

# STRATEGIC PLAN 2023 to 2027

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**Eastern University, Sri Lanka**  
**Vantharumoolai**  
**Chenkalady**



## Eastern University, Sri Lanka

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### Vision

World-class knowledge centre with excellent teaching-learning and research for enhancement of community well-being.

### Mission

Producing abled graduates with moral values and enhancing research culture to achieve a sustainable global, national and regional development by creating local and foreign linkages with optimizing the regional resources.



## Vice-Chancellor's Message

Eastern University, Sri Lanka aims in providing current and future generations with education and research equal to the best in Sri Lanka and Globe.

My vision is to elevate EUSL to be a “Worldclass knowledge center by recognizing excellent teaching, learning, and research for enhancement of community wellbeing”. EUSL is centered at a strategic location in the Eastern Part of Sri Lanka. All three communities are living together harmoniously in the province. Thus, EUSL has the social responsibility to cater to the needs of all three communities and function as a center for the integration of multiethnic and multi-religious communities.

Research and innovation in the higher education sector are the main outputs that fundamentally strength society and lead to regional and national development. I cordially invite all stakeholders to join us and contribute to the process of transforming Eastern University, Sri Lanka into a prestigious institution, and to ensure its deliverable outputs for the expected outcomes to the unmet needs at regional, national, and also at international levels at large.

Technology, economy, sustainability, and other new needs will shift how a university speaks to the world but the vision and purpose of this university will abide long after its present form slips away.

We can only plan with modesty, knowing that the immeasurable succession of years will lead to changes. Yet plan we must, lest others decide. We inherit the vision of those who went before, the energy of those now in university, and the great privilege of making our own choices about how Eastern University, Sri Lanka can grow in the imagination of the generations to follow.

I take this opportunity to express my sincere gratitude to all those who contributed to the preparation of this Strategic Plan and I am confident that the entire University community will contribute maximally to achieve the envisaged goals.

Professor V Kanagasigam  
Vice-Chancellor  
December 2022

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## Moments in History

**1981**

### ***Batticaloa University College***

Batticaloa University College was established in the Building of then popular school “*Vanthurumoolai Madhya Maha Vidyalayam*” at Vanthurumoolai having Faculty of Agriculture (FOA) and Faculty of Science (FOS).

**1986**

### ***Upgraded as Eastern University, Sri Lanka***

The Batticaloa University College was upgraded to the Eastern University, Sri Lanka with the newly established faculties of Faculty of Cultural Studies (FCS) and Faculty of Commerce and Management (FCM) at 50, New Road, Batticaloa.

**1989**

### ***EUSL in Vanthurumoolai***

Newly establish FCS and FCM moved to vanthurumoolai premises and EUSL provided services to stakeholders with four faculties in vanthurumoolai.

**1990**

### ***EUSL main campus became a refugee camp***

Due to civil war in the Eastern region, vanthurumoolai main campus became a refugee camp and faculties activities were temporality transferred to Batticaloa.

**1991**

### ***Resume Academic Activities***

Resumption of Activities of FOA and FOS at vanthurumoolai in June. FCS was renamed as Faculty of Arts and Culture (FAC).

**1995**

### ***FCM and FAC have moved back***

FCM and FAC have moved back to Vanthurumoolai in the early part of 1995.

**1997**

### ***Main Senate Block***

Main Senate block was constructed in the Vanthurumoolai premises.

**1997**

### ***Nursing Unit***

Nursing Unit was established at 50, New Road, Batticaloa.

**2001**

### ***Established Trincomalee Campus***

Trincomalee Affiliated University College was upgraded as Trincomalee Campus (TC) of the EUSL. It was established with effect from 15<sup>th</sup> June 2001 by the Gazette notification dated 6<sup>th</sup> June 2001 with the provision of Faculty of Communication and Business Studies (FCBS) and Faculty of Applied Sciences (FAS).

**2001**

### ***First Annual Research Session***

First Annual Research Session of the EUSL was organized by the Faculty of Science.

**2004**

### ***Established Faculty of Health-care Sciences***

Gazette Notification for the establishment of the Faculty of Health-care Sciences (FHCS) was released and establishment of FHCS.

**2005**

### ***Swami Vipulananda College of Music and Dance***

Swami Vipulananda College of Music and Dance was officially affiliated to the EUSL. After that the Institute had been named as Swami Vipulananda Institute of Aesthetic Studies (SVIAS).

**2007**

### ***Established Unit of Siddha Medicine***

Approval was given by the UGC to establish a Unit of Siddha Medicine at Trincomalee Campus.

**2018**

### ***Established Faculty of Technology***

The Faculty of Technology was established by Gazette notification on 18<sup>th</sup> January, 2018.

**2022**

### ***Established Faculty of Graduate Studies***

UGC approved to establish the Faculty of Graduate Studies on 17<sup>th</sup> of November 2022.

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## The University Today

The university currently consists of a Campus, an Institute, and seven Faculties with thirty-eight (38) Academic Departments.

The Gateway of EUSL is known as the icon of the University.

