Sarpavisha* (Toxiology), *Pissubalu* (Hydrophobia), *VidumPillissum* (Burns), *KadumBidum* (Fractures and Dislocation).

At present there are about 16,800 registered Ayurvedic medical officers of whom more than 5000 are academically and institutionally qualified to serve the country at large.

**The degree program of Bachelor of Ayurveda Medicine and Surgery is conducted under four departments.**

1.	Basic Principles, Ayurveda Anatomy and Physiology
2.	Ayurveda Pharmacology, Pharmaceutics and Community Medicine
3.	Ayurveda Surgery, ENT, Ophthalmology and Gynecology, Obstetrics and Pediatrics
4.	Ayurveda Medicine and Indigenous Medicine

## 1. BASIC PRINCIPLES, AYURVEDA ANATOMY AND PHYSIOLOGY



Department of Maulika Siddhanta and Shareera Vignana (Department of Basic Principles, Ayurveda Anatomy and Physiology) is one of the departments at FIM established under the Pre-clinical Sciences. It serves as a multidisciplinary division for the faculty with the vision of being nucleus of the BAMS undergraduate course and the mission of producing competent committed graduates for local and Global service. The aims and objectives of the department includes to provide Ayurveda medical graduates with knowledge and skills to practice Ayurveda medicine scientifically contributing to research in basic and applied Anatomy and Physiology (Ayurveda and Modern) in collaboration with other disciplines and institutions achieving the ultimate goal of providing a supportive environment for optimal teaching, learning, research and self-development for the students. Presently, the department is engaged in undergraduate and postgraduate level teaching, practical work and research that are relevant to the field of Ayurveda as well as Modern medical basic sciences under well qualified academic staff.

The Department of Maulika Siddhanta and Shareera Vignana (Department of Basic Principles, Ayurveda Anatomy and Physiology) offers the subjects Padartha Vignana and Ayurveda Itihasa (Ontology and History of Ayurveda), Sanskrit, Maulika Siddhanta and Samhita (Basic Principles and Samhita), Shareera Rachana (Anatomy) and Shareera Kriya (Physiology and Biochemistry) for the students. It deals with the study of the subjects Padartha Vignana and Ayurvedaitihasa and Maulika Siddhanta through the *SAMHITAS* (classical texts) like Caraka Samhita, Susruta Samhita, and Ashtangahridaya Samhita for their scientific exploration and validation. These are the subjects which help to understand the philosophy of Ayurveda. Students who learn Ayurveda philosophy get many benefits. The basic tools taught by Ayurveda philosophy help to make a complete Ayurveda physician and their great use in further education and in employment. In addition to this, the department offers basic Sanskrit language for students in order to get the meaning of texts and terminologies. The subjects Shareera Rachana and Shareera Kriya deals with the structure and functions of the body in both Ayurveda and Modern perspectives. Anatomy laboratory facilitates for cadaver dissections. Pathology Section, Anatomical model demonstration hall and Physiology laboratory are established with modern technological equipment for the students' practical purposes.

## 2. AYURVEDA PHARMACOLOGY, PHARMACEUTICS AND COMMUNITY MEDICINE



The Department of *Dravyaguna vignana* (Ayurveda Pharmacology) and *Swasthavritta* (Preventive and Social Medicine) offers 06 subjects; *Dravyaguna Vignana* (Ayurveda Pharmacology), *Bhaisajjya Kalpana* (Ayurveda Pharmaceutics), *Rasa Shastra* (Alchemy), *Swasthavritta* and *Yoga* (Preventive & Social Medicine and Yoga), *Agada Tantra* and *Voharika Vaidya* (Toxicology and Forensic Medicine), Research methodology and Medical statistics for the students of first, and second professional BAMS programs.

While providing knowledge and skills on Ayurveda pharmacological concepts, identification, classification and therapeutic actions of medicinal plants and minerals, it provides hands-on experience in herbal, mineral and herbal-mineral medicinal preparations. Further, the department is engaged in the promotion of positive health through various teaching and learning activities regarding healthy lifestyle, dietetic regimen, yoga and naturopathy.

Department of *Dravyguna vignana* and *Swasthavritta* involved in clinical pharmacology, pharmacovigilance, preventive and social medicine, toxicology and clinical training at the OPD of Ayurveda teaching hospital, Borella. Yoga training is conducted at the Yoga center and health promotion is facilitated at the Ayurveda Wellness Center, faculty of indigenous medicine. Toxicology and Forensic medicine are involved in teaching medico-legal concepts for the execution of justice through the identification of natural and unnatural deaths, identification, treatments and management of toxic conditions.

It collaborates with other departments and universities to conduct its drug development studies and research activities due to well-equipped laboratory facilities, a pharmacy, an animal house, a tissue culture laboratory and a plant house. Further, the department organizes community-based awareness programs, field surveys and health camps annually in order to fulfill social responsibility.

### 3. AYURVEDA SURGERY, ENT, OPHTHALMOLOGY AND GYNECOLOGY, OBSTETRICS AND PEDIATRICS



The Department of *Shalya Shalakya Prasuthihantra Kaumarabrithya* is responsible for teaching four core subjects at the final professional of BAMS undergraduate curriculum. The academic department is situated within the faculty premises while the Clinical Unit is housed in 04 professorial units of the National Ayurveda Teaching Hospital, Borella.

The department offers the *Shalya Tantra* (General Surgery), *Shalakya Tantra* (Diseases of Head and Neck including Ophthalmology, Ear, Nose, Throat and Dentistry), *Streeroga Prasuti Tantra* (Gynecology and Obstetrics) and *Bala Roga* (Pediatrics) subjects to the undergraduate study program. In addition to undergraduate training, the department offers several postgraduate diploma programmes in specialized fields

Academic members serve on numerous national and international committees dedicated to the progress of subject disciplines. Several research papers have been presented locally and overseas by the academic staff as well as undergraduate and postgraduate trainees attached to our department. To date, numerous research publications have been published in indexed and peer reviewed journals arising from the work carried out in the department of *Shalya Shalakya Prasuthihantra Kaumarabrithya*

## 4. AYURVEDA MEDICINE AND INDIGENOUS MEDICINE



The Department of Kayachikitsa and Deshiyachikitsa excels in teaching, research, and clinical services related to Ayurveda and Traditional medicine, focusing on both curative and preventive aspects. It provides innovative Ayurveda and Indigenous Medical education and delivers competent and compassionate patient care at the Ayurveda Teaching Hospital in Borella.

The department offers core clinical training in Ayurveda Clinical Medicine and Traditional systems of Medicine to Undergraduate Level III, Level IV, Level V, second and final Professionals, and Postgraduate students. We provide high-quality clinical experiences in various disciplines to ensure that our students meet the highest professional standards and understand the path of Ayurveda and Traditional System of medicine for disease prevention and the treatment.

Our academic members have expertise in Ayurveda clinical medicine, and also involve traditional physicians as external resource members who contribute to teaching and healthcare delivery. With the support of our dedicated staff members, we aim to achieve our goal of advancing health education and healthcare both nationally and internationally.

Furthermore, the fields of Kayachikitsa and Deshiyachikitsa/Traditional medical system encompass various prominent disciplines such as Nidana Muladharm, Kayachikitsa, Panchakarma, Rasayana, Vajeekarana, Manas Roga, as well as Kadumbindum, Sarpavisha, Unmada, Akshiroga, Gediwanapilika, Vidumpillissum, Devumpillissum and Mandam Vedakama etc. respectively. Moreover, the Traditional system of Medicine involves unique medical preparations, prescriptions, pharmaceutical products, diagnostic techniques, and therapeutic techniques. The incorporation of Deshiyachikitsa aims to protect, preserve, develop, and propagate the traditional system in Sri Lanka.

Additionally, our successful partnership with the Ayurveda Teaching Hospital, which emphasizes innovation and care, enables us to attract top medical minds and conduct undergraduate and postgraduate research studies. Our department strives to lay a solid foundation for the next generation of healthcare leaders.

The FIM, University of Colombo is the only Faculty that provides the Unani medical education in Sri Lanka. The Unani medical teaching is carried out at the Faculty since its inception in 1929. Unani medical division consists of 2 main study Programs such as undergraduate (BUMS) and Post Graduate Programs.

The Unani medical teaching is carried out by 2 departments which are include clinical and non-clinical related subjects. The departments are directly responsible for teaching training and evaluation of the undergraduate and post graduate students. There is a growing demand for health care services with traditional medical treatment modalities including Unani medicine. This situation compels the World Health Organization to take medical measure to improve the traditional medical health care to suit the expectation of the present society.

History of Unani Medicine begins from the period of Pericles (562-430B.C) and it was developed during the Arab civilization. Hence, it is also known as Arab medicine. The Arabs, who were seafarers in mediaeval time, had commercial links mainly with India, but later they resorted to direct trade with Sri Lanka. As a result, many of them settled down in Sri Lanka, especially in the coastal areas. The Muslims of Sri Lanka disseminated and preserved this system even in this 21<sup>st</sup> century. Its dominating figure was Boharath (Hippocrates 460-360 B.C) who is still preferred to as the “Father of Medicine”, and he was the authority of the humoral theory. The great Philosopher Arasthu (Aristotle 384-322 B.C) was the next prominent figure in Unani Medicine. Jalinoos (Galen 131-210 B.C) introduced his Anatomical knowledge to the Arabians. Since then, there have been so many authorities who contributed towards the development of Unani system. Ibn Sina (Avicenna 937-1037) was the most famous Physician and Philosopher in Unani Medicine System. Among his contribution to medicine “Canon of Medicine” which is an encyclopedia and text book of medicine is the best. There are 8 units under the Department of Study in Unani.

