

Institute of Biochemistry Molecular Biology and Biotechnology

University of Colombo

IBMBB

Strategic Plan

2022 - 2026

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MESSAGE FROM THE DIRECTOR

A comprehensive Strategic Plan serves the purpose of identifying institutional goals with specific timelines. It elaborates specific goals, their objectives, strategies involved and potential activities along with assigned responsibilities.

Institute of Biochemistry, Molecular Biology and Biotechnology (IBMBB), University of Colombo has been recognized as pioneers in postgraduate teaching and training in the fields of molecular life sciences, immunology and bioinformatics. Institutional goals, strategies and activities of the IBMBB have been evolved depending on its scopes for future development. This task was initially accomplished by developing a corporate plan for the period of 2007 – 2011 clearly stating the vision, mission and institutional goals, enabling IBMBB to adopt a well-focused, target oriented, action plan to enhance its productivity and sustainability.

This initial footprint has been evolved over a period of time by accommodating all concerns, suggestions and recommendations, in order to strengthen the existence of IBMBB as the “Centre of Excellence” in teaching, research, services and consultation. The task of revisiting the corporate plan (currently referred to as Strategic and Management Plan) is one of the important calendar event of the IBMBB which involves a number of brainstorming sessions among all the stakeholders of the Institute.

The Strategic and Management Plan for 2022-2026, IBMBB primarily focuses on strategies involved with (a) enhancing teaching, research, services and consultation, (b) developing human resources, (c) establishing financial stability, (d) strengthening industrial collaborations and (e) complying the quality framework.

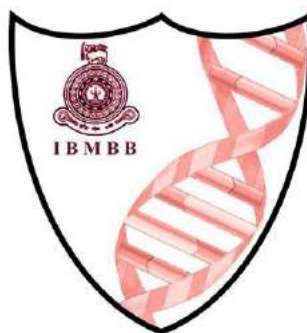
Current Covid-19 pandemic has adversely affect the economy of the country, thus creating more challenging situation across all the segments of the country.

IBMBB also currently faces more challenges due to difficult economic situation in the country. This was well evident by delayed deliveries of chemical and consumables, significant price escalations, scarcity of consumables due to import restriction and poor student enrolment. Further, it was observed that the current business environment is not conducive for viable industrial collaboration which made thriving situation for finances and services.

Despite the fact of all these anticipated difficulties, IBMBB is looking forward for a slow and steady progress in years to come by consolidating its excellence in teaching and research.

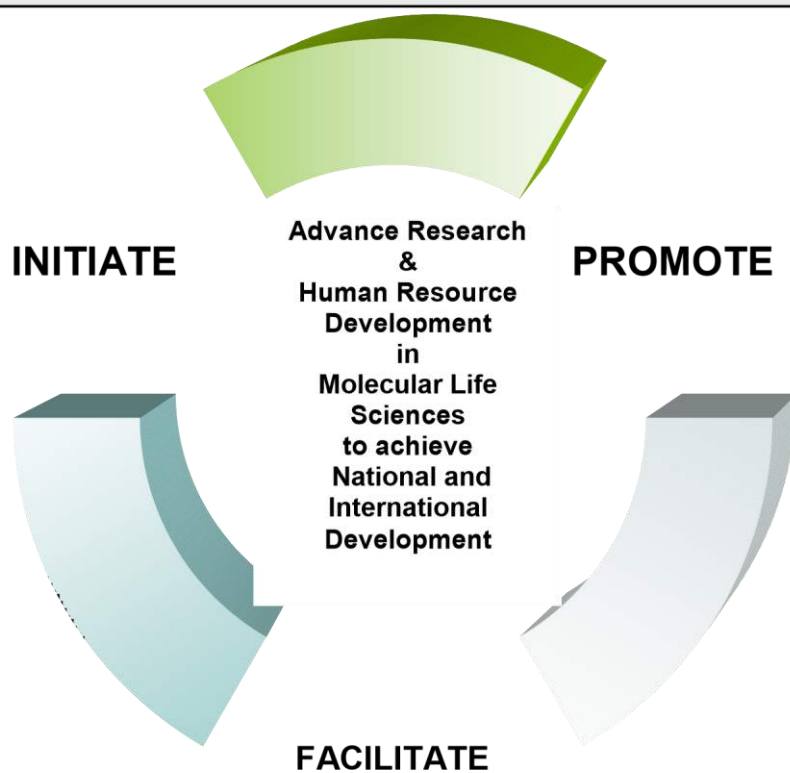
Professor Prasanna Galhena
Director, IBMBB
01.01.2022

1. VISION



“To be
an
**International
Centre of Excellence**
in
Molecular Life Sciences”

2. MISSION



3. OUR VALUES

- **Academic Freedom** – Subject to the norms and standards of the Institute, there is freedom to conduct research, to teach, speak and publish without interference or penalizing wherever the search for truth and understanding may lead.
- **Lifelong Learning and Critical thinking** – The Institute inculcates lifelong learning and critical thinking of staff and students.
- **Innovativeness & Exploration** – The Institute is always ready to find new ventures for development.
- **Integrity** - Achievements of the Institute are based on the transparency of its actions and the integrity of its performance.
- **Responsibility & Accountability** – The Institute operates with a sense of responsibility and accountability.
- **Diversity and Inclusiveness** – The Institute continues to operate across a broad spectrum and inclusiveness.
- **Commitment & Competency** – Institute staff is highly committed to develop and deliver knowledge and working with the highest level of enthusiasm.
- **Team Spirit** – The Institute has a reputation of working as a team and, therefore, developed a team spirit in all its work.
- **Equal Opportunity** – The Institute recognizes that its strength and unity comes from providing equal opportunities to everyone, built on the foundations of social justice and equality.
- **Professionalism** – The Institute expects all students and staff to demonstrate honesty, integrity, attention to detail and conformity.

