REVISED STRATEGIC PLAN 2025 to 2029

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.
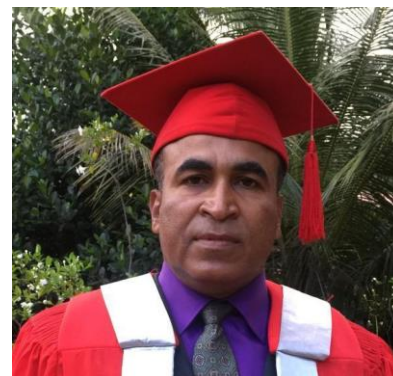
Mission

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.

Contents

Vice-Chancellor Message

I present the Revised Strategic Plan 2025-2029 of Eastern University, Sri Lanka (EUSL) with immense pride and enthusiasm. This plan serves as a guiding framework for our institution's continued growth, setting forth a vision that fosters academic excellence, research, innovation, and societal contribution. As we navigate an ever-evolving educational landscape, we are committed to embracing transformation, nurturing a culture of inquiry, and strengthening our role as a key player in national and global development.

EUSL remains dedicated to providing a high-quality learning environment that empowers students with the skills and knowledge required to excel in their respective fields on time. By fostering a culture of research and innovation, we aim to drive impactful findings that address local and global challenges. We are also focused on expanding our partnerships and collaborations, both locally and internationally, to enhance academic mobility and knowledge exchange. Investing in digital transformation and state-of-the-art infrastructure, we strive to create a modern, inclusive, and dynamic educational ecosystem that benefits our entire university community.

Our commitment to community engagement and sustainable development remains unwavering. Through meaningful outreach initiatives, we seek to make a lasting impact on society while upholding our core values of integrity, inclusivity, and excellence. This strategic plan is not just a roadmap but a shared vision that calls for active participation from all stakeholders—faculty, students, alumni, and partners—to realize our collective aspirations.

I extend my sincere appreciation to all those who have contributed to updating this plan. Let us work together with dedication and purpose to elevate EUSL to new heights of distinction. The future holds immense potential, and with a unified effort, we can ensure that our university continues to shine as a beacon of knowledge, innovation, and progress.

Prof. Thambirajah Prabaharan
Acting Vice- Chancellor

Moments in History

1981 - Batticaloa University College

Batticaloa University College was established in the building of then popular school "Vantharumoolai Madhya Maha Vidyalayam" at Vantharumoolai 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 Vantharumoolai

Newly established Faculty of Cultural Studies and Faculty of Commerce and Management moved to Vantharumoolai premises and EUSL provided services to stakeholders with four faculties in Vantharumoolai.

1990 - EUSL main campus became a refugee camp

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

1991 - Resume Academic Activities

Resumption of Activities of Faculty of Agriculture and Faculty of Science at Vantharumoolai in June and the Faculty of Cultural Studies was renamed as Faculty of Arts and Culture (FAC).

1995 - Faculty of Commerce and Management and Faculty of Arts and Culture have moved back

Faculty of Commerce and Management and Faculty of Arts and Culture moved back to Vantharumoolai in early 1995.

1997 - Main Senate Block

Main Senate block was constructed in the Vantharumoolai 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 of the EUSL. It was established with effect from 15th June 2001 by the Gazette notification dated 6th June 2001 with the provision of Faculty of Communication and Business Studies (FCBS) and Faculty of Applied Science (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).

2008 - Established Unit of Siddha Medicine

Approval was given by the University Grant Commission (UGC) to establish a Unit of Siddha Medicine at Trincomalee Campus.

2018 - Established Faculty of Technology

The Faculty of Technology (FOT) which is the sixth faculty of Eastern University, Sri Lanka was established by Gazette notification on 18th January, 2018.

2022 - Established Faculty of Graduate Studies

UGC approved to establish the Faculty of Graduate Studies on 17th of November 2022.

2023 - Established Faculty of Siddha Medicine

The Faculty of Siddha Medicine was established by Gazette notification on 14th July, 2023 at Trincomalee Campus.

2024 - Established Techno Park

Technopark was established to integrate innovation, education, research, technology and development, fostering cooperation between universities, industries, and the state apparatus for emancipation at micro and macro levels.

The University Today

The university currently consists of a Campus, an Institute, and ten (10) Faculties with forty-nine (49) Academic Departments.

