2014 Operational Plan

Technological University of the Philippines
MESSAGE FROM THE PRESIDENT

In 2014, the Technological University of the Philippines commences the implementation of its Seven-Year Strategic Plan (2014-2020). It shall build on what it has achieved so far while inevitably being required to respond to challenges in the national and international arena.

In collaboration with the Higher Education Reform Agenda and the implementation of the K to 12 Program, TUP gears up to review and rationalize its program offerings particularly the General Education Curriculum in preparation for the intake of the K to 12 initial graduates. Similarly, it will also embark on a major change in its pedagogy and quality assurance assessments to make its graduates more competitive once the ASEAN Economic Community 2015 (AEC 2015) is implemented.

In the midst of all these challenges, TUP is resolute to steer its wheel towards regional and global recognition through the production of highly skilled graduates and high-level professionals to meet the manpower needs of the industry locally and internationally. It shall continue to improve quality and standards to raise the level of educational outcomes and increase the social relevance of its mandates particularly the expansion of access to quality higher education among the low-income and disadvantaged group.

It is without doubt that through efficient resource management, shared ownership and responsibility and strong leadership the goals, objectives and targets set forth in this Operational Plan will be realized.

More power to all of us!

DR. OLYMPIO V. CAPARAS
Officer-in-charge
TUP as the Premier State University in Technology Education

Mission

The University shall provide higher and advanced vocational, technical, industrial, technological and professional education and training in industries and technology, and in practical arts leading to certificates, diplomas and degrees.

It shall provide progressive leadership in applied research, developmental studies in technical, industrial, and technological fields and production using indigenous materials; effect technology transfer in the countryside; and assist in the development of small-and-medium scale industries in identified growth centers.

Core Values

The TUPIAN’s Core Values

- Transparency & participatory governance
- Unity in the pursuit of TUP mission, goals & objectives
- Professionalism in the discharge of quality service
- Integrity and consistent commitment to maintain the good name of the University
- Accountability for quality individual & organizational performance
- Nationalism through tangible contribution to the rapid & sustained economic growth of the country
- Shared responsibility in the compliance of the national mandates of the University
## 2014 OPERATIONAL PLAN