4. INTRODUCTION & HISTORICAL INFORMATION

The 21st century will be dominated by two disciplines, namely Information and Computer Technology and Molecular Life Sciences. Nations that invested in science and knowledge based development have progressed significantly compared to those that did not. Sri Lanka is yet to have a vibrant industry based on Biotechnology and allied fields whereas our neighbors are far ahead of us. A key factor for lack of industries based on Biotechnology and allied fields in Sri Lanka is the dearth of trained manpower.

The Institute of Biochemistry, Molecular Biology and Biotechnology (IBMBB) was established as an independent Institute of the University of Colombo with a view to provide for instruction, training, research and development and consultancy in such branches of Biochemistry, Molecular Biology and Biotechnology as may be approved by the Commission upon the recommendation of the Institute and the University. The establishment of the IBMBB was the culmination of a very successful research programme in Molecular Biology led by Prof. Eric H. Karunanayake and supported by Swedish International Development Agency / Swedish Agency for Research Cooperation with Developing Countries (Sida/ SAREC). Construction and equipment of the building of the IBMBB was provided by the Investment Department of Sida (Sida/ INEC).

Civil construction and equipment of the Institute of Biochemistry, Molecular Biology and Biotechnology (IBMBB) was funded by a soft loan of 15 million Swedish Kroners (SEK) provided by the Swedish International Development Agency (SIDA) to the Government of Sri Lanka. The initial design of the IBMBB was funded by the Asian Development Bank's Science and Technology Personnel development project. The IBMBB was ceremonially declared open on 28th April, 2004 by Her Excellency Anne Marie Fallenius, the Head of Mission, Embassy of Sweden, Colombo, and Prof. Ulf Pettersson, Vice-Rector, University of Uppsala, Sweden. The Ordinance of the Institute was established by Gazette Extra-ordinary No. 1282/25 of 3rd April, 2003.

The IBMBB building is located in the main campus of the University of Colombo. The IBMBB is equipped with all modern instruments used in molecular life sciences such as fully automated DNA sequences, microarray scanner, FPLC, HPLC, Fluorescence and Phase contrast microscopes and laminar floor hoods and other facilities such as cell culture, insectary, cold rooms, local area networking, access to internet via dedicated optical fiber cable and is fully air conditioned.

IBMBB commenced its research activities in June 2004. New registration for research degrees commenced in 2004. Two taught Masters degree courses commenced in February 2005, one in "Molecular Life Sciences" and the other in "Cellular and Molecular Immunology". The third Master of Science degree programme in Bioinformatics commenced in May 2012, as a joint programme with University of Colombo School of Computing. The curriculum revisions for these three Masters degree programmes were completed by end of 2018. All three degree programmes with the new curricular and aligned to SFQF levels 8-10 commenced in 2019.

Present Director

Prof. B. Prasanna Galhena

15th September 2021 – to date**Past Directors of the Institute**

Prof. Eric H Karunanayake

2004 – 2007

Prof. Kamani H Tennekoon

2007 – 2012

Prof. Kamani H Tennekoon

January-March 2013 (Acting Director)

Prof. M H Rezvi Sheriff

April 2013 - September 2014 (Acting Director)

Prof. Shiroma M Handunnetti

October 2014 - January 2015 (Acting Director)

Prof. Shiroma M Handunnetti

February 2015 – February 2018

Prof. Tara D Silva

February-August 2018 (Acting Director)

Prof. Shiroma Handunnetti

August 2018 – 2021 August

Prof. Shirama Handunnetti

31st August to 14th September 2021**5. CORPORATE PROFILE & ORGANIZATIONAL CHART****5.1. CORPORATE PROFILE****5.1.1. Registered Office:**

No: 90, Cumaratunga Munidasa Mawatha, Colombo 3, Sri Lanka

www.ibmbb.lk**5.1.2. Legal Framework:**

The IBMBB project received the approval of the Department of National planning on 26th June 2000 by letter No. NP/HRD/Ch/43. The Cabinet of Ministers approved the project on 12th February 2001 (Cabinet Paper 01/0349/03/024). The name and style of “The Institute of Biochemistry, Molecular Biology and Biotechnology” was assigned by Ministerial Order published in Gazette Extraordinary No. 1253/31 of 13th September 2002. The Ordinance of the Institute, approved by the Senate, Legal Committee, Council, and the Legal Committee of UGC, was gazetted by Gazette Extra-ordinary No. 1282/25 of 3rd April 2003.

