Since its existence in 1901, the Technological University of the Philippines (TUP) has been committed in providing accessible quality education to majority of deserving Filipino students. Moreover, the University since then has journeyed to higher grounds by elevating the quality and standards of its academic programs, research and extension outputs, and income generating activities. These are supported through pioneering educational programs; consistent outstanding performance of students in licensure examinations in engineering, architecture, and education; various students’ awards and recognitions; innovative research breakthroughs; recognized extension programs; productive collaborative projects with partner institutions and organizations; and other relevant outcomes as an institution of higher learning.

For 2015, TUP recognizes the emerging challenges of the present times along with the national and international trends in education. In particular these include the implementation of the K to 12 program, the internationalization of academic programs through ASEAN Integration 2015, and the continuing government requirements to rationalize public higher education institutions.
The Operational Plan for 2015 was conscientiously formulated as a continuing testament of TUP’s commitment to uphold quality and excellence as a higher education institution (HEI). The Plan showcases TUP’s affirmation to fully and completely implement OBE-compliant course syllabi in all its curriculum offerings, enhance faculty competencies and capacities, improve program accreditation levels, improve and enhance research productivity through intellectual property protection, technology licensing, and ultimately commercialization of technologies based on research results. To ensure that these targets are realized within the year, support mechanisms through improved administrative systems, policies and vital infrastructure projects shall be pursued within the year.

TUP commits to become a model HEI – a premier state university with recognized excellence in engineering and technology, applied sciences, industrial education, and the arts, envisioned to be at par with leading universities in the ASEAN region. This vision is accompanied by various challenges and therefore requires the different stakeholders of the University to take their active role into its realization. Through our shared commitment and dedication, and guidance from our Almighty God, we expect TUP to continue its journey, forward, onward, and up to higher grounds.

God bless us all!

ADORA S. PILI, Ph.D.
President
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.

Vision

The Technological University of the Philippines shall be the premier state university with recognized excellence in engineering and technology education at par with leading universities in the ASEAN region.
Quality Policy

1. TUP shall continuously commit to provide quality higher and advanced education.

2. TUP shall commit to continually improve its value to customers through enhancement of personnel competence and quality system effectiveness compliant to statutory and regulatory requirements.

3. TUP shall adhere to its core values: TUPIANS

The TUP Core Values

- Transparency and participatory governance
- Unity in the pursuit of TUP mission, goals and objectives
- Professionalism in the discharge of quality service
- Integrity and consistent commitment to maintain the good name of the University
- Accountability for quality individual and organizational performance
- Nationalism through tangible contribution to the rapid and sustained economic growth of the country
- Shared responsibility in compliance with the national mandates of the University
Hon. Alex A. Brillantes
Commissioner
Commission on Higher Education

Hon. Pia S. Cayetano
Chairman
Senate Committee on Education, Arts, and Culture

Hon. Teresita C. Fortuna
Director, Department of Science and Technology—NCR

Hon. Emerita M. Hinojales
Faculty Regent

Hon. Eric A. Cruz
President, Geotech Philippines
President, Filmetrics Philippines

Hon. Adora S. Pili
President
Technological University of the Philippines

Hon. Roman T. Romulo
Chairman
House Committee on Higher Education

Hon. Carlos Bernardo O. Abad Santos
Director, National Economic and Development Authority

Hon. Leyden C. Sta. Isabel
Student Regent

Hon. Roberto N. Huang
President, San Miguel Brewery Incorporated
Director, San Miguel Brewery International, Ltd.

EXECUTIVE OFFICIALS

Dr. Melito A. Baccay
Vice President for Academic Affairs

Prof. Felipe Ronald M. Argamosa
Vice President for Research and Extension

Dr. Ricardo M. De Lumen
Vice President for Administration and Finance

Prof. Enrico R. Hilario
Vice President for Planning, Development, and Information Systems

Dr. Andres Z. Taguiam
Director, TUP Cavite

Dr. Selfa J. Briones
Director, TUP Taguig

Dr. Ma. Leonor F. Validor
Director, TUP Visayas

Prof. Enrico R. Hilario
Administrator, TUP Lopez Extension Campus

Dr. Florida C. Labuguen
Administrator, TUP Cuenca Extension Campus
Goal 1

**Quality and Responsive Curricular Offerings**

“The University shall provide quality and responsive academic programs relevant to the needs of the time integrating values on lasting peace and the rule of law, integrity in governance, environment protection and climate change adaptation.”