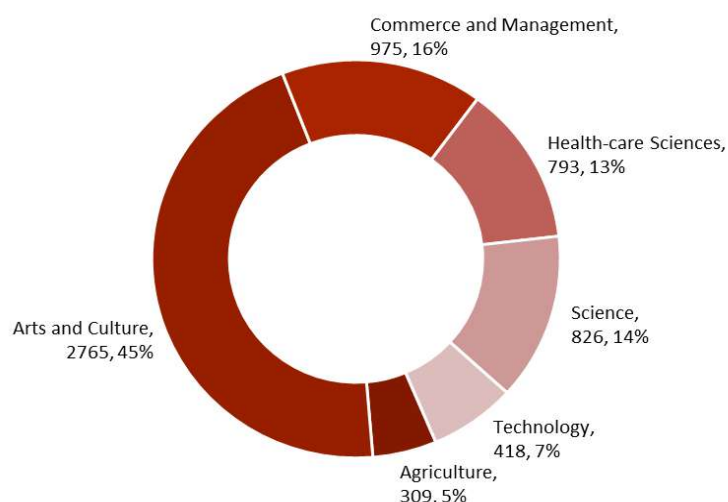


The Central Administration office is located at “Senate House”, Vantharumoolai, Chenkalady. The offices of the Vice-Chancellor, Deputy Vice-Chancellor, and the Registrar are also located at the same premises.



## Student Population

The distribution of the student population of the University among the faculties is shown in following charts (as at 31-12-2022)



## Faculties

EUSL has following seven Faculties.

Faculties		
Agriculture	Arts and Culture	Commerce and Management
Graduate Studies		
Health-care Sciences	Science	Technology

### Faculty of Agriculture

The Faculty of Agriculture is one of the oldest Faculty of the EUSL. It was a response to the long-felt need for the development of the three districts in the Eastern region with respect to Higher Education.

It conducts the degree programs of Bachelor of Science (Honours) in Agriculture, Master of Science in Agriculture, Master of Philosophy, and Doctor of Philosophy.

The faculty has six Academic Departments, center, farm and unit as mentioned below.

Departments		
Agriculture Biology	Agriculture Chemistry	Agricultural Economics
Agricultural Engineering	Animal Science	Crop Science

Centre
Centre for Sustainable Agriculture and Resource Management (CENSARM)

Farms
Crop Farm and Animal Farm

Unit
Vegetable Seed Production and Marketing Unit

## Faculty of Arts and Culture

The Faculty of Arts and Culture is the largest Faculty in terms of student population with comprising of 13 departments and 2 disciplines.

It conducts the degree programs of Bachelor of Arts (General), Bachelor of Education, Bachelor of Arts (Special) degree programs in Arabic, Comparative Religion, Drama and Theatre, Economics, Fine Arts, Geography, Hindu Civilization, History, Philosophy, Political Science, Sociology, Tamil, and Translation Studies, Master of Arts, Master of Philosophy, and Doctor of Philosophy.

Departments & Disciplines	
Arabic	Comparative Religion
Education and Childcare	English Language Teaching
Fine Arts	Geography
Hindu Civilization	History
Information Technology	Islamic Studies
Languages	Philosophy and Value Studies
Social Sciences	Tamil Studies
Discipline of Christianity	Discipline of Economics

Centre
Centre for Early Childhood Care and Development
Centre for Social Research and Development
Unit
Extra Mural Studies

## Faculty of Commerce and Management

The Faculty of Commerce and Management is one of the leading faculty in the Eastern University, Sri Lanka. The key Intended Learning outcome of the offered degree programs through this faculty are to brand the students to be excellent in management and business studies and practices.

It conducts the degree programs of Bachelor of Commerce (Honours), Bachelor of Commerce (Honours) special degrees in Accounting and Finance, Enterprise Development, and Business Economics, Bachelor of Business Administration (Honours), Bachelor of Business Administration (Honours) special degree in Human Resource Management, and Marketing Management, Postgraduate Diploma in Management, Master of Business Administration, Master of Development Economics, Master of Philosophy, and Doctor of Philosophy.

Departments		
Commerce	Economics	Management
Centre		
Centre for Competency based Economies through Formation of Enterprises		
Capital Market Information Centre		
Industrial Technology Cell		

## Faculty of Health-care Sciences

The Faculty of Health-Care Sciences was established by Gazette notification on 23<sup>rd</sup> November, 2004. A diverse student population are provided equal opportunities in a conducive environment where all of them can excel and contribute to improving the health and well-being of people.

It conducts the degree programs of Bachelor of Medicine and Bachelor of Surgery (MBBS), and Bachelor of Science in Nursing.



Departments		
Clinical Science	Human Biology	Medical Education and Research
Pathophysiology	Primary Healthcare	Supplementary health Sciences

## Faculty of Science

The Faculty of Science runs since the establishment of the Batticaloa University College on 1<sup>st</sup> August 1981. It offers the subjects Botany, Chemistry, Applied Mathematics, Pure Mathematics, Computer Science, Physics and Zoology.

It conducts the degree programs of Bachelor of Science (General), Bachelor of Science (Honours) special degrees in Botany, Chemistry, Computer Science, Mathematics, Physics, and Zoology, Master of Science in Science Education Master of Science in Environmental Science, Master of Philosophy, and Doctor of Philosophy.

Departments		
Botany	Chemistry	Computing
Mathematics	Physics	Zoology

Centre
Community Outreach Science Unit (COSU)

## Faculty of Technology

Faculty of Technology is the youngest faculty in EUSL and it was established in 2017 with two academic departments.

It conducts the degree program of Bachelor of Biosystems Technology in Agricultural Technology and Entrepreneurship (BBST)

Departments	
Biosystems Technology	Multidisciplinary Studies

## Campus

### Trincomalee Campus

Trincomalee Campus of the Eastern University was originally established as Trincomalee Affiliated University College in April 1993 at Trincomalee subsequently it was affiliated to the Eastern University, Sri Lanka. When the University College system was abolished, Trincomalee Affiliated University College was upgraded as Trincomalee Campus of the Eastern University, Sri Lanka which was established with effect from 15<sup>th</sup> June 2001 by Gazette notification dated 6<sup>th</sup> June 2001.