5.1.3. Board of Management - 2021

Prof. B.P. Galhena, Director-IBMBB, (Chairperson) (from September 15th 2021)
Prof. Shiroma Handunnetti, Director-IBMBB, (Chairperson) (up to September 14th 2021)
Ms. S S Evangeline, Secretary Nominee, Director (Development), Ministry of Higher Education
Ms. J.A.C.H. Jayasinghe, Director, Non-State Higher Education Division
Prof. Eric H Karunanayake, UGC Nominee
Prof. Ira Thabrew, UGC Nominee
Prof. Ramanee Wijesekera, UGC Nominee
Prof. S.P. Deraniyagala, UGC nominee
Mr. Thilak Karunaratne, Council Nominee
Ms. Padmini Ranaweera, Council nominee
Prof. W Indira Nanayakkara, Senate Nominee
Prof. Senaka Rajapakse, Senate Nominee
Prof. Vajira Dissanayake, Dean/Medicine, University of Colombo, Ex-officio
Prof. Upul Sonnadara, Dean/Science, University of Colombo, Ex-officio
Prof. K P Hewagamage, Director, University of Colombo School of Computing (UCSC), Ex-officio
Prof. Kithmini Siridewa, Head/Biochemistry & Molecular Biology, Faculty of Medicine, Ex-officio

5.1.4. Academic Committee - 2021

Prof. B.P. Galhena, Director-IBMBB, (Chairperson) (from September 15th 2021)
Prof. Shiroma Handunnetti, Director-IBMBB, (Chairperson) (up to September 14th 2021)
Professor of Immunology; Chairperson, BOS-CMI
Prof. Eric H Karunanayake, Emeritus Professor of Biochemistry, IBMBB
Prof. Kamani H Tennekoon, Senior Professor of Molecular Life Sciences; Chairperson, BOS-MLS, IBMBB
Prof. S Deraniyagala, Senior Professor in Organic Chemistry, Dept of Chemistry, Faculty of Science, UoC
Prof. OVDSJ Weerasena, Course Coordinator, BOS-MLS; Professor in Molecular Biology, IBMBB
Prof. Nimal Punyasiri, Professor of Biochemistry, IBMBB
Prof. Sulochana Wijesundera, Professor in Biochemistry, Dept of Molecular Biology & Biotechnology, Faculty of Medicine, UoC
Prof. Kithmini Sirideva, Head/ Dept of Biochemistry & Molecular Biology, Faculty of Medicine, UoC
Prof. Sunil Premawansa, Professor Emeritus, UoC
Dr. Enoka Corea, Senior Lecturer, Dept of Microbiology, Faculty of Medicine, UoC
Dr. Ruwan Weerasinghe, Chairperson, BOS-BI; Senior Lecturer, UCSC, UoC
Dr. Sisira Pathirana, Course Coordinator, BOS-CMI; Senior Lecturer, IBMBB
Dr. Ruwandi Ranasinghe, Co- Coordinator, BOS-BI; Scientific Assistant, IBMBB
Ms. Rupika Wijesinghe, Co- Coordinator, BOS-BI; Senior Lecturer, UCSC, UoC
Dr. Sumadee De Silva, Senior Lecturer, IBMBB (Secretary)
Dr. Narmada Fernando, Assistant Course Coordinator, BOS-CMI; Senior Lecturer, IBMBB
Dr. Sudeshini Hewage, Assistant Course Coordinator, BOS-MLS; Lecturer, IBMBB
Dr. Rajiva De Silva, Consultant Immunologist, Dept. of Immunology, Medical Research Institute
Dr. Nalinda Silva, Senior Lecturer, Dept. of Physiology, Faculty of Medical Sciences, USJ
Dr. Nadeesha Lewke Bandara, Assistant Course Coordinator, BOS-MLS; Senior Lecturer, IBMBB
Dr. Sameera Samarakoon, Senior Lecturer, IBMBB
Dr. Sudeshini Hewage, Senior Lecturer, IBMBB

5.1.5. Research and Higher Degrees Committee - 2021

Prof. Prasanna Galhena, Director-IBMBB (from 15th September 2021)
Prof. Kamani Tennekoon. Senior Professor of Molecular Life Sciences (Chairperson)
Prof. Eric Karunanayake, Emeritus Professor of Biochemistry, University of Colombo
Prof. Ariyaranee Gnanathan, Professor in Medicine, Faculty of Medicine, Univ. of Colombo
Prof. Shiroma Handunnetti, Professor in Immunology & Director IBMBB up to September 14th 2021
Prof. Nimal Punyasiri, Professor of Biochemistry, IBMBB
Prof. Shamala Tirimanne, Professor in Plant Sciences, Faculty of Science, Univ. of Colombo
Prof. W D Ratnasooriya, Professor of Zoology, Kotelawala Defense University
Prof. Nilanthi Dassanayake, Professor in Botany, Faculty of Applied Sciences, University of Sri Jayewardenapura
Dr. Kumudu Fernando, Former Director, Agricultural Biotechnology Centre, University of Peradeniya
Dr. Sumadee de Silva, Senior Lecturer, IBMBB (Co-opted member)
Dr. Jagathpriya Weerasena, Senior Lecturer, IBMBB (Secretary)
Dr. Ruwandi Ranasinghe, Scientific Assistant, IBMBB (Co-opted member)
Dr. Sameera Samarakoon, Lecturer, IBMBB (Co-opted member)
Dr. Sudeshini Hewage, IBMBB (Co-opted member)

5.1.6. Finance & Management Committee - 2021

Prof. Prasanna Galhena,	-Director (Chairperson) (from 15 th September 2021)
Prof. Shiroma Handunnetti,	-Director (Chairperson) (up to 14 th September 2021)
Mr. Thilak Karunarathna	-Member of the Board of Management
Prof. Upul Sonnadara	-Member of the Board of Management
Ms. M Sudeni P Peiris	-Deputy Bursar (Convener)
Ms. K.G.I. Udayangani	-Senior Assistant Registrar (from 1 st March 2021)
Damitha Rathnayake	-Senior Assistant Registrar (up to 29 th February 2021)

