



**Institute of Biochemistry  
Molecular Biology and  
Biotechnology**  
*University of Colombo*

**IBMBB**

**Strategic Plan**

**2025 - 2029**

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# 1. MESSAGE FROM THE DIRECTOR

Institute of Biochemistry, Molecular Biology and Biotechnology (IBMBB), University of Colombo has been recognized as pioneers in postgraduate teaching and training in molecular life sciences, immunology, and bioinformatics. Institutional goals, strategies, and activities have been evolved in meeting the current and future demands in the given fields of studies. 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. A comprehensive Strategic Plan elaborates institutional goals to be achieved in given timelines.

The initial footprint has evolved over a period by accommodating all concerns, suggestions, and recommendations, in achieving the status of the “Centre of Excellence” in teaching, research, services, and consultation. The task of reviewing the Strategic and Management Plan is one of the important calendar events of the IBMBB, involving several brainstorming sessions among the stakeholders of the Institute.

The Strategic and Management Plan for 2025-2029, IBMBB primarily focuses on follow-up matters of the 2024-2028 plan, while accommodating a few initiatives such as implementing undergraduate, new postgraduate programmes, and self financing activities. Securing funding for Research and Development and strengthening our local and international network will also be addressed during 2025-2029.

IBMBB currently faces more challenges due to the economic challenges in the country. This was well evident by delayed deliveries of chemicals and consumables, significant price escalations, scarcity of consumables due to import restrictions, and poor student enrolment. Further, we anticipate a huge impact on sustainability due to a significant restriction of funding through national budget allocation for the year 2024.

This is an extremely challenging development that requires serious attention from all the stakeholders. IBMBB is currently working on a several remedial plans to overcome the given challenges and highly appreciates the support and assistance from all stakeholders at this time of need.

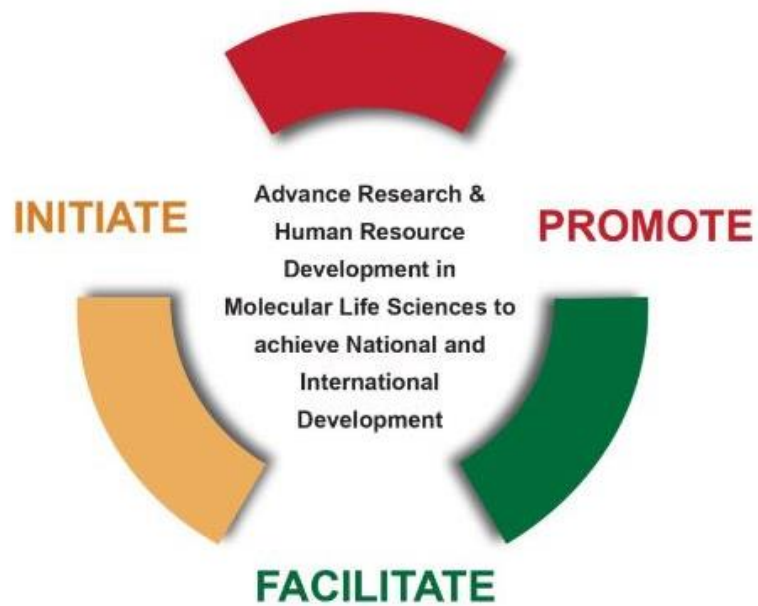
Professor Prasanna Galhena  
Director, IBMBB  
01.01.2025

## 2. VISION



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

## 3. MISSION



## 4. 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.

## 5. INTRODUCTION & HISTORICAL INFORMATION

The 21<sup>st</sup> 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 28<sup>th</sup> 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 3<sup>rd</sup> 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

15<sup>th</sup> 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. Shiroma Handunnetti

31<sup>st</sup> August to 14<sup>th</sup> September 2021

## **6. CORPORATE PROFILE & ORGANIZATIONAL CHART**

### **6.1. CORPORATE PROFILE**

#### **6.1.1. Registered Office:**

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

[www.ibmhb.lk](http://www.ibmhb.lk)

#### **6.1.2. Legal Framework:**

The IBMHB project received the approval of the Department of National planning on 26<sup>th</sup> June 2000 by letter No. NP/HRD/Ch/43. The Cabinet of Ministers approved the project on 12<sup>th</sup> 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 13<sup>th</sup> 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 3<sup>rd</sup> April 2003.