Faculties	
Applied Sciences	Communication and Business Studies

## Institute

### Swami Vipulanda Institute of Aesthetic Studies

The Swami Vipulananda College of Music and Dance was officially affiliated to the EUSL with effect from 14<sup>th</sup> March 2005 through the Extra Ordinary Gazette notification. After that the Institute had been named as Swami Vipulananda Institute of Aesthetic Studies.

Departments		
Carnatic Music	Dance, Drama and Theatre Arts	Visual and Technological Arts

## Library

The history of the library starts with the establishment of the present EUSL as Batticaloa University College on 1981. The main library was located in Vantharumoolai premises and a branch library was established at FHCS in Pillayarady.

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## Centers

Center for External Degree and Extension Courses

Center for Industry and Community Linkage

Center for Information and Communication Technology

Center for Multidisciplinary Research

Center for Quality Assurance

Center for Social Reconciliation

Staff Development Center

## Units & Divisions

Career Guidance Unit

Physical Education Unit

Strategic Planning and Statistical Unit

Gender Equity and Equality Cell

University Business Linkage

International Affairs Division

## Supporting Departments

Academic Affairs Department

Academic Establishment Department

Capital Works and Planning

Non-Academic Establishment Department

Student Affairs Division

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## Vision

World-class knowledge centre with excellent teaching-learning and research for enhancement of community well-being.

## Mission

Producing abled graduates with moral values and enhancing research culture to achieve a sustainable global, national and regional development by creating local and foreign linkages with optimizing the regional resources.

## Goals

1. Producing abled graduates on time with the knowledge and Skills on Technology and Research to cater society's needs.
2. Enlightening on the Impactful Research by collaborating with global and national experts to address the community issues.
3. Enhancing the institutional capacity through human and physical resources.
4. Creating a conducive environment for collaboration with stakeholders to fulfil the socio-economic and cultural needs of the community.
5. Maintaining a positive value system among the stakeholders and enhancing good governance.

## Objectives

- 1.1. To produce responsible and abled graduates on time, through transformation to fulfil the national and global expectations.
- 2.1. To enhance the Research capacity of the University and dissemination of knowledge.
- 3.1. To create an efficient, effective and self-esteem academic, administrative and supportive workforce.
- 3.2. To improve infrastructure and other resources in order to strengthen the capacity of the University.
- 4.1. To create opportunities to enrich the socio-economic, culture and human values of the regional and national community.
- 5.1 To promote social harmony in Eastern University, Sri Lanka.

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## Pillars of EUSL

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### STUDENTS

Producing abled graduates on time with the knowledge and Skills on Technology and Research to cater society's needs.

### RESEARCH

Enlightening on the Impactful Research by collaborating with global and national experts to address the community issues.

### RESOURCES

Enhancing the institutional capacity through human and physical resources.

### COMMUNITY

Creating a conducive environment for collaboration with stakeholders to fulfil the socio-economic and cultural needs of the community.

### GOOD GOVERNANCE

Maintaining a positive value system among the stakeholders and enhancing good governance.

### GOALS

## Strategies of EUSL

GOALS	Objectives	Strategies
<b>GOAL 1</b> Producing abled graduates on time with the knowledge and Skills on Technology and Research to cater society's needs.	<b>Objective 1.1</b> To produce responsible and abled graduates on time, through transformation to fulfil the national and global expectations.	1.1.1 Enriching the Curricula.
		1.1.2. Improving 4Cs of graduates (Creativity, Communication, Collaboration and Critical Thinking).
		1.1.3. Enhancing Quality in Operations of UGs and PGs programs.
		1.1.4. Introducing New Study programs.
		1.1.5. Establishing New Faculties/ Departments.
<b>GOAL 2</b> Enlightening on the Impactful Research by collaborating with global and national experts to address the community issues.	<b>Objective 2.1</b> To enhance the Research capacity of the University and dissemination of knowledge.	2.1.1. Deploying Strong Research Policy and Culture.
		2.1.2. Enhancing Multidisciplinary Research.
		2.1.3. Rewarding researchers for performing high quality research.
		2.1.4. Indexing EUSL Journals.
<b>GOAL 3</b> Enhancing the institutional capacity through human and physical resources.	<b>Objective 3.1</b> To create an efficient, effective and self-esteem academic, administrative and supportive workforce.	3.1.1. Promoting continuous professional development.
		3.1.2. Developing HRD policy.
	<b>Objective 3.2</b> To improve infrastructure and other resources in order to strengthen the capacity of the University.	3.2.1. Updating Master Plan.
		3.2.2. Upgrading the CICT for a reliable advanced Management Information System.
		3.2.3. Upgrading/ maintaining/ strengthening teaching-learning facilities.
		3.2.4. Improving Sports facilities.

<p><b>GOAL 4</b></p> <p>Creating a conducive environment for collaboration with stakeholders to fulfil the socio-economic and cultural needs of the community.</p>	<p><b>Objective 4.1</b></p> <p>To create opportunities to enrich the socio-economic, culture and human values of the regional and national community.</p>	4.1.1. Developing Mechanisms and Strengthening the University Business Linkage.
		4.1.2. Developing Mechanisms and Strengthening the Centre for Industrial Community Linkage.
		4.1.3. Strengthening the Centre for External Degree and Extension Courses.
		4.1.4. Promoting Innovative Park for Community/ Industry Coordination and Collaboration.
<p><b>GOAL 5</b></p> <p>Maintaining a positive value system among the stakeholders and enhancing good governance.</p>	<p><b>Objective 5.1</b></p> <p>To promote social harmony in Eastern University, Sri Lanka.</p>	5.1.1. Enhancing accountability and transparency.
		5.1.2. Creating platforms for the students to showcase their competencies.
		5.1.3. Encouraging staff & students to collaborate with external organizations and community.
		5.1.4. Empowering and promoting ethnic, social and religious inclusion.
		5.1.5. Promoting gender equity and equality among the stakeholders.

