



VISION

(BOR Resolution No. 25 s. 2016)

A premier state university with recognized excellence in engineering and technology education at par with leading universities in the ASEAN region.

MISSION

(Section 2 of P.D. No. 1518)

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.

DEPARTMENT OF INDUSTRIAL EDUCATION GOALS

1. To periodically review the curricular program to produce competent and committed teachers.
2. To undertake development and innovative researches in Industrial Education.
3. To facilitate transfer of technology in Industrial Education through expanded and effective linkages with industry and other sectors.
4. To produce teachers who understand and appreciate genuine human ideas and values.
5. To imbue prospective teachers with desirable characteristics.

OBJECTIVES

1. Offer relevant and responsive curricular programs.
2. Initiate the conduct of researches in pedagogy and related educational technology.
3. Intensify community involvement through extension programs and projects.
4. Develop attitude, personal discipline, moral, social and cultural values of the students.
5. Equip prospective teachers with desirable personal and social characteristics, qualities and traits.



Management System
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REPUBLIC OF THE PHILIPPINES
TECHNOLOGICAL UNIVERSITY OF THE PHILIPPINES
CAVITE CAMPUS

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BTVTED

AREA III

CURRICULUM AND INSTRUCTION

A. Curriculum and Program of Studies

S.3. The curriculum reflects local, regional, and national development goals as well as the institution's vision and mission.



The TUP **STRATEGIC PLAN** 2015-2020

*“Commitment, Accountability and Synergy
Towards a Progressive TUP”*



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Prepared/consolidated by the Office of the Vice President
for Planning, Development and Information System
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FOREWORD

Looking back at the history of TUP, we can see how it has evolved from a pioneering trade school into a dynamic and vibrant university now at the apex and model of excellence in technological and industrial education. For the past eleven decades it has been steadfastly committed to its original mandate, continuously enriching its legacy of honing competent professionals and responsible citizens who bring pride to our country and significantly contribute to nation

building.

As we continue our journey to higher grounds, we have to address a number of challenges at hand. The growing threat of climate change and poverty remains a primordial concern. Education has become globalized and TUP has to be at par with established standards. Moreover, the new generation of professionals stays on the crossroads and acquiring relevant excellent education is crucial. Careful planning is therefore evident for TUP to be able to respond to the evolving needs of both the local and international arena.

With this context and commitment as our foundation, our University embarks into a six-year (2015-2020) Strategic Plan. This is an output of a series of discussion, workshops and consultations with concerned sectors of the University. The Plan was crafted in line with the thrusts of the Philippine Development Plan and the objectives of the CHED's Higher Education Reform Agenda (HERA) focusing on higher accountability of outcomes and impacts. It presents seven strategic goals that contribute to the attainment of the comprehensive vision of the University as the apex in engineering and technology education producing globally competitive graduates, a primary source of technology research and innovation and the country's partner of change. Among the highlights of the strategic initiatives are the reengineering of the curricular programs to be more relevant to the needs of the time, enhancement of student support services to cater for the broadest intellectual and developmental needs of our enrollees and modernization of University systems and facilities to safeguard our operations and ensure an optimal workplace for our faculty and staff.

The University shall chart more years of quality and excellence, and as it goes on with this journey, its storied past shall always be given due honor. This will continuously inspire us and enrich our collective efforts of improving the quality of life of our dear students and the society in this generation and beyond. With certainty, through commitment, accountability and synergy we can achieve the goals we have set.

ADORA S. PILI, Ph.D.



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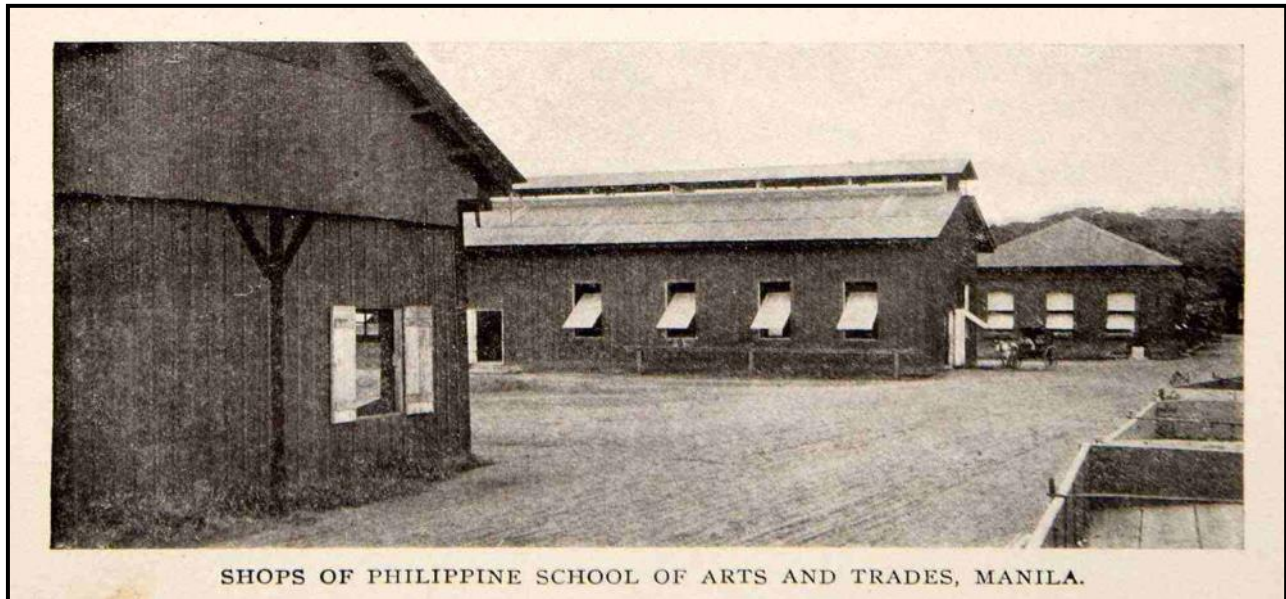
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TUP in the Past: Upholding the Dignity of Labor



MTS (1901-1910)

The Technological University of the Philippines was first established as the Manila Trade School (MTS) in 1901 upon the enactment of Act No. 74 by the United States Philippine Commission for the instruction of the Filipinos on useful trades. Originally located near Ateneo de Manila in Intramuros, MTS transferred to the Expositon Regional de Filipinos in Calle Padre Faura. Six years later, it was transferred to the City Shops in Calle Arroceros. English and Industrial courses including carpentry, telegraphy, machine shop work, furniture making, wood carving, boat building, plumbing, blacksmithing, mechanical and architectural drawing were offered in the primary school level to equip students certain trade/skill which they can exercise after graduation.