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<th>POLICIES AND STRATEGIES</th>
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<th>ACTIVITIES</th>
<th>TARGETS</th>
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<tr>
<td>MFO 1: HIGHER EDUCATION SERVICES</td>
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<td>P274,896,000</td>
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<tr>
<td>Quality and responsive academic programs</td>
<td>1A</td>
<td>Gearing towards international standards</td>
<td>Curricular benchmarking with at least three ASEAN institutional partners</td>
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<td>Deans through the Office of the Vice-President for Academic Affairs</td>
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<td></td>
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<td>• Review of the relevance of existing curriculums to international standards</td>
<td>• BOR approval of revised curriculums</td>
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<td></td>
<td></td>
<td>• Development of AEC 2015 compliant curriculum in technology, engineering, industrial education and arts</td>
<td>• Preparation of permits and other required documents</td>
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<td></td>
<td>• Establishment of TUP Open University</td>
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<td>1B</td>
<td>Gearing towards compliance to national standards</td>
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<td>• Pursuit of COE/COD status for flagship programs (continuing program)</td>
<td>• Comply with all the reportorial documents</td>
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<td>ACAD Program through Concerned Colleges</td>
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<td>• Continuing assessment and accreditation of curriculums</td>
<td>• Preparation of Candidate status of the following 3 undergraduate programs: 1.BS Hotel and Restaurant Management (HRM) 2.BS Food Technology (FT) 3.Bachelor of Technical Teacher Education (BTTE)</td>
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<td></td>
<td></td>
<td>• Preparation of needed requirements</td>
<td>• Voluntary accreditation of undergraduate and graduate programs</td>
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<td></td>
<td>Program review vis-à-vis outcomes-based education (OBE), typology and quality assurance</td>
<td>Revision of curricular programs towards outcomes-based education (OBE)</td>
<td>OBE-ready curriculum of flagship programs</td>
<td>ACAD Program through concerned colleges</td>
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<td></td>
<td>Program review of existing General Education Curriculum (GEC)</td>
<td>Upgrading the existing GEC as per CMO 20 in collaboration with the K to 12 program</td>
<td>BOR approval of the revised GEC</td>
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<td>2</td>
<td>Reengineering the curricular programs to make them technology, market, globally as well as environmentally responsive</td>
<td>Revision/Assessment of undergraduate programs</td>
<td>Curricular revision/assessment of five (5) undergraduate programs</td>
<td>ACAD PROGRAM</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Development and offering of new programs which are technology, market, environmentally and globally responsive</td>
<td>Offering of new undergraduate programs</td>
<td>Work for the elevation of Chemistry/Physics Program to BS Course</td>
<td>-Col of Arts and Sciences/TUP-T-Colleges of Industrial Technology/Architecture &amp; campuses</td>
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<td>4</td>
<td>Integration of human values in curricular and co-curricular activities with emphasis in good citizenship</td>
<td>Strengthening the relationship between the colleges and among students.</td>
<td>Organization of more inter-college curricular and co-curricular activities to mobilize student participation</td>
<td>All Colleges OSA Guidance Office</td>
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<td>Upgrading of the Guidance and Counseling Office</td>
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<td>Organization of active and responsive Guidance and Counseling Office for the University &amp; campuses</td>
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<td>Employment of appropriate number of guidance councilors</td>
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<td>Organization of seminars/trainings</td>
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<tr>
<td>Title</td>
<td>Timeframe</td>
<td>Description</td>
<td>Responsible Party</td>
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| Improved teaching effectiveness and competency                        | 5         | • Improvement of teacher-student interaction using more effective pedagogical approaches in teaching  
• Attendance to relevant seminars, workshops, conferences, trainings and symposia  
• Attendance to crash program towards effective teaching  
• Holding of seminars, conferences, and workshops by the colleges  
• Attendance of 25% of the faculty members to relevant seminars, workshops, conferences, trainings and symposia  
• Holding of one (1) orientation-seminar for newly-hired faculty members/campus  
• Conduct of one (1) in-service training on teaching methodologies by campus  
• Conduct of at least one (1) seminar, conference, and workshop on work commitment to be organized by the different units by campus | Deans/Colleges campus-wide                                                                                           |
| Enhanced academic linkages                                            | 6         | • Expansion of partnership with the private sector, industries, and other scientific institutions on academic endeavors  
• Establishment of consortia and academic exchange programs with national and international universities  
• Establishing linkage with industries in areas of research and development as well as practicum/internship of students  
• Instituting faculty and student exchange program  
• Forging of fifteen (15) MOAs for apprenticeship and on-the-job training.  
• Signing of MOU with two (2) foreign and three (3) local universities | Concerned Campus/colleges/ILLEAO                                                                                       |
| Strengthening of academic-research interface                          | 7         | • Conduct study on full academic research integration or verticalization  
• Completed one (1) study and concept paper re full academic-research integration or verticalization | ACAD and URDS                                                                                                          |
| Effective performance monitoring and evaluation                       | 8         | • Strategic Performance Management System(SPMS)  
• Participatory evaluation of faculty teaching effectiveness and efficiency to be participated in by the students, peers and supervisors  
• Full implementation of the SPMS | Deans and Department Heads of Campuses PDIS office                                                                  |
<table>
<thead>
<tr>
<th>MFO 2: ADVANCE EDUCATION</th>
<th>P7,594,000</th>
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<tbody>
<tr>
<td>Excellence in learning geared towards the development and production of technologically competent and globally competitive graduates.</td>
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<td>9</td>
<td>Strengthening of graduate education programs</td>
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<td>10</td>
<td>Development of customize programs of various areas appropriate to the academic needs of the international community</td>
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<td>11</td>
<td>Upgrading existing programs</td>
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<td>12</td>
<td>Assessment of learning outcomes</td>
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<tr>
<td>13</td>
<td>Enhanced research capacity</td>
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ACAD/Office of the Graduate School