## Action Plan

### GOAL 1: Producing abled graduates on time with the knowledge and Skills on Technology and Research to cater society's needs.

Objective	Strategy	Activity	Responsibility	Key Performance Indicators (KPI)	Performance Targets				
					2023	2024	2025	2026	2027
1.1 To produce responsible and abled graduates on time, through transformation to fulfil the national and global expectations.	1.1.1 Enriching the Curricula.	1.1.1.1 Reviewing curricula periodically in the current global context	Deans, Heads, Coordinators	No. of Curriculum Development Committee meetings held in the faculty	6/ Faculty	6/ Faculty	6/ Faculty	6/ Faculty	6/ Faculty
				No. of meetings held with external stakeholders	2/ Faculty	2/ Faculty	2/ Faculty	2/ Faculty	2/ Faculty
				Frequency of obtaining feedback from students/ year (end of each semester)	2/ Student	2/ Student	2/ Student	2/ Student	2/ Student
		1.1.1.2 adopt Sri Lanka Qualification Framework (SLQF) guidelines	Deans, Heads, Coordinators	Percentage of Study Programs (SP) incorporated	80%	85%	90%	95%	100%
		1.1.1.3 Use relevant Subject Benchmark Statement (SBS) as reference points in formulating curricula	Deans, Heads, Coordinators	Percentage of Study Programs incorporated	40%	50%	60%	80%	100%
	1.1.1.4 Conducting annual market survey for each study programme	Heads, Coordinator	No. of survey conducted per year	1/ SP	1/ SP	1/ SP	1/ SP	1/ SP	
	1.1.2 Improving 4Cs of graduates (Creativity, Communication, Collaboration and Critical Thinking).	1.1.2.1 Conducting field/ Industrial visit	Heads	No. of individual/ group visits (supplemented by reports)	1/ SP	1/ SP	1/ SP	1/ SP	1/ SP
		1.1.2.2 Nurturing students on logical and critical thinking	Rector, Deans, Heads	No. of teaching learning activities promoting critical thinking such as simulations, Intellectual Debates, webinar series, creative activities, Student base research, case studies	2/ subject	2/ subject	2/ subject	2/ subject	2/ subject
		1.1.2.3 Enhancing career Guidance and Personality development of students	CGU	No. of job/ career fairs conducted	1	1	1	1	1
	No. of workshops conducted			3/ Faculty	3/ Faculty	3/ Faculty	3/ Faculty	3/ Faculty	
	1.1.3 Enhancing Quality in Operations of UGs and PGs programs.	1.1.3.1 Encouraging to obtain institutional memberships in academic/ professional associations	VC, Deans	No. of memberships	1	1	2	2	2
				1.1.3.2 Organize and conduct workshops on designing online instructional material	Deans, Coordinators of the programs	No. of study programs delivered using blended learning approach	2	2	2
		No. of workshops	2			2	3	3	3

		1.1.3.3 Promoting interactive methods in teaching - learning and assessment process including blended learning approach	Rector, Deans, Director SDC, Heads, Coordinators	Percentage of study programmes incorporating blended learning (Cumulative)	70%	80%	90%	90%	100%
				Percentage of academics attended training and workshops on facilitating blended learning approach	70%	80%	90%	90%	100%
		1.1.3.4 Find national/ International Partner Organizations	VC, Deans, IAD,	No. of MoUs signed nationally	5	6	7	8	9
				No. of MoUs signed internationally	9	10	11	12	13
		1.1.3.5 Widening access to ICT resources	VC, Deans, CICT	No. of computers made available to students for self learning	280	430	430	630	630
				No. of "Wi-Fi points" made available in university	80	130	180	230	280
				Percentage of students accessed LMS	100%	100%	100%	100%	100%
				Percentage of genuine software packages	-	100%	100%	100%	100%
		1.1.3.6 Staff exchanges with local/ foreign universities	Deans, IAD	No. of exchanges (Staff)	2	4	6	8	10
		1.1.3.7 Student exchanges with local/ foreign universities	Deans, IAD	No. of exchanges (Students)	2	4	6	8	10
	1.1.4. Introducing new study programs.	1.1.4.1 Bachelor of Science in Nutrition and Dietetics		Completion Percentage of new degree program	50%	100%			
		1.1.4.2 B.A IT		Completion Percentage of new degree program	50%	100%			
		1.1.4.3 BA special in Arabic	Dean FOA, Head/ Arabic	Completion Percentage of new degree program	50%	100%			
		1.1.4.4 BA special in Christianity	Dean FOA, Coordinator/ Christianity	Completion Percentage of new degree program	50%	100%			
		1.1.4.5 BA special in English Studies	Dean FOA, Head/ Languages	Completion Percentage of new degree program	50%	100%			
		1.1.4.6 BBA Honours in Finance	Dean FCM, Heads	Completion Percentage of new degree program	20%	70%	100%		
		1.1.4.7 BSc Honours in Applied Accounting and Finance	Dean FCM, Heads	Completion Percentage of new degree program	90%	100%			
		1.1.4.8 Bachelor of Business Management honours in Tourism Economics	Dean FCM, Heads	Completion Percentage of new degree program	30%	70%	100%		
		1.1.4.9 BSc Honours in Financial Economics	Dean FCM, Heads	Completion Percentage of new degree program	20%	60%	100%		
1.1.4.10 BSc Honours (Cardiovascular technology)		Dean FHCS, Heads	Completion Percentage of new degree program	20%	60%	100%			
1.1.4.11 Bachelor of Pharmacy		Dean FHCS, Heads	Completion Percentage of new degree program	20%	60%	100%			