PSAT (1910-1959)

In 1910, the MTS was renamed as the Philippine School of Arts and Trades (PSAT). It started to offer intermediate grade courses. Eventually, the primary school level was phased out because of school-age adjustment. With the growing student population in 1916, PSAT was relocated in a 36,000 square meter property under Lot 1 Block 1485 Cad. 13, Manila Cadastre, in Ermita, Manila bounded on **southeast** by Calle San Marcelino; on **southwest** by Estero Balete; **northwest by Taft Avenue** and on **northeast** by Ayala Boulevard. This became the site of the TUP Main campus.



TUP in the Past: Upholding the Dignity of Labor

In 1915, PSAT was authorized to offer a secondary level curriculum. In 1927, it was classified as a full secondary level school. The intermediate grades were completely abolished and new courses—practical electricity and marine engineering, were offered. In 1928, PSAT piloted the first two-year college courses for industrial teachers and skilled workers and, in 1934, it was formally organized. In 1937, PSAT was formally classified as a junior college with two departments: teacher education and technical education. In 1941, the school closed because of the Pacific War. After the war in 1945, PSAT reopened and took (1949) Dr. Frederick Leasure, the first Fulbright exchange professor as one of the professors to teach industrial education. In 1951, PSAT was granted authority to offer a four-year degree leading to BS in Industrial Education, the first in the history of Philippine Education.

PCAT (1959-1978)

On June 17, 1959, PSAT was converted into the Philippine College of Arts and Trades (PCAT) pursuant to RA No. 2237—the PCAT Charter. Under the said Charter, PCAT was mandated to offer courses in arts, industrial education and technology leading to baccalaureate and graduate degrees. This enabled the College to pioneer the offering of a graduate degree program in industrial education in the second semester of SY 1959-1960. During this period, the tatak “PCAT” became well-known throughout the country due to the quality and excellent training and education of the pioneering industrial and technology programs being offered for the Filipinos.

TUP (1978 to present)

After 19 years, PCAT was elevated and converted into what is now known as the Technological University of the Philippines (TUP) by virtue of Presidential Decree No. 1518 on June 11, 1978. The TUP Charter mandates that the University shall provide higher and advanced vocational, technical, industrial, technological, and professional education and training in the industries and technology, and 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. (Sec. 2, PD 1518).

TUP Expands into the National Polytechnic System



When the National Government established projects pursuant to Presidential Decree No. 6-A, three (3) prototype technician institutes in the Philippines were established and funded under the Credit Agreement 349 PH with the World Bank, namely: Manila Technician Institute (MTI) at Taguig, Metro Manila (1977), Visayas Technician Institute (VTI) at Talisay, Negros Occidental (1977) and Iligan Institute of Technology (IIT) at Iligan City, and ten (10) Regional Manpower Training Centers of the National Manpower and Youth Council (NMYC now TESDA) in various parts of the country. With the urgent need to integrate all programs and activities of the said state-supported institutions and in the advent of the conversion of PCAT to TUP to provide leadership in the education and manpower potential in vocational, technical, industrial, technological and professional skills through technological program of education, Former President Ferdinand E. Marcos issued Letter of Implementation (LOI) No. 79 on December 28, 1978 establishing a National Polytechnic System on Technical/Technician Education through the integration of all state-supported institutions in the Philippines. LOI 79 provides that the National Polytechnic System shall be organized and established with the Technological University of the Philippines (TUP) as the apex of the system, and the three (3) prototype technician institutes, the ten (10) Regional Manpower Training Centers, as well as all other state-supported institutions engaged in similar programs as component of the system. The MTI and VTI shall be maintained and operated under the administration and supervision of TUP. However, with respect to IIT which shall be administratively under the Mindanao State University, TUP shall only exercise functional supervision over its technical/technician programs for purposes of coordination and effective operation of the system. This arrangement did not materialize due to IIT's full integration to the MSU System. On the part of MTI and VTI, their lands, buildings, facilities, equipment, appropriations and qualified personnel were effectively transferred to TUP. And in 1985, the TUP Board of Regents officially renamed MTI and VTI as TUP Taguig and TUP Visayas, respectively.



TUP Expands into the National Polytechnic System



In 1981, the University expanded further when the Board of Regents established the TUP Cavite Campus in Barangay Salitran IV, Dasmariñas City, Cavite and has operated since 1982. This campus was opened to cater to the need for technology education of the people in the CALABARZON area.

The Leaders Behind the Years of Excellence in Technology Education

Ronald P. Gleason was the first principal (1901-1904) of the trade school; J.J. Eaton was the first superintendent (1905-1906); and Gregorio J. Sevilla was the first Filipino Superintendent (1936-1939). Prof. Jose S. Roldan became the first president of PCAT (1959-1961) and Prof. Apolinario G. Apilado succeeded him as the second president (1962-1967). Dr. Jose R. Vergara was the third president of PCAT and the first president of TUP (1968-1988). He was succeeded by Dr. Frederick So. Pada, (1988-2000). Dr. Bernardo F. Adiviso (Aug. 1-16, 2000) Dr. Fedeserio C. Camarao, the centennial president (March 28, 2001-March 27, 2005). Dr. Godofredo E. Gallega (October 10, 2005-October 9, 2009); and the incumbent President Dr. Olympio V. Caparas who assumed Presidency in October 16, 2009.



