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## Enhancing Governance, Management and Reform in Sri Lankan Universities through Non-Academic Staff Training



ENACT addresses the problems and inefficiencies in the Sri Lankan higher education system via the capacity building of the non-academic workforce.

The key aim of the project is to enhance the governance, management, and quality of university education in Sri Lanka by building the capacity of non-academic staff to enhance organizational performance and to support current and future modernization efforts and reforms in higher education.

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# ABOUT THE PROJECT

The overall goal of the project is to improve the governance, management, and operation of the partner universities in Sri Lanka by increasing the knowledge and skills of non-academic staff in order to improve organizational performance and support current and future modernization and reform efforts in higher education.

Despite the fact that a number of programs are currently in place in Sri Lankan universities to improve quality in the higher education sector, limited resources and financial austerity have a negative impact on improving good practices in Sri Lankan universities, particularly in key areas of governance and management.

The project "Enhancing Governance, Management and Reform in Sri Lankan Universities through Non-Academic Staff Training / ENACT" (ref. no. 619185-EPP-1-2020-1-LK-EPPKA2-CBHE-JP) has been funded with support from the European Commission and is co-funded by the Erasmus+ Programme of the European Union.

The project is a collaboration between six Sri Lankan universities, four European universities (Portugal, Germany, the Czech Republic, and Bulgaria), and one non-academic partner from Bulgaria.

## IMPACT OF THE PROJECT

The project expects to have the following positive impacts on the participating Sri Lankan universities.

- Improved skills of non academic staff through capacity building
- Enhanced performance of the admin staff of the Universities, and thus improved quality of the educational products and services offered by the Universities as a whole
- Long-term strategies for the training and professional development of non-academic staff.

## PLANNED ACTIVITIES



Development of training curriculum for non-academic staff: the Curriculum will be focused on areas such as institutional performance, including university administration, internationalization in higher education, financial management and auditing, soft skills, human resource management, equality and diversity.



Three transnational Training of Trainers (ToT) workshops will be hosted by EU partner universities under the following topics.

1. Internationalization in higher education
2. Modern practices in human resource management, university administration and financial management
3. Soft skills building and equality and diversity



The transnational training sessions will be followed by local multiplication trainings for around 180 non-academic staff in the participating Sri Lankan universities.



All Sri Lankan partner universities will set up Non-Academic Staff Development Cells. The centres will be equipped with computer and audio-visual equipment procured by the project.



Each Sri Lankan University will work in collaboration with the EU partners on developing a comprehensive Non-Academic Staff Training and Development Strategy facilitating the contribution of education bodies to achieve common development goals.



# KICK OFF MEETING

4 - 5 MARCH 2021, AT EASTERN UNIVERSITY SRI LANKA



The ENACT project's kick-off meeting was held on March 4 and 5, 2021, at Eastern University, Sri Lanka. This meeting was hosted by Eastern University, Sri Lanka (the coordinating institution), with the University of Peradeniya, University of Moratuwa, Sri Lanka Technological Campus, University of Ruhuna, and the Rajarata University of Sri Lanka, which are the five Sri Lankan universities, and the Varna University of Management, ULisboa - Instituto Superior Técnico (IST), Portugal, George-August University of Göttingen, Germany, Masaryk University, Czech Republic, and European Center for Quality Ltd. (ECQ), which are the five institutions from the EU countries.

The Vice-Chancellor of the Eastern University, Sri Lanka, addressed the gathering, followed by Prof. Anoma Abhayaratne, who explained the ENACT project overview and its expected outcomes. On the second day of the meeting (5th March 2021), Mr. Eugenio Delfino, Project Officer EACEA (Education, Audiovisual and Culture Executive Agency), addressed the gathering with regard to the donor's expectations.

This meeting's primary purpose was to facilitate the Sri Lankan project partners getting together physically and making them familiar with project management, implementation, and quality control of the ENACT project, while EU partners virtually joined.

The ENACT project's inauguration was held on March 4, 2021 (the first day) at 2 p.m., which started with lighting the traditional oil lamp.



# STAKEHOLDER BUY-IN EVENTS

MARCH - APRIL 4 - 5 MARCH 2021, AT EASTERN UNIVERSITY SRI LANKA

Eastern University of Sri Lanka, Rajarata University, University of Ruhuna, Sri Lanka Technological Campus, University of Moratuwa, and University of Peradeniya conducted stakeholder buy-in-events at the university level between March and April 2021 with the overall goal of expanding consultation on the training and improvement needed to strengthen the non-academic system, processes, and structures in the operations of Sri Lankan universities.