		1.1.4.12 Bachelor of Public Health	Dean FHCS, Heads	Completion Percentage of new degree program	20%	60%	100%		
		1.1.4.13 Bachelor of Engineering Technology	Dean FOT, Heads	Completion Percentage of new degree program	20%	60%	100%		
		1.1.4.14 Bachelor of Information and Communication Technology Honours [BICT Hons]	Dean FOT, Heads	Completion Percentage of new degree program	90%	100%			
		1.1.4.15 Bachelor of Information and Communication Technology Honours in Multimedia Designing Techniques [BICT Hons (M)]	Dean FOT, Heads	Completion Percentage of new degree program	80%	100%			
		1.1.4.16 Bachelor of Information and Communication Technology Honours in Software Development Techniques [BICT Hons (SDT)]	Dean FOT, Heads	Completion Percentage of new degree program	80%	100%			
		1.1.4.17 Bachelor of Science Honours in Tourism and Leisure Management	Rector TC, Dean FCBS, Head	Completion Percentage of new degree program	20%	60%	100%		
		1.1.4.18 Master of Accounting and Finance	Dean FCM, Head	Completion Percentage of new degree program	70%	100%			
		1.1.4.19 Certificate course in Elderly care	Dean FHCS, Head/ Primary Healthcare	Completion Percentage of new certificate course	20%	100%			
		1.1.4.20 Certificate course in NCD prevention	Dean FHCS, Head/ Primary Healthcare	Completion Percentage of new certificate course	20%	100%			
		1.1.4.21 Certificate course in Basic statistics & research methodology	Dean FHCS, Head/ Primary Healthcare	Completion Percentage of new certificate course	20%	100%			
	1.1.5 Establishing New Faculties/ Departments.	1.1.5.1 Faculty of Engineering	Council, VC	Completion Percentage of new Faculty	10%	50%	100%		
		1.1.5.2 Faculty of Law	Council, VC	Completion Percentage of new Faculty	10%	50%	100%		
		1.1.5.3 Faculty of Hindu Civilization	Dean FAC, Head	Completion Percentage of new Faculty	60%	100%			
		1.1.5.4 Faculty of Marine Technology	VC, Rector	Completion Percentage of new Faculty	10%	40%	100%		
		1.1.5.5 Faculty of Siddha Medicine	VC, Rector, Head	Completion Percentage of new Faculty	100%				

		1.1.5.6 Faculty of Business and Management	VC, Rector, Head	Completion Percentage of new Faculty	20%	60%	100%		
		1.1.5.7 Department of Sociology and Anthropology	Dean FAC, Head/Social Science;	Completion Percentage of new Department	90%	100%			
		1.1.5.8 Department of Christian Studies	Dean FAC, Coordinator/Christianity	Completion Percentage of new Department	10%	50%	100%		
		1.1.5.9 Department of Accounting and Finance	Dean FCM, Heads	Completion Percentage of new Department	90%	100%			
		1.1.5.10 Department of Sustainability Management	Dean FCM, Heads	Completion Percentage of new Department	10%	50%	100%		
		1.1.5.11 Department of Lagoon Studies (Botany)	Dean FOS, Heads	Completion Percentage of new Department	10%	30%	70%	100%	
		1.1.5.12 Department of Aquatic Resource Management (Zoology)	Dean FOS, Heads	Completion Percentage of new Department	10%	30%	70%	100%	
		1.1.5.13 Department of Information and Communication Technology	Dean FOT, Heads	Completion Percentage of new Department	80%	100%			
		1.1.5.14 Department of Engineering Technology	Dean FOT, Heads	Completion Percentage of new Department	10%	50%	100%		
		1.1.5.15 Department of Human Resource Management	Dean FCBS/TC	Completion Percentage of new Department	40%	80%	100%		
		1.1.5.16 Department of Marketing Management	Dean FCBS/TC	Completion Percentage of new Department	40%	80%	100%		
		1.1.5.17 Department of Accounting and Financial Management	Dean FCBS/TC	Completion Percentage of new Department	40%	80%	100%		
		1.1.5.18 Department of Business and Information Management	Dean FCBS/TC	Completion Percentage of new Department	40%	80%	100%		
		1.1.5.19 Department of Economics and Statistics	Dean FAC	Completion Percentage of new Department	100%				

## Action Plan

### GOAL 2: Enlightening on the Impactful Research by collaborating with global and national experts to address the community issues.