Strategic Directions

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 TUPIAN's Core Values

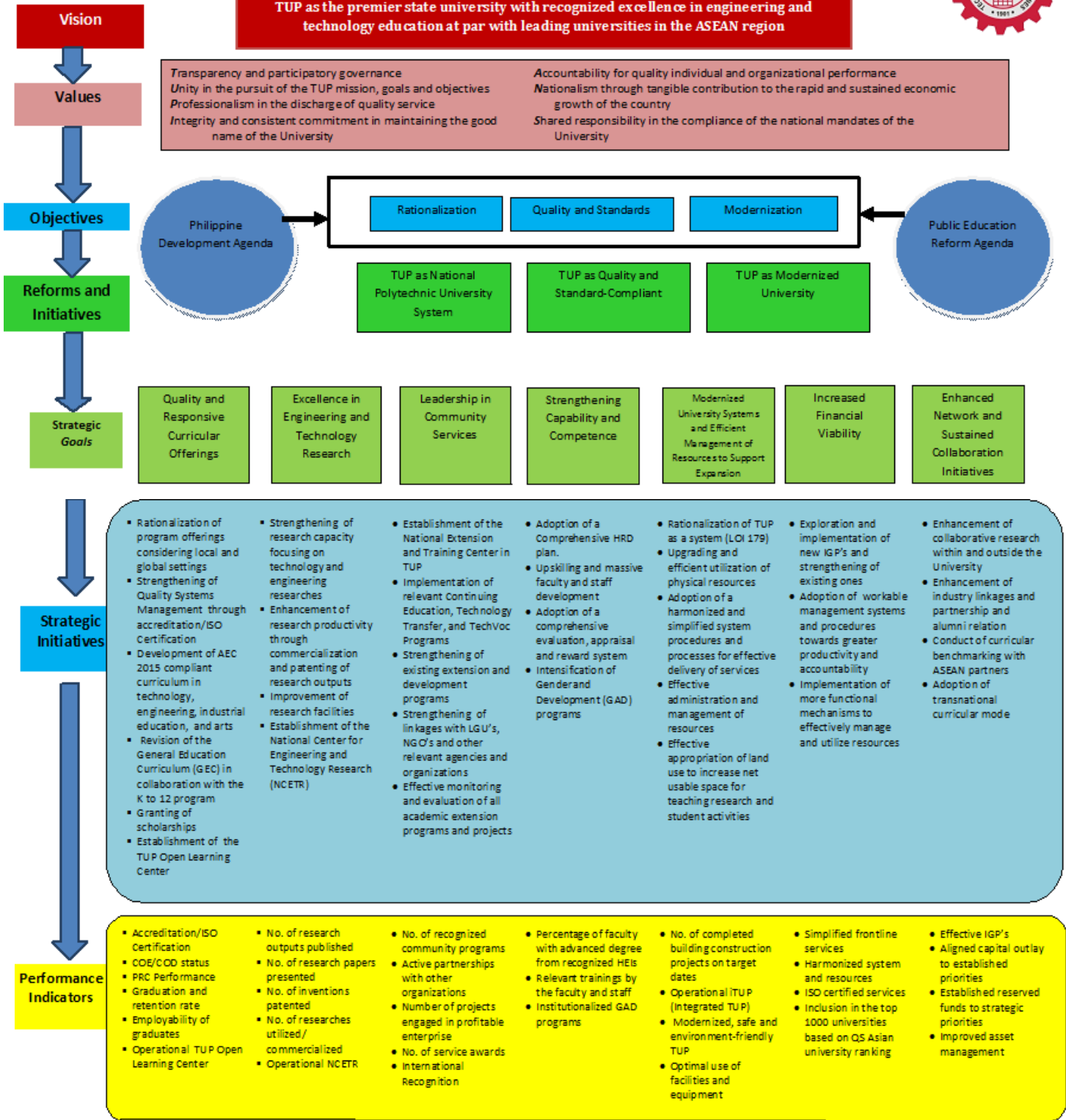
- Transparency & participatory governance
- Unity in the pursuit of TUP mission, goals & objectives
- Professionalism in the discharge of quality service
- Integrity & consistent commitment to maintain the good name of the University
- Accountability for quality individual & organizational performance
- 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

TUP Strategic Framework Summary 2015-2020



TUP 2020 FRAMEWORK SUMMARY

TUP as the premier state university with recognized excellence in engineering and technology education at par with leading universities in the ASEAN region





Situational Analysis

The identification of organizational threats, opportunities, weaknesses and strengths is a significant step towards the realization of TUP 2020. It is here that we can reflect the course of action to take as we journey ahead in reaching our collective organizational goals. As Sir Winston Churchill once said “An optimist is one who sees an opportunity in every difficulty. A pessimist is one who sees difficulty in every opportunity.” Below is the TUP TOWS:

Threats	Opportunities
<ul style="list-style-type: none"> - Stiff Competition with other HEIs - High Cost of Living to afford quality education - Resistance to change - Complacency and delays in submission - Unmotivated faculty and staff - Wastage of limited resources due to poor planning - Safety and security of TUP Personnel involve in OFF-CAMPUS activities - No comprehensive human resource development plan - Students’ lack of interest in technology courses - New policies of various relevant agencies (e.g. 	<ul style="list-style-type: none"> - Internationalization of TUP education - International standards and quality assurance - High Market demand of technically equipped graduates - Access to electronic and on-line journals - Public private partnerships - Alumni support/resources - Availability of external funding bodies - Resource generation programs (e.g. Hostel, Canteen, etc.) - Technology transfer - Global mobility of graduates
Weaknesses	Strengths
<ul style="list-style-type: none"> - Lack of space for expansion - Inadequate financial resources - No international accreditation - Outmoded facilities - Inability to connect with industry for research outputs commercialization - Poor information dissemination and public relations - No tracer studies - Falling behind on Research and Development - Ineffective procurement system - No updated organizational/functional structure, TUP Code - Lack of itemized positions for faculty and administrative staff - Lack of functional HRD Plan - Inadequate membership and collaboration in Professional and International Organizations 	<ul style="list-style-type: none"> - Acknowledged excellent producer of globally competitive professionals in the area of engineering, technology, applied sciences, architecture, arts and industrial education - Top Performing University in Licensure Exams - Leading institution in Ladderized Education Programs and Equivalency and Accreditation of Prior Learning - Competitive and affordable Cost of Education - Adequate partnership with local and transnational corporations and industries - Talented, skilled, morally upright, innovative & resilient students - Strategic locations - Internationally recognized as an HEI - Smoke-free and drug-free institution - High employability of graduates



Goals, Strategies and Targets





Key Strategies for 2020

Strategic Goals

1. Innovative & relevant curricular offerings
2. Excellence in engineering, technology research and innovation
3. Leadership in community services
4. Strengthening capability & competence
5. Modernized university systems & efficient management of resources to support expansion
6. Increased financial viability
7. Enhancing network and sustained collaboration network initiatives

Strategic Initiatives

The tasks throughout 2020 is to pursue strategic direction in the management of the University focusing on higher accountability of outcomes and impacts.