### **6.1.3. Board of Management - 2024**

Prof. B.P. Galhena, Director-IBMBB, (Chairperson)  
Ms. J.A.C.H. Jayasinghe, Director (Representative), Non-State Higher Education Division  
Prof. Kamani Tennekoon, UGC Nominee (From 16.01.2023)  
Prof. Ramanee Wijesekera, UGC Nominee (From 16.01.2023)  
Prof. S.P. Deraniyagala, UGC nominee (From 16.01.2023)  
Prof. Sagarika Ekanayake, UGC Nominee (From 16.01.2023)  
Mr Ashane Josep Wass Jayasekara, Council Nominee  
Mr Channa De Silva, Council Nominee  
Prof. Sampath Punchihewa, 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  
Dr. Ajantha Athukorala Director, University of Colombo School of Computing (UCSC), Ex-officio  
Prof. Sharmila Jayasena, Head/Biochemistry & Molecular Biology, Faculty of Medicine, Ex-officio

### **6.1.4. Academic Committee - 2024**

Prof. B.P. Galhena, Director-IBMBB, (Chairperson)  
Prof. Kamani H Tennekoon, Emeritus Professor of Molecular Life Sciences & BOS-MLS, IBMBB  
Prof. Shiroma Handunnetti, Senior Professor in Immunology; Chairperson, BOS-CMI  
Prof. O.V.D.S.J. Weerasena, Professor in Molecular Biology, Chairperson, BOS-MLS, IBMBB  
Prof. Nimal Punyasiri, Professor of Biochemistry, IBMBB  
Prof. Kithmini Sirideva, Dept of Biochemistry & Molecular Biology, Faculty of Medicine, UoC, (until Nov 2024)  
Prof. Sunil Premawansa, Professor Emeritus, UoC, (until January 2024)  
Prof. P.P.S.L. Pathirana, Professor in Immunology, Course Coordinator-BOS-CMI, IBMBB  
Prof. Sameera Samarakoon, Professor in Cell and Molecular Biology, Chairperson-BOS-BI, IBMBB  
Prof. Enoka Corea, Professor of Microbiology, Dept of Microbiology, Faculty of Medicine, UoC  
Prof. Sharmila Jayasena, Dept of Biochemistry & Molecular Biology, Faculty of Medicine, UoC (from December 2024)  
Dr. Ruwan Weerasinghe, Chairperson, BOS-BI; Senior Lecturer, UCSC, UoC  
Dr. Ruwandi Ranasinghe, Co- Coordinator, BOS-BI; Scientific Assistant, IBMBB  
Dr. 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. Rajiva De Silva, Consultant Immunologist, Dept. of Immunology, Medical Research Institute  
Dr. Sudeshini Hewage, Senior Lecturer, IBMBB  
Prof. Nilanthi Dassanayake, Department of Botany, University of Jayawardanapura  
Dr. Meran Ediriweera, Lecturer, Department of Biochemistry & Molecular Biology, Faculty of Medicine, University of Colombo  
Dr. Gayathri N. Silva, Senior Lecturer, Department of Chemistry, University of Colombo  
Dr. Nalin Ranasinghe, Senior Lecturer, UCSC; Deputy Chairperson, BOS-BI  
Dr. Kanchana Senanayake, Co-Coordinator, BOS-BI; Scientific Assistant, IBMBB (from Jan 2024)  
Dr. Praveen Weeratunga, Senior Lecturer, Dept of Clinical Medicine, Faculty of Medicine, UoC (from February 2024)  
Dr. Visula Abeyesuriya, Senior Lecturer, IBMBB (from January 2024)

### **6.1.5. Research and Higher Degrees Committee - 2024**

Prof. Prasanna Galhena, Director-IBMBB

Prof. Kamani Tennekoon. Emeritus Professor of Molecular Life Sciences & BOS-MLS, IBMBB

Prof. Jagathpriya Weerasena (Chairperson)

Dr. Sudeshini Hewage, IBMBB (Secretary)

Prof. Ariyaranee Gnanathanasan, Professor in Medicine, Faculty of Medicine, Univ. of Colombo

Prof. Shiroma Handunnetti, Senior Professor in Immunology

Prof. Nimal Punyasiri, Professor of Biochemistry, IBMBB

Prof. W D Ratnasooriya, Professor of Zoology, Kotelawala Defense University

Prof. Nilanthi Dassanayake, Professor in Botany, Faculty of Applied Sciences, USJP