Objective	Strategy	Activity	Responsibility	Key Performance Indicators (KPI)	Performance Targets				
					2023	2024	2025	2026	2027
2.1 To enhance the Research capacity of the University and dissemination of knowledge.	2.1.1 Deploying Strong Research Policy and Culture.	2.1.1.1 Integrate research into undergraduate programs	VC, Deans	Percentage of students who undertake research as a part of the degree program	30%	34%	38%	42%	45%
		2.1.1.2 Strengthen Research Degree programs	Deans, Coordinators of the programs	No. of students following for Master's Programs per year	250	260	280	300	350
				No. of students following for MPhil Programs per year	20	75	140	150	150
				No. of students following for Doctoral Programs per year	20	25	50	75	75
		2.1.1.3 Encouraging research by providing incentives	VC, Deans, Bursar	No. of research grants allocated per year by EUSL	5	10	15	20	25
				No. of research grants obtained from local/ overseas Agencies	3	6	9	12	15
		2.1.1.4 Implementing the policies & guidelines related to research	VC, Deans, research council	Percentage of adoption of research policies and guidelines	70%	80%	90%	100%	100%
	2.1.1.5 Updating/ establishing the laboratory facilities and related research support	Deans	Number of undergraduate researches carried out using the laboratory	180	200	220	240	260	
	2.1.1.6 Encouraging commercialization of research	VC, Deans, UBL	No. of patents, inventions, innovations and new products registered	1	2	2	3	4	
	2.1.2 Enhancing Multidisciplinary Research.	2.1.2.1 Organising national and international research conferences/ Symposia	VC, Deans, CMR	No. of national/ international conferences/ Symposia organised per year	7	7	8	8	8
		2.1.2.2 Ensuring wide dissemination of research outputs	VC, Rector, Deans, Directors, Heads	No. of articles published in indexed/ peer reviewed journals	200	220	240	260	280
				No. of conference presentations	85	90	100	110	120
	2.1.2.3 Promoting research collaborations with National and International organisations	VC, IAD	No. of research collaboration with national/ international organisations	02	04	06	08	10	
	2.1.3 Rewarding researchers for performing high quality research.	2.1.3.1 Providing Vice-Chancellor's Award for research	Research Council	No. of VC award awarded per year	4	4	8	8	12
		2.1.3.2 Providing Faculty Awards for research	Deans, Heads	No. of Faculty award awarded per year	1	2	4	5	6
	2.1.4 Indexing EUSL Journals.	2.1.4.1 Incorporating international experts in advisory boards and reviewers panel	Committee Members of the journal	No. of journal published with the international expert's in the advisory board and reviewer panel	1	2	3	4	5
2.1.4.2 Publishing the journal volume regularly		Committee Members of the journal	No. of issues published per journal per year	2	2	2	2	2	

## Action Plan

### GOAL 3: Enhancing the institutional capacity through human and physical resources.

Objective	Strategy	Activity	Responsibility	Key Performance Indicators (KPI)	Performance Targets						
					2023	2024	2025	2026	2027		
3.1 To create an efficient, effective and self-esteem academic, administrative and supportive workforce.	3.1.1 Promoting continuous professional development.	3.1.1.1 Obtaining postgraduate degrees from foreign universities	Academic/ Administrative staff	No. of Academic and Administrative staffs registered postgraduate degree in foreign universities (per year)	12	10	10	10	15		
		3.1.1.2 Overseas Fellowships/ Scholarships/ Trainings/ Short Courses received for Professional Development	Academic/ Administrative staff	No. of Fellowships/ Scholarships/ Trainings/ Short Courses attended by the staffs per year	13	10	10	10	10		
		3.1.1.3 Providing trainings for Staff through ENACT project	IAD	No. of overseas programs organized by ENACT project	2	1					
	No. of programs organized through the SDC			5	5	5	5	5			
	3.1.2. Developing HRD policy.	3.1.2.1 Developing policy paper to implement Rewards scheme for the staff	VC, Deans, SDC	Percentage of implementing HR policy		30%	50%	60%	70%		
				3.1.2.2 Design and implement training programs for current and future staff	VC, Deans, SDC	No. of orientation programs conducted	6	6	6	6	6
						No. of capacity building training programs conducted in-house/out side to Academic Staff	3	3	3	3	3
						No. of capacity building training programs conducted in-house/out side to Non - Academic Staff	6	6	6	6	6
	3.1.2.3 Staff Recognitions	VC, Deans	No. of Reward Types	4	5	5	6	6			
	3.1.2.4 Designing work norms and work ethics	VC, Deans	No. of document for work norms and work ethics	1	2	2	3	3			
3.2. To improve infrastructure and other resources in order to strengthen the capacity of the University.	3.2.1 Updating Master Plan.	3.2.1.1 Renovate Student Hostels (A,B,C Blocks) - Girls/Boys	CW&P & WE	Percentage of project completed			100%				
		3.2.1.2 Waste Water Treatment Plant for Srasavi Medura Girls Hostel	CW&P & WE	Percentage of project completed		50%	100%				
		3.2.1.3 Treatment Plant for Sewerage and Waste water for the Student's Hostels Premises at EUSL	CW&P & WE	Percentage of project completed			50%	100%			
		3.2.1.4 Lightening Protection System for Hostel - Srasavi Medura	CW&P & WE	Percentage of project completed		100%					
		3.2.1.5 Renovation of Guest House (209, Bar Road, Batticaloa)	CW&P & WE	Percentage of project completed	100%						