**The degree program of Bachelor of Unani Medicine and Surgery is conducted under two departments.**

1. Department of Ilmul Advia
2. Department of Moalijat

## 1. DEPARTMENT OF ILMUL ADVIA



The Department of Ilmul Advia contributes significantly to the Faculty of Indigenous Medicine by teaching and giving practical training to the undergraduates under the four main academic sections such as Unani Basic Principles (Kulliyat), Unani Pharmacology (Ilmul Advia), Preventive and Social Medicine (Tahaffuzi wa Samaji Tib) and Allied Health Science which runs from the first to second professionals.

The academic section of Unani Basic Principles (Kulliyat) contains all the basic principles of physiological and a therapeutically aspect of Unani Medicine to educate the undergraduates and make practicing the Mizaj concept. The knowledge and skills of the studies are imparted to develop competent physicians to the world. Unani Pharmacology (Ilmul Advia) provides adequate knowledge on identification of medicinal plants and other natural substances, collection and storage procedures of raw materials, preliminary processing of raw drugs, elaborate and sophisticated methods of pharmaceutical processing and preservation of prepared Unani medicines.

The section of Preventive and Social Medicine (Tahaffuzi wa Samaji Tib) deals with identifying the common health problems and hazards to maintain the health at the individual, family and community levels by the principles of healthy living prescribed in Unani classical texts with the modern methods. In addition, research methodologies and knowledge and conceptual understanding of Forensic Medicine are also taught in this section. The Allied Sciences section engages in teaching and practical works which are relevant to the field of Unani as well as modern medical basic sciences subjects.

The department also conducts clinical training at the Ayurveda Teaching Hospital, educational field visits, community outreach awareness programmes, field surveys and health camps. Research related to undergraduate programmes are also being conducted by this department. The academic section of Allied Sciences includes Anatomy laboratory to facilitate cadaver dissections, and anatomical model demonstration and Physiology laboratory to facilitate students' practical with modern equipment.

## 2. DEPARTMENT OF MOALIJJAT



Department of Moalejat (Unani Clinical Medicine) is mainly dealing with the undergraduate's Clinical programmes of the BUMS curriculum. The main objectives of our department are to identify and diagnose the problems at the first level of case according to the Unani concept as well as modern science and be able to refer whenever necessary, and manage the conditions as per the Unani system of medicine.

This Department was initiated by incorporating Four Clinical Study Units namely, Units of Moalejat (Unani Clinical Medicine), Ilmu Jarahat (Unani Surgery), Amraz e Niswan va Qabalat (Unani Gynaecology & Obstetrics), and Deshiya Ilaj (Traditional Medicine) when Faculty of Indigenous Medicine was converted to Faculty of Indigenous Medicine. The clinical programmes start from second professional stage. Subjects of Usool e Tashkhees, Sareeriyat va Ilmu Amraz (Unani Pathology), Kulliyat e Ilaj (Fundamentals of Therapeutics) and Pathology are taught in the second professional BUMS programme and in Final professional, all the clinical subjects such as Unani clinical medicine, Moalejat (General Medicine), Ilmu Jarahat (General Surgery), Amraz e Ain, Anf, Uzn, va Halq (Diseases of Ophthalmology, Ear, Nose, Throat and Dentistry), Amraz e Niswan va Qabalat (Gynecology and Obstetrics), Ilmu Atfal (Paediatrics), Deshi Ilaj (Indigenous Medicine in Sri Lanka) are taught by this Department.

The clinical training is mainly provided at the National Ayurveda Teaching Hospital (NATH), Borella with the participation of the teachers of the Department of Moalejat and the Unani Physicians of the NATH. The practical sessions of Deshi Ilaj are conducted at NATH and various Traditional Physicians' clinics. The department has established a separate section to develop Regimenal therapy skills recently, in order to further upgrade the Regimenal therapy modalities to meet the growing demand. Therefore, it plays an important role in disseminating knowledge and developing skills of the undergraduates with expected competencies which are vital to their sustainable and successful career as medical practitioner and researcher.

We have adopted interactive teaching methods in our teaching practice such as student- led seminars, Reflective practice, self – directed learning, case studies, short clips, group activities, assignments etc. In addition to the undergraduate programmes the academic members are involved in teaching and training of the Postgraduate scholars. Further, they also provide healthcare service to the public at the NATH on an honorary basis. The Department conducts community-based programmes such as Health camps, Health promotion awareness programmes at various places including using electronic and Mass media. The Department of Moalejat has 16 permanent academic members, 8 temporary demonstrators, and many visiting lecturers.



## UNITS OF THE FACULTY

### POST GRADUATE AND MID CARRIER UNIT

The main objective of the Postgraduate and Mid-Career Development Unit is to develop, organize and ensure the smooth functioning of postgraduate and mid-career development programs to fulfill the vision of the faculty of Indigenous Medicine and enhance the professional skills of all the stakeholders engaged in Ayurveda systems of Medicine in Sri Lanka. At present, the unit is operated by a Unit Coordinator, Program Coordinators, and supporting staff and is equipped with other necessary resources. While the Unit Coordinator gives the academic and administrative leadership to the overall activities of the Unit, each program coordinator gives academic leadership and is directly responsible for the smooth functioning of the activities of the program under the Dean's purview.



## **INTERNAL QUALITY ASSURANCE CELL (IQAC)**

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Internal Quality Assurance Cell of Faculty of Indigenous Medicine (IQAC-FIM) was established under the directive of Internal Quality Assurance Unit of the University of Colombo complying with the guidelines Quality Assurance Council of the UGC for public universities the UGC guidelines in 2014. IQAC-FIM follows an quality assurance policy framework and by laws that had been approved by the proper channel.

IQAC is strengthened with wide stakeholder participation including administrative staff, academic staff, non academic staff and students in order to deliver the high quality service. Major function of the Cell is to ensure the quality and standards of the programmes offered by the Institute by designing policies and procedures and monitoring progress. The IQAC-FIM is closely working with Centre for Quality Assurance (CQA) and submits QA Review Reports annually while briefing monthly progress at the committee meetings.

IQAC-FIM works as the centre for coordinating the Institutional Review and Program Reviews carried out by the Quality Assurance Council of UGC. The Cell facilitates the implementation of the recommendations made by institutional and programme review reports and monitoring the progress. IQAC-FIM also involves in maintenance of ethical standards of staff and the students and research collaborate with other committees of the institute.

## **UNIT OF RESEARCH AND DEVELOPMENT OF NATURAL PRODUCTS (URDNP)**

The FIM as a teaching and research Institute, operating its academic medical training in Sri Lanka, has found out through its regular interactions with students, practitioners and other stakeholders, the urgent need for directing its research and development (R&D) efforts, to develop natural pharmaceutical Indigenous and Ayurveda products, utilizing the existing local traditional knowledge, medical plants, minerals and animal products to meet the needs of increasing the market demand for this system of medicine. In order to address this issue through a well-coordinated research and development efforts, for clinical product development and its related commercialization of the natural products, the FIM established the “Research and Development of Natural Products Unit”. This Unit is housed at the FIM and function as affiliated unit under the Director of FIM and the team of Unit of DravyagunaVignana.

Aim of the Unit is to build strategic alliance of academics, relevant government Authority, the pharmaceutical industry firms and other interest groups to participate in research and development dialogue and evolve strategic development process for research development and commercialization of natural products. The anticipated strategic alliance for Unit can be based on public- private partnership (PPP) mode for conduction research and development (R & D) of relevant natural products and their commercialization. After identifying the specific areas of cooperation and integration in the anticipated R&D efforts and a Memorandum of Understanding (MOU) can be affected between FIM and interested private sector firms. It is the view of FIM, that all basic research and clinical product development efforts be concentrated at the newly established unit while the commercialization aspects, promotion, marketing of the product develop to be done jointly by the Unit and the private sector partner/s under an agreement together with funding formula according to the University of Colombo rules and regulations. All products developed at the unit will have a brand name with FIM, University of Colombo following the regulations of the University of Colombo business link (UBL).

## **THE INDIGENOUS MEDICAL EDUCATION UNIT (IMEU)**

The Indigenous Medical Education Unit of Faculty of Indigenous Medicine (FIM), University of Colombo was established on 06<sup>th</sup> October 2022 with the vision to be a center of excellence in Ayurveda/ Unani medical education to enrich indigenous medical system through excellence in education, research and faculty development and the mission to produce competent graduates and teachers to the challenging world by enhancing human potentials for the benefit of society. IMEU was established fulfilling the seventh Goal of Ensuring good administration and sustainability under the strategy of training existing staff as competent and high caliber individuals in their relevant working areas (Action Plan – 2022). This is the first Medical Education Unit for the system of indigenous medicine in Sri Lanka.

IMEU plays a major role in curriculum development by developing the curriculum and providing academic support if any problem arises in the curriculum of the FIM, University of Colombo, Rajagiriya. It implements tailor-made programs for Ayurveda and Unani medical education and conducts staff development training programs and other educational programs including staff orientation programs, capacity building programs and workshops for curriculum development and evaluation, teaching and learning, assessment, blended learning, online teaching methods, and educational research preventing plagiarism with the scope of faculty development. Conducting generic research, research on a particular problem and mediating research related to medical education is the third scope of IMEU.