The task will give emphasis on:

- Rationalizing program offerings considering local and global settings
- Strengthening Quality Management System (QMS) through accreditation
- Developing of AEC compliant curriculum in technology, engineering, industrial education and arts
- Revising the General Education Curriculum (GEC) in collaboration with the K to 12 Program
- Granting of Scholarships
- Establishing TUP Open Learning Center
- Strengthening research capacity that focuses on engineering, technology, applied sciences, industrial education and arts
- Enhancing research productivity through intellectual property protection, technology licensing, and commercialization of research outputs
- Strengthening instruction, research and extension collaborations
- Improving research and extension facilities
- Establishing the Engineering and Technology Research Center (ETRC) and National Extension and Training Center (NETC)
- Monitoring and evaluation of academic, research, extension and production programs and projects
- Implementing the policies and guidelines of the approved Strategic Performance Management System Manual
- Updating the faculty and staff welfare, benefit and rewards programs
- Intensifying Gender and Development (GAD), Senior Citizens and PWD programs
- Optimizing land use to increase net usable space for teaching, research and student activities
- Upgrading existing physical plant and facilities, IT and ICT infrastructure
- Maintaining sound, safe, attractive & environment-friendly University with outstanding social, cultural and recreational amenities
- Adopting a harmonized and simplified Quality Management System
- Working on the realization of the University as a System
- Exploring and implementing new IGP's and strengthening existing ones
- Strengthening the academic and logistic capability of the new extension campuses
- Exploring the possibility of establishing additional campuses



Goal 1: *Quality and responsive curricular offerings*

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.

- Engr. Paul Lorenz G. Prado
Top 3, ME Board
- Engr. Rowell Bryan Escala
Top 3, ME Board
- Engr. Aaron U. Aquino
Top 3, ECE Board
- Engr. Geocel P. Gasgonia
Top 4, ECE Board
- Engr. Arvee R. Carandang
Top 9, ECE Board
- Arch. Aaron James M. Carlos
Top 2, Architecture Board
- Top 2 & Top 7, Registered Master Electrician (TUPT)
- Top 9, Electrical Engineer (TUPT)



National Service Training Program (NSTP) Mainstreaming Program : September 7, 2014

**TUP Taguig 2nd Samsung Dream Campus Graduation Ceremony:
July 8, 2014**



Goal 1 Strategies and Targets

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

- rationalizing program offerings considering local and global settings
- strengthening Quality Management System (QMS) through submission to voluntary accreditation, monitoring & evaluation
- re-engineering of existing curricular programs to make them technology marketable and globally and environmentally responsive
- expansion of partnerships with the private sector, industries and other scientific institutions on academic endeavours
- provision of equal access to quality education through scholarships
- enhanced student support services and processes

Strategies	Performance Indicators / Targets
Enhanced academic excellence in technology, engineering, industrial education, applied sciences and arts and phase out irrelevant and duplicative program offerings	-Centers of Excellence and Development -ISO Certification of Management System -International Accreditation of program offerings -Maintained Level IV status of the University
International mobility and globally competitive graduates	-Increased percentage of faculty and student exchange programs -High employability of graduates as per tracer studies -Above the national passing percentage in licensure examinations
Compliance to CHED-approved General Education Curriculum and GE Faculty Training Design	-Retooled faculty on GEC -Fully operational General Education Curriculum taught by highly competent and well-trained faculty
Establishment of at least three Colleges each in Taguig, Cavite and Visayas Campuses	-Operational 3 Colleges each in Taguig, Cavite and Visayas Campuses -Additional curricular offerings for TUP Cuenca & TUP Lopez Quezon
Enhanced student life and development (Scholarship, Guidance and Counseling, Library Services, Student Affairs, Medical and Dental Services, and Sports Development)	-Improved graduation and retention rate - Higher degree of student and other client's satisfaction -Increased percentage of externally funded merit scholars
Establishment of TUP Open Learning Center	Operational TUP Open Learning Center



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.”



Research Patents



3rd Place in the 7th Annual Research Award (ARAW 2014)



Goal 2 Strategies and Targets

To promote research excellence by:

- strengthening research capacity focusing on engineering, technology, industrial education, applied sciences and arts researches
- strengthening instruction, extension & research interface
- enhancing research productivity through intellectual property protection, technology licencing, and commercialization of research outputs
- providing opportunities for the immersion of more students in research & development activities
- enhancing the of existing research merit and rewards system
- improving research facilities
- establishing the National Center for Engineering and Technology Research in TUP

Strategies	Performance Indicators/Targets
Implementation of a workable system for greater research productivity & enhanced faculty research capability	-Increased percentage of research outputs -Increased percentage of faculty researchers with refereed publications
Conduct of Relevant Researches in Engineering, Science, Technology, Industrial Education and Related Fields	-Increased percentage of copyrighted research publications, citations, copyrights, patents, commercialized research outputs -Increased percentage of technology adopters
Enhanced internal and external research collaboration	-Increased percentage of faculty and student team researches and external research partners -Increased percentage of research grants
Improved research facilities and effective research support system for improved research performance	-Modernized research centers -Increased number of research awardees annually
Conversion of Integrated Research and Training Center (IRTC) into National Center for Engineering and Technology Research (NCETR)	-Fully operational National Center for Engineering and Technology Research (NCETR)



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 marginalized sectors of the society.



Technical advisory extension services



Goal 3 Strategies and Targets

To serve the wider community by:

- the establishment of National Extension and Training Center in TUP
- crafting a Continuing Education and Technology Transfer Program
- strengthening existing extension and development programs
- strengthening linkages with LGU's, NGO's and other relevant agencies and organizations
- effective monitoring and evaluation of all academic extension programs and projects

Strategies	Performance Indicators/Targets
Pursuit of CHED approval and accreditation and farming out for funding agencies/relevant organizations	-Fully operational National Extension and Training Center in TUP
Establishment of a Continuing Education and Technology Transfer Program	-Increased participation, higher employability and promotion rate of clients
Effective Implementation of a relevant extension and development programs	-Increased no. of recognized community programs -Increased no. of established mobile extension programs -Increased no. of service awards -Increased number of adopted barangays per year
Progressive increase in the number of partnerships with LGU's, NGO's and other relevant organizations	-Increased no. of MOA's and MOU's forged with extension collaborators
Improved quality of life in growth centers/target areas	-Self-sufficiency impact of adopted communities/barangays in identified areas - Increase in the no. of projects engaged in profitable enterprise among growth centers and target areas.
Enhanced faculty extension capability	Increased no. of quality faculty extension outputs



Goal 4: *Strengthening capability and competence*

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 the rapid and sustained economic growth of the country.