ACAD/Office of the Graduate School

Graduate Programs Office Accreditation Office

All colleges and campuses

Graduate Programs Office
<table>
<thead>
<tr>
<th>MFO 3: RESEARCH SERVICES</th>
<th>P30,003,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellence in Engineering and Technology Research</td>
<td>OVPRE/IRTC</td>
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<tr>
<td>14</td>
<td>Implementation of relevant programs supportive of the national development goals focused on excellence in engineering and Technology research</td>
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<tr>
<td>15</td>
<td>Enhanced research outputs on Engineering and technology and other related fields</td>
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<tr>
<td>16</td>
<td>Research capability enhancement program focusing on engineering and technology</td>
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<td>No.</td>
<td>Objectives</td>
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<tr>
<td>17</td>
<td>• Pursuit of accreditation of existing TUP research journal • Expanded pool of referees and editors for publication of research journals • CHED recognition of existing TUP research journal</td>
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<tr>
<td>18</td>
<td>• Development of improved research processes and management systems</td>
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<td>19</td>
<td>• Research productivity</td>
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<tr>
<td>19</td>
<td>• Research linkage and collaboration</td>
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<tr>
<td>20</td>
<td>• Continuing non-formal education and technology transfer programs</td>
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| 21 | Enhanced partnerships with GO’s, NGO’s, and other organizations | Increasing the number of linkages with MOA | Additional 5 recognized community programs with MOA | UES and IILEAO |
| 22 | Enhanced staff/faculty and student extension participation | Capability enhancement activities for both staff/faculty and students | 1 capability enhancement activity each for staff, faculty and students | UES, colleges and campuses |
| 23 | Establishment of the National Extension and Training Center in TUP | Conceptualization and preparation of required permits and other relevant documents | Phase 1: Sectoral consultation and drafting of master plan | OVPRE and UES |

**B. SUPPORT TO OPERATIONS (STO)**

<table>
<thead>
<tr>
<th>STO 1: AUXILIARY SERVICES</th>
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<th>P20,925,000</th>
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<tbody>
<tr>
<td>Modernized University systems</td>
<td>Maintenance of a cleaner, healthier and environment-friendly University.</td>
<td>Provide physical facilities and amenities needed to maintain excellence and provide enhanced opportunities to faculty, staff and students.</td>
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<td></td>
<td>Installation of backflow valves and traps to all sewer systems leading to the public sewer in TUP-Manila (Phase 1)</td>
<td>Construction of Ecology Center for improved waste disposal system in TUP.</td>
</tr>
</tbody>
</table>
| Efficient management of resources | 25 | Accelerated infrastructure projects | Improvement of facilities and infrastructures | Construction of 1 building per campus  
Waterproofing and repainting of the TUP-Manila buildings, exterior and interior  
Repair/replacement of building fenestrations (Phase 1)  
Rehabilitation of the TUP-Manila Technical Education Department Building (Phase 1)  
Construction of a canteen and business stalls in TUP-Manila (Phase 1)  
Elevating concrete pavements to pedestrians and vehicular ground areas in TUP-Manila (Phase 1) |
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<tbody>
<tr>
<td>26</td>
<td>Upgrading of Technology infrastructure</td>
<td>Integration, interconnection and harmonization of IT/ICT systems and infrastructure within and across all TUP campuses</td>
<td>Formulation of policies and mobilization of iTUP teams within and across all TUP campuses</td>
<td>UITC and Campus Directors</td>
</tr>
<tr>
<td>27</td>
<td>Review and rationalization of physical resource utilization</td>
<td>Proper physical lay outing, scheduling and use of buildings and facilities to increase net usable space for teaching, research and student activities</td>
<td>Finalization of the University Comprehensive Land Use Plan and approval by Land Use Planning Board</td>
<td>OP and GASS</td>
</tr>
<tr>
<td>28</td>
<td>Strengthen operational complementation among the various departments and centers in the university</td>
<td>Sharing and distribution of management responsibility and accountability; development of desirable work ethics and values; cultivation of an environment of harmony, solidarity, peace and teamwork</td>
<td>Improved services</td>
<td>All Offices in the campus</td>
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**STO 2: GENERAL ADMINISTRATION AND SUPPORT SERVICES**