The IMEU provides local, regional and international recognition and support to the Faculty to achieve the standards recommended in program review increasing the self-sustainability by adopting pharmaceutical market, research projects, eco-tourism etc. and professional development creating new safe career and educational opportunities for the staff and facilitate students' future learning facing the challenging world.

## **CAREER GUIDANCE UNIT (CGU)**

The vision of the Career Guidance Unit (CGU) is Empowering and organizing undergraduates and graduates to achieve success in real life challenges and the mission is to become a center for excellence with education and empowering undergraduates and graduates in the career development process by facilitating avenues for professional learning and training programme. The Career Guidance Unit (CGU) of the Institute of Indigenous Medicine, University of Colombo was established in 26<sup>th</sup> March 2011, according to the UGC circular NO. 819 issued on 06<sup>th</sup> February 2003 establishment and operation of Career Guidance units in Universities. CGU-IIM is a comprehensive career counseling and recourse center designed to engage student active participants in their real life career development process. The main purpose of career services is to help student's community for academic and career success for betterment of their life. We are offering wide range of career services are, Facilitating the transition from school to University, Counseling and advice on careers, Employability skills enhancement, Career related information provisions, Networking with industry, Availing work experience, Graduate placement, Integration within curricula, Entrepreneurial skills development and Training, research, innovation and development.

## INFORMATION TECHNOLOGY SECTION



Information Technology Section established in 1986 as Audio Visual Unit through donation provided by the government of Japan. At the beginning Audio Visual Unit was limited to few functions. With the development of information technology, enhanced the IT services and changed the name as Information Technology Section.

Information Technology Section is the main Information Technology resources provider for the Faculty of Indigenous Medicine. IT Section is equipped with main Auditorium, Mini lecture hall, and two computer labs, with a total number of 50 client machines which are allocated for students as well as for lecturers. One computer lab has been exclusively reserved for free use by students and the other lab is mainly used for practice under the supervision of a lecturer. IT Section conducts IT lectures for Ayurveda students and Unani students. Further IT Section provides Internet facilities, photography facility, sounds facilities, FIM domain email creation facility, and computer repairing and software installation facilities to the FIM. IT section is the main authorized unit to handle websites and Learning Management System (LMS) of the FIM. According to the request it updates the main website or it develops new websites.

IT section is headed by academic staff member and it also consists Two Computer Instructors, Assistant Network Manager, Technical Officer, and Two Lab attendants. The unit work as a team to provide best IT related services to the FIM. The Information Technology Section is open on week days except on public holidays from 8 a.m. to 5.30 p. m. The said time period may be varied on institutional needs.

## THE LIBRARY



The library of the Faculty of Indigenous Medicine, University of Colombo was founded in 1929, the same year that the Ayurveda College was inaugurated. This Library is the oldest and the largest Ayurveda medical library in Sri Lanka. The main book collection has over 35000 volumes of books. This comprehensive collection mainly covers a wide range of medical books related to Ayurveda system of medicine and Unani system of medicine and also other medical systems. Books on Ayurveda which are written in Sanskrit language and Unani books in Urdu language are among them. In addition to the Lending, Reference, Permanent Reference, Theses, and Archival collections there are three special collections comprising Medicinal plants, Ola leaf manuscripts and Hand written manuscripts.

All library resources are properly accessioned and recorded in catalogues, according to the second edition of Anglo-American Cataloguing Rules (AACR) 2 and according to the Dewey Decimal Classification (DDC) System for easy access of users. The whole library collection has been computerized according to the "KOHA" Software. Readers have access to library resources through online public Access catalogue (OPAC). The library provides various services and facilities including Reader service, Inquiry service, photocopying service, inter library loan service, Document delivery service, Scanning service, and User education programs etc. The library consists of Permanent Reference Section, Reference Section, Lending Section, Periodicals Section, Ola Leaf Manuscripts Section, Archival Section, Photocopying Section, and the Bindery.

At present the library expanded its services to meet information requirements of Undergraduate and Postgraduate students and also Academic and Non-academic staff. The library of Faculty of Indigenous Medicine is one of the member libraries of Health Literature Libraries and Information Services Network (HeLLIS) and Sri Lanka Scientific and Technological Information Network (SLSTINET).

## STUDENT POPULATION AT FIM

The Distribution of the student population of the Faculty among the sections is given in the following table. Total Number of students at 31.12.2022: 1263

Intake	Ayurveda			Unani		
	Male	Female	Total	Male	Female	Total
2020/21 (1 <sup>st</sup> Prof)	20	150	170	14	51	65
2019/20 (2 <sup>nd</sup> Prof)	35	134	169	12	46	58
2018/19 (2 <sup>nd</sup> Prof)	32	126	158	4	38	42
2017/18 (3 <sup>rd</sup> Prof)	37	122	159	4	41	45
2016/17 (4 <sup>th</sup> year)	33	136	169	6	41	47
2015/16 (5 <sup>th</sup> year)	31	118	149	3	29	32
<b>Total</b>	<b>188</b>	<b>786</b>	<b>974</b>	<b>43</b>	<b>246</b>	<b>289</b>

### STUDENTS ACTIVITIES:



**Indigenous Medical Education**



**Contribution to the Community**



**General Convocation - 2020**



**Annual Pirith Chanting Ceremony-2022**



**Awareness program for undergraduates and school children on training mindfulness at Primary Model School**



**Dana Pinkama at the Victoria Elders' Home at Rajagiriya**



**The Opening Ceremony of Professorial unit- 2022**



**Orientation Programme 2021/22 batch**



**Ayurveda Medical Camp**



**Student's participation for cricket team, Matches organized by Cricket Association of Thailand**

### BOARD OF STUDY

Board of Study is a statutory body that delegate responsibility of Postgraduate and Mid-career courses conducts by the Faculty of Indigenous Medicine, University of Colombo. It deals with the recommendation of By- Laws, course curriculums and programs, resource persons, assessments, examinations, budgets, admissions and other matters related to the coursers conducted through Postgraduate and Mid-career Development Unit, FIM. BoS is responsible for ensuring that all the proposals submitted to the Faculty Board-FIM and Senate of University of Colombo is academically appropriate and fulfill the required standards. The progress of each program should be monitored by the Board of Study and BoS is accountable for coordinating with stakeholders, assuring academic standards and quality, and academic integrity. Duration of BoS is three years. Constitution of BoS includes Dean-FIM as the Chairperson, Deputy Registrar as the Secretary, six Department Heads, Coordinator Postgraduate and Mid-career Development Unit, Coordinator (Ayurveda Courses), Coordinator (Unani Courses), Director-National Ayurveda Teaching Hospital, Director-Bandaranaike Memorial Ayurvedic Research Institute and other Postgraduate Course Coordinators (on invitation).

### ADMINISTRATIVE STAFF MEETING

Administrative Staff meeting of the Faculty has been established to discuss the matters pertaining to the administration. Meetings will be held on 3<sup>rd</sup> Thursday of every month. Administrative activities and progress of every sections are reviewed at the meeting.

### RESEARCH MANAGEMENT COMMITTEE

Apart from teaching, Academic staff of the Faculty of Indigenous Medicine (FIM) are entrusted to explore the innovative knowledge through research activities and to serve the community through developing the field of Ayurveda, Unani, and Traditional systems of medicine.

The main objective of the RMC is to assist the academics in the FIM to contribute to the field of Ayurveda, Unani and Traditional systems of medicine through high quality research and disseminating such research knowledge to the community partnership programs. Objectives of RMC are To strengthen the sustainability of the FIM, To take full advantage of the value and usefulness of academic and intellectual resources, To increase national and global contribution of the FIM, To improve the image and raise the rank of the FIM

### ETHICS REVIEW COMMITTEE (ERC)

The Ethics Review Committee of the Faculty of Indigenous Medicine (ERCFIM), University of Colombo was established in 2011. It is a 17 members committee consisting of members nominated from Faculty of Indigenous Medicine and other universities or Faculty with experience and knowledge in research in different fields. The ERCFIM reviews all research projects including research involving human and animal subjects.



ERCFIM ensures that the safety and rights of research participants and the researchers are protected and the obligation to the society is fulfilled.

ERCFIM protects the mental and physical welfare, rights, dignity and safety of human participants and animals used in research and facilitate ethical research by effective and efficient review and monitoring processes in accordance with the guidelines of Ministry of Health, Forum for Ethical Review Committee of Sri Lanka (FERCSL), as well as with World Health Organization (WHO) Good Clinical Practices (GCPs) guideline. ERCFIM helps to promote evidence-based bio medical research for upgrading the Ayurveda/ Traditional/ Indigenous and Integrated system of medicine. Ethic Review Committee of FIM, on 3<sup>rd</sup> January of 2019 approved by the Ministry of Health Nutrition & Indigenous Medicine.

### **HOSTEL COMMITTEE**

Hostel Committee of Faculty of the Indigenous Medicine is functioning as a main administration body which gives solutions to the all hostel issues. Mainly it decides to grant hostel facilities to students who are in need according to the availability of facilities.

### **LIBRARY COMMITTEE**

The library committee is a sub committee of the FIM, which considers all matters related to library services. Objective of this committee is discussion regarding the progress of library activities and plan future endeavors of dissemination of knowledge to tally with teaching, learning and research purposes of the FIM.