**ASEAN Teacher Education Conference
September 18-19, 2014, Traders Hotel, Manila**



**SPMS Simulation Echo Seminar
October 15, 2014**



**VPAA Engr. Melito Baccay:
Awarded Professional Chair
For Engineering by PUP
through MOA with TUP**



Goal 4 Strategies and Targets

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

- implementing an effective University HRD Plan
- improving faculty and staff development, benefit and welfare system
- implementing a comprehensive evaluation, appraisal and reward system
- intensifying Gender and Development (GAD) and other value enhancement programs

Strategies	Performance Indicators/Targets
Improved staff and faculty profile	<ul style="list-style-type: none"> - Progressive increase in the percentage of faculty with advanced degree from recognized HEI's -Professional alignment of faculty and staff through vertical articulation -Increased no. of relevant trainings undergone by the faculty and staff -Data base record of faculty and staff and their completed trainings and training needs
Improved efficiency and effectiveness of the faculty and administrative personnel	<ul style="list-style-type: none"> -Individual and organizational performance ratings - Faculty and staff degree of satisfaction on existing appraisal and rewards system
Improved faculty/staff development, benefit and welfare	<ul style="list-style-type: none"> -Degree of satisfaction of faculty/staff on existing mechanisms relevant to development, benefits and welfare
Intensified Gender and Development Programs and other value enhancement activities	<ul style="list-style-type: none"> -Institutionalized GAD programs and mobilization of faculty and staff in the implementation of GAD activities and projects -Increased number of faculty/staff participation in other value enhancement trainings.



Goal 5: Modernized University system and efficient management of resources to support expansion

The University shall upgrade its 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.





Goal 5 Strategies and Targets

To maintain excellence and support expansion through:

- modernization of the University system and processes
- implementation of an aggressive, efficient and effective management and administration of organizational resources and processes
- effective appropriation of land use to increase net usable space for teaching, research and student activities
- upgrading of existing IT/ICT infrastructure and physical plant and facilities
- progressive organizational transformation of the University
- maintenance of a sound, safe and attractive University with outstanding social, cultural and recreational amenities.

Strategies	Performance Indicators/ Targets
Acquisition, appropriation and systematic land use	<ul style="list-style-type: none"> -No. of completed building construction projects on target dates -Lot disputes resolution -Secured land titles for all campuses -Proper physical plant lay out in each campus
Upgraded technology infrastructure and modernized physical plant and facilities	<ul style="list-style-type: none"> -Operational iTUP (Integrated TUP) -Procurement and Installation of state-of-the-art facilities and amenities
Modernized, safe, attractive and environment-friendly University campus	<ul style="list-style-type: none"> - Implementation of the “Clean and Green” and “Zero Waste” management program -Employee and clients’ degree of satisfaction on the use of facilities and amenities of the University
Aggressive, efficient and effective management and administration	<ul style="list-style-type: none"> -Harmonized system & prudent financial management -Computerized frontline services -Effective planning, monitoring & evaluation -Accuracy of personnel audit -New TUP Charter drafted and approved -Proposed Organizational Chart approved and implemented -Strengthened academic and logistic capability of TUP Cuenca & TUP Lopez Quezon -Establishing of additional colleges in the campuses -Establishment of TUP Clark, Pampanga



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.

Financial Grants/Donations

P39M for S&T Development

Emerson Computer Laboratory

P20.3M for 4Ps coming from ESGPA

Emerson Computer Laboratory

SCUAA athlete uniforms sponsored by HMR

P1M Grant from DOST for Food Tech equipment at CIT

Star Books donated by DOST



Meeting with Mayor Lani Cayetano for 3 infrastructure projects @ Taguig: TUPT Hostel, Gym and Sports Oval



Goal 6 Strategies and Targets

To increase the University's financial viability by:

- aggressively pursuing external funding support through advocacy efforts with stakeholders
- expanding the income-generating capability of existing projects
- implementing an effective, efficient and participatory system of fiscal management
- adopting workable management systems and procedures towards greater productivity and accountability
- studying the feasibility of implementing highly profitable business projects through joint venture with prospective stake holders
- maintaining a functional system of financial performance reporting
- maintaining an assessment system for the University's growth and development needs in terms of budget requirement

Strategies	Performance Indicators/ Targets
Pursuit of external funding support	-Growth in the level of government funding -Increased external support through sponsored funding and private giving & donations -Increased number of appropriate corporate sponsorships
Improved IGP management system	-Accurate Records and bookkeeping -Prompt submission of audited reports -Strict compliance to existing IGP laws, rules and regulations & implementing guidelines -Aligned capital outlay to established priorities -Established reserved funds for strategic priorities -Improved asset management
Expansion of the income capacity of existing IGPs and exploration of new IGPs	-Progressive increase in income generated from IGPs



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.



MOA/MOU Signing





Goal 7 Strategies and Targets

To establish productive and enduring relationships within various sectors of the University and among external partners through:

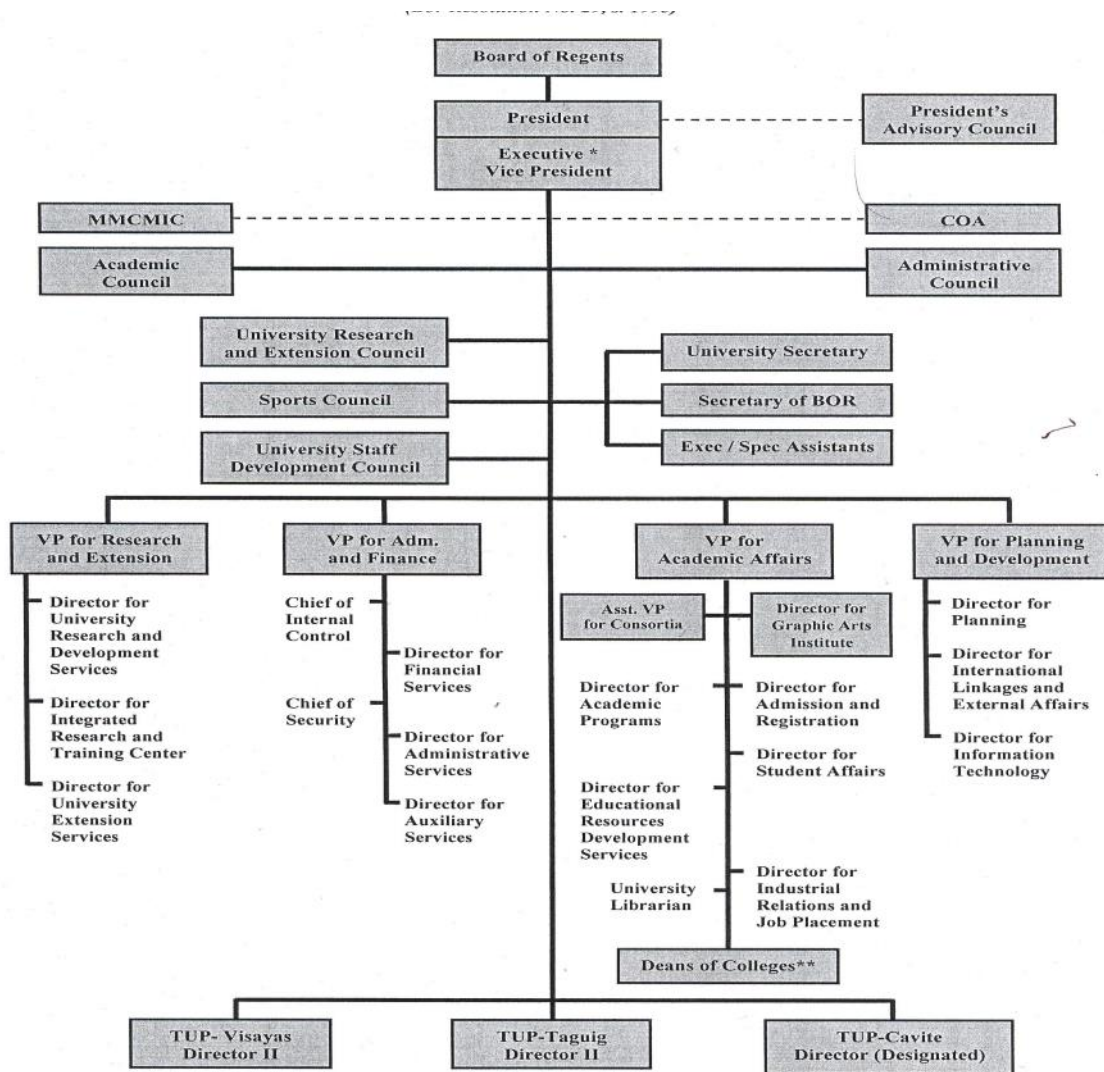
- proactive institutional collaboration and synergy
- progressive expansion of partnerships with institutional and industrial partners
- forging of more service agreements with academic partners locally and internationally
- Instituting faculty and student exchange programs

Strategies	Performance Indicators/Targets
Enhancing institutional collaboration and synergy among delivery units in all sectors	-More effective inter-office and inter-campus information dissemination through networking -Operational partnerships among sectors in the delivery of services
Establish productive and enduring relationships with the alumni, parents, government and non-government agencies and industrial partners	-No. of educational and learning opportunities participated in by different stakeholder groups -Operational partnerships with local government units, NGO's, professional groups and business entities that promote economic growth and development undertaken by the University. -Strengthened partnership with local and international supporters and donors -Increase in the number of service agreements forged with government, non-government and industrial partners annually.
Expansion of partnerships with HEI's locally and internationally	-Progressive increase in the number of service agreements forged with academic partners locally and internationally -Increase in the number of student and faculty exchange programs forged with local and international institutions



TUP Organizational Chart

The governance of TUP shall be vested in the Board of Regents as constituted by laws assisted by a University Academic Council, Administrative Council and University Research and Extension Council based on Board Resolution Number 29, series of 1995.



* To be designated from among the VP's in concurrent capacity

- ** University Colleges
1. Graduate School
 2. College of Engineering
 3. College of Industrial Education
 4. College of Architecture and Fine Arts
 5. College of Industrial Technology
 6. College of Science
 7. College of Liberal Arts

Recommending Approval:

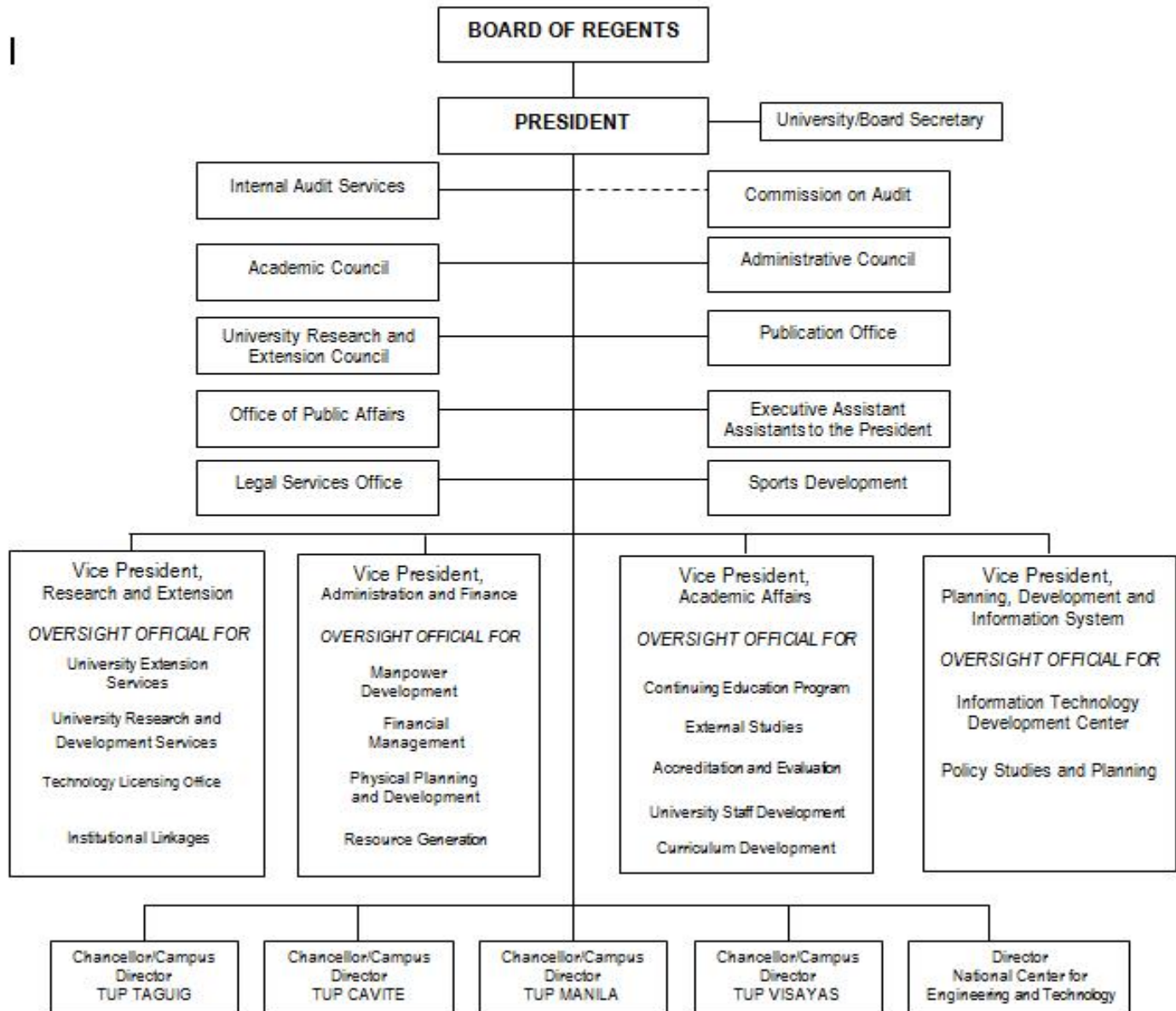
Federick So. Pada
FEDERICK SO. PADA
President