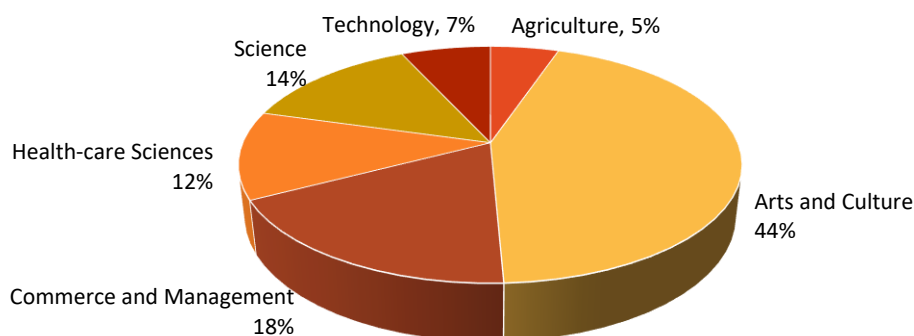The Gateway of EUSL is known as the icon of the University.

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 in 2024 is shown in following chart.

Pie chart — Technology, 7%; Agriculture, 5%; Science 14%; Health-care Sciences 12%; Commerce and Management 18%; Arts and Culture 44%

Faculties

EUSL has following seven Faculties.

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

Faculty of Graduate Studies

The Faculty of Graduate Studies was established on 1st February, 2023 at the Eastern University, Sri Lanka, which is the youngest faculty at the EUSL. The Faculty conducts Master's degree programs, Master of Philosophy, and Doctor of Philosophy programs.

The Faculty has a general governing body such as Board of Graduate Studies.

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, and Master of Science in Agriculture. Master of Philosophy, and Doctor of Philosophy are conducted through the Faculty of Graduate Studies.

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

Departments		
Agricultural Biology	Agricultural 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 15 departments and a discipline.

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, and Master of Arts. Master of Philosophy, and Doctor of Philosophy are conducted through the Faculty of Graduate Studies.

Departments & Disciplines	
Arabic	Comparative Religion
Economics and Statistics	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

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, and Master of Development Economics. Master of Philosophy, and Doctor of Philosophy are conducted through the Faculty of Graduate Studies.

Departments	
Accounting and Finance	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 23rd 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. Master of Philosophy, and Doctor of Philosophy are conducted through the Faculty of Graduate Studies.

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

Faculty of Science

The Faculty of Science has been run since the establishment of the Batticaloa University College on 1st 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, and Master of Science in Environmental Science. Master of Philosophy, and Doctor of Philosophy are conducted through the Faculty of Graduate Studies.

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), Bachelor of Information and Communication Technology Honours, Bachelor of Information and Communication Technology Honours in Multimedia Designing Techniques, and Bachelor of Information and Communication Technology Honours in Software Development Techniques.

Departments	
Biosystems Technology	Information and Communication 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 15th June 2001 by Gazette notification dated 6th June 2001.

Faculties	
Applied Sciences	Communication and Business Studies
Siddha Medicine	

Institute

Swami Vipulananda Institute of Aesthetic Studies

The Swami Vipulananda College of Music and Dance was officially affiliated to the EUSL with effect from 14th 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.

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 and Divisions

Career Guidance Unit
Physical Education Unit
Strategic Planning and Statistical Unit
Gender Equity and Equality Cell
University Business Linkage
International Affairs Division
Technopark

Supporting Departments

Academic Affairs Department
Academic Establishment Department
Capital Works and Planning
Non-Academic Establishment Department
Student Affairs Division

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.

Pillars of EUSL

STUDENTS	RESEARCH	RESOURCES	COMMUNITY	GOOD GOVERNANCE

G O A L S

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

Strategies of EUSL

GOALS	Objectives	Strategies
GOAL 1 Producing abled graduates on time with the knowledge and Skills on Technology and Research to cater society's needs.	**Objective 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. 1.1.2. Improving 4Cs of graduates (Creativity, Communication, Collaboration and Critical Thinking). 1.1.3. Strengthening Quality Assurance Practices in the University 1.1.4. Introducing New Study programs. 1.1.5. Establishing New Faculties/ Departments.
GOAL 2 Enlightening on the Impactful Research by collaborating with global and national experts to address the community issues.	**Objective 2.1** To enhance the Research capacity of the University and dissemination of knowledge.	2.1.1. Deploying Strong Research Policy and Culture. 2.1.2. Enhancing Multidisciplinary Research. 2.1.3. Rewarding researchers for performing high quality research. 2.1.4. Indexing EUSL Journals.
GOAL 3 Enhancing the institutional capacity through human and physical resources.	**Objective 3.1** 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.
	Objective 3.2 To improve infrastructure and other resources in order to strengthen the capacity of the University.	3.2.1. Updating Master Plan. 3.2.2. 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.