<table>
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<tr>
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<th>Manila. (Phase 1)</th>
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<tr>
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<td></td>
<td>• Construction of a chapel in TUP-Visayas</td>
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<tr>
<td>29</td>
<td>• Computerization of collection and enrollment system and digitization of student and personnel records</td>
<td>• Improvement of the enrollment system</td>
<td>• Computer program completed</td>
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<td></td>
<td>• Development of an Information System which will include online enrollment module, cashier module, registrar module, faculty module, student module, reports module, grades module and personnel records module.</td>
<td>• Establishment of minimum infrastructure requirement (purchase of hardware and internet connection)</td>
<td>• Digitization of student and personnel records</td>
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<tr>
<td>30</td>
<td>• Transparent and participatory fiscal management</td>
<td>• Refinement of initiatives for transparent and participatory fiscal management</td>
<td>• Review and finalization of Process Flow in all offices</td>
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<tr>
<td>31</td>
<td>• Aggressive pursuance of external funding support through advocacy efforts with stakeholders like alumni, legislators, and other supporters</td>
<td>• Generation of supplemental funds</td>
<td>• Research/Project proposals approved for funding from external sources</td>
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<tr>
<td>32</td>
<td>• Support to and implementation of Disaster Risk Management, Climate Change, and Natural Resources R&amp;D</td>
<td>• Capacity Building and application of S &amp; T for disaster risk management</td>
<td>• Conduct of training/seminar</td>
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<td>• Improved student support services</td>
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<td>33</td>
<td>• Refinement of admission processes for an expanded and equitable access to quality education</td>
<td>• Liberalization of admission requirements for incoming students</td>
<td>• Increase enrollment by 15% in 2015</td>
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<td>• Establishment of an effective system of supporting, monitoring, and evaluating services to enable students to graduate within the prescribed period of time</td>
<td>• Establishment of college-based learning assistance programs for students and licensure examinees</td>
<td>• Annual increase of quality/honor student enrollees by 10%</td>
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<td>34</td>
<td></td>
<td>• Increased passing percentages for TUP graduates in various licensure examinations by 10% above the national passing rate</td>
<td>• Reduced number of students failing in basic courses by 10%.</td>
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<tr>
<td>35</td>
<td>Highly qualified and competent faculty and staff</td>
<td>Recruitment, development, and retention of academically-excellent and output-driven faculty and staff with high sense of institutional commitment</td>
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<tr>
<td>36</td>
<td>Enrolment of faculty and staff members in advanced degrees; attendance to trainings and membership to professional organizations</td>
<td>Increased number of faculty and staff members with advanced degrees</td>
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<td>36</td>
<td>Creation of a gender-sensitive working environment that inspires and challenges the professional capabilities of the personnel and promotes interaction and complementation among them</td>
<td>Conduct of regular socio-cultural activities and retreat workshops</td>
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<tr>
<td>36</td>
<td>Motivated and spiritually uplifted faculty and staff</td>
<td>Gender and Development Program &amp; all colleges/campuses</td>
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### STO 3: Resource Generation

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<th>Description</th>
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<td>37</td>
<td>Increased financial viability</td>
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<td>37</td>
<td>Intensify external funding through advocacy efforts with stakeholders like alumni, legislators, and corporate sponsors</td>
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<td>37</td>
<td>Formulate policies relevant to receiving gifts and donations</td>
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<td>38</td>
<td>Expand existing production projects</td>
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<td>Expand the income generating capability of existing projects</td>
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<td>Implementation of new IGPs</td>
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<td>Operative TUP Language Center</td>
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<td>Resource Generation Office</td>
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</tbody>
</table>
Goals, Strategies and Targets
Key Strategies for 2014

**Strategic Goals**

1. Relevant and responsive curricular offerings
2. Excellence in Engineering and Technology research
3. Leadership in community services
4. Highly qualified and competent faculty and staff
5. Modernized University systems
6. Efficient management of resources
7. Increased financial viability of the University

**Strategic Initiatives**

In 2014 TUP shall continue to build on what it had achieved so far while inevitably being required to respond to new challenges particularly the ongoing Public Higher Education Reform and the implementation of K to 12. It shall continue to invest genuine strategic direction in the operational management of the University, maintaining morale through good communication and effective collegiality.