		3.2.1.6 Completion of Balance Work of the Construction of Staff Quarters at EUSL (Phase - II, Stage - II)	CW&P & WE	Percentage of project completed	100%				
		3.2.1.7 Renovation of Staff Quarters (D, C Blocks)	CW&P & WE	Percentage of project completed			50%	100%	
		3.2.1.8 Supply, Installation, and Commissioning an Elevator in the Senate House of EUSL	CW&P & WE	Percentage of project completed		100%			
		3.2.1.9 Renovation and improvement of Toilets at Senate Block	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.10 Extension of Senate Building (stage 1)	CW&P & WE	Percentage of project completed			50%	100%	
		3.2.1.11 Expansion and Renovation of the EUSL Vehicle Park	CW&P & WE	Percentage of project completed		100%			
		3.2.1.12 Construction of a Staff vehicle park	CW&P & WE	Percentage of project completed			100%		
		3.2.1.13 Construction of a Vehicle Park for CICT	CW&P & WE	Percentage of project completed				100%	
		3.2.1.14 Construction of Vehicle Service place	CW&P & WE	Percentage of project completed		100%			
		3.2.1.15 Upgrade the Canteen building at Vantharumoolai (old premises)	CW&P & WE	Percentage of project completed		100%			
		3.2.1.16 Upgrade the Canteen at Kaluwankerney	CW&P & WE	Percentage of project completed		100%			
		3.2.1.17 Fixing of Elevators - FOA	CW&P & WE	Percentage of project completed		100%			
		3.2.1.18 Construction of Access Road inside the Farm Land at Palacholai (2KM)	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.19 Canopy with Benches or Summer huts at Technology Premises	CW&P & WE	Percentage of project completed		100%			
		3.2.1.20 Upgrade the Building of the Career Guidance Unit	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.21 Construction of Open Student Welfare Facility Centre	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.22 Extension of Health Centre (1st Floor)	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.23 Construction of pathways on both sides of internal road	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.24 Fencing at Kaluwenkerny Land	CW&P & WE	Percentage of project completed		100%			
		3.2.1.25 Construction of a Flyover	CW&P & WE	Percentage of project completed					100%
	3.2.2. Upgrading the CICT for a reliable advanced Management Information System.	3.2.2.1 Supply, Installation, and Commissioning of Extension of Network for Shifting and Upgrading Server Room, CICT	CW&P & WE	Percentage of project completed	100%				
		3.2.2.2 Renovation of CICT building	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.2.3 Supply and fixing of an elevator in the CICT Building	CW&P & WE	Percentage of project completed			100%		
		3.2.2.4 Fixing of a Lightning Protection System at CICT Building	CW&P & WE	Percentage of project completed		100%			
		3.2.2.5 Supply, Installation Commissioning Solar Net - Metering System at CICI	CW&P & WE	Percentage of project completed		100%			
		3.2.2.6 Establishing a dining room with all facilities for CICT	CW&P & WE	Percentage of project completed			100%		
		3.2.2.7 Supply and Fixing of Curtain at CICT	CW&P & WE	Percentage of project completed		100%			

3.2.3 Upgrading/ maintaining/ strengthening teaching-learning facilities.	3.2.3.1 Fixing of Elevators – DELT, FAC	CW&P & WE	Percentage of project completed			100%		
	3.2.3.2 Construction of Farm Office Building Complex at Palacholai	CW&P & WE	Percentage of project completed			100%		
	3.2.3.3 Electricity Line into the Farms Land Area at Palacholai (Stage II)	CW&P & WE	Percentage of project completed		50%	100%		
	3.2.3.4 Establishing a Farm for Department of Agricultural Chemistry, FOA	CW&P & WE	Percentage of project completed		50%	100%		
	3.2.3.5 Farm Irrigation in the Farmland of the FOA	CW&P & WE	Percentage of project completed	25%	75%	100%		
	3.2.3.6 Improvement of Internal Works at the New Building Complex for the DELT, FAC	CW&P & WE	Percentage of project completed	10%	60%	100%		
	3.2.3.7 Completion of Semi-Permanent Study Hall with Toilets for the FAC	CW&P & WE	Percentage of project completed			100%		
	3.2.3.8 Development of Soil testing laboratory to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed				100%	
	3.2.3.9 Development of water quality testing to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed				100%	
	3.2.3.10 Development of Weather Station to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed				100%	
	3.2.3.11 Strengthening state of Geospatial Technological Unit [GIS (Geographic Information System), RS (Remote Sensing) and GPS (Global Positioning System)] to the, Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed				100%	
	3.2.3.12 Building Complex for the FAC Phase –II	FAC, CW&P & WE	Percentage of project completed			50%	75%	100%
	3.2.3.13 Supply and Fixing of Curtain for windows at the DELT Building, FAC	FAC, CW&P & WE	Percentage of project completed		100%			
	3.2.3.14 Fixing of Elevators - FOT	CW&P & WE	Percentage of project completed		50%	100%		
	3.2.3.15 Building Complex for the FOT	FOT, CW&P & WE	Percentage of project completed			50%	100%	
	3.2.3.16 Building Complex for the FOS Phase – II	FOS, CW&P & WE	Percentage of project completed			50%	100%	
	3.2.3.17 Construction of Building complex for the Faculty of Graduate Studies	CW&P & WE	Percentage of project completed			50%	100%	
	3.2.3.18 Completing the Balance of the Professorial Unit	CW&P & WE	Percentage of project completed	100%				
3.2.4 Improving Sports facilities.	3.2.4.1 Renovation and Extension of Pavilion	CW&P & WE	Percentage of project completed	100%				
	3.2.4.2 Improvement of internal office work for SLUG 2023	CW&P & WE	Percentage of project completed	100%				
	3.2.4.3 Lighting Arrangement for the Playground at the EUSL	CW&P & WE	Percentage of project completed		100%			
	3.2.4.4 Construction of Multipurpose Indoor Stadium at EUSL	CW&P & WE	Percentage of project completed		50%	75%	100%	

## Action Plan

### GOAL 4: Creating a conducive environment for collaboration with stakeholders to fulfil the socio-economic and cultural needs of the community.