Prof. Sisira Pathirana, IBMBB

Prof. Sameera Samarakoon, Professor in Cell and Molecular Biology, Chairperson-BOS-BI, IBMBB

Dr. Kumudu Fernando, Former Director, Agricultural Biotechnology Centre, University of Peradeniya

Dr. Sumadee de Silva, Senior Lecturer, IBMBB

Dr. Narmada Fernando, Senior Lecturer, IBMBB

Dr. Ruwandi Ranasinghe, Scientific Assistant, IBMBB (Co-opted member)

### **6.1.6. Finance & Management Committee - 2024**

Prof. Prasanna Galhena, -Director (Chairperson)

Prof. Upul Sonnadara-Member of the Board of Management

Prof. Sampath Punchihewa -Member of the Board of Management

Mr. Channa De Silva - Member of the Board of Management (from 2023.01.12)

Prof. Ramanee Wijesekara - Member of the Board of Management (from 2023.02.14)

Mr. K.E.W Jayasiri - Observer

Ms. Sandarashmika Withanaarachchi -Deputy Bursar (Convener)

Ms. K.G.I. Udayangani -Senior Assistant Registrar

Ms. Harshani Jayaweera - Assistant Registrar

### **6.1.7. Audit Committee - 2024**

Prof. Ramani Wijesekara (Member / Board of Management / Chairperson - AC) (from 2023.03.30)

Prof. Sampath Punchihewa (Member / Board of Management) (from 2023.03.30)

Mr. Channa De Silva - Member of the Board of Management (from 2023.03.30)

Mr. K. Piratheepan (Treasury Representative)

Ms. S.M.C. Indika -Superintendent of Audit (up to 2024.03.25)

Ms. A.K.A. Chandrika - Superintendent of Audit (from 2024.10.23)

Mr. K.E.W. Jayasiri (Senior Assistant Internal Auditor / Secretary - AC)

Prof. Prasanna Galhena (Director)

Ms. S.M. Withana Arachchi (Deputy Bursar)

Ms. K.G.I. Udayangani (Senior Assistant Registrar)

### **6.1.8. Board of Study - Molecular Life Sciences - 2024**

Prof. Kamani Tennekoon-Emeritus Professor of Molecular Life Sciences & BOS-MLS, 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. Sudeshini Hewage – Senior Lecturer, IBMBB (Programme Coordinator – MLS)  
Prof. Sameera Samarakoon – Professor in Cell and Molecular Biology, Chairperson-BOS-BI, IBMBB  
Dr. Ruwandi Ranasinghe - Scientific Assistant, IBMBB  
Dr. Nilupa Gunaratne – Scientific Assistant, IBMBB  
Dr. Meran Ediriweera – Lecturer, Dept of Biochemistry and Molecular Biology, Faculty of Medicine, UOC (From  
Dr. Kanishka Senathilake – Post-Doctoral Fellow, IBMBB

### **6.1.9. Board of Study – Cellular and Molecular Immunology - 2024**

Prof Shiroma Handunnetti - Senior Professor (Chair) of Immunology (Chairperson)  
Prof Enoka Corea - Chair Professor of Microbiology, Department of Microbiology, University of Colombo  
Prof Sisira Lal Pathirana - Professor in Immunology, IBMBB (Coordinator)  
Dr Narmada Fernando - Senior Lecturer in Immunology, IBMBB (Assistant Coordinator & Secretary)  
Dr Rajiva de Silva - Consultant Immunologist, Department of Immunology, MRI  
Dr Dhanushka Dassanayake - Consultant Immunologist, Department of Immunology, MRI  
Dr Dharshan de Silva - Senior Lecturer, Department of Paraclinical Sciences, Sir John Kotelawala Defense University  
Ms Naomi Vijithsingh - Assistant Lecturer in Immunology  
Dr Ama Jayawardana - Post-Doctoral Scientist in Immunology (on invitation)  
Ms Sanduni De Kostha - Teaching Assistant (on invitation)