5.1.7. Audit Committee - 2021

Prof. K P Hewagamage	- Member of the Board of Management (Chairman)
Prof. Ramanee Wijesekera	- Member of the Board of Management
Ms. Padmini Ranaweera	- Member of the Board of Management
Ms. K.V.T.N. Sinthagosa	- Audit Superintendent, Government Audit
Mr. D.M. Weerasekara	- Additional Director General, Department of Public Finance, General Treasury
Prof. Prasanna Galhena	-Director (From 15 th September 2021)
Prof. Shiroma Handunnetti	- Director (Up to 14 th September 2021)
Mr. M.M.J.R. Bogamuwa	- Internal Auditor / UGC
Ms. N.P. De Silva	- Deputy Internal Auditor - UOC (Secretary - AC)
Ms. M S P Peiris	-Deputy Bursar
Mr. K.G.I. Udayangani	-Senior Assistant Registrar/ IBMBB (On invitation)

5.1.8. Board of Study - Molecular Life Sciences - 2021

Prof. Kamani Tennekoon - Senior Professor of Molecular Life Sciences (Chairperson)
Prof. Eric H Karunanayake - Emeritus Professor of Biochemistry, IBMBB
Prof. Nimal Punyasiri - Professor of Biochemistry, IBMBB
Prof. Jagathpriya Weerasena – Professor in Molecular Biology, IBMBB (Coordinator & Secretary to the Board of Study)
Prof. Nilanthi Dassanayake - Professor in Botany, USJP
Dr. Sumadee De Silva – Senior Lecturer, IBMBB
Dr. Nadeesha Lewke Bandara- Senior Lecturer, IBMBB (Assistant Coordinator – Year 2)
Dr. Sudeshini Hewage – Senior Lecturer, IBMBB (Assistant Coordinator – Year 1)
Dr. Sameera Samarakoon – Senior Lecturer, IBMBB
Dr. Ruwandi Ranasinghe - Scientific Assistant, IBMBB
Dr. Nalinda Silva – Senior Lecturer, University of Sri Jayawardanapura

5.1.9. Board of Study – Cellular and Molecular Immunology - 2021

Prof. Shiroma Handunnetti, Professor of Immunology (Chairperson)
Prof. Sunil Premawansa - Professor Emeritus, University of Colombo
Dr. Sisira Lal Pathirana - Senior Lecturer, IBMBB (Coordinator)
Dr. Narmada Fernando - Senior Lecturer, IBMBB
Dr. Kanishka Senarath – Lecturer (Unconfirmed) (Assistant Coordinator)
Dr. Enoke Corea - Senior Lecturer, Department of Microbiology, UOC
Dr. Rajiva de Silva - Consultant Immunologist, Department of Immunology, MRI
Prof. O V D S J Weerasena – Senior Lecturer, IBMBB
Dr. Dhanushka Dassanayake - Consultant Immunologist, National Hospital, Kandy
Dr. Dharshan de Silva - Senior Lecturer, Sir John Kotelawla Defense University
Mr. James Thambyrajah - Assistant Lecturer, IBMBB
Ms. Jayani Kariyawasam- Teaching Assistant, IBMBB (on invitation)
Ms. Dhakshika Gangani - Scientific Assistant, IBMBB (on invitation)

5.1.10. Board of Study – Bioinformatics - 2021

Dr. Ruwan Weerasinghe - Senior Lecturer, UCSC (Chairperson)
Prof. Kamani Tennekoon - Senior Professor of Molecular Life Sciences (Deputy Chairperson)
Prof. Shiroma Handunnetti - Director-IBMBB (Ex-officio Member) (up to 14.15.2021)
Prof. Prasanna Galhena - Director-IBMBB (Ex-officio Member) (From 15.09.2021)
Prof. K P Hewagamage - Director-UCSC (Ex-officio Member)
Prof. Eric H Karunanayake - Emeritus Professor of Biochemistry, IBMBB
Dr. Nalin Ranasinghe - Senior Lecturer, UCSC
Dr. M D T Attygalle - Senior Lecturer, Department of Statistics, UOC
Dr. H S Kathiriarachchi - Senior Lecturer, Department of Plant Science, UOC
Prof. O V D S J Weerasena – Senior Lecturer, IBMBB
Dr. Sameera Viswakula - Senior Lecturer, Department of Statistics, UOC
Ms. Rupika Wijesinghe - Senior Lecturer (Co-Coordinator-UCSC)

Dr. Ruwandi Ranasinghe - Scientific Assistant (Co-Coordinator-IBMBB- 2019 Intake & Secretary to the Board of Studies)

Dr. Sumadee de Silva – Senior Lecturer (Co-Coordinator-IBMBB- 2021 Intake)

Mr. Kanchana S Senanayake - Former IBMBB Co-Coordinator (On invitation)

5.1.11. Board of Study- Medicinal Biochemistry and Biotechnology - 2021

Prof. Nimal Punyasiri (IBMBB) - Chairman

Prof. P.B.Galhena (Director of IBMBB) - Member

Dr. Priyanga Ranasinghe (Department of Pharmacology, Faculty of Medicine, UoC) - Member

Dr. Sameera Samarakoon (IBMBB) - Secretary and the program coordinator

Dr. Kanishka Senathilake (IBMBB) - Assistant program coordinator

Ms. Umapriyatharshini Rajagopalan (IBMBB) - Assistant Secretary

Retired Professor E.Dilip De Silva (Visiting staff-IBMBB) - Member

Prof. N. L. V. V. Karunaratne (Department of Chemistry, Faculty of Science, UoP) - Member