GOAL 4 Creating a conducive environment for collaboration with stakeholders to fulfil the socio-economic and cultural needs of the community**.**	**Objective 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.
		4.1.2. 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.
GOAL 5 Maintaining a positive value system among the stakeholders and enhancing good governance.	**Objective 5.1** To promote social harmony in Eastern University, Sri Lanka.	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				
					2025	2026	2027	2028	2029
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 Adopting Sri Lanka Qualification Framework (SLQF) guidelines	Deans, Heads, Coordinators	Percentage of Study Programs (SP) incorporated	90%	95%	100%	100%	100%
		1.1.1.3 Using relevant Subject Benchmark Statement (SBS) as reference points in formulating curricula	Deans, Heads, Coordinators	Percentage of Study Programs incorporated	60%	80%	100%	100%	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 Strengthening Quality Assurance Practices in the University	1.1.3.1 Encouraging to obtain institutional memberships in academic/ professional associations	VC, Deans	No. of memberships	2	2	2	2	2
		1.1.3.2 Strengthening internal quality assurance mechanisms on study programs	SSCQA, CQA, FQAC	Percentage of Student satisfaction survey	75%	85%	100%	100%	100%
				Number of Study Programmes Reviewed per faculty	4	5	6	7	8
		1.1.3.3. Improving Institutional Governance and Management	SSCQA, CQA	No of monitoring meetings held by CQA	10	12	14	16	18
				Availability of approved action plans in accordance with the national guidelines and international practices on Quality Assurance.	Yes For all the faculties and centers				
		1.1.3.4 Organizing and conducting workshops on designing online instructional material	Deans, Coordinators of the programs	No. of study programs delivered using blended learning approach	2	2	2	2	2
				No. of workshops	3	3	3	3	3

		1.1.3.5 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)	90%	90%	100%	100%	100%
				Percentage of academics attended training and workshops on facilitating blended learning approach	90%	90%	100%	100%	100%
		1.1.3.6 Finding national/ International Partner Organizations	VC, Deans, IAD,	No. of MoUs signed nationally	7	8	9	9	10
			VC, Deans, IAD,	No. of MoUs signed internationally	11	12	13	14	15
		1.1.3.7 Widening access to ICT resources	VC, Deans, CICT	No. of computers made available to students for self-learning	430	630	630	630	650
				No. of "Wi-Fi points" made available in university	180	230	280	280	300
				Percentage of students accessed LMS	100%	100%	100%	100%	100%
				Percentage of genuine software packages	100%	100%	100%	100%	100%
		1.1.3.8 Exchanging staff with local/ foreign universities	Deans, IAD	No. of exchanges (Staff)	6	8	10	12	14
		1.1.3.9 Exchanging students with local/ foreign universities	Deans, IAD	No. of exchanges (Students)	6	8	10	12	14
		1.1.3.10 Providing updated teaching & learning materials / resources to keep patrons up-to-date with the required information	Librarian, Senior Assistant Librarians	Completion percentage of Book procurement process	100%	100%	100%	100%	100%
				Completion percentage of Print Journals procurement process	100%	100%	100%	100%	100%
				Completion percentage of E Book / Databases procurement process	70%	80%	100%	100%	100%
				No. of new accession list published per year	1	1	1	1	1
				No. of current contents published per year	2	2	2	2	2
				No. of Video tutorials uploaded to web	4	4	4	4	4
				No. of Handbooks published per year	1	1	1	1	1
	1.1.4. Introducing new study programs.	1.1.4.1 Bachelor of Science Honours in Nutrition and Dietetics (BND)	Dean FOA, Coordinator/BND	Completion Percentage of new degree program	75%	25%			
		1.1.4.2 Bachelor of Agriculture Information and Technology (BAIT)	Dean FOA, Coordinator/BAIT	Completion Percentage of new degree program	50%	50%			
		1.1.4.3 B.A IT	Dean FAC, Head/ IT	Completion Percentage of new degree program	35%	75%	100%		
		1.1.4.4 BA honours in Islamic Studies	Dean FAC, Head/ Islamic Studies	Completion Percentage of new degree program	100%				
		1.1.4.5 BA honours in Christian Studies	Dean FAC, Coordinator/ Christianity	Completion Percentage of new degree program	50%	100%			
		1.1.4.6 BA honours in English Studies	Dean FAC, Head/ Languages	Completion Percentage of new degree program	100%				