### **WEB COMMITTEE**

Maintain an evolving, user-friendly website that promotes Faculty of Indigenous medicine and facilitates services. The web committee will assist the theses responsibilities. Report and make recommendations to the web Committee, Develop and recommend web related policies and standards, Oversee the Design and Underlying Technology, Ensure the website stays current with new technology/trends, Implement regular data collection methods, Use data collected to guide the framework and infrastructure of the faculty website, Create guiding principles to steer the framework and infrastructure decisions of the faculty website, Regularly assess the design of the website and make recommendations for improvement, update websites images and graphics, Create web engine compatible design prototypes based on collected feedback, identify and advocate for web needs and services for the faculty community.

Meeting will be held on 1<sup>st</sup> Monday of every month technology activities and progress are reviewed at the meeting.

## INTERNATIONAL COLLABORATION OF THE FACULTY

The Faculty has established international collaboration with recognized universities, research Faculties and other relevant Institutes in order to strength the teaching and research activities of FIM. Several Memorandum of Understanding (MOU) are under process and details are given below.

	Name of the parties	Activities Related to MOU
1.	<ol style="list-style-type: none"> <li>1. Faculty of Indigenous Medicine, UOC</li> <li>2. The National Ayurveda Teaching Hospital, Borella (NATH)</li> </ol>	Explore the possibility of cooperation in the fields of teaching, research, and dissemination of knowledge.
2.	<ol style="list-style-type: none"> <li>1. University of Colombo</li> <li>2. Japan Association for Promotion of Ayurveda (JAPA) Japan</li> </ol>	Explore the possibility of cooperation in the field of Ayurveda education in Japan.
3.	<ol style="list-style-type: none"> <li>1. University of Colombo</li> <li>2. Banaras Hindu University, Varanasi, Up, India (BHU)</li> </ol>	To promote academic collaboration for research and education.
4.	<ol style="list-style-type: none"> <li>1. Faculty of Indigenous Medicine, UOC</li> <li>2. National Institute of Unani Medicine, Bangalore India (NIUM)</li> </ol>	Explore the possibility of cooperation in the fields of teaching, research and dissemination of knowledge.

### Memorandum of understanding



## SWOT ANALYSIS

**SWOT analysis was carried out to identify the gap and to develop the lacking areas.**

### STRENGTHS

#### Historical advantage

The FIM which was established as the Swadeshiya Vaidya Vidyalaya (College of Indigenous Medicine) on June 10, 1929, is the first Medical Collage for Indigenous Medicine. Accordingly, the FIM has the historical advantage to benefit from the associated goodwill and privileges. This is the oldest Indigenous Medicine Faculty in Sri Lanka and celebrated the 90<sup>th</sup> anniversary in 2019.

#### Extend of Land

Faculty of Indigenous Medicine has 10 Acres total land area which can be considered as strength for the future institutional development

#### University state

The FIM is attached to the premium University of Sri Lanka, the University of Colombo. As the University of Colombo is the oldest and the highest ranked university in Sri Lanka, the graduates of FIM receive international recognition and foreign collaboration.

#### Locational Privilege

Since the FIM is located in Sri Jayawardhanapura Kotte, which is the administrative and business capital of the country, the Faculty is easily accessible to the stake holders. This has been a great advantage for the Faculty when catering its service. The Ayurveda Teaching Hospital, which is used for clinical studies, is located close proximity of the Faculty. This location is a great advantage for the undergraduates to obtain the clinical knowledge pertain to the field of Ayurveda/Unani easily. The mother University, the University of Colombo, is also situated around 2 Km away from the Faculty .

#### Availability of infrastructure Facilities

Lecture halls, laboratories, Library, Information Technology Center, Herbal Garden, Play Ground, and Hostel facilities can be considered as strength to enhance the quality of the existing teaching and learning environment.

#### Human Resources

FIM has the strength of qualified academic, administrative, and administrative support staff. Most of the staff members have obtained their postgraduate qualifications in the relevant field from local as well as overseas universities. Thus, the FIM has the potential to conduct teaching and research for undergraduate as well as postgraduate degree programs in the Ayurveda/Unani to encounter national and international health problems.

### Library facility

The library of the Faculty of Indigenous Medicine has a very comprehensive collection of books which consists of Ayurveda, Indigenous, Unani and other alternative medical systems. In addition to the main book collection there are two special collections on Ola leaf manuscripts and Hand written manuscripts, contain inherited invaluable indigenous medical knowledge.

### Information Technology Center (ITC)

The Center provides IT related facilities with internet for both students and staff. The IT center plays a major role in the implementation of Learning Management System (LMS), which assist the teaching and learning of undergraduates to enhance the quality of the degree program.

### Medium of Instructions

Being the medium is English; it facilitates the students to update their knowledge to meet the global job market.

### External courses

The certificate courses and diplomas of FIM provide the extended knowledge to professionals of indigenous health sector to meet the social market requirement.

## WEAKNESSES

Some of the weaknesses are common to university system and some are specific to the FIM.

### Insufficient administrative and non-academic staff

Inability to retain and attract the experienced administrative and non-academic staff, has negatively affect to deliver the effective services of FIM.

### Insufficient infrastructure facilities for the current students' intake

Inadequate infrastructure facilities such as hostels, lecture halls, cafeteria, reading rooms, laboratories, IT facilities, have negatively affected the enhancing of academic activities and production of quality graduates.

### Lack of generated funds

Unavailability of fully established center for open and distance learning, lack of link with private sector and lack of innovations which lead to entrepreneurship have made the FIM to depend entirely on treasury funds.

### Less research output and innovation

Lack of research facilities have caused to less research output and innovation in both quality and quantity of research.

### Unavailability of fully facilitated National Ayurveda Teaching Hospital

This has caused to dissatisfaction of stake holders.

## OPPORTUNITIES

### Higher demand for indigenous medicine

The factors such as competitive University entrance, job market, medium of instructions and unique courses have increased the demand.

### Locational advantage

The FIM has been located in the heart of the capital city of Sri Lanka, which consist of other important facilities, which has increased the students' demand for the entrance.

### Competitiveness of University entrance

This has caused to increase the students demand for the University entrance.

### Economic, social, and market development

This has created the opportunity to introduce new curriculum, continues medical education and innovative techniques to the study programs.

### Demand for the paramedical health system

This has caused to develop new courses to fulfill the demand of other relevant para medical professionals involved in Indigenous health sector.

### Employability

Higher entrepreneurship due to global and local demand has created increased employability of FIM graduates and decreased waiting time. Further, converts graduates into entrepreneurs than job seekers.

### Motivation to research and development

Due to current trend, graduates have been motivated to research and innovations.

### Contribution to the national economy

The Indigenous Medical System is well accepted nationally and internationally. Consequently, the indigenous medical products of Ayurveda and Unani Medical Systems are popular in the global market, attract national and international clients, and thereby contribute to the earning of foreign exchange in the country.

### International recognition

The curriculum of FIM is recognized by international Faculty known as Central Council for Indian Medicine (CCIM) and this has created more placements for postgraduate studies in Ayurveda and Unani Systems of Medicine.

### Industrial oriented study programs

The present developments of the market emphasize the importance of introducing the industrial oriented study programs.

## THREATS

### Availability of substandard lateral entries to the field

Under the existing legal situations, certain personnel who do not even possess a degree in Ayurveda/Unani are able to get involved in the field. Thus, this is a real threat for the institutional degree holders as they can obtain the registration as Ayurveda medical practitioners.

### Union actions/ Political Motives

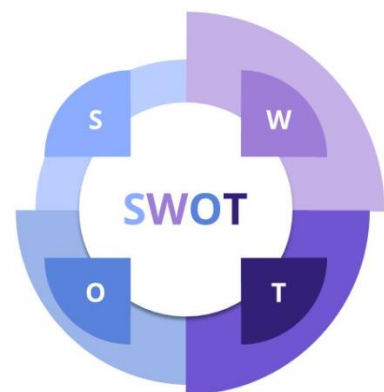
Due to union actions and political motives; which lead to extend the academic programs and postponement of the completion of period of degree program.

### Limited postgraduate placements and facilities

Due to limited placements for postgraduate studies, academic and professional developments have been decreased.

### Strict rules and lack of competitive wages

These have caused to limit the attraction and retention of qualified staff



## VISION AND MISSION STATEMENTS

### VISION

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

### MISSION

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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.

### LOGO

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## VALUES AND GUIDING PRINCIPLES

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### **INNOVATIVENESS & EXPLORATION**

The faculty is ready to find new ventures and used this as guiding principles for future development, emphasis on innovations and encourages new ideas as well as thoughts on Ayurveda/Unani.

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### **INTEGRITY**

Faculty performing with integrity, its actions, and words always reflect its values and respect each other with equity and equality.

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### **CONTINUES LEARNING**

FIM will always involve in getting to latest technology and used it to disseminate knowledge to undergraduates and society

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### **TRADITIONAL BUT UNIQUE SUPERIORLY**

FIM courses are blended with unique traditional knowledge with immensely benefited for health sector and the industry. It is motivating factor to introduce new knowledge to health sector.

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### **RESPONSIBILITY AND ACCOUNTABILITY**

The Faculty responsible for its own actions and productions.

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### **DIVERSITY OF SUBJECT DISCIPLINE**

The Faculty always ready to revise and expand the study program to meet the changes in the environment.