Prof. Kamani H Tennekoon (IBMBB) - Member

Dr. G.A.Sirimal Premakumara (Department of Basic Science and Social Sciences for Nursing, Faculty of Nursing, UoC) - Member

Dr. Meran Ediriweera (Department of Biochemistry & Molecular Biology, Faculty of Medicine, UoC) -Member

5.1.12. Quality Assurance Cell - IBMBB - 2021

Prof. Prasanna Galhena – Director (Chairperson) (From 15.09.2021)

Prof. Shiroma Handunnetti - Director (Chairperson) (upto 14.09.2021)

Prof. Kamani Tennekoon - Chairperson, BOS-MLS & RHDC, Deputy Chairperson, BOS-BI

Dr. Ruwan Weerasinghe - Chairperson, BOS-BI

Prof. Jagathpriya Weerasena - Coordinator-MLS & Secretary- RHDC

Dr. Sisira Pathirana - Coordinator - CMI

Ms. Rupika Wijesinghe - Co-Coordinator –BI (UCSC)

Dr. Sumadee de Silva - Secretary, Academic Committee

Dr. Ruwandi Ranasinghe Co-Coordinator –BI (IBMBB)

Prof. Nimal Punyasiri - Professor of Biochemistry, IBMBB

Dr. Narmada Fernando – Coordinator IQAU

Ms. Sudeshini Hewage - Assistant Coordinator - MLS

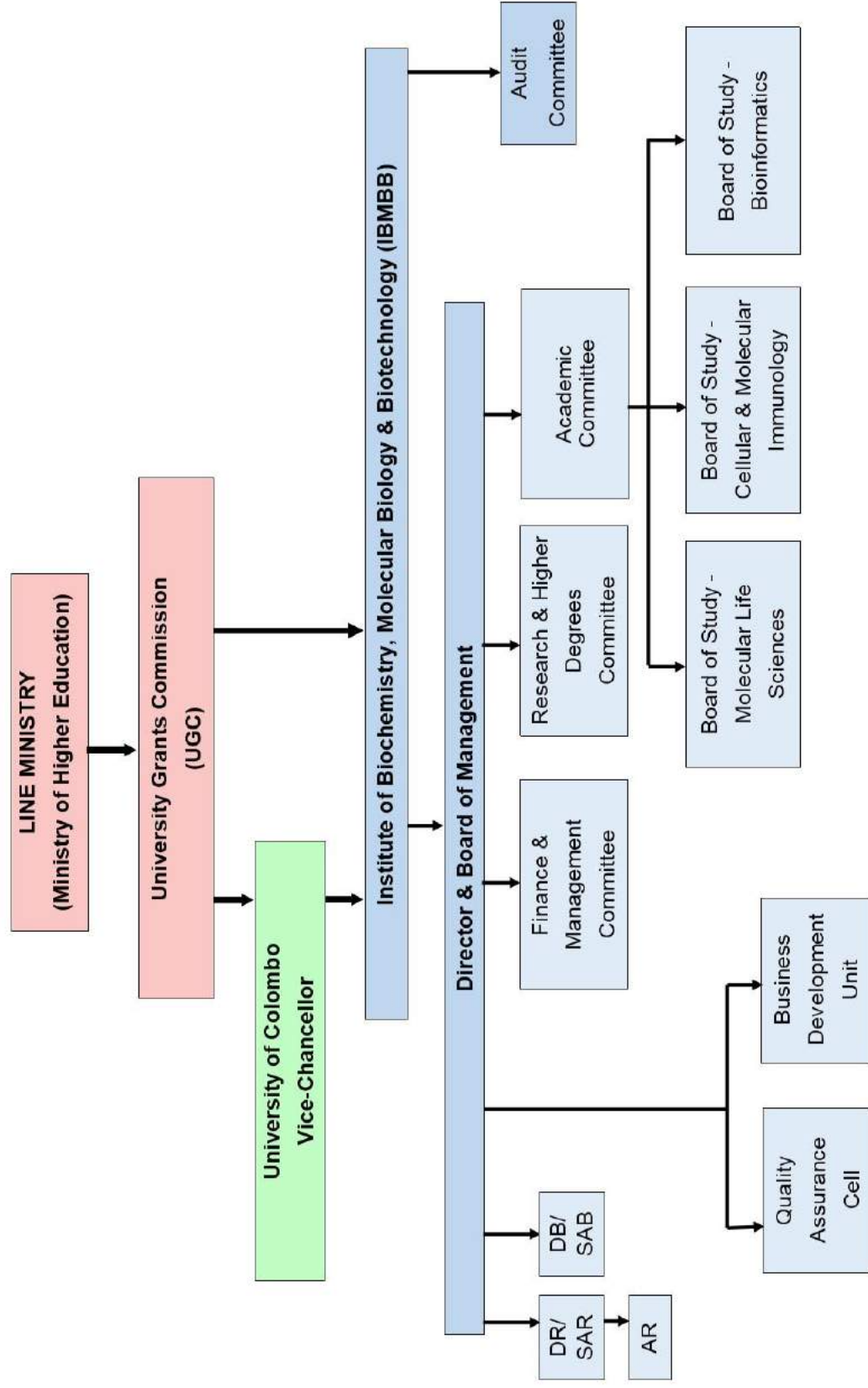
MS. K.G.I. Udayangani- SAR-IBMBB (Convener)