### **6.1.10. Board of Study – Bioinformatics - 2024**

Prof Sameera Samarakoon – Professor in Cell Biology (Chairperson)  
Dr. Nalin Ranasinghe - Senior Lecturer, UCSC (Deputy Chairperson)  
Prof. Kamani Tennekoon - Emeritus Professor of Molecular Life Sciences  
Prof. Prasanna Galhena - Director-IBMBB (Ex-officio Member)  
Dr. Ajantha Atukorale - Director-UCSC (Ex-officio Member)  
Dr. Ruvan Weerasinghe - Senior Lecturer, UCSC  
Prof. Eric H Karunanayake - Emeritus Professor of Biochemistry, IBMBB  
Dr. M D T Attygalle - Senior Lecturer, Department of Statistics, UOC  
Dr. H S Kathriarachchi - Senior Lecturer, Department of Plant Science, UOC  
Prof. O V D S J Weerasena – Professor in Molecular Biology, IBMBB  
Dr. Sameera Viswakula - Senior Lecturer, Department of Statistics, UOC  
Dr. Rupika Wijesinghe - Senior Lecturer (Co-Coordinator-UCSC)  
Dr. Sumadee De Silva - (Co-Coordinator-IBMBB- 2021 Intake)

Dr. Ruwandi Ranasinghe - Scientific Assistant, IBMBB (Former Co-Coordinator-IBMBB- (until August -2023 Intake)

Dr. Kanchana Senanayake - (Coordinator-IBMBB- 2024)

#### **6.1.11. Board of Study- Medicinal Biochemistry and Biotechnology – 2024**

Prof. Nimal Puniyasiri - IBMBB, UOC - Chairperson

Prof. Kamani H Tennekoon - IBMBB, UOC

Prof. N. L. V. V. Karunaratne- Dept. of Chemistry, Faculty of Science, UOP

Prof (retired). E Dilip de Silva - Visiting faculty/IBMBB, UOC

Prof. Sirimal Premakumara - Industrial Technology Institute/Faculty of Nursing, UOC.

Prof. P. B. Galhena – Director/IBMBB, UOC

Prof. Sameera R. Samarakoon - Professor in Cell and Molecular Biology, Chairperson-BOS-BI, IBMBB

Dr. N. H. Kanishka Senathilake - IBMBB, UOC - Assistant Program Coordinator

Dr. Umapriyatharshini Rajagopalan - IBMBB, UOC - Assistant Secretary

Dr. Meran Ediriweera – Dept. of Biochemistry and Molecular Biology, Faculty of Medicine, UOC

#### **6.1.12. Board of Study- Master of Medical Biotechnology- 2024**

Prof. Prasanna Galhena, - Chairman/Director IBMBB, Chairperson

Prof. Kamani H Tennekoon, Professor Emeritus, UOC

Prof. Nimal Puniyasiri, Professor of Biochemistry, IBMBB, UOC

Prof. Enoka Corea, Professor of Microbiology, Department of Medical Microbiology and Immunology, Faculty of Medicine, UOC

Prof. O V D S J Weerasena, Professor in Molecular Biology, IBMBB, UOC

Prof. PPSL Pathirana, Professor in Immunology, IBMBB, UOC

Prof. Sameera Samarakoon (Co-Secretary), Professor in Cell and Molecular Biology, IBMBB, UOC

Prof. Lalindra Gunaratne, Consultant Haematologist, Professor in Haematology, Department of Pathology, Faculty of Medicine, UOC

Dr. Sumadee de Silva, Senior Lecturer in Molecular Diagnostics, IBMBB, UOC

Dr. Narmada Fernando (Co-Secretary), Senior Lecturer in Immunology, IBMBB, UOC

Dr. Sudeshini Hewage, Senior Lecturer in Biochemistry and Molecular Biology, IBMBB, UOC

Dr. Visula Abeyesuriya, Senior Lecturer in Immunology, IBMBB, UOC

Dr. Thusitha Wickramasinghe, Senior Lecturer, Department of Biochemistry and Clinical Chemistry, University of Kelaniya

Dr. Gayani Ranaweera, Senior Lecturer, Department of Pathology, Faculty of Medicine, UOC

Dr. Meran Ediriweera, Lecturer, Department of Biochemistry and Molecular Biology, Faculty of Medicine, UOC

Dr. Ruwandi Ranasinghe, Scientific Assistant, Molecular Biology and Bioinformatics, IBMBB, UOC

Dr. Kanishka Senathilake, Postdoctoral Research Fellow, IBMBB, UOC

Dr. Umapriyatharshini Rajagopalan, Scientific Assistant, Cell Biology, IBMBB, UOC

### **6.1.13. Quality Assurance Cell - IBMBB - 2024**

Prof. Prasanna Galhena - Director (Chairperson)