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### **COMMITMENT & EFFICIENCY**

The FIM expects its staff's commitments and efficiency in their works to meet the challenges and working with highest level of enthusiasm to achieve its goals.

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### **OWNERSHIP AND PRIDE**

All academic, administrative, and academic supportive staff will perform as a team and it's a pride to be a member of FIM team.

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### **EQUAL OPPORTUNITY**

The Faculty recognizes that its strength and unity come from providing equal opportunities to everyone, built on the foundations of social justice and equality.

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### **FUTURISTIC VIEW**

To meet the needs of the stake holders, FIM will adjust according to the changing social technological and policy environment.



## THE ROLE OF THE FACULTY OF INDIGENOUS MEDICINE

### THE ROLE OF THE FACULTY IS TO;

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- produce quality Medical Professionals of Ayurveda / Unani who are, equipped with knowledge, skills, attitudes competencies and perform their profession with highest moral and ethical standards as expected by the public.
- be a self-supporting, autonomous body administratively and financially.
- provide indigenous medical education in the relevant fields expected by the state and private sectors.
- taking into consideration of the development in the fields of Ayurveda, Unani and traditional medicine contents of the curriculum and review periodically.
- assist the health care services of the country.
- develop research culture to strengthen the Ayurveda and Unani medical systems.
- conduct Continues Medical Education (CME) programs.
- establish collaborative link programs with other research Institutes/ Universities.
- allow staff attend skill development programs.
- to analysis the health requirements of private and public sector
- strengthen a career guidance service for under graduates of the Faculty to develop their soft skills.
- introduce entrepreneurship development programs on drug manufacturing which encouraging students for self-employment.
- to improve the Cooperate Social Responsibility (CSR) of the Faculty
- entering to the Holistic approach in order to integrate the indigenous medicine with other traditional Medical System.

## 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



## GOALS, OBJECTIVES AND STRATEGIES OF FIM

Goal 1	Objective	Strategy	
<b>1</b>	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 (CDP) of staff	
		1.2.2 Strengthening quality assurance practices	
		1.2.3 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	
		1.3.3 Encouraging the participation in international events and extra-curricular activities	
		1.3.4 Improving global ranking	
	1.4 Expansion of domains of learning	1.4.1 Continued identification of new domains of learning developments	
1.4.2 Developing new domains based on market needs, research findings and experience			
<b>2</b>	Excellence in research, innovation, and industry/ society collaborations	2.1 To increase the engagement in research activities	
		2.1.1 Inculcating a strong research culture	
		2.1.2 Ensuring the highest level of research ethics and integrity	

			2.1.3 Strengthening global visibility in research
		2.2 To promote innovations and knowledge transfers from university to industry	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
<b>3</b>	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 matching with global standards	3.2.1 Adopting an effective maintenance system with emphasis on preventive maintenance
			3.2.2 Reviewing and upgrading the physical facilities
		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 practice
<b>4</b>	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 practice
			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

## ACTIONS DIRECTED BY STRATEGY, THEIR ACCOUNTABILITY, KPIS AND TARGETS

### GOAL 1 – EXCELLENCE IN TEACHING AND LEARNING

**Objective 1.1 : To produce globally competitive graduates**

**Strategy 1.1.1 : Strengthen graduate attributes through fostering independent learning, critical thinking and being a lifelong learner**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.1.1.1	Introducing new postgraduate certificate and diploma courses	Dean, DR, HODs	Number of courses	20	22	24	28	30	4.a 9.5
1.1.1.2	Establishing Center for Open and Distance Learning (CODL)	Dean, DR, HODs	Percentage of institution	10%	10%	10%	20%	25%	9.1
1.1.1.3	Increasing the number of postgraduate students at FIM	Dean, DR, HODs	No of registered PG students	120	140	180	210	250	9.5
			No of students registered for certificate and diploma course	27	40	50	60	70	
1.1.1.4	Implementing teaching and learning activities to promote logical and critical thinking	Dean, DR, HODs Academic staff	No of activities such as case-based studies, problem-based studies, small group discussion per course unit	5	5	5	5	5	4.a 9.5

1.1.1.5	Improving herbal garden at the Faculty	Dean, DR, HODs HOU/ DGV	Percentage of implementation	65%	70%	75%	80%	100%	9.5
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**Objective 1.1 - To produce globally competitive graduates**

**Strategy 1.1.2 - Facilitating the learner enhancement through personality development, mentoring and career guidance**

Code	Action	Accountability	KPI	Performance Targets					Code
				2023	2024	2025	2026	2027	
1.1.2.1	Organizing orientation program with parental involvement	Dean, DR, HODs, Academic Staff	No. of orientation programs	1	1	1	1	1	16.6
1.1.2.2	Maintaining the ragging free environment	Dean, DR, HODs, Anti Ragging committee, Academic Staff	No. of complaints	0	0	0	0	0	4.a 5.1 16.2
			No of counselling programs for new entrance	2	2	2	2		
			No of counselling programs for senior students						
1.1.2.3	Introducing fall back options to degree programs	Dean, DR, HODs	Percentage of implementation	100%	100%	100%	100%	100%	9.5

1.1.2.4	Conducting carrier guidance, soft skills development and virtual training programs on regular basis	Dean, DR, HODs, CGU	No. of programs conducted	15	17	20	22	25	4.4
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**Objective 1.2 - To adopt modern andragogical approaches to enhance learning**

**Strategy 1.2.1 - Engagement in Continuous Professional Development (CDP) of staff**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.2.1.1	Participating as a resource person in conference workshops and seminars (national and international)	All academics	No of events	50	60	75	90	120	4.7 9.5
1.2.1.2	Encouraging staff to participate in national and international conferences/workshops/training programs	Director, DR, DB	No of staff participated	100	120	140	160	180	4.c 5.c
1.2.1.3	Organizing CME and professional development programs	All Academics	No of programs	10	12	14	18	25	4.4 4.c

**Objective 1.2 - To adopt modern andragogical approaches to enhance learning**

**Strategy 1.2.2 – Strengthening quality assurance practices**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.2.2.1	Prepare the study program prospectus	Dean, DR, HODs	Percentage of completion	100%	100%	100%	100%	100%	4
1.2.2.2	Reviewing the Curriculum of degree programs intermittently to meet the stakeholders' requirement	Dean, DR, HODs CDEC	Frequency of curriculum revision	Once in 5 years					4.7  16.6  9.5
			No. of CDEC meetings per academic year	12	12	12	12	12	
			Frequency of feedback obtaining from the final year and passed out students per year	1	1	1	1	1	
			Percentage of completion of FIM subject bench marks	100%	100%	100%	100%	100%	
1.2.2.3	Obtaining feedback from students	IQAC, CDEC	Frequency of obtaining feedback	End of each semester					4.4
1.2.2.4	Mapping programs with SLQF	Dean, DR, HODs, Academic Staff	Percentage of programs mapped	100%	100%	100%	100%	100%	4.4
1.2.2.5	Prepare policy for course design and approval (SOP & TOR)	Dean, DR, HODs CDEC, IQAC	No of policies updated and finalized	100%	100%	100%	100%	100%	9.5



**Objective 1.2 - To adopt modern andragogical approaches to enhance learning**

**Strategy 1.2.3 – Promoting advanced learning approaches powered by the digital transformation**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.2.3.1	Promoting interactive methods in teaching, leaning and assessments	Dean, DR, HODs, Academic staff, CDEC members	No. of capacity building programs	5	6	6	6	6	4.a 4.c
			Percentage of incorporating blended learning	85%	100%	100%	100%	100%	
			No of tutorials per credit	1	1	1	1	1	
			No. of assessments per semester, per course unit	1	1	1	1	1	
1.2.3.2	Promote usage of information resources through modern technology	IT Section	Percentage of students accessed LMS	100%	100%	100%	100%	100%	9.C
1.2.3.3	Online teaching in study programs	IT Section	Percentage of implementation	100%	100%	100%	100%	100%	4.a 9.c
1.2.3.4	Introducing Blended learning/ Student centered learning	IT Unit, All academic staff	No. of workshop/ seminars for academic staff	6	7	8	9	10	4.a 4.c
1.2.3.5	Upgrading the existing website to meet international standard	IT Section	No of links	Depend on Academic Carders					9.5 17.7

**Objective 1.3 - To expand regional and global networks**

**Strategy 1.3.1 – Promoting international collaborations**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.3.1.1	Enrolling foreign students	Dean, DR, HODs, All Academics	No of registered foreign students	1	2	3	4	5	4.3
1.3.1.2	MOU with foreign and local institutes	Dean, DR, HODs, DB	No of MOUs	6	6	6	7	7	9.5

**Objective 1.3 - To expand regional and global networks**

**Strategy 1.3.2 – Encouraging the establishment of links with regional and global academic/ professional organizations**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.3.2.1	Increasing university-hospital industry collaborations to enhance graduate attributes	Dean, DR, HODs, CGU	Percentage of internships provided for undergraduate students	100%	100%	100%	100%	100%	4.4 8.3
			No of industrial exposure provided through field trips and industrial visits	10	10	10	10	10	
1.3.2.2	Promoting awareness about higher education in indigenous medicine	Dean, DR, HODs, Student Counselors	No of awareness programs	6	6	7	7	7	4.4, 4.7