1.1.4.7 BA honours in Teaching English as a Second Language (TESL)	Dean FAC, Head/ Languages	Completion Percentage of new degree program	40%	80%	100%		
1.1.4.8 BA honours in Social Statistics	Dean FAC, Head/ Economics and Statistics	Completion Percentage of new degree program	50%	100%			
1.1.4.9 BBA Honours in Finance	Dean FCM, Heads	Completion Percentage of new degree program	20%	40%	60%	80%	100%
1.1.4.10 BSc Honours in Applied Accounting and Finance	Dean FCM, Heads	Completion Percentage of new degree program	80%	90%	100%		
1.1.4.11 BSc Honours in Tourism Economics and Management	Dean FCM, Heads	Completion Percentage of new degree program	60%	80%	100%		
1.1.4.12 BSc Honours in Financial Economics	Dean FCM, Heads	Completion Percentage of new degree program	20%	40%	60%	80%	100%
1.1.4.13 BBA Honours in Business Analytics	Dean FCM, Heads	Completion Percentage of new degree program	20%	40%	60%	80%	100%
1.1.4.14 BCom Honours in Business Technology and Innovation	Dean FCM, Heads	Completion Percentage of new degree program	20%	40%	60%	80%	100%
1.1.4.16 Bachelor of Pharmacy	Dean FHCS, Heads	Completion Percentage of new degree program	80%	100%			
1.1.4.17 Bachelor of Science Honours in Sport Science and Management	Dean FHCS, Heads	Completion Percentage of new degree program	50%	80%	100%		
1.1.4.18 Bachelor of Public Health	Dean FHCS, Heads	Completion Percentage of new degree program	60%	90%	100%		
1.1.4.19 Bachelor of Engineering Technology	Dean FOT, Heads	Completion Percentage of new degree program	25%	50%	100%		
1.1.4.20 New degree specialization programs under Department of Biosystems Technology	Dean FOT, Heads	Completion Percentage of new degree program	100%				
1.1.4.21 Bachelor of Science Honours in Tourism and Leisure Management	Rector TC, Dean FCBS, Head	Completion Percentage of new degree program	10%	30%	50%	70%	100%
1.1.4.22 Master of Accounting and Finance	Dean FCM, Dean FGS, BOS	Completion Percentage of new degree program	80%	90%	100%		
1.1.4.23 Master of Education Management	Dean FGS, Dean FCM, BOS	Completion Percentage of new degree program	20%	40%	60%	80%	100%
1.1.4.24 New postgraduate Masters level programs	Dean FGS, BOS	Completion Percentage of new degree program	50%	50%			
1.1.4.25 Postgraduate Diploma in Education	Dean FGS, BOS	Completion Percentage of new degree program	25%	75%			