Prof. Shiroma Handunnetti - Senior Professor (Chair) of Immunology

Dr Sumadee De Silva – Coordinator IQAC

Prof Sisira Lal Pathirana - Representative of BOS- Cellular and Molecular Immunology

Dr. Narmada -Former Coordinator IQAC

Dr. Ruwandi Ranasinghe - Representative of BoS- Bioinformatics

Mr. Kanchana Senanayake- IT

Prof Sameera Samarakoon– Representative of Business Development Unit

Dr. Sudeshini Hewage – Representative of Research and Higher Degree Committee

Dr. Dilani Rukshala- Scientific Assistant - IQAC-IBMB (until October 2024)

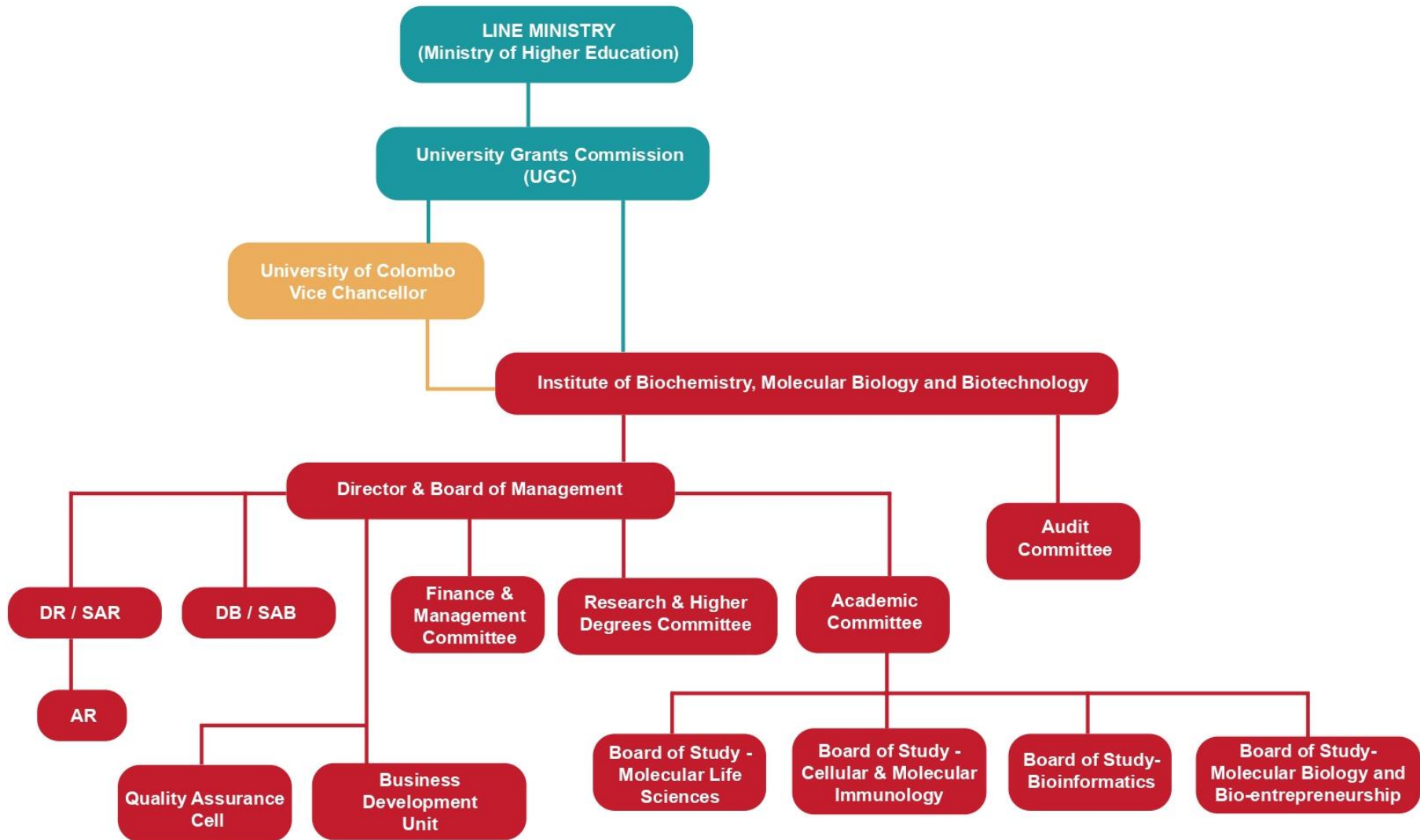