Emphasis shall be placed on:

- enhancing the quality of learning and producing a holistic educational outcome by regular review of the educational objectives, curriculum and pedagogy and modes of delivery in the University;

- maintaining relevant student support services, functions and facilities, including provision for regular, systematic access to educational advice, scholarship, trainings, seminars and the likes;

- securing favorable outcomes in 2014 AACUP Accreditation and application for Center of Excellence for the Engineering programs;

- promoting research excellence by enhancing research activities and undertaking national and international benchmarking;

- attracting and retaining qualified faculty and staff researchers by maximizing the use of available resources of the University to enrich the intellectual, cultural, educational, economic and social life in the University;

- maintaining the University’s contribution to technologically-driven national and regional developments;

- strengthening links with the community and local government units, non-governmental organizations, industry-based organizations, professional/scientific organizations, and educational institutions;

- strengthening the university’s infrastructure and information technology system;

- improving the overall unit-of-resource funding through achievement of the University’s 2014 income targets from income generating projects;

- demonstrating first class management systems and processes, including plan-driven incentive-based budgeting, complete internal quality assurance mechanisms including annual staff performance reviews and strategic risk monitoring and reporting; and
The University shall provide quality and responsive academic programs relevant to the needs of time integrating values on lasting peace and the rule of law, integrity in governance, environment protection, climate change adaptation and mitigation, as well as other thrusts in the national agenda.
Instruction

Enhance the quality of learning and produce well-rounded and holistic educational outcomes in the University through:

- regular review of the educational objectives, pedagogy and modes of delivery of all undergraduate and postgraduate programs to ensure that teaching and learning are geared towards the highest international standards of curriculum design, pedagogy, modes of delivery and interaction between faculty members and students;

- Periodic assessment of the relevance of curricular offerings to the University's mandate and national agenda;

- maintenance of world-class student support services, accreditation, functions and facilities, including provision for regular, systematic access to educational advice and feedback from faculty members and staff;

- expanded access to quality yet affordable higher and advanced education; and

- development of flexible course structures and delivery modes.

By the end of 2014, the University has:

A. Higher Education
- benchmarked with at least three ASEAN institutional partners
- sought BOR approval of revised curriculums (OBE & GEC)
- prepared the permits and other required documents for the TUP Open University
- Comply with all the reportorial documents for the COE/COD application for flagship programs
- prepared the requirements for the Candidate status of 3 undergraduate programs
- conducted curricular revision/assessment of nine (5) undergraduate programs
- worked for the elevation of Chemistry /Physics Program to BS Course
- Upgraded the 3 year courses to BS courses (Preparatory stage)
- organized more inter-college curricular and co-curricular activities to mobilize student participation
- organized active and responsive Guidance and Counseling Office for the University & campuses
- employed appropriate number of guidance councilors
- encouraged 25% of the faculty members to attend relevant seminars, workshops, conferences, trainings and symposia
- has conducted at least 3 in-service trainings relevant to teaching effectiveness, work commitment and spiritual upliftment
- forged two (2) MOAs for apprenticeship and on-the-job training and two (2) MOAs for international academic partnerships
- completed study and concept paper re full academic-research integration or verticalization
- fully implementation the SPMS

B. Advanced Education
- developed and sought for the BOR approval of the graduate program manual of operations
- significant increase in the number of Graduate School publications in refereed journal
- forged one (1)partnership program with foreign educational institution abroad
- prepared the requirements for the Candidate status of 10 existing graduate programs
- Completed the following research outputs: 1 Tracer Study, 10 researches from graduate school professors and 239 thesis & dissertations
Research

The University shall conduct researches on technology, technology education and related fields that shall contribute to the enhancement of the quality of life, sustainable economic growth, environment protection and climate change adaptation and mitigation.
Research

Strategies

To promote research excellence by:

- benchmarking research performance against the highest national and international standards for research in higher education institutions;

- identifying and nurturing particular fields of research activity in which the University has concentrations of research activity;

- prioritizing the growth of external funding for research and research education, from both government and industry, particularly the growth of national competitive research income;

- stressing the importance of applied research, technology transfer and the development and commercialization of research outputs with corresponding intellectual property, through recognition of the primary interests of the research proponents;

- conduct of wider campaign and information dissemination on the importance and conduct of research;

- recognizing and rewarding outstanding research performance;

- providing researchers with competitive research infrastructure; and

- maintaining the highest ethical standards in compliance with internal and external regulations or codes of research practice.