		1.1.4.26 Postgraduate Diploma in Economics	Dean FGS, BOS	Completion Percentage of new degree program	25%	75%			
		1.1.4.27 Postgraduate Diploma in Management	Dean FGS, BOS	Completion Percentage of new degree program	25%	75%			
		1.1.4.28 Diploma in Strategic Financial Management	Dean/ FCM, Head/Commerce	Completion Percentage of new degree program	20%	60%	100%		
		1.1.4.29 Certificate course in Elderly care	Dean FHCS, Heads, CEDEC	Completion Percentage of new certificate course	50%	100%			
		1.1.4.30 Certificate course in NCD prevention	Dean FHCS, Heads, CEDEC	Completion Percentage of new certificate course	50%	100%			
		1.1.4.31 Certificate course in Research Methodology	Dean FHCS, Heads	Completion Percentage of new certificate course	50%	100%			
		1.1.4.32 Certificate course in Basic Statistics	Dean FHCS, Heads	Completion Percentage of new degree program	10%	100%			
		1.1.4.33 Certificate course in Health Science Education	Dean FHCS, Heads	Completion Percentage of new degree program	25%	100%			
		1.1.4.34 Certificate course in Peace Medicine	Dean FHCS, Heads	Completion Percentage of new degree program	50%	100%			
		1.1.4.35 Certificate in Monitoring and Evaluation	FHCS	Completion Percentage of new certificate course	90%	100%			
		1.1.4.36 Conducting Library and Information Science courses and information literacy programs	Librarian, Senior Assistant Librarians	Submission of proposals for information literacy module for all faculties	30%	50%	100%		
				Recommencing the course Library and Information Science as an optional subject for the undergraduates in the faculty of Arts & Culture	30%	50%	100%		
	1.1.5 Establishing New Faculties/ Departments.	1.1.5.1 Faculty of Engineering	Council, VC	Completion Percentage of new Faculty	10%	20%	50%	70%	100%
		1.1.5.2 Faculty of Law/ Department of Law	Council, VC	Completion Percentage of new Faculty	10%	20%	50%	70%	100%
		1.1.5.3 Faculty of Hindu Civilization	Dean FAC, Head	Completion Percentage of new Faculty	100%				
		1.1.5.4 Faculty of Marine Technology	VC, Rector	Completion Percentage of new Faculty	20%	50%	70%	100%	
		1.1.5.5 Faculty of Business and Management	VC, Rector, Head	Completion Percentage of new Faculty	20%	50%	90%	100%	
		1.1.5.6 Department of Sociology and Anthropology	Dean FAC, Head/Social Science;	Completion Percentage of new Department	30%	75%	100%		
		1.1.5.7 Department of Christian Studies	Dean FAC, Coordinator/ Christianity	Completion Percentage of new Department	100%				