Ms. M S P Peiris -Deputy Bursar

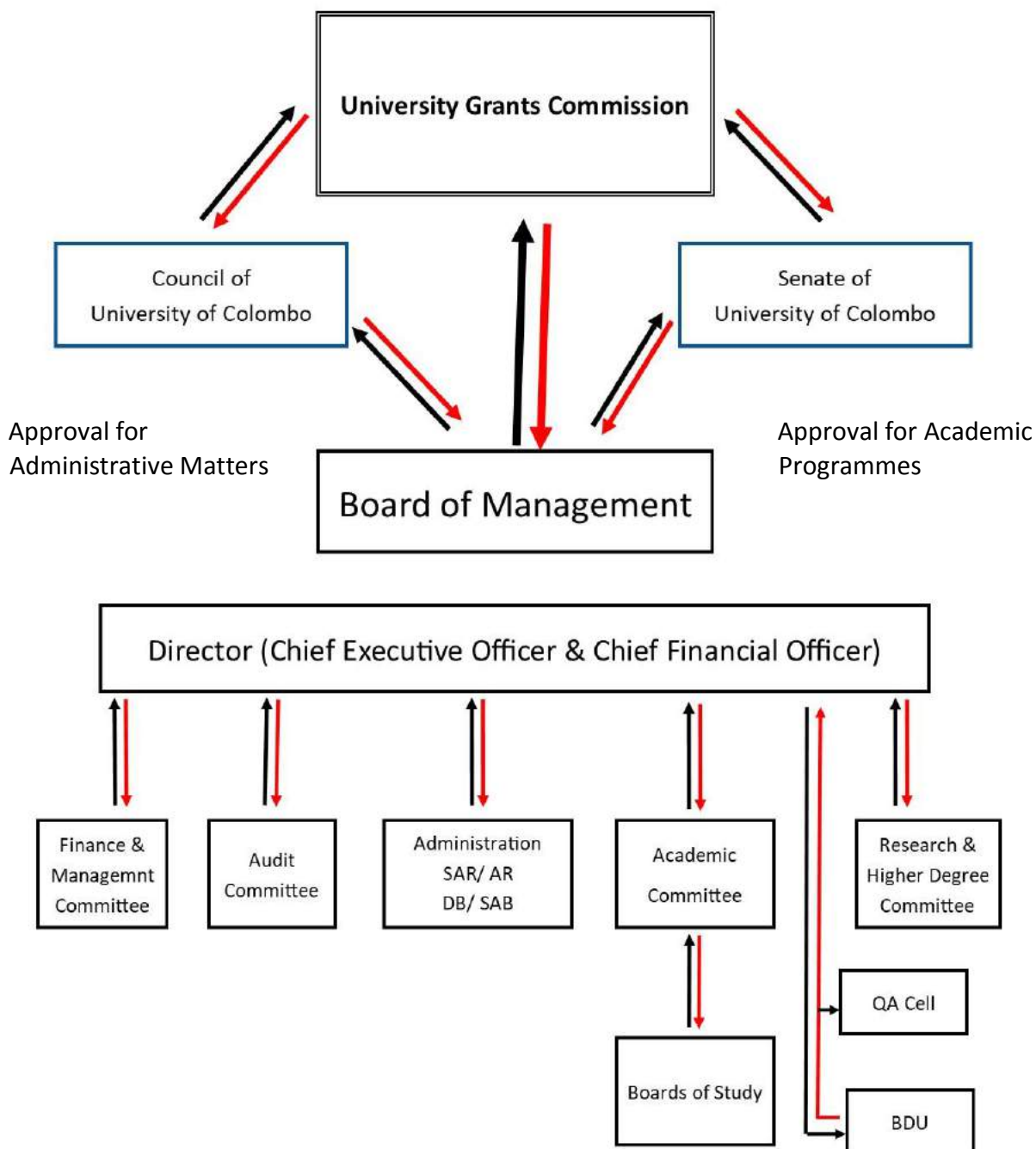
Ms. Harshani Jayaweera - AR- IBMBB

Ms. Anoma Jayasoma - Technical Officer

Ms. Dilani Rukshala- Scientific Assistant & Coordinator - QAC-IBMB



5.2.2. Administrative Organization of IBMBB



6. CURRENT PERFORMANCE

During year 2021, IBMBB has a student population of 109, 36 Masters/ Master of Science Students reading for Molecular Life Sciences, 28 reading for Cellular and Molecular Immunology, 21 reading for Bioinformatics and 24 Master of Philosophy/ Doctor of Philosophy students. There is a cumulative number of 90 post-graduate students registered for the MSc, MPhil & PhD degrees at the IBMBB.

Prof. B.P. Galhena has been appointed for the Post of Director with effect from 15th September 2021. Full time Academic staff consists of one (01) Senior Professor (chair), two (02) chair Professors, one (1) Professor (merit), six (06) Senior Lecturers & (01) one Lecturer. Visiting Faculty is as follows; Visiting Faculty for taught Master of Science programmes comprises 02 Senior Professors, 04 Professors, 08 Senior Lecturers, 1 Lecturer and 08 Medical Consultants collaborate on various research programmes and some of them also function as supervisors/ co-supervisors for MPhil/PhD students.