1.3.2.3	Conducting Medical Camps for Public	All Academic Staff	No of programs conducted	3	3	3	4	4	4
1.3.2.4	Pursuing postgraduate degrees from recognized national and foreign	All Academics	Percentage of academics with the postgraduate degrees	96%	99%	100%	100%	100%	4 9.5
1.3.2.5	Getting academics services from other universities/institutions	Dean, HODs,, All Academics	No of services	29	31	35	35	35	4.c
1.3.2.6	Providing academics services to other universities/institutions	Dean, HODs, All Academics	No of services	16	20	25	30	30	4.c
1.3.2.7	Obtaining membership in academic/professional associations	Dean, DR, HODs, HODs	No of memberships	150	160	170	180	190	4.c 17

### Objective 1.3 - To expand regional and global networks

#### Strategy 1.3.3 – Encouraging the participation in international events and extra- curricular activities

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.3.3.1	Encouraging staff to participate in mass media discussion, interview and talks	Dean, DR, HODs,	No of participations	60	65	70	80	90	5.b, 9.5
1.3.3.2	Promote and encourage social harmony	Dean, DR, HODs,	No of multicultural, social and multi-religious events	5	5	5	5	5	4.7

**Objective 1.3 - To expand regional and global networks**

**Strategy 1.3.4 – Improving global ranking**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.3.4.1	Timely update the virtual profile of academics	Dean, DR, HODs,	Availability of a mechanism to ensure timely updates	12 updates per year					4.3 9.5
1.3.4.2	Increase number of foreign students	Dean, DR, HODs,	No. of foreign students registers	5	5	5	5	5	4.3 9.5

**Objective 1.4 - Expansion of domains of learning**

**Strategy 1.4.1 – Continued identification of new domains of learning developments**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.4.1.1	Conducting carrier guidance programs	CGU	No. of programs	4	5	5	5	6	4.4 4.7 8.3

**Objective 1.4 - Expansion of domains of learning**

**Strategy 1.4.2 – Developing new domains based on market needs, research findings and experience**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
1.4.2.1	Organizing Job fairs	CGU	No. of job fairs	1	1	1	1	1	4, 8

## GOAL 2: EXCELLENCE IN RESEARCH, INNOVATION, AND INDUSTRY/ SOCIETY COLLABORATIONS

### Objective 2.1 - To increase the engagement in research activities

#### Strategy 2.1.1 – Inculcating a strong research culture

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
2.1.1.1	Undergraduate research projects	HODs, CDEC	Percentage of innovative projects	30%	35%	40%	45%	50%	4.4 9.5
2.1.1.2	Encouraging students to do research on remedy for national and global health issues	HODs, Academic Staff	No of presentations made (symposium per year)	60	65	70	100	100	9.5
2.1.1.3	Motivating the academics to do research	DB, All academic staff	Percentage of hours allocated for the research per academic year	25%	25%	25%	25%	25%	9.5
			No of workshop to aware the academics on research methodologies and technologies	2	3	4	5	5	9.5
			No of academics receiving awards	4	4	5	5	6	9.5
2.1.1.4	Strengthen research into postgraduate certificate and diploma courses	Research and Higher Degree Committee	No of postgraduate research students	50	60	70	80	80	9.5 8.3
2.1.1.5	Increasing the E-resources, reputed journals and data bases to enhance research resources	Dean, HODs, DR, DB, Librarian	No of subscriptions	5	5	5	5	5	9.5

**Objective 2.1 - To increase the engagement in research activities**  
**Strategy 2.1.2 – Ensuring the highest level of research ethics and integrity**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
2.1.2.1	Regular workshop to uplift the use new research technology	Dean, DR, DB	No of workshops	1	1	1	1	1	4.4 4.c 9.5

**Objective 2.1 - To increase the engagement in research activities**  
**Strategy 2.1.3 – Strengthening global visibility in research**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
2.1.3.1	Ensuring extensive dissemination of research	Dean, DR, DB, HODs	No of articles published in indexed/peer review journals	60	80	90	100	120	9.5
			Total citations of FIM	1500	2000	2500	3000	3500	
			Percentage of academics' H index 2 or above 2	40%	30%	40%	50%	60%	
			Percentage of academics' i10index 2 or above 2	25%	30%	35%	40%	45%	
2.1.3.2	Organizing national and international conferences and webinars	Dean, DR, DB, HODs	No of programs organized per year	2	3	4	5	6	9.5

2.1.3.3	Publishing journal, Newsletters, Magazine, etc. by FIM	All academics	No of publications published by FIM per year	5	5	6	6	6	9.5
2.1.3.4	Encouraging academics to enrolled in social networking site for scientists and researchers such as google scholar, research Gate, ORCID, etc.	All Academic Staff	Percentage of academics enrolled in social networking sites	100%	100%	100%	100%	100%	9.5

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

**Strategy 2.2.1 - Optimizing the functionality of the University business linkage facility**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
2.2.1.1	Promoting national and international research collaborations	Dean, DR, HODs Academic Staff	No of collaborative research	7	12	14	15	20	9.5
			No of collaborative publications	50	60	75	90	100	9.5
2.2.1.2	Organizing seminar and workshops for students to motivate and facilitate knowledge on innovation and entrepreneurships	Dean, DR, DB, HODs, CGU	No of training programs per year	4	4	5	5	5	9.5
			No. of innovation	2	2	2	2	2	9.5

2.2.1.3	Organizing industrial visits for exposure to new technologies	Dean, DR, DB, HODs , All academic staff	No of visit	2	3	3	3	5	9.5
2.2.1.4	Encouraging collaborative work with industries	Dean, DR, DB, HODs All academic staff	No of joint work	5	7	7	8	8	9.5
2.2.1.5	Develop & maintain Research and Development of Natural Product Unit (RADNPU)	Dean, DR, DB, HODs Coordinator RADNPU, HOU/ DGV	Percentage of research and development	10%	20%	30%	40%	50%	9.5
			No of new MOUs	0	1	1	2	2	9.5

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

**Strategy 2.2.2 - Upgrading/ establishing state of the art laboratory facilities and related research support**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
2.2.2.1	Improving research infrastructure	Dean, DR, DB, HODs All Academics	Percentage of allocation of the fund per year	8%	10%	12%	15%	20%	9.5
2.2.2.2	Purchasing research equipment		Percentage of fund allocated to purchase equipment	8%	8%	9%	9%	10%	9.5



### GOAL 3: EXCELLENCE IN CAPITAL AND INFRASTRUCTURE FACILITIES

#### Objective 3.1 - To upgrade human capital aligning with strategic requirements

##### Strategy 3.1.1 – Enhancing the capacity of the staff

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.1.1.1	Filling the vacant carder positions at all level	Dean, DR	Percentage of existing administrative carder filled	86%	100%	100%	100%	100%	4.c 8.5
			Percentage of existing academic carder filled	86%	100%	100%	100%	100%	
			Percentage of existing non academic carder filled	78%	85%	100%	100%	100%	

#### Objective 3.1 - To upgrade human capital aligning with strategic requirements

##### Strategy 3.1.2 - Enhancing the engagement of human capital

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.1.2.1	Implement awareness programs on administrative and academic process, procedures to relevant staff categories	Dean, DR All Academics	No of training programs for administrative staff (local & foreign)	6	6	6	6	6	4.4 4.c 8.3
			No of training programs for academic staff (local & foreign)	10	10	10	10	10	
			No of training programs for non-academic staff (local & foreign)	5	7	8	10	10	

**Objective 3.2 - To improve physical capital matching with global standards**

**Strategy 3.2.1 – Adopting an effective maintenance system with emphasis on preventive maintenance**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.2.1.1	Preventive maintenance	Dean, DR	No. of programs	2	4	6	8	10	9.1
3.2.1.2	Breakdown repair with minimal down time	Dean, DR	Average lead time of a repair work (days)	3	2	1	1	1	9.1

**Objective 3.2 - To improve physical capital matching with global standards**

**Strategy 3.2.2 – Reviewing and upgrading the physical facilities**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.2.2.1	Increasing the number of departments	Dean, DR, DB HODs, All academics	Number of academic departments	6	6	6	6	8	4.a
3.2.2.2	Establish teaching hospital		Percentage of progress	50%	100%	100%	100%	100%	4.4,4.7
3.2.2.3	Establish PG and mid carrier unit		Percentage of progress	100%	100%	100%	100%	100%	4.4,4.7
3.2.2.4	Established fully fledged pharmacy	HOU/ DGV	Percentage of establishment	70%	80%	90%	100%	100%	4.a,9.b
3.2.2.5	Increasing the student leisure areas	Dean, DR, DB, WS	Percentage of area developed	90%	100%	100%	100%	100%	4.a 11.7
3.2.2.6	Improving parking areas	Dean, DR, DB, WS	Percentage of implementation	100%	100%	100%	100%	100%	4.a 11.7