Objective	Strategy	Activity	Responsibility	Key Performance Indicators (KPI)	Performance Targets				
					2023	2024	2025	2026	2027
4.1 To create opportunities to enrich the socio-economic, culture and human values of the regional and national community.	4.1.1 Developing Mechanisms and Strengthening the University Business Linkage.	4.1.1.1 Conduct regular awareness workshops to students and staff	UBL	No. of Workshops	1	2	3	4	5
		4.1.1.2 Conduct workshop on commercialization	UBL	No. of Workshops	1	1	1	1	1
		4.1.1.3 Conduct seminars to academic staff on partnership and commercialization	UBL	No. of Seminars	2	2	2	3	3
		4.1.1.4 Facilitating faculties to conduct more international research symposiums	UBL	No. of symposiums	1	1	1	2	2
		4.1.1.5 One policy designed/ improved based on research conducted by STEM, HEMS/ the combination of STEM & HEMS	UBL	Percentage of the progress	5%	25%	75%	100%	
		4.1.1.6 Organize seminars between industries and researches	UBL	No. of Seminars	3	4	5	5	5
		4.1.1.7 Sign MoUs with industries	UBL	No. of MoUs signed	2	2	2	2	2
	4.1.2 Developing Mechanisms and Strengthening the Centre for Industrial Community Linkage.	4.1.2.1 Development of University Model Village SAVUKADI	CICL	Percentage of mothers say that their children are well nourished	70%	70%	80%	80%	85%
		4.1.2.2 Facilitation for new Industries with UBL and strengthen the existing Industries	CICL	No. of industries benefited	2	3	3	4	4
		4.1.2.3 Resource mobilization (Technical and Financial)	CICL	No. of MoUs signed		1	1	1	1
	4.1.3 Strengthening the Centre for External Degree and Extension Course.	4.1.3.1 Develop and conduct courses through Open and Distance Learning (ODL) mode and use ICT to mediate learning	CEDEC	No. of diploma programs	3	4	5	6	7
				No. of offered certificate program	5	6	7	8	9
				No. of offered extramural program	6	7	8	8	8
				No. of offered Bachelor Degrees	2	3	3	4	4
		4.1.3.2 Provide orientation and training of faculty in ODL pedagogy to those who will teach using distance learning methods and evaluate faculty effectiveness for teaching learning	CEDEC	No. of Training programs/ Workshops to staff	2	3	3	4	4
		4.1.3.3 Franchise with external institutes to widen the operations of the distance learning enterprise service	CEDEC	No. of identified institutions to franchise			1	1	1
		4.1.3.4 Enhance the quality of the program	CEDEC	No. of Program Review	Once in 5 years				
	4.1.4 Promoting Innovative Park for Community/ Industry Coordination and Collaboration.	4.1.4.1 Creating partnerships with industries	UBL, Deans	No. of partnerships with industries	2	2	2	2	2
		4.1.4.2 Expanding industrial technological centre	FCM	No. of events organised	4	6	8	10	12

## Action Plan

### GOAL 5: Maintaining a positive value system among the stakeholders and enhancing good governance.

Objective	Strategy	Activity	Responsibility	Key Performance Indicators (KPI)	Performance Targets				
					2023	2024	2025	2026	2027
5.1 To promote social harmony in Eastern University, Sri Lanka.	5.1.1 Enhancing accountability and transparency.	5.1.1.1 Promotion of staff is done in a timely, transparent, and accountable manner	VC, Registrar, Deans, Heads	Average time taken for promotions (excluding those that require external evaluation)	12 months	10 months	8 months	6 months	6 months
				Professor Promotions (excluding those that require external evaluation)	12 months	12 months	12 months	12 months	12 months
		5.1.1.2 Substantive and procedural fairness is ensured in disciplinary matters involving students and staff	VC, Registrar	Reduce average time taken to conduct a disciplinary inquiry and action taken (except where outside adjudicators are involved in the inquiry)	11 months	9 months	6 months	3 months	3 months
		5.1.1.3 Introducing paperless financial and administrative control procedures wherever possible using existing database	VC, Registrar, Bursar	Percentage of financial matters operated through paperless mode	70%	80%	90%	90%	90%
				Percentage of administrative matters operated through paperless mode	60%	70%	80%	90%	90%
		5.1.1.4 Budgeting and Monitoring	VC, Registrar, Bursar	Presenting up to date Accounts to the Finance Committee	100%	100%	100%	100%	100%
	5.1.1.5 Mapping programs with SLQF	Deans, Heads	Percentage of programs mapped	70%	80%	90%	100%	100%	
	5.1.2 Creating platforms for the students to showcase their competencies.	5.1.2.1 Supporting students to reach out beyond the university system to interact with the society	VC, Deans, Registrar, Director/ CGU, PEU	No. of National & International competitions participated	3	4	5	6	7
				No. of Interactive sessions/ workshops/ events with the society	10	12	15	17	20
	5.1.3 Encouraging staff & students to collaborate with external organizations and community.	5.1.3.1 Writing books and publications	Academic staff	No. of publications	5	10	15	18	20
		5.1.3.2 Conduct professional development programs for public and private sector employee community	Deans, Heads, CGU	No. of programs conducted per year	2	4	6	6	8
		5.1.3.3 Conducting community outreach programs	Deans, Heads,	No. of programs conducted per year	20	25	30	35	40
		5.1.3.4 Develop networks of local entrepreneurs and student community for joint entrepreneurship development programs	UBL, CICL	No. of networks developed per year	1	2	2	2	2
	5.1.4 Empowering and promoting ethnic, social and religious inclusion.	5.1.4.1 Promote and encourage multicultural, social and multi – religious events	Deans, SAR/SAD, Student Counsellor	No. of multicultural and social events held	8	9	10	12	15



	5.1.5 Promoting gender equity and equality among the stakeholders.	5.1.5.1 Establishment of Counselling & referrals cell	VC, GEE Cell	Percentage of project completed annually	30	40	50	80	100
		5.1.5.2 Conduct workshops for students on gender empowerment, Ragging prevention, Sexual and reproductive health, Etc	GEE Cell, CGU	No. of programs conducted per year	2	4	8	10	10
		5.1.5.3 Conduct workshops for staff on gender-based issues	GEE Cell, CGU	No. of programs conducted per year	2	2	2	2	2
		5.1.5.4 Establish complain mechanisms in university level for SGBV	GEE Cell	No. of complains received per year	0	0	0	0	0