Staff from various levels in the hierarchy, holding a variety of positions, and performing a variety of duties, participated in these discussions on both physical and virtual platforms, including senior management, high-level administration, students, academic staff, and non-academic support staff.

Round-table discussions were used as the meeting structure, and participants were free to debate the shortcomings and limitations they saw in the current non-academic system.

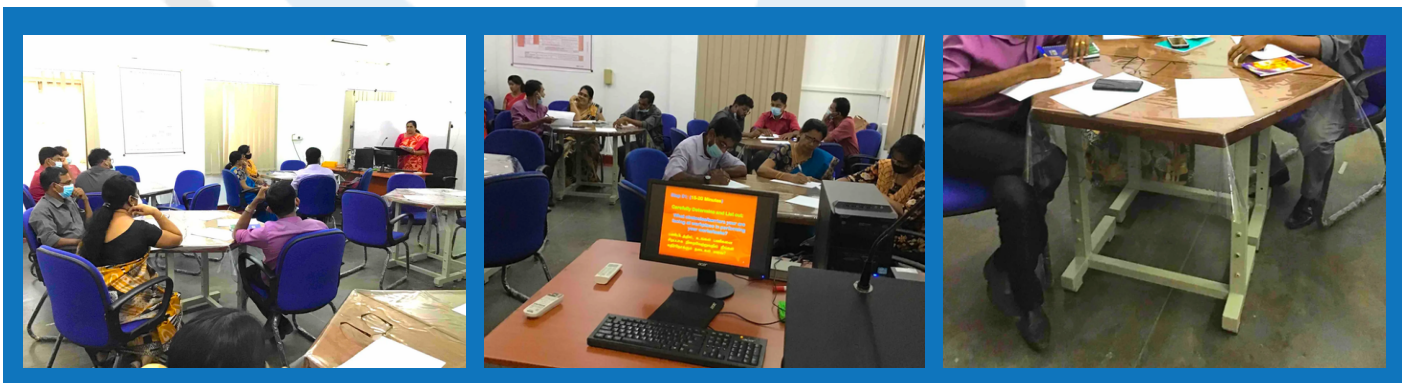
The participants worked together to develop a strategy for addressing or minimizing some of the problems through the training that will be offered through the ENACT Project.

## COMMON TRAINING NEEDS IDENTIFIED

- **Human Resource management practices**
- **University administration**
- **Networking and transfer of good practices**
- **Financial management**
- **Accounting and auditing**
- **Organizational efficiency and productivity**
- **Soft Skills**
- **Internationalization**
- **Diversity and equality issues**
- **Library Services**
- **Other**

## SIX SRI LANKAN PARTNERS OF THE PROJECT ENACT CONDUCTED THE STAKEHOLDER BUY-IN EVENTS

### EASTERN UNIVERSITY, SRI LANKA





# STAKEHOLDER BUY-IN EVENTS

## SRI LANKA TECHNOLOGICAL CAMPUS



## UNIVERSITY OF PERADENIYA, SRI LANKA



## UNIVERSITY OF MORATUWA, SRI LANKA



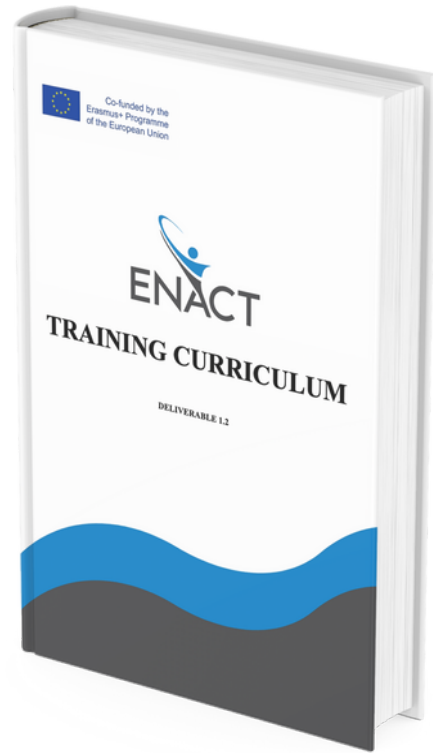
## RAJARATA UNIVERSITY, SRI LANKA



# TRAINING CURRICULUM

Having assessed the content of the 'Stakeholder Buy-in Event Report' of each Sri Lankan partner University, the project team jointly created a Training curriculum for non-academic staff in Sri Lanka institutions. The curriculum covers key areas such as internationalization, university administration, financial management, auditing and accounting, human resource management, equality, and diversity. It also included a schedule for the training that will be provided as part of the project.