**Strategies**

- Ensure the relevance of existing undergraduate and graduate curricular programs to national and international needs and standards through submission to voluntary accreditation, monitoring and evaluation

- Re-engineer curricular programs to make them technology marketable and globally and environmentally responsive

- Enhance the quality of learning and produce a holistic educational outcome by regular review of educational objectives, curriculum, pedagogy and modes of delivery

- Expand partnerships with the private sector, industries and other scientific institutions on academic endeavors

- Enhance existing consortia and twinning arrangements with national and international universities
• Enhance student support services and processes including regular, systematic access to educational advice and career guidance from faculty members and staff

• Integrate human values including gender and development in curricular programs

• Explore possibilities for distance education and open learning

• Promote the culture of excellence by conducting periodic participatory evaluation of learning programs participated in by stakeholders and faculty teaching effectiveness and efficiency participated in by students

• Report on evaluation of learning programs and teaching effectiveness and how to address recommendations for improving them
Goal 1

Performance Indicators

- Reengineered programs that meet quality standards for regional or international comparability
- All curricular offerings OBE compliant
- 100% accreditation of remaining unaccredited programs
- Enhanced performance in licensure examinations
- Increase in graduate and undergraduate enrolment
- Designation of flagship programs as Centers of Excellence and Centers of Development
- Increase in the number of institutional and industrial academic linkages
- Finalized proposal on distance education and open learning approved by the Academic Council
- Increased production of instructional materials and learning modules
- Report on enhanced student support and processes and how to address given recommendations on improvements
- Report on human values and GAD components in curricular programs
Goal 2

**Excellence in Engineering and Technology Research**

“The University shall conduct researches on engineering, 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.”

**Strategies**

- Pursue and strengthen excellence in research and development activities
- Strengthen instruction, extension, and research interface
Strategies

- Provide opportunities for the immersion of more students in research and development activities
- Enhance existing merit and award system as incentive to encourage more faculty involvement in research
- Expand and explore institutional linkages with advanced scientific institutions and partnerships with industries nationally and internationally to keep abreast with new and emerging research frontiers
- Enhance campaign on the importance of applied research, technology transfer and the development and commercialization of research outputs through the strong support of the University
- Provide researchers with competitive research infrastructure
**Performance Indicators**

- Increase in the number of research projects completed on schedule
- Increase in the number of research presentations and publications locally and internationally
- Report on activities relevant to instruction, extension and research interface including recommendations for improvements
- Increase in the number of faculty involved in activities relevant to enhancing research and development in the University
Performance Indicators

- Report on research activities of students per college including recommendations on how to improve them
- Increase in the number of faculty who are awarded with research merit or incentive
- Increase in the number of institutional and industrial partnerships in research endeavors locally and internationally
- Increase in the number of research outputs submitted for commercialization, patent or copyright
- Increase in the number of research outputs successfully commercialized, patented or copyrighted
- Improved research infrastructure and management of research and development resources
Goal 3

**Leadership in Community Services**

“The University shall provide relevant extension programs in technology education and livelihood skills towards poverty reduction and empowerment of the poor and the marginalized sectors of the society.”
Strategies

- Provide active and effective support for the economic development and improvement of the quality of life in all adoptive barangays and other communities that TUP serves

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

- Establish productive and enduring relationship with the alumni, parents and industrial partners

- Strengthening existing linkages with local government units, non-government organizations and educational institutions in the implementation of academic extension programs and projects

- Implement a more effective system for wider dissemination and utilization of Research and Development projects

- Implement a more effective planning, monitoring, and evaluation of academic extension programs and projects
Performance Indicators

- Increase in the number of adopted community with impact and self-sufficiency programs

- Increase in the number of implemented programs on technology transfer and continuing education

- Increase in the number of vocational, technical and engineering skills training conducted for target clients

- Increase in the number of trained persons per development training program conducted

- Number of mature technologies commercialized and adopted by target clients

- Extent of support from alumni and friends, partner agencies and from national and international donors

- Increase in the number of linkages forged with educational/industrial collaborators
“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.”
Strategies

- Recruit, develop and retain high-quality and globally competitive faculty and staff members

- Develop and implement a comprehensive Human Resource Development Plan that addresses the University’s workforce requirements, current employment market trends and the training needs of existing faculty and staff

- Create a working environment that inspires and challenges the professional capabilities of the personnel and promotes interaction and complementation among them

- Provide opportunities and allocate funds for continuing professional growth and development

- Provide incentives and mandated benefits to faculty and staff

- Implement a comprehensive staff appraisal system designed to systematically and effectively improve productivity and performance

- Institutionalization of Gender and Development mainstreaming
Goals and Strategies