MS. K.G.I. Udayangani- SAR-IBMBB

Ms. S.M Withanarachchi -Deputy Bursar

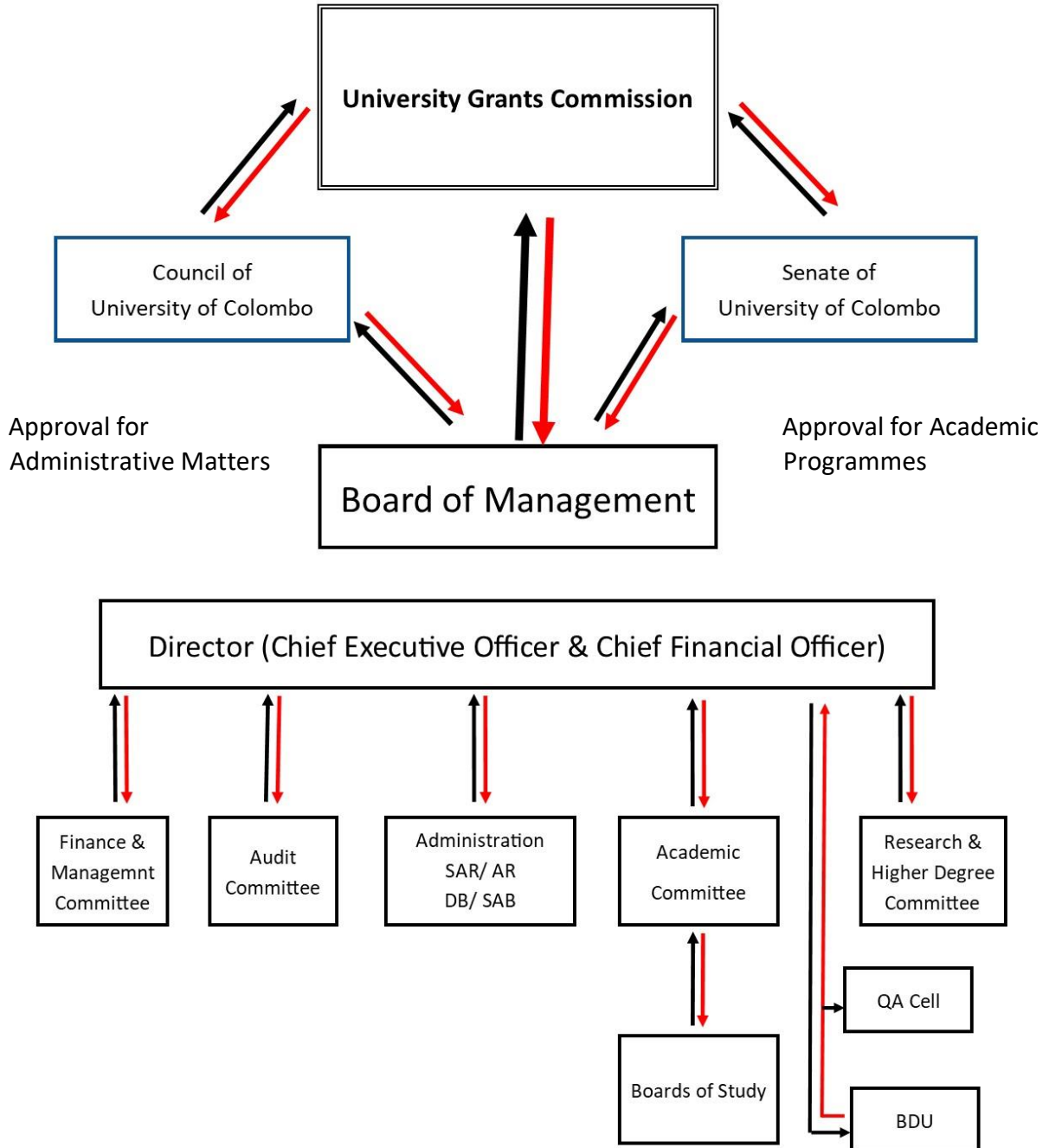
Ms. Harshani Jayaweera - AR- IBMBB

Ms. Hansini Batuwita – Scientific Assistant – IQAC IBMBB

## 6.2 Organizational Chart



## 6.2.2. Administrative Organization of IBMBB



## 7. CURRENT PERFORMANCE

During year 2022, IBMBB has a student population of 129, 58 Masters/ Master of Science Students reading for Molecular Life Sciences, 44 reading for Cellular and Molecular Immunology, 7 reading for Bioinformatics and 20 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.