Approved:

Ricardo T. Gloria
RICARDO T. GLORIA
Secretary of DECS
Chairman, Board of Regents



Proposed TUP Organizational Chart



ACTION PLAN



Further Information

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CONTINUING ITS JOURNEY TO HIGHER GROUNDS



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STRATEGIC ACTION PLAN
2023-2025

TARGETS BY THE END OF 2025	STRATEGIES	INITIATIVES	SECTOR/ UNIT	Major Activities/Performance Measures						TOTAL BUDGET
				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Top 500 University in Asia	Build a world-class university	Enroll to the Quacquarelli Symonds (QS) or Time Higher Education (THE) World Rankings	All sectors	Collaboration with tup manila in gathering data needed for THE and QS ranking indicators	-	Collaboration with tup manila in gathering data needed for THE and QS ranking indicators	-	Collaboration with tup manila in gathering data needed for THE and QS ranking indicators	-	-
Level 5 SUC	Improve performance in the State Universities and Colleges (SUC) Levelling	Identify the gaps from previous SUC Levelling	All sectors	Submission of data for SUC levelling evaluation to identify gaps	-	Submission of data for SUC levelling evaluation	-	Submission of data for SUC levelling evaluation	-	-
	Improve performance in the State Universities and Colleges (SUC) Levelling	Implement the TUP Quality Objectives Standard – calibrated Office Performance Commitment Review (OPCR) and Individual Performance Commitment	OHR/OCP	Consolidation and evaluation of IPCR and OPCR	-	Consolidation and evaluation of IPCR and OPCR	-	Consolidation and evaluation of IPCR and OPCR	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
		Review (IPCR) forms as per Strategic Performance Management System (SPMS) policy								
	Improve performance in the State Universities and Colleges (SUC) Levelling	Enhance monitoring and evaluation processes	All sectors	Participation to relevant seminars conducted by TUP-system	-	Participation to relevant seminars conducted by TUP-system	-	Participation to relevant seminars conducted by TUP-system	-	-
	Improve performance in the State Universities and Colleges (SUC) Levelling	Create additional departments, offices and units with corresponding staffing requirements	OHR	Request staff position to DBM to cover manpower needs based on ROSS	8,712,189		-		-	8,712,189
	Improve performance in the State Universities and Colleges (SUC) Levelling	Propose the addition of plantilla positions to cover the manpower needs of the	OAF	Hire additional JOs to address the staffing gap based on the new TUP code	2,424,100	Hire additional JOs to address the staffing gap based on the new TUP code	2,424,100	Hire additional JOs to address the staffing gap based on the new TUP code	2,424,100	7,272,300