Targets for 2014

By the end of 2014, the University has:

- prepared a Program Concept for the establishment of SPECIALIZED research laboratories
- done phase 1 of the conversion of the IRTC to National Research Center in Engineering and Technology
- conducted training/seminar on Capacity Building and application of S & T for disaster risk management
- conducted and completed 36 research projects on schedule
- presented 22 research outputs locally
- presented 9 research outputs in regional/national/international forums or conferences
- submitted 2 research outputs for patenting
- 162 researches conducted by faculty and students in the graduate programs
- attendance of research staff in 4 trainings/conferences
- conducted 4 batches of research orientation among engineering and technology students and 4 enhancement activities
- conducted research mentoring & coaching for 50 faculty & employees
- expanded its pool of referees and editors for publication of research journals
- worked for CHED accreditation of existing TUP research journal
- conducted 4 meeting sessions for the preparation of research thrusts/direction
- formulation research policies on the improvement of University research processes and management system
- updated research the URDS Manual of Operation
- Conducted periodic monitoring and evaluation of researches and operation
- garnered P10,000 increase income from research compared to that of the previous year
- Establishment of 5 linkages in industries, universities locally/ internationally for research funding
The University shall provide relevant extension programs in technology education and livelihood skills towards poverty reduction, and empowerment of the poor and marginalized sectors of the society.
Extension

Strategies

To serve the wider community by:

- maximizing available resources and expertise of the University and enriching the intellectual, cultural, educational, economic and social life of people that the University serves;

- transferring of technology and continuing education for the enhancement of professionals, semi-skilled manpower in the academe, industry and community;

- sustaining the development of a dynamic community that is socially & economically transformed particularly in the deprived, depressed, and under-privileged areas;

- disseminating research outputs to the right public and coordinating with the income generating program office for commercialization of market-driven technology research outputs;

- strengthening linkages with the local government units, non-governmental organizations, industry-based organizations, professional/scientific organizations, and educational institutions in the implementation of academic extension programs; and

- planning, monitoring and evaluating the effectiveness of all academic extension programs and projects.

Targets for 2014

At the end of 2014, the University has:

- conducted training/seminar on entrepreneurial management, solid waste management, and training management (one in each area);
- adopted 1 additional community with self-sufficiency and impact per campus;
- conducted skills development training in vocational, technical, engineering, arts and sciences;
- conducted 4 techno exhibits/demonstration with cost analysis;
- worked for the adoption of 4 technology outputs;
- commercialized 2 technology-generated projects;
- developed IEC materials for dissemination;
- prepared 1 issue for the Philippine Extension Journal;
- implemented 5 additional recognized community programs with MOA;
- has forged 11 additional partnerships with GO’s, NGO’s and industries;
- conducted 1 capability enhancement activity each for staff, faculty and students;
- has trained 11 additional extension mentors per campus;
- conducted sector consultation and drafting of master plan relevant to the establishment of the National Extension & Training Center;
- acquired the needed equipment and facilities for the National Extension & Training Center.
Staff Development

The University shall build a pool of highly qualified, competent and multi-skilled faculty and staff to produce globally competitive graduates who are expected to contribute to rapid and sustained economic growth of the country.
Staff Development

Strategies

To attract, support and develop outstanding academic and administrative staff by:

- developing and implementing a University Human Resource Plan and recruitment strategy that takes into account wider employment market trends and, the University’s workforce requirements and positions the University as the employer of first choice;

- providing incentives to faculty members and individuals designed to attract and retain academic teachers, researchers and scholars of the highest international standing; and

- ensuring that the results of a comprehensive staff appraisal system are used systematically and effectively to improve productivity and performance at all levels of the University.

Targets for 2014

At the end of 2014, the University has:

- significantly increased the number of faculty with advanced degrees;

- significantly increased the number of faculty/staff who have completed in-service trainings and attended in relevant seminars, conferences or forums;

- improved the quality performance and positive lifestyle, physical and mental fitness of employees;

- crafted policies for the improvement of personnel research, extension and training participation;

- crafted policies for the improvement of rewards and incentive system; and

- developed a database system for Gender and Development intensification programs.
Physical Plant and Facilities

The University shall upgrade physical plant and facilities for effective and efficient delivery of services with judicious management of resources taking into account transparency, and accountability.
Physical Plant and Facilities

**Strategies**

Enhance the physical plant and facilities environment by:

- maintaining a benchmarking system that provides a ready reference for enhancing / upgrading physical plants and facilities;

- developing and maintaining program on physical plant and facilities operation and maintenance;

- Enhancing and maintaining an environment that the beauty of nature and inspire one to better performance;

- Increasing instructional and research spaces including rooms/offices for support services.