Full time Academic staff consists of two (02) chair Professors, three (3) Professors (merit) and three (03) Senior Lecturers. 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 affected to the key performance of the IBMBB during year 2022. 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.

## 8 . GOALS

- Goal No: 1 To produce High Quality Internationally recognized trainees, graduates and postgraduates in Molecular Life Sciences and allied fields
- Goal No: 2 To be the Centre of Excellence in Biochemistry, Molecular Biology, Biotechnology, Bioinformatics, Genetic, Cell Biology 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

## 9 . OBJECTIVES & STRATEGIES

Goal	Objectives	Strategies
<p><b>1. To produce High Quality Internationally recognized trainees, graduates and postgraduates in Molecular Life Sciences and allied fields</b></p>	<p>1.1 Introduce new programmes and sustain the full capacity of the existing Programmes at postgraduate level</p>	<p>1.1.1 Introduction to new postgraduate programmes – Master of Medical Biotechnology- MMB</p> <p>1.1.2 Develop effective advertising mechanism to attract potential candidates (Link the IBMBB website to other social media)</p> <p>1.1.3 Develop online/ blended learning programmes</p> <p>1.1.4 Facilitate the online applications throughout the whole year</p> <p>1.1.5 Increase the Visibility of institute.</p> <p>1.1.6 Establish and getting feedback, news alert from Alumni (web activities)</p> <p>1.1.7 Feedback from the current students and all stakeholders</p> <p>1.1.8 The collaboration with the industry to entertain sponsorship for their candidates to enroll for MSc/Masters</p> <p>1.1.9 Strengthening the career prospects of IBMBB graduates.</p> <p>1.1.10 Secure applied research projects/themes as a material for ongoing MSc projects</p> <p>1.1.11 Benchmark laboratories and learning facilities.</p> <p>1.1.12 Obtaining accreditations for IBMBB laboratories.</p> <p>1.1.13 Internationalization of postgraduate programmes.</p>
	<p>1.2 Establish the new undergraduate programs catering to the current local and global needs</p>	<p>1.2.1. Establishment of Undergraduate degree programs and external degree programs at IBMBB</p>

		<p>1.2.2. Expansion of infrastructures and human resources to cater the execution of proposed undergraduate programs</p> <p>1.2.3. Internationalization of undergraduate programs</p>
	1.3 Strengthening internship and commencement of short training and certificate courses	<p>1.3.1 Planning and designing internship models and training programmes</p> <p>1.3.2 Identification of human resources, material, and consumables required for short training and certificate courses</p> <p>1.3.3. Obtaining necessary approvals</p> <p>1.3.4. Execution and getting feedback</p>
	1.4 Enhance teaching and learning environment by adopting appropriate strategies	<p>1.4.1 Comply with Sri Lanka Qualification framework standards for proposed new programmes</p> <p>1.4.2 Promote outcome-based education</p> <p>1.4.3 Facilitate student centered learning</p> <p>1.4.4 Promote Industry Oriented Education</p> <p>1.4.5 Strengthening academic input by local and international/ Inter-faculty networking</p> <p>1.4.6 Collaboration with recognized local and international HEIs, research institutes and industries to upgrade both undergraduate and postgraduate training</p>
2. To be the Centre of Excellence in Biochemistry, Molecular Biology, Biotechnology, Bioinformatics, Genetic, Cell Biology and Immunology contributing to National Development	2.1 Increase/ Maintain international recognition of Faculty members	<p>2.1.1 Strengthen the capacity building of faculty members</p> <p>2.1.2 Facilitate the dissemination of knowledge</p> <p>2.1.3 Make an annual academic appraisal</p>
	2.2. Establish new and continue ongoing nationally and globally important research programmes	2.2.1 Implement key nationally relevant research themes using tools of Life Sciences and related fields

	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, archiving and move to a digital archive system
	2.6 Reach towards world class status through improved international visibility	2.6.1 Enhance global visibility of staff research 2.6.2. Promote international visiting fellows/sabbatical placements
3. To achieve the excellence in infrastructure and human resources	3.1. Expansion of space and 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 of laboratories by addressing the current and future demands 3.1.3 Acquisition and upgrading of IT infrastructure facilities