3.2.2.7	Optimal use of lecture halls, library, pharmacy and laboratories	HODs, All academic staff, Librarian	Duration (hours) of lecture hall occupied during the day	10	10	10	10	10	16.6
			Duration (hours) of opening time of library per day	11	11	11	11	11	
			No of drugs prepared per month	08	10	10	10	10	
			No of experiments and research carried out per year	30	40	50	60	70	
3.2.2.8	Improving the cafeteria	Dean, DR, DB, WS	No of students occupied at a time	175	200	200	200	200	3.4 9.1
			Percentage of improving existing infrastructure facilities	85%	100%	100%	10%	100%	
			Percentage of availability of traditional healthy food	25%	30%	35%	40%	40%	
3.2.2.9	Improving sanitary facilities	Dean, DR, DB, WS	Percentage of sanitary facilities	75%	85%	100%	100%	100%	6.2
3.2.2.10	Improving existing lecture halls with full-fledged facilities	Dean, DR, DB, WS	No of lecture halls	6	8	8	8	8	6.2
3.2.2.11	Expansion of Lecture halls	Dean, DR, DB, WS	Percentage of renovation	85%	100%	100%	100%	100%	6.2
3.2.2.12	Implementation of 8 storied building	Dean, DR, DB, WS	Percentage of implementation	30%	50%	80%	100%	100%	4.a 9.c
3.2.2.14	Implementation of 3 storied building (phase 1)	Dean, DR, DB, WS	Percentage of implementation	100%	100%	100%	100%	100%	4.a 9.c
3.2.2.15	Established fully fledged Unani wellness clinic (Ilaj Bil Thadbeer) in FIM	Dean, DR, DB, WS	Percentage of implementation	50%	70%	100%	100%	100%	4.a 9.c

**Objective 3.3 - To facilitate digital transformation and upgrade virtual capital**

**Strategy 3.3.1 – Increasing the availability and access to latest digital infrastructure and resources**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.3.1.1	Expand the access to ICT resources	Dean, DR, IT Section	No. of students per computer per batch	4	3	2	1	1	4

**Objective 3.3 - To facilitate digital transformation and upgrade virtual capital**

**Strategy 3.3.2 – Promoting digital office practice**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
3.3.2.1	Disseminating the knowledge via print and electronic media	All academics	No of publications	30	35	40	50	45	4.7 9.5
3.3.2.2	Promoting administrative matters doing via paperless mode	Dean, DR	Percentage of usage of online services in the administrative procedures and practices	70%	75%	80%	85%	90%	9.c 16

## GOAL 4 - EXCELLENCE IN RESPONSIBLE MANAGEMENT

### Objective 4.1 - To enhance sustainability practices

#### Strategy 4.1.1 - Aligning activities with sustainable development goals (SDGs)

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.1.1.1	Develop Human Resource policy	Dean, DR, IQAC	Percentage completion of policies updated and finalized	100%	100%	100%	100%	100%	9.1
4.1.1.2	Develop Gender Equity and Equality (GEE) policy	Dean, DR, IQAC	Percentage completion of policies updated and finalized	100%	100%	100%	100%	100%	5

### Objective 4.1 - To enhance sustainability practices

#### Strategy 4.1.2 - Promoting a sustainability reporting and evaluation system

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.1.2.1	Introducing a reporting system for sustainability activities	Dean, HODs	Availability of a recording system for sustainability activities	Yes	Yes	Yes	Yes	Yes	Overall SDG frame work
4.1.2.2	Introducing a sustainability reviewing system	Dean, HODs	No of meetings held to review sustainability activities	4	6	6	6	6	

**Objective 4.1 - To enhance sustainability practices**

**Strategy 4.1.3 – Ensuring green practice**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.1.3.1	Introducing green environment	Dean, DR, All academic staff, DB	Percentage of allocated area occupied by plants	50%	55%	65%	75%	80%	4.a 11.7

**Objective 4.1 - To enhance sustainability practices**

**Strategy 4.1.4 – Strengthening financial management system**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.1.4.1	Hold Finance Committee and procurement committee regularly	DB, SAB	No of meetings per year	6	6	6	6	6	16.6
4.1.4.2	Adhere to financial regulations applied to university system	DB, SAB	Percentage of implementation	100%	100%	100%	100%	100%	16.6
4.1.4.3	Adopt finance regulations nearly introduced by UGC to all procurement activities	DB, SAB	Percentage of implementation	100%	100%	100%	100%	100%	16.6
4.1.4.4	Cash forecast management system	DB, SAB	Percentage of implementation	100%	100%	100%	100%	100%	16.6

4.1.4.5	Budgetary monitoring system	DB, SAB	Percentage of implementation	100%	100%	100%	100%	100%	16.6
4.1.4.6	Utilization of annual budgetary allocation	DB, SAB	Percentage of utilization	100%	100%	100%	100%	100%	16.6

**Objective 4.2 - To strengthen professional and ethical conduct**

**Strategy 4.2.1 – Enhancing professionalism in activities**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.2.1.1	Contribution in the publication for the national policy development	All academic staff	No of staff in advisory board	11	12	13	15	20	8.3
4.2.1.2	Conducting statutory meetings in a timely manner	Dean, DR, HODs	No of statutory meetings per month	1	1	1	1	1	16.6
			Average no of participants	100%	100%	100%	100%	100%	16.6
4.2.1.3	Establishing MIS system to monitor administrative work	Dean, DR, HODs	Percentage of implementation	100%	100%	100%	100%	100%	9.c

**Objective 4.2 - To strengthen professional and ethical conduct**

**Strategy 4.2.2 – Operating within an agreed code of ethics and work norms**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.2.2.1	Formulating work norms and ethics	Dean, DR	Percentage of implementation	100%	100%	100%	100%	100%	8.3 16.6
			No of IQAC meetings per month	1	1	1	1	1	
4.2.2.2	Introducing Manual of standard operational procedure (SOP)	Director, DR, HODs	Percentage of implementation	100%	100%	100%	100%	100%	8.3 16.6

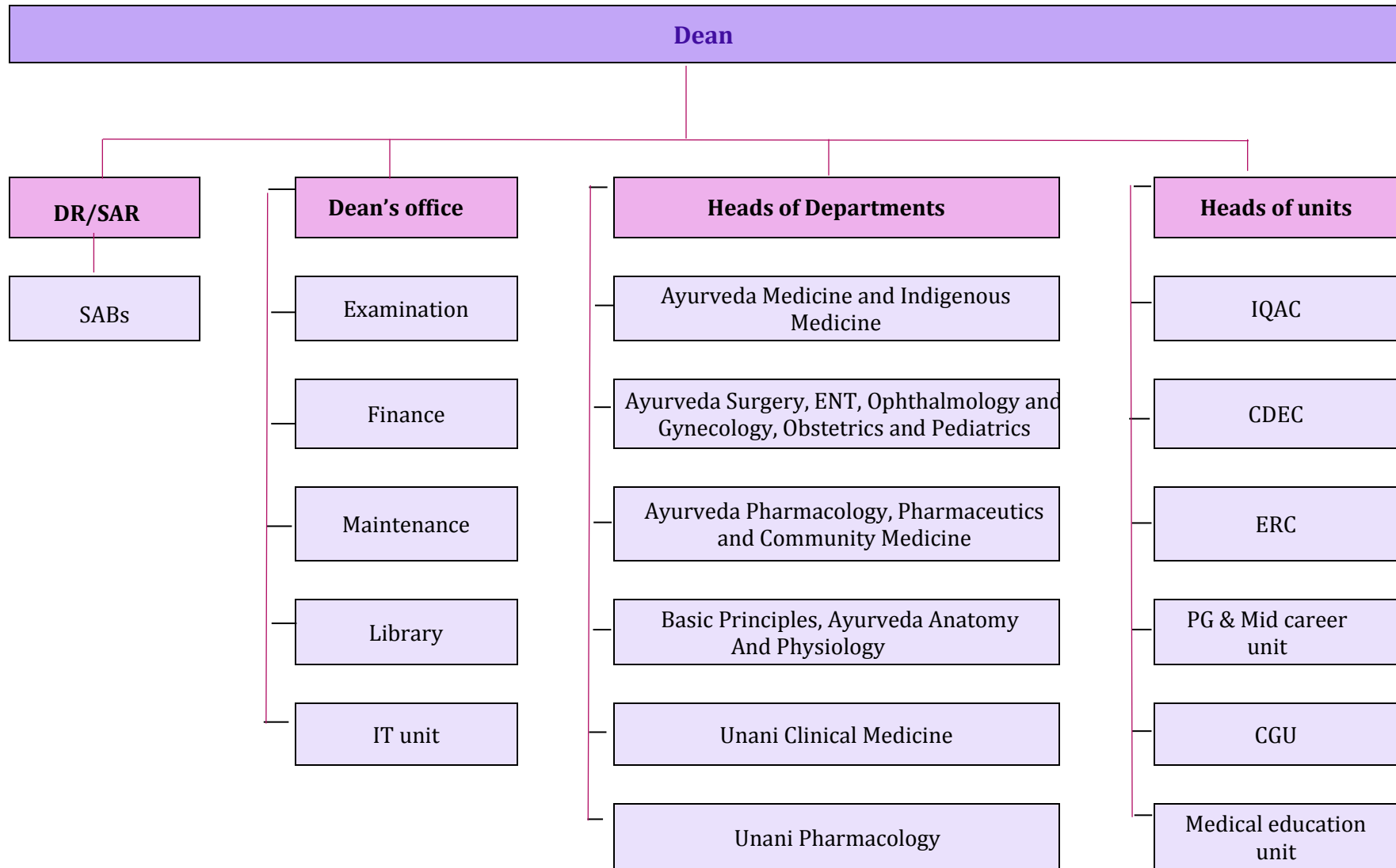
**Objective 4.3 - To promote responsible practices**