Most of the state of the art equipment needed for research in Molecular Life Sciences and related fields as well as infrastructure for Bioinformatics is available in the IBMBB. IBMBB is designated as a **Resource Centre for Molecular Life Sciences in Asia** by the International Programme in Chemical Sciences (IPICS), University of Uppsala and was recently elected as the **National Node for European Molecular Biology Network (EMBnet)**. IBMBB was also selected as one of the two Institutes/Universities in Sri Lanka to host Commonwealth Scholarships since 2014 and to date IBMBB had entertained six scholars from the commonwealth countries.

Several Universities and Research Institutes in Sri Lanka are currently benefited by the training/ research programmes conducted at the IBMBB. These include postgraduate training of probationary academic staff, short courses for academics and technical staff, collaborative research programmes and facilities for postgraduate and postdoctoral training. Currently IBMBB facilitates post-doctoral research fellows in the fields of Molecular Life Sciences and Cellular Molecular & Immunology.

Although the undergraduate teaching and training is not a scope of IBMBB, it facilitate teaching, training and research of undergraduates of other faculties, universities and private educational institutes. Currently IBMBB actively involves in the curriculum development and program planning of newly introduced BSc in Bioengineering, University of Colombo and looking forward to play a vital role in program delivery.

Current financial constrains adversely affect the key performance of the IBMBB and it is anticipated that this situation will become extremely critical during year 2022 once considering the overall economic situation in the country. The field of “Molecular Life Sciences” is resource extensive as the laboratory reagents and consumables needed as well as capital for and maintenance of equipment are expensive. However, the locally provided training which meets international standards saves on foreign exchange (equivalent training in a Western country for example in the United Kingdom costs approximately 4 times for a MSc degree and approximately

double for a MPhil/PhD for tuition fees alone), addresses nationally relevant problems and has a better retention of trained personnel.

Competitive Research Grants secured by Academic Staff has been the vital source for functioning of the IBMBB. A substantial government funding is anticipated during year 2022 in supporting capital and recurrent expenditure and to engaged in key research projects in the fields of diagnostics, Plant Biotechnology and new drug lead development. For the first time funding for a research programme was secured from the Ministry of Higher Education from 2012-2015 which supported 1 MPhil and 4 PhD students.

One of the constraints in increasing student intake is the unavailability of enough space in the building. Therefore, IBMBB has requested approval from University of Colombo to extend the available space facilities in the IBMBB constructing new laboratory areas. University of Colombo accepted the requirement and the proposal has been considered at the Building & Maintenance Committee and the plan has been incorporated to the Master Plan of University of Colombo.

IBMBB is looking forward in initiating the activities of its newly introduced Masters programme (Masters of Medicinal Biochemistry and Biotechnology) along with a bridging programme in Molecular Biology for advanced level students. Therefore, requirement for new cadre position, infrastructure and initial funding will be a prime importance during year 2022.

7. GOALS

- Goal No: 1 To produce High Quality Internationally recognized postgraduates in Molecular Life Sciences and allied fields
- Goal No: 2 To be the Centre of Excellence in Genomics, Proteomics, Biochemistry, Biotechnology, Bioinformatics and Immunology contributing to National Development
- Goal No: 3 To achieve the excellence in infrastructure and human resources.
- Goal No: 4 To achieve the institutional financial stability
- Goal No: 5 To promote Good Governance

8. OBJECTIVES & STRATEGIES

Goal	Objectives	Strategies
1. To produce High Quality Internationally recognized postgraduates in Molecular Life Sciences and allied fields	1.1 Introduce new programmes and sustain the full capacity of the existing Programmes	1.1.1 Introduction to new postgraduate programmes 1.1.2 Develop effective advertising mechanism to attract graduates from state and private universities (Link the IBMBB website to other social media) 1.1.3 Develop online/ blended learning programmes 1.1.4 Facilitate the online applications throughout the whole year 1.1.5 Increase the Visibility of institute 1.1.6 Establish and getting feedback, news alert from Alumni (web activities) 1.1.7 Feedback from the current students 1.1.8 The collaboration with the industry to entertain sponsorship for their candidates to enroll for MSc/Masters 1.1.9 Strengthening the career prospects of IBMBB graduates 1.1.10 Secure applied research projects/theme as a material for ongoing MSc projects
	1.2 Enhance teaching and learning environment by adopting appropriate strategies	1.2.1 Comply with Sri Lanka Quality framework standards 1.2.2 Promote outcome-based education 1.2.3 Facilitate student centered learning 1.2.4 Introduce Student Internship
2. To be the Centre of Excellence in Genomics, Proteomics, Biochemistry, Biotechnology, Bioinformatics and	2.1 Increase/ Maintain international recognition of Faculty members	2.1.1 Strengthen the capacity building of faculty members 2.1.2 Make an annual academic appraisal 2.1.3 Introduction and maintenance of Academic profiles