This deliverable was the result of buy-in meetings that were held at each of the partner universities in Sri Lanka, followed by multiple online sessions on compiling and drafting the outcomes and finalizing the curriculum.



## Transnational training workshops in WP2

1. Transnational training workshop on building skills and capacity to support and cope with internationalisation
2. Transnational training workshop on modern practices in human resource management, university administration and financial management
3. Transnational training workshop on soft skills building and equality and diversity

## Training modules to be delivered during the workshops and to feed into the WP3 training resources and curricula

1. Internationalisation in higher education and transfer of global good practices in university administration
2. Modern Human Resource management practices in higher education
3. University governance and management
4. Financial management, accounting and auditing in higher education
5. Organizational efficiency and productivity in higher education
6. Soft skills for the 21st century
7. Equality and diversity





# ONLINE COORDINATING MEETINGS

20 SEPTEMBER 2021 & 22 NOVEMBER 2021



First Coordination Meeting was held between the Eu partners and Sri Lankan partners on 20th September 2021 At 3.15 P.M. Via Zoom, Hosted by Eastern University, Sri Lanka.

During this meeting, the partners scheduled the dates for transitional training workshops and upcoming coordination meetings, discussed the progress on fund disbursement of Sri Lankan Partners and discussed initiating the equipment procurement process of Sri Lankan Partners.

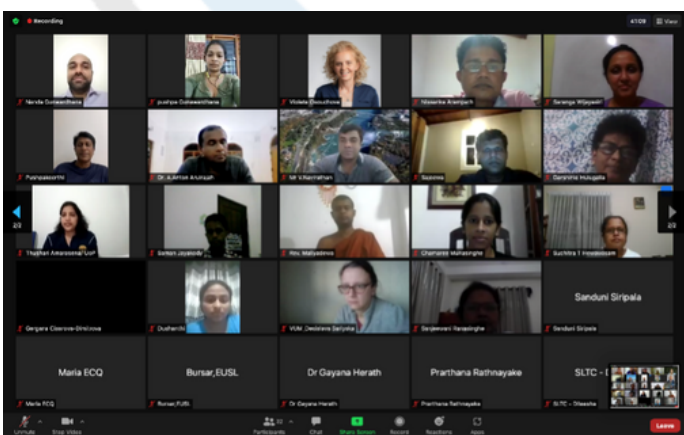


Second Coordination Meeting was 22nd November 2021 At 7.15 P.M. Via Zoom, Hosted by Eastern University, Sri Lanka.

During this meeting, the partners discussed transitional training workshops and planned coordination meetings, and discussed the progress on fund disbursement of Sri Lankan Partners and scheduled activities of the project.

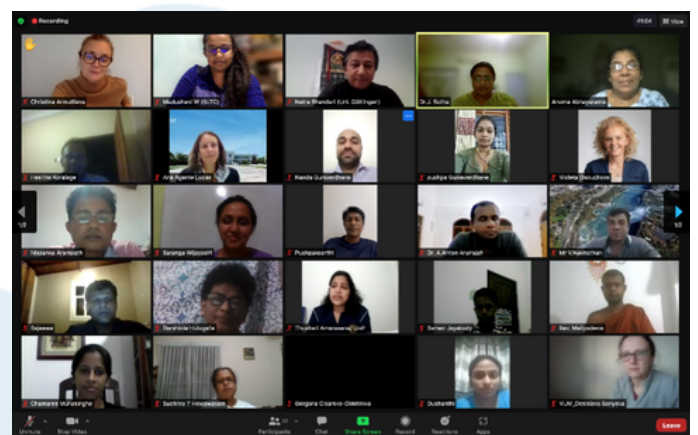
## PROGRESS REVIEW MEETING

02 NOVEMBER 2022 HELD ONLINE



A progress review meeting was conducted with the participation of all the project partners on the 22nd of November 2022.

The consortium discussed on the progress achieved and the way forward with the activities which were largely derailed/ disrupted due to Covid - 19.





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## PROJECT PARTNERS



Eastern University Sri Lanka (EUSL)  
Project Coordinator



University of Peradeniya, Sri Lanka (UoP)



Sri Lanka Technological Campus (SLTC)



University of Moratuwa, Sri Lanka (UoM)



Rajarata University of Sri Lanka (RUSL)



University of Ruhuna, Sri Lanka (UoR)



Visshe Uchilishte Po Menidzhmant, Bulgaria (VUM)



ULISBOA - Instituto Superior Técnico, Portugal (IST)



Georg-August-Universität Göttingen, Germany (UGOE)



Masaryk University, Czech Republic (MU)



European Center for Quality LTD., Bulgaria (ECQ)

## CONTACT US

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