**Strategy 4.3.1 – Promoting transparency, integrity, fairness, trust and good governance**

Code	Action	Accountability	KPI	Performance Targets					SDG
				2023	2024	2025	2026	2027	
4.3.1.1	Developing a stress - free environment	Director, DR, HODs, DB	No of counselling programs and welfare activities	1	1	1	1	1	3.4 16.6
			No of welfare activities per year	4	4	4	4	4	
4.3.1.2	Organizing multicultural events such as festival and religious events	Director, DR, HODs, DB	No of events	5	5	5	5	5	4.7



## ORGANIZATION STRUCTURE



## ADMINISTRATIVE STAFF OF THE FIM

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- **Deputy Registrar** Mr. ML Warnasuriya (Sabbatical Leave)
- **Acting Deputy Registrar** Mrs. A Rathnayake
- **Assistant Registrar** Mrs. EHM Ransinghe
- **Senior Assistant Bursar** Mr. HMG Punchibanda
- **Senior Assistant Bursar** Mrs. APSM Dolage (Sabbatical Leave)
- **Senior Assistant Librarians** Dr. (Mrs.) CK Gamage  
Mrs. PM Ayomi
- **Medical Officer** Dr. (Mrs.) RLYU Rathnayake

## STUDENT COUNSELORS

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- **Senior Student Counselor** Dr. (Mrs.) WASS Weerakoon
- **Student Counselor/Ayurveda** Dr. (Mrs.) SKMK Harapathdeniya  
Dr. (Mrs.) APA Jayasiri  
Dr. KWK Somarathna  
Dr. (Mrs.) JM Dahanayaka  
Dr. (Mrs.) IAM Leena  
Dr. (Mrs.) OTMRKSB Kalawana  
Dr. (Mrs.) YSG Wimalasiri  
Dr. A Gunasekara  
Dr. (Ms.) KKVS Peshala
- **Student Counselor/Unani** Dr. M.H.M. Hafeel  
Dr. (Mrs.) AM Muthalib  
Dr. (Mrs.) J Rumeiza

## HOSTEL ADMINISTRATORS

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- **Hostel Warden /Girls** Dr. (Mrs.) A. Samarawickrama
- **Sub-Warden/Girls** Mrs. DMCK Dissanayake
- **Hostel Warden/Boys** Prof. SMS Samarakoon
- **Sub-Warden/Boys** Mr. WK Senevirathne

## ACADEMIC STAFF OF FACULTY OF INDIGENOUS MEDICINE

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S. No	Name	Designation
1	Prof. R.S. Jayawardhane	Professor
2	Prof. M.S.M. Shiffa	Professor
3	Prof. (Ms.) M.U.Z.N. Farzana	Professor
4	Prof. (Ms.) N. Fahamiya	Professor
5	Prof. (Ms.) M.I. Manuha	Professor
6	Prof. (Ms.) R.D.H. Kulathunga	Professor
7	Prof. S.M.S. Samarakoon	Professor
8	Prof. P.K. Perera	Professor
9	Prof. (Ms.) K.R. Weerasekara	Professor
10	Prof. (Ms.) S.K.M.K. Herapathdeniya	Professor
11	Prof. (Ms.) H.G.S.P. Hewageegana	Professor
12	Dr. (Ms.) W.M.S.S.K. Kulathunga	Professor
13	Associate Prof. (Ms.) S.D. Hapuarachchi	Associate Professor
14	Associate Prof. (Ms.) S.P. Molligoda	Associate Professor
15	Dr. (Ms.) P.R. Warathanna	Associate Professor
16	Dr. M.C. Maheez	Senior Lecturer Grade I
17	Dr. (Ms.) D.A.R. Sakunthala	Senior Lecturer Grade I
18	Dr. A.H.M. Mawjood	Senior Lecturer Grade I
19	Dr. (Ms.) M.L.U. Salma	Senior Lecturer Grade I
20	Dr. T.D.N. Karunaratne	Senior Lecturer Grade I
21	Dr. (Ms.) I.G.P.R. Kulanatha	Senior Lecturer Grade I
22	Dr. (Ms.) N.V.P. Rohini	Senior Lecturer Grade I

23	Dr. (Ms.) K.P.K.R. Karunagoda	Senior Lecturer Grade I
24	Dr. (Ms.) A.G. Samarawickrama	Senior Lecturer Grade I
25	Dr. K.I.W.K. Somaratne	Senior Lecturer Grade I
26	Dr. (Ms.) A.P.A. Jayasiri	Senior Lecturer Grade I
27	Dr. (Ms.) E.D.T.P. Gunaratne	Senior Lecturer Grade I
28	Dr. M.H.M. Hafeel	Senior Lecturer Grade I
29	Dr. M.M.M. Rifaee	Senior Lecturer Grade I
30	Dr. M.H.M. Nazeem	Senior Lecturer Grade I
31	Dr. (Ms.) M.R.M. Wickramasinghe	Senior Lecturer Grade I
32	Dr. (Ms.) A.H.A. Fazeenah	Senior Lecturer Grade I
33	Dr. (Ms.) W.A.S.S. Weerakoon	Senior Lecturer Grade I
34	Dr. (Ms.) J.M. Dahanayake	Senior Lecturer Grade I
35	Dr. (Ms.) R.H.S.K. De Silva	Senior Lecturer Grade I
36	Dr. (Ms.) N.D. Kodithuwakku	Senior Lecturer Grade I
37	Dr. N.D.N. Jayawardhana	Senior Lecturer Grade I
38	Dr. Asoka Gunasekara	Senior Lecturer Grade I
39	Dr. (Ms.) A.M. Muthalib	Senior Lecturer Grade I
40	Dr. (Ms.) I.A.M. Leena	Senior Lecturer Grade I
41	Dr. (Ms.) Y.A.U.D. Karunarathne	Senior Lecturer Grade I
42	Dr. (Ms.) W.M.S.J. Kumari	Senior Lecturer Grade II
43	Dr. (Ms.) H. Nizamdeen	Senior Lecturer Grade II
44	Dr. (Ms.) M.S.S. Fawmiya	Senior Lecturer Grade II
45	Dr. D.P.A. Dissanayake	Senior Lecturer Grade II
46	Dr. M.H. Faslul Haq	Senior Lecturer Grade II
47	Dr. S.M. Raeesuddeen	Senior Lecturer Grade II

48	Dr. M.S.M. Nazmeer	Senior Lecturer Grade II
49	Dr. M.A.A. Sirajudeen	Senior Lecturer Grade II
50	Dr. (Ms.) M.N.F. Rizniya	Senior Lecturer Grade II
51	Dr. P.K. Wendabona	Senior Lecturer Grade II
52	Dr. (Ms.) O.T.M.R.K.S.B. Kalawana	Senior Lecturer Grade II
53	Dr. (Ms.) L.D.R. De Silva	Senior Lecturer Grade II
54	Dr. (Ms.) B.M.S. Amarajeewa	Senior Lecturer Grade II
55	Dr. (Ms.) J. Rumaiza	Senior Lecturer Grade II
56	Dr. (Ms.) Y.S.G. Wimalasiri	Senior Lecturer Grade II
57	Dr. A.L.M. Ihsan	Senior Lecturer Grade II
58	Ms. A. Rayeesa Hasmath	Senior Lecturer Grade II
59	Dr. D.A.L. Munasinghe	Senior Lecturer Grade II
60	Dr. (Ms.) B.S.M.M. Sooriyarachchi	Senior Lecturer Grade II
61	Dr. (Ms.) K.N.A. Dharmasena	Senior Lecturer Grade II
62	Dr. (Ms.) A.A. Rizwana	Senior Lecturer Grade II
63	Dr. (Ms.) M.C.N. Razana	Senior Lecturer Grade II
64	Dr. (Ms.) R.L.Y.U. Rathnayake	Senior Lecturer Grade II
65	Dr. (Ms.) U.R.S.R.K. Senarathne	Senior Lecturer Grade II
66	Dr. (Ms.) R.L.D.S. Ranasinghe	Lecturer
67	Dr. (Ms.) F.N. Jamaldeen	Lecturer
68	Dr. (Ms.) K.K.V.S. Peshala	Lecturer (Unconfirmed)
69	Dr. (Ms.) P.A.N.G. Perera	Lecturer (Unconfirmed)
70	Dr. (Ms.) P.A.S.N. Silva	Lecturer (Probationary)
71	Dr. (Ms.) S. Weerasekara	Lecturer (Probationary)
72	Dr. (Ms.) E.M.G.K.N. Begum	Lecturer (Probationary)

73	Dr. (Ms.) A.F.M. Joonus	Lecturer (Probationary)
74	Dr. S.P.A.S. Nishan	Lecturer (Probationary)
75	Dr. (Ms.) N.V.Y. Diloopa	Lecturer (Probationary)
76	Dr. H.L.N.R. Pradeep	Lecturer (Probationary)
77	Dr. (Ms.) M.D.P. Ishara	Lecturer (Probationary)
78	Dr. (Ms.) A.S.F. Shifra	Lecturer (Probationary)
79	Dr. (Ms.) L.A.W.J. Chathurika	Lecturer (Probationary)
80	Dr. M.M.M. Nifras	Lecturer (Probationary)
81	Dr. (Ms.) R.M.D.A. Amarasiri	Lecturer (Probationary)
82	Dr. (Ms.) M.A.C.L. Muthukuda	Lecturer (Probationary)
83	Dr. (Ms.) M.S.F. Sapra	Lecturer (Probationary)
84	Dr. (Ms.) K.D. Manori	Lecturer (Probationary)