		3.1.4 Enhance the library facility
	3.2 Empower Human Resources and create new cadres	3.2.1 Compliance with the institutional staff development unit (ISDU) and align with staff development center, UoC 3.2.2 Establishment of performance-based evaluation process 3.2.3. Establishment of performance based rewarding system 3.2.4 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 and launch donor recognition programs. 4.1.3 Strengthening Public-Private partnerships. 4.1.4 Enhance enrollments by improved visibility.
	4.2 Facilitate new inventions, startups and entrepreneurship	4.2.1. Promote culture of entrepreneurship 4.2.2. Promote commercialization of research products 4.2.3. Ensure enhanced human resources capability in obtaining patents
	4.3 Restrictions on expenditures	4.3.1 Identify current trends and proper projections on major expenditure votes 4.3.2 Optimal use of existing resources 4.3.3 Optimal use of utilities

5. To promote Good Governance	5.1. To practice good governance at all levels	<p>5.1.1 Protect the collective staff and student interest through Good Governance.</p> <p>5.1.2 Compliance to existing qualification framework</p> <p>5.1.3 Enhance staff &amp; student welfare activities</p> <p>5.1.4 Ensure the gender equity</p> <p>5.1.5 Strengthen engagement with public and conduct social harmony programmes</p>
	5.2 To strengthen the IQAC Activities	<p>5.2.1 Enhance the quality of Academic, Research and Teaching Activities liaise with the Center for Quality Assurance (CQA) of the University of Colombo</p> <p>5.2.2 Preparation for the Postgraduate Programme Review (PGPR)</p>
	5.3 Enhance transparency and accountability	<p>5.3.1 Establishment of feedback system for all administrative activities</p> <p>5.3.2 Ensure the transparency of staff/student disciplinary procedures</p> <p>5.3.3 Strengthening the mechanism for examination results review</p>

## 10. KEY PERFORMANCE INDICATORS OF PLANNED ACTIVITIES 2025-2029

Key Performance Indicators	2025	2026	2027	2028	2029
Employability of Postgraduates	95%	98%	98%	98%	98%
Proportion of PhD holders among academics	100%	100%	100%	100%	100%
Student registered to existing Masters programmes	70	70	75	75	80
Student registered to the external degree	50	60	75	80	100
Foreign students' enrolment	2	2	3	3	3
Number of MSc/Masters/PGDip students graduated	40	45	45	45	45
Number of BSc students graduated	-	-	40	50	60
New PhD research programmes/ No. of research grants received	10	10	15	15	18
New student admissions to MPhil/PhD programmes	7	7	7	7	7
No. of MPhil/PhDs completed	3	3	5	5	5
No. trained in short courses & workshops	150	150	200	200	200
No. of permanent academic staff (Cadre positions)	11	11	12	12	15
No. of Scientific Assistants	6	6	8	8	8
No. of Post-Doctoral /Research Scientists	3	3	5	5	5
No. of International Faculty	10	10	12	12	12
No. of SCI/Other indexed publications	35	35	40	42	45
No. of presentations made (International)	12	12	15	18	20
No. of Research Communications (Local)	40	40	45	45	50
No. of Awards	8	10	10	12	12
No. of regional/international training programmes completed	10	10	12	15	15
Quality of presentation skills of students (% of students with >60% marks)	100%	100%	100%	100%	100%
Ratio of computers to student users	0.8:1	1:2:1	1:2:1	1:2:1	1:2:1
No. of collaborations with Research Institutes & HEIs	25	30	30	35	35
No. of collaborations with international Institutes	20	25	25	30	30
No. of collaborations with Industry	8	10	10	12	12
Repository of Archives-% activity completed	100%	100%	100%	100%	100%
Access to E-learning resources	100%	100%	100%	100%	100%
No. of laboratory services/ tests offered	200	200	250	250	250
No. of Local/Regional/International Conferences, Annual Scientific Sessions/ Workshops organized	1	1	1	2	2
Quantum of Generated Funds (Millions per annum)	22	24	24	25	25
Quantum of Research Funds (Millions per annum) NSF/NRC/Other	10	15	15	15	15
No of Guest Lectures	10	10	12	15	15
Availability of administrative/support staff	100%	100%	100%	100%	100%

## 11. 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