		1.1.5.8 Department of Translation Studies	Dean FAC, Head/ Languages	Completion Percentage of new Department	30%	75%	100%		
		1.1.5.9 Department of Sustainability Management	Dean FCM, Heads	Completion Percentage of new Department	10%	20%	50%	70%	100%
		1.1.5.10 Department of Lagoon Studies (Botany)	Dean FOS, Heads	Completion Percentage of new Department	10%	20%	50%	70%	100%
		1.1.5.11 Department of Aquatic Resource Management (Zoology)	Dean FOS, Heads	Completion Percentage of new Department	10%	20%	50%	70%	100%
		1.1.5.12 Department of Human Resource Management	Dean FCBS/TC	Completion Percentage of new Department	10%	30%	50%	70%	100%
		1.1.5.13 Department of Marketing Management	Dean FCBS/TC	Completion Percentage of new Department	10%	30%	50%	70%	100%
		1.1.5.14 Department of Accounting and Financial Management	Dean FCBS/TC	Completion Percentage of new Department	10%	30%	50%	70%	100%
		1.1.5.15 Department of Business and Information Management	Dean FCBS/TC	Completion Percentage of new Department	10%	30%	50%	70%	100%
		1.1.5.16 Department of Tourism and Leisure Management	Dean FCBS/TC	Completion Percentage of new Department	10%	30%	50%	70%	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				
					2025	2026	2027	2028	2029
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 Integrating research into undergraduate programs	VC, Deans	Percentage of students who undertake research as a part of the degree program	38%	42%	45%	48%	50%
		2.1.1.2 Strengthening Research Degree programs	Deans, Coordinators of the programs	No. of students following for Master's Programs per year	280	300	350	375	400
				No. of students following for MPhil Programs per year	140	150	150	150	175
				No. of students following for Doctoral Programs per year	50	75	75	75	80
		2.1.1.3 Encouraging research by providing incentives	VC, Deans, Bursar	No. of research grants allocated per year by EUSL	15	20	25	25	28
				No. of research grants obtained from local/ overseas Agencies	9	12	15	18	20
		2.1.1.4 Implementing the policies & guidelines related to research	VC, Deans, research council	Percentage of adoption of research policies and guidelines	90%	100%	100%	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	220	240	260	280	300
		2.1.1.6 Encouraging commercialization of research	VC, Deans, UBL	No. of patents, inventions, innovations and new products registered	1	1	2	2	2
		2.1.1.7 Enhancing Research outputs of staff and students and ensure the global visibility to the University's research output	Librarian, Senior Assistant Librarians	No of workshops for students and staff through Research Support Service	5	5	5	5	5
				Percentage of documents digitized and uploaded to the repository	100%	100%	100%	100%	100%
	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	8	8	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	240	260	280	300	320
				No. of conference presentations	100	110	120	130	140
		2.1.2.3 Promoting research collaborations with National and International organisations	VC, IAD	No. of research collaboration with national/ international organisations	06	08	10	11	12
	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	8	8	12	15	18
		2.1.3.2 Providing Faculty Awards for research	Deans, Heads	No. of Faculty award awarded per year	4	5	6	8	10
	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	3	4	5	6	7
		2.1.4.2 Publishing the journal volume regularly		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				
					2025	2026	2027	2028	2029
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)	10	10	15	15	20
		3.1.1.2 Receiving Overseas Fellowships/ Scholarships/ Trainings/ Short Courses for Professional Development	Academic/ Administrative staff	No. of Fellowships/ Scholarships/ Trainings/ Short Courses attended by the staffs per year	10	10	10	10	10
		3.1.1.3 Providing trainings for Staff through ENACT project	IAD	No. of overseas programs organized by ENACT project					
				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	50%	60%	70%	70%	80%
		3.1.2.2 Designing and implementing 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/outside to Academic Staff	3	3	3	3	3
				No. of capacity building training programs conducted in- house/outside to Non - Academic Staff	6	6	6	6	6
		3.1.2.3 Recognizing staff	VC, Deans	No. of Reward Types	5	6	6	6	6
		3.1.2.4 Designing work norms and work ethics	VC, Deans	No. of document for work norms and work ethics	2	3	3	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 Renovating Student Hostels (A,B,C Blocks) - Girls/Boys	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.2 Constructing Waste Water Treatment Plant for Sarasavi Medura Girls Hostel	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.3 Constructing Treatment Plant for Sewerage and Waste water for the Student's Hostels Premises at EUSL	CW&P & WE	Percentage of project completed			100%		
		3.2.1.4 Lightning Protection System for Hostel - Sarasavi Medura	CW&P & WE	Percentage of project completed	100%				
		3.2.1.5 Renovating Guest House (209, Bar Road, Batticaloa)	CW&P & WE	Percentage of project completed	100%				
		3.2.1.6 Completing the 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 Renovating Staff Quarters (D, C Blocks)	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.8 Supplying, Installing, and Commissioning an Elevator in the Senate House of EUSL	CW&P & WE	Percentage of project completed		100%			
		3.2.1.9 Expanding the Senate Building (stage 1)	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.10 Constructing a Staff vehicle park	CW&P & WE	Percentage of project completed		100%			
		3.2.1.11 Constructing a Vehicle Park for CICT	CW&P & WE	Percentage of project completed		100%			
		3.2.1.12 Constructing the Vehicle Service place	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.13 Upgrading the Canteen at Kaluwankerney	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.14 Fixing the Elevators - FOA	CW&P & WE	Percentage of project completed	50%	100%			
		3.2.1.15 Constructing the Access Road inside the Farm Land at Palacholai (2KM)	CW&P & WE	Percentage of project completed	25%	25%	100%		
		3.2.1.16 Canopying Benches or Summer huts at Technology Premises	CW&P & WE	Percentage of project completed		100%			
		3.2.1.17 Upgrading the Building of the Career Guidance Unit	CW&P & WE	Percentage of project completed		100%			
		3.2.1.18 Constructing Open Student Welfare Facility Centre	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.19 Expanding the Health Centre (1st Floor)	CW&P & WE	Percentage of project completed		50%	100%		
		3.2.1.20 Constructing the pathways on both sides of internal road	CW&P & WE	Percentage of project completed	100%				
		3.2.1.21 Constructing a Flyover	CW&P & WE	Percentage of project completed			100%		
		3.2.1.22 Upgrading FGS Premises			-	100%			
	3.2.2. Upgrading the CICT for a reliable advanced Management Information System.	3.2.2.1 Supplying, Installatling, and Commissioning the Extension of Network for Shifting and Upgrading Server Room, CICT	CW&P & WE	Percentage of project completed	100%				
		3.2.2.2 Renovating the CICT building	CW&P & WE	Percentage of project completed	100%				
		3.2.2.3 Supplying and fixing an elevator in the CICT Building	CW&P & WE	Percentage of project completed	100%				
		3.2.2.4 Fixing a Lightning Protection System at CICT Building	CW&P & WE	Percentage of project completed	50%	50%			
		3.2.2.5 Supplying, Installing, and 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 Supplying and Fixing the 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 Constructing the Farm Office Building Complex at Palacholai	CW&P & WE	Percentage of project completed		100%			
		3.2.3.3 Establishing Electricity Line into the Farms Land Area at Palacholai (Stage II)	CW&P & WE	Percentage of project completed		100%			
		3.2.3.4 Establishing a Farm for Department of Agricultural Chemistry, FOA	CW&P & WE	Percentage of project completed		100%			