**Performance Indicators**

- Implementation of a comprehensive Human Resource Development Plan
- Increase in the number of faculty and staff with advanced degrees
- Expansion of existing faculty and staff benefits
- Increase in the number of in-service training activities and growth in faculty and staff attendance in national and international trainings, seminars, workshops and conferences
- Full implementation of the Strategic Performance Management System
- Availability of opportunities for work-life-leisure balance
- Strengthened Gender and Development Focal System to address the challenges of GAD mainstreaming
Goal 4
Goal 5

**Modernized University System and Efficient Management of Resources to Support Expansion**

“The University shall upgrade physical plant and facilities needed to maintain excellence and implement aggressive, efficient and effective management of organizational resources and processes through transparent, accountable and participatory governance.”
Strategies

- Craft a viable operational plan with inputs from the various sectors of the University

- Maintain a benchmarking system that provides ready reference for enhancing/upgrading physical plant and facilities

- Develop and maintain a master plan on the development and maintenance of physical plant and facilities

- Enhance existing information and technology infrastructure to improve system-wide access, connectivity, delivery, and training

- Upgrade and equip university service units with the essential equipment and gadgets for effective and efficient delivery of services

- Implement an effective, efficient, and participatory system of fiscal management

- Strengthen operational complementation among the various delivery units of the university particularly in the preparation and processing of reportorial documents

- Develop and sustain desirable work ethic and values among faculty, staff, and students
Goals and Strategies

**Strategies**

- Share and distribute management responsibility and accountability
- Conduct a periodic and participatory institutional planning, monitoring, assessment and evaluation mechanism on resource generation and utilization
- Implement an output-oriented organizational performance evaluation through the Strategic Performance Management System
- Promote the “clean and green” and “zero waste” management programs
- Strengthen the potential capability of the extension campuses of TUP in Cuenca, Batangas and Lopez, Quezon to offer more curricular programs and increase student population
Performance Indicators

- Implementation of a viable and workable operational plan
- Completed facility improvement and renovations and new constructions as indicated in the operational plan
- Enhanced ICT availability and accessibility in university operations covering the areas of enrolment and registration, accounting, inventory, HRMO and others
- Expanded availability and accessibility to computing resources and increased electronic access to students, faculty and staff
- Report on university-wide transformation in terms of improved resource utilization, power consumption, waste management and environmental impact
- Enhanced computerized library operations and increase in acquisitions
- Improved operational management control system in student record keeping, procurement, accounting, budgeting and other operations
- Developed and implemented user feedback mechanism
- Improved internal processing of financial transactions and requisitions
- Increase in the number of curricular offerings and enrollment in TUP Cuenca, Batangas and Lopez, Quezon
Goal 6

Increased Financial Viability

“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.”
Goal 6

Strategies

- Aggressively pursue external funding support through advocacy efforts with stakeholders alumni, legislators, and corporate sponsors
- Expand the income-generating capability of existing projects
- Create additional income-generating projects
- Improve the University’s financial stability
- Maintain a functional system of financial performance reporting
- Maintain an assessment system for the University’s growth and development needs translated in terms of budget requirement
- Craft a feasibility study on implementing highly profitable business projects through joint ventures with prospective external business operatives
Performance Indicators

- Growth in the level of government funding
- Increased external support through sponsored funding and private donations
- Acceleration in the level and growth of internally-generated funds
- Increase in the annual incomes and more priority projects funded from additional incomes generated
- Completed feasibility study on the implementation of highly-profitable business ventures with external partners
Goal 7

*Enhanced Network and Sustained Collaboration Initiatives*

“The University shall strengthen institutional collaboration and synergy through enhanced networking and shall establish, expand, and sustain partnerships with both government and private sectors, industries, and scientific organizations on academic endeavors locally and internationally.”

*Strategies*

- Intensify existing linkage and collaboration activities with the community, industry and academe

- Explore additional institutional linkages locally and internationally
- Maintenance of data base file of all linkages university-wide and device an effective monitoring scheme of their implementation by relevant sectors in the University
- Formulation of policies relevant to linkage programs, strategies and development
- Implementation of a more effective system for wider dissemination of invitations for fellowships, scholarships, workshops and trainings extended to the University by partner academe and industries

Performance Indicators

- Increase in the number of academic and industrial linkages locally and internationally
- Data-based profile of the University’s linkages across the campuses
- Approved linkage program policies and strategies ready for implementation
- Increase in the number of faculty/staff who avail of scholarships, workshops and trainings from invitations and exchange programs
ACTION PLAN
2015