**Targets for 2014**

At the end of 2014, the University has:

- constructed 1 building per campus;
- rehabilitated all comfort rooms in TUP-Manila;
- Installed backflow valves and traps to all sewer systems leading to the public sewer in TUP-Manila (Phase 1);
- started the construction of Ecology Center for improved waste disposal system in TUP-Manila. (Phase 1);
- construction a chapel in TUP-Visayas;
- completed the waterproofing and repainting of the TUP-Manila buildings, exterior and interior;
- started the repair/replacement of building fenestrations (Phase 1);
- started the rehabilitation of the TUP-Manila Technical Education Department Building (Phase 1);
- commenced the construction of a canteen and business stalls in TUP-Manila (Phase 1);
- started the elevation of concrete pavements for pedestrians and vehicular ground areas in TUP-Manila (Phase 1); and
- commenced the iTUP project: formulation of policies and mobilization of iTUP within and across all the TUP campuses.
Resource Management

The University shall implement an aggressive, efficient and effective management and administration of organizational resources and processes through transparent, accountable and participatory governance.
Resource Management

**Strategies**

Manage resources effectively by:

- Undertaking the resources levelling program to minimize excuses and shortages, in human, physical, and material resources including student services.

- Maintaining the quality and effectiveness of the current faculty and staff.

- Maintaining the quality and “work life” of the current stock of the physical and material resources.

- Maintaining an upgraded and functional information technology and system not only for communication and knowledge generation but for resources management.

- Maintaining a sound and healthy University budget.

**Targets for 2014**

At the end of 2014, the University has:

- fully implemented the computerized enrolment system;
- established minimum infrastructure requirement (purchase of hardware and internet connection) for the development of an Information System which will include online enrolment module, cashier module, registrar module, faculty module, student module, reports module, grades module and personnel records module;
- Implemented the digitization of student and personnel records;
- improved financial, records, personnel and student information management;
- tied-up with Land Bank for on-site payment of school fee (continuing);
- reviewed and finalized the Process Flow in all offices;
- generated supplemental funds through advocacy efforts with external partners;
- marked increase in enrolment through liberalization of admission of incoming students;
- 10% increase in the no. of quality/honor student enrollees;
- increased passing percentages for TUP graduates in various licensure examinations; and
- reduced number of students failing in basic courses.
Building a Dynamic TUP

The University shall transform its organizational structure and culture towards a dynamic TUP System where its campuses enjoy delegated autonomy.
Building a Dynamic TUP

**Strategies**

Transforming TUP into a dynamic University by:

- Enactment of new TUP Charter
- Farming out of new quality linkages and partnerships
- Establishment of new campuses

**Targets for 2014**

At the end of 2014, the University has:

- drafted a bill for the revision of the TUP Charter;
- increased productive linkages and institutional collaboration by 10 organizations; and
- converted the TUP Cuenca, Batangas extension into a Campus status.
The University shall formulate and implement viable/relevant production activities/business ventures including technology transfer and commercialization using the University’s available human/material resources that will generate income to support instruction, research and extension programs.
Financial Viability

**Strategies**

Ensure the University’s Financial Viability by:

- The creation of additional income generating projects.

- Maintaining an assessment system for the University’s growth and development needs translated in terms of budget requirements.

- Maintaining a functional system of financial performance reporting.

- Improving the University’s financial stability/health.

**Targets for 2014**

At the end of 2014, the University has:

- increased revenue from IGP’s by 5% against the previous year;

- operational TUP Press;

- operational TUP Language Center;

- operational TUP Business/Shopping Center;

- mandated the strict compliance of the Normative Funding requirements/criteria;

- demonstrated continued efficient performance in both its strategic and core functions;

- implemented programs and funding allocations based on strategic goals; and

- developed resource sharing mechanisms among Colleges/Units.
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