	Activity	Responsible	Indicator	Y1	Y2	Y3	Y4	Y5
	3.2.3.5 Establishing Farm Irrigation in the Farmland of the FOA	CW&P & WE	Percentage of project completed		100%			
	3.2.3.6 Improving the Internal Works at the New Building Complex for the DELT, FAC	CW&P & WE	Percentage of project completed	100%				
	3.2.3.7 Completing Semi-Permanent Study Hall with Toilets for the FAC	CW&P & WE	Percentage of project completed	100%		100%		
	3.2.3.8 Developing the Soil testing laboratory to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed		100%			100%
	3.2.3.9 Developing the water quality testing to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed		100%			100%
	3.2.3.10 Developing the Weather Station to the Department of Geography, FAC	FAC, CW&P & WE	Percentage of project completed		100%			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%			100%
	3.2.3.12 Building Complex for the FAC Phase –II	FAC, CW&P & WE	Percentage of project completed		50%	100%		50%
	3.2.3.13 Supplying and Fixing the Curtain for windows at the DELT Building, FAC	FAC, CW&P & WE	Percentage of project completed	100%		100%		
	3.2.3.14 Fixing the Elevators - FOT	CW&P & WE	Percentage of project completed		100%			100%
	3.2.3.15 Constructing Building Complex for the FOT	FOT, CW&P & WE	Percentage of project completed			100%		
	3.2.3.16 Constructing Building Complex for the FOS Phase – II	FOS, CW&P & WE	Percentage of project completed			100%		
	3.2.3.17 Constructing Building complex for the Faculty of Graduate Studies	CW&P & WE	Percentage of project completed			100%		
	3.2.3.18 Completing the Balance of the Professorial Unit	CW&P & WE	Percentage of project completed					
	3.2.3.19 Upgrading the library facilities to provide modern library services to the users	Librarian, Senior Assistant Librarians	No. user survey conducted per year	2	2	2	2	2
			No. library policies developed					
			No. of Artefacts collected	5	5	5	5	5
			Percentage of furniture procured					
	3.2.3.20 Strengthening the human resources and improve the capacity of the library staff	Librarian, Senior Assistant Librarians	No. of cadre filled					
			No. of cadre created per year	2	2	2	2	2
			No. of overseas/local short-term trainings provided to the staff per year	2	2	2	2	2
			No. of exposure visits to other Libraries per year	1	1	1	1	1
			No. library self-evaluations per year	1	1	1	1	1
3.2.4 Improving Sports facilities.	3.2.4.1 Lighting Arrangement for the Playground at the EUSL	CW&P & WE	Percentage of project completed		100%			
	3.2.4.2 Constructing the Multipurpose Indoor Stadium at EUSL	CW&P & WE	Percentage of project completed		50%	50%		