Immunology contributing to National Development	2.2. Establish new and continue ongoing nationally relevant research programmes	2.2.1 Recognize and implement key nationally relevant research themes using tools of Molecular Life Sciences, Immunology & Bioinformatics
	2.3. Consolidate research and developments, services and consultations with viable third parties	2.3.1. Identify potential R & D, services and consultations that can be collaborated with third parties 2.3.2. Strengthen cooperation with other Faculties /Universities and private sector Educational Institutes
	2.4. Become a focal center in providing knowledge, facilities, expertise and consultancies in the fields of Life Sciences, Immunology, Bioinformatics and allied fields at national policy planning	2.4.1 Make aware the capacities and expertise in life sciences 2.4.2 Identify scopes in contributing national policy planning 2.4.3 Contribute to national policy planning on pre-identified tasks
	2.5. Establish a repository of archives of landmark developments in Molecular Life Sciences and allied field	2.5.1 Comprehensive repository of archives in Molecular Life Sciences and allied fields 2.5.2 Establishing a policy on archiving 2.5.3 Training of staff on DMS and archiving
3. To achieve the excellence in infrastructure and human resources	3.1. Enhance instrumentation, laboratory and library facilities	3.1.1 Development and implementation of an instrument acquisition and maintenance policy by referring to the current requirement in teaching and research and the depreciation of existing instrumentations. 3.1.2 Development and implementation of new laboratory establishment policy by addressing the current and future demands 3.1.3 Acquisition and upgrading of IT infrastructure facilities 3.1.4 Recognize and establish a networking as centralize library facility

	3.2 Empower Human Resources and acquisition of new cadres	3.2.1 Establishment of institutional staff development unit (ISDU) and align with Staff Development Center, UoC 3.2.2 Establishment of performance-based evaluation process 3.2.3 Annual upgrading of new cadres based on the requirement
4. To achieve the institutional financial stability	4.1. Enhance revenue	4.1.1 Engagement in services, consultancies, teaching and training on fee levy basis 4.1.2 Strengthening fund raising
	4.2. Engage in Corporate social responsibilities	4.2.1 Strengthen engagement with public 4.2.2 Conduct Social Harmony Programmes
5. To promote Good Governance	5.1. To practice good governance at all levels	5.1.1 Strengthen and sustain an effective management structure in safeguarding the practices pertaining to good governance 5.1.2 Compliance to existing quality framework 5.1.3 Enhance staff & student welfare activities

9. KEY PERFORMANCE INDICATORS OF PLANNED ACTIVITIES 2021-2026

Key Performance Indicators	2020	2021	2022	2023	2024	2025	2026
Employability of Postgraduates	95%	95%	95%	95%	95%	95%	98%
Proportion of PhD holders among academics	100%	100%	100%	100%	100%	100%	100%
Student registered to existing Masters programmes	17	57	50	60	60	70	70
Foreign students enrolment	2	1	2	2	2	2	2
Number of MSc/Masters/PGDip students graduated	14	21	35	40	45	45	60
New PhD research programmes/ No. of research grants received	5	1	12	12	15	15	15
New student admissions to MPhil/PhD programmes	3	1	5	7	7	7	7
No. of MPhil/PhDs completed	2	1	5	5	5	5	5
No. trained in short courses & workshops	3	2	150	150	150	150	150
No. of permanent academic staff (Cadre positions)	11	12	15	15	15	15	18
No. of Scientific Assistants	8	10	10	10	10	12	15
No. of Post-Doctoral /Research Scientists	3	3	3	5	5	5	7
No. of International Faculty	10	0	12	12	12	15	18
No. of SCI/Other indexed publications	25	27	35	35	35	40	45
No. of presentations made (International)	10	07	12	12	15	15	20
No. of Research Communications (Local)	40	32	45	45	45	45	60
No. of Awards	5	5	8	8	8	8	12
No. of regional/international training programmes completed	8	0	12	12	12	12	15
Quality of presentation skills of students (% of students with >60% marks)	100%	100%	100%	100%	100%	100%	100%
Ratio of computers to student users	0.8:1	0.8:1	0.8:1	0.8:1	0.8:1	0.8:1	1:2:1
No. of collaborations with Research Institutes & HEIs	20	44	25	25	25	25	30
No. of collaborations with international Institutes	15	10	15	25	25	25	25
No. of collaborations with Industry	6	6	7	7	8		10
Repository of Archives-% activity completed	90%	90%	100%	100%	100%	100%	100%
Access to E-learning resources	80%	90%	100%	100%	100%	100%	100%
No. of laboratory services/ tests offered	600	0	600	600	600	600	600
No. of Local/Regional/International Conferences, Annual Scientific Sessions/ Workshops organized	0	0	3	3	3	3	4
Quantum of Generated Funds (Millions per annum)	15	16.3	20	20	20	22	24
Quantum of Research Funds (Millions per annum) NSF/NRC/Other	30	6.4	10	10	10	10	15
No of Guest Lectures	10	1	15	15	15	15	15
Availability of administrative/support staff	87.5%	87.5%	100%	100%	100%	100%	100%

10. Impelling Forces & Impeding Forces (SWOT Analysis)

Strengths

1. Government Patronage
2. Leader in Molecular Life Sciences
3. Advanced Laboratory facilities
4. High Quality Research
5. Experienced, Qualified, Committed, Accessible staff
6. International Recognition
7. Location – central location
8. Foreign Collaborations

Opportunities

1. Develop more short training /certificate programmes
2. Attract more students
3. Utilization and commercialization of research results
4. Use Web-enabled advertising
5. Become a Centre of Excellence in the Region
6. Minimize usage of paper & become a “Green Institute”

Weaknesses

1. Lack of government funds for research
2. Changes in the Leadership every 3 years
3. Uncertainty of Financial Allocations
4. Limitations in laboratory and other spaces
5. Inadequate funding for attracting qualified staff, career development, welfare facilities, and academic activities

Threats

1. Mushrooming of Low Cost, Poor Quality Training Programmes elsewhere due to lack of an Accreditation System
2. Ever increasing electricity charges
3. Competition from other Public and Private Sector Institutes