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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				
					2025	2026	2027	2028	2029
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 Conducting regular awareness workshops to students and staff	UBL	No. of Workshops	3	4	5	5	5
		4.1.1.2 Conducting workshop on commercialization	UBL	No. of Workshops	1	1	1	1	1
		4.1.1.3 Conducting seminars to academic staff on partnership and commercialization	UBL	No. of Seminars	2	3	3	3	3
		4.1.1.4 Facilitating faculties to conduct more international research symposiums	UBL	No. of symposiums	1	2	2	2	2
		4.1.1.5 Designing/ improving one policy based on research conducted by STEM, HEMS/ the combination of STEM & HEMS	UBL	Percentage of the progress	75%	100%	100%	100%	100%
		4.1.1.6 Organizing seminars between industries and researches	UBL	No. of Seminars	5	5	5	5	5
		4.1.1.7 Signing 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 Developing the University Model Village SAVUKKADI	CICL	Percentage of mothers say that their children are well nourished	80%	80%	85%	90%	95%
		4.1.2.2 Facilitating the new Industries with UBL and strengthen the existing Industries	CICL	No. of industries beneficiated	3	4	4	4	4
		4.1.2.3 Mobilizating resources (Technical and Financial)	CICL	No. of MoUs signed	1	1	1	1	1
	4.1.3 Strengthening the Centre for External Degree and Extension Course.	4.1.3.1 Developing and conducting courses through Open and Distance Learning (ODL) mode and use ICT to mediate learning	CEDEC	No. of diploma programs	5	6	7	7	8
				No. of offered certificate program	7	8	9	9	10
				No. of offered extramural program	8	8	8	8	9
				No. of offered Bachelor Degrees	3	4	4	4	4
		4.1.3.2 Providing orientation and training for 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	3	4	4	4	5
		4.1.3.3 Franchising with external institutes to widen the operations of the distance learning enterprise service	CEDEC	No. of identified institutions to franchise	1	1	1	1	1
		4.1.3.4 Enhancing the quality of the program	CEDEC	No. of Program Review	Once in 5 years				
				No. of Curriculum Revision	Once in 5 years				
	4.1.4 Promoting Innovative Park for Community/ Industry Coordination and Collaboration.	4.1.4.1 Expanding industrial technological centre	FCM	No. of events organised	8	10	12	12	14

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				
					2025	2026	2027	2028	2029
5.1 To promote social harmony in Eastern University, Sri Lanka.	5.1.1 Enhancing accountability and transparency.	5.1.1.1 Promoting staff in a timely, transparent, and accountable manner	VC, Registrar, Deans, Heads	Average time taken for promotions (excluding those that require external evaluation)	8 months	6 months	6 months	5 months	4 months
				Professor Promotions (excluding those that require external evaluation)	12 months	12 months	12 months	12 months	12 months
		5.1.1.2 Ensuring substantive and procedural fairness 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)	6 months	3 months	3 months	2 months	1 month
		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	90%	90%	90%	95%	100%
				Percentage of administrative matters operated through paperless mode	80%	90%	90%	95%	100%
		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	90%	100%	100%	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	5	6	7	7	8
				No. of Interactive sessions/ workshops/ events with the society	15	17	20	23	25
	5.1.3 Encouraging staff & students to collaborate with external organizations and community.	5.1.3.1 Publishing books and articals	Academic staff	No. of publications	15	18	20	22	25
		5.1.3.2 Conducting professional development programs for public and private sector employee community	Deans, Heads, CGU	No. of programs conducted per year	6	6	8	8	10
		5.1.3.3 Conducting community outreach programs	Deans, Heads,	No. of programs conducted per year	30	35	40	45	50
		5.1.3.4 Developing networks of local entrepreneurs and student community for joint entrepreneurship development programs	UBL, CICL	No. of networks developed per year	2	2	2	2	2
		5.1.3.5 Providing community-based outreach library services	Librarian, Senior	No of Library Newsletter published	1	1	1	1	1
				No of International Conferences / symposium in LIS held	1	1	1	1	1

				No of Library month / week organised	1	1	1	1	1
				No of Journal issues published in Library & Information Science	2	2	2	2	2
				No of Art Gallery / Art Exhibition held	1	1	1	1	1
	5.1.4 Empowering and promoting ethnic, social and religious inclusion.	5.1.4.1 Promoting and encouraging multicultural, social and multi – religious events	Deans, SAR/SAD, Student Counsellor	No. of multicultural and social events held	10	12	15	18	20
	5.1.5 Promoting gender equity and equality among the stakeholders.	5.1.5.1 Establishing the Counselling & referrals cell	VC, GEE Cell	Percentage of project completed annually	50%	80%	100%	100%	100%
		5.1.5.2 Conducting workshops for students on gender empowerment, Ragging prevention, Sexual and reproductive health, etc.	GEE Cell, CGU	No. of programs conducted per year	8	10	10	10	10
		5.1.5.3 Conducting 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 Establishing complain mechanisms in university level for SGBV	GEE Cell	No. of complaints received per year	0	0	0	0	0