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
		new organizational structure								
Integrated Management System (IMS) Certified	Level-up the Quality Management of the System (QMS) of the University	Integrate the ISO 9001-certified QMS of the University with ISO 45001 (Occupational Safety and Health Management System) and ISO 14001 (Environment Management System)	QA	Participation to calibration meeting		Implementation of IMS (Internal Audits, Management Review, & 3rd Party Audit)	150,000	Implementation of IMS (Internal Audits, Management Review, & 3rd Party Audit)	150,000	300,000
	Level-up the Quality Management of the System (QMS) of the University	Calibrate and implement the IMS of the entire TUP system	All sectors	Accreditation of BSIE and BET Programs	600,000	Preparation for next accreditation visit	600,000	Preparation for next accreditation visit	600,000.00	1,800,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
PBB-Compliant SUC	Ensure consistent compliance with regulatory bodies on performance evaluation	Adopt a whole-of-TUP approach in delivery of services	OCP	Orientation to PBB requirements	-	Orientation to PBB requirements	-	Orientation to PBB requirements	-	-
	Ensure consistent compliance with regulatory bodies on performance evaluation	Adopt the standardized OPCR and IPCR forms to comply with the annual Performance-Based Bonus (PBB)	All sectors	Monitoring of targets and evaluation of accomplishment (monthly and quarterly)	-	Monitoring of targets and evaluation of accomplishment (monthly and quarterly)	-	Monitoring of targets and evaluation of accomplishment (monthly and quarterly)	-	-
	Ensure consistent compliance with regulatory bodies on performance evaluation	Intensify monitoring and intervention capacities to improve performance of all campuses/processes/offices	OCP	Consolidation and submission of PBB requirements to validating agencies	-	Consolidation and submission of PBB requirements to validating agencies	-	Consolidation and submission of PBB requirements to validating agencies	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
The TUP Brand	Elevate the University profile and prominence	Conduct full media relations campaigns that highlight the signature achievements of the University and its people	OAF	Produce an AVP that highlights TUPC Achievements	40,000	Produce an AVP that highlights TUPC Achievements	45,000	Produce an AVP that highlights TUPC Achievements	50,000	135,000.00
	Elevate the University profile and prominence	Update regularly the university website and respond positively on issues brought over social media platforms	OIT	Continuous updating and revision of TUPC website	30,000	Continuous updating and revision of TUPC website	30,000	Continuous updating and revision of TUPC website	30,000	90,000.00
	Expand the University's linkages and partnership	Forge strong partnerships with alumni, government and non-government organizations and patrons to take part in	All sectors	Establish Linkages with alumni, LGU, NGO and other institutions	-	Establish Linkages with alumni, LGU, NGO and other institutions	-	Establish Linkages with alumni, LGU, NGO and other institutions	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
		University's development								
Multi-Awarded University	Build an award-winning reputation	Proactively participate in award-granting competitions related to students, academics, research, commercialization or administration	OAA	Conduct local sports competitions, quiz bee and skills competition	100,000	Conduct local sports competitions, quiz bee and skills competition	100,000	Conduct local sports competitions, quiz bee and skills competition	100,000	300,000
	Build an award-winning reputation	Proactively participate in award-granting competitions related to students, academics, research, commercialization or administration	OAA/ ORE	Participation to CAVSCAA, skills competition, Regional Invention Contest and Exhibits (RICE) and other award-granting competitions	150,000	Participation to CAVSCAA, skills competition, Regional Invention Contest and Exhibits (RICE) and other award-granting competitions	150,000	Participation to CAVSCAA, skills competition, Regional Invention Contest and Exhibits (RICE) and other award-granting competitions	150,000	450,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Build an award-winning reputation	Undertake activities that will lead to the attainment of recognitions from reputable organizations and individuals	OAA/DED	Conduct LET review and pre-board examinations	-	Conduct LET review and pre-board examinations	-	Conduct LET review and pre-board examinations	-	-
Empowered Human Resource Management	Establish a responsive and regulatory-compliant human resource management	Acquire PRIME-HRM recognition from the Civil Service Commission (CSC)	OHR	Continuous Improvement of PRIME-HRM	-	Continuous Improvement of PRIME	-	Continuous Improvement of PRIME	-	-
Engaged Workforce	Build a pool of competent talents	Hire and retain only the highest caliber staff	OAF	Basic salaries, overload and other benefits of regular faculty members	55,824,880	Basic salaries, overload and other benefits of regular faculty members	55,824,880	Basic salaries, overload and other benefits of regular faculty members	55,824,880	167,474,640
	Build a pool of competent talents	Hire and retain only the highest caliber staff	OAF	Basic salaries, overtime and evening services, and other benefits of admin personnel	28,905,000	Basic salaries, overtime and evening services, and other benefits	28,905,000	Basic salaries, overtime and evening services, and other benefits	28,905,000	86,715,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
						of admin personnel		of admin personnel		
Build a pool of competent talents	Hire and retain only the highest caliber staff	OAF	Salary of part-time faculty members	3,300,000	Salary of part- time faculty members	3,300,000	Salary of part- time faculty members	3,300,000	9,900,000	
Build a pool of competent talents	Design and implement a comprehensive training program for all employees	OHR	Conduct training need assessment and comprehensive implementation of training program	320,000	Conduct training need assessment and comprehensive implementation of training program	400,000	Conduct training need assessment and comprehensiv e implementatio n of training program	400,000	1,120,000	
Build a pool of competent talents	Subject all faculty and staff to capability development activities every year	OAF	Conduct Team building and capability activities	350,000	Conduct Team building and capability activities	400,000	Conduct Team building and capability activities	450,000	1,200,000	



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Foster succession planning	Provide assistance on executive masters and doctorate degree programs for qualified faculty and administrative staff	OAF	Scholarship program for qualified faculty and administrative staff	250,000	Scholarship program for qualified faculty and administrative staff	300,000	Scholarship program for qualified faculty and administrative staff	350,000	900,000
Vibrant Work Culture	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Development of a sustainable housing program for faculty, staff, and students	OAF					Construction of two-storey dormitory for students, guests and employees	75,000,000	75,000,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Development of a sustainable housing program for faculty, staff, and students	OAF	Janitorial Services	3,180,000	Janitorial Services	3,180,000	Janitorial Services	3,180,000	9,540,000
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and	Development of a sustainable housing program for faculty, staff, and students	OAF	Security Services	4,500,000	Security Services	4,500,000	Security Services	4,500,000	13,500,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
health, and their total welfare.										
Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Development of a sustainable housing program for faculty, staff, and students	OAF	Utility Services	4,140,000	Utility Services	4,140,000	Utility Services	4,140,000	12,420,000	



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Development of a sustainable housing program for faculty, staff, and students	OAF	Communication Services	705,000	Communication Services	705,000	Communication Services	705,000	2,115,000
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and	Development of a sustainable housing program for faculty, staff, and students	OAF	Motorpool Services	568,000	Motorpool Services	568,000	Motorpool Services	568,000	1,704,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
health, and their total welfare.										
Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Enhance coverage of medical and dental care and wellness programs.	OAF	Enhanced Medical and Wellness program	500,000	Enhanced Medical and Wellness program	500,000	Enhanced Medical and Wellness program	500,000		1,500,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Promote sports and cultural activities to balance work-personal lives of employees.	DPE	Conduct sports and cultural activities to balance work-personal lives of employees	100,000	Conduct sports and cultural activities to balance work-personal lives of employees	150,000	Conduct sports and cultural activities to balance work-personal lives of employees	150,000	400,000
	Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and	Instill respect, professionalism and gender equality among employees	OGD	Conduct GAD-related activities and provide support mechanisms for senior citizens and PWDs such as relevant policies, activities, and facilities	400,000	Conduct of GAD Activities	400,000	Conduct of GAD Activities	400,000	1,200,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
health, and their total welfare.										
Ensure an attractive and conducive work environment where people feel valued, cared and recognized, taking into consideration occupational safety and health, and their total welfare.	Provide child-care facilities to support mother-employees	OGD			Establishment of child-care facilities to support mother-employees	450,000	Improvement of child-care facilities	300,000	750,000	



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
RA 11396 Compliant SUC	Optimize the use of University resources	Design and develop the Land Use Development & Infrastructure Plan (LUDIP) in compliance with RA11400	OAF	Construction of Architecture and Engineering Building	128,735,040					128,735,040
	Optimize the use of University resources	Design and develop the Land Use Development & Infrastructure Plan (LUDIP) in compliance with RA11401	OAF	Insurance of Buildings	300,000	Insurance of Buildings	300,000	Insurance of Buildings	300,000	900,000
Strong University and Alumni Support System	Inform and mobilize alumni to become more knowledgeable and involved in support of the World-Class University	Utilization of strong alumni support: donations campaigns in monetary and others forms; update database.	OAL	Printing of Alumni ID	40,000	Printing of Alumni ID	15,000	Printing of Alumni ID	15,000	70,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Inform and mobilize alumni to become more knowledgeable and involved in support of the World-Class University	Utilization of strong alumni support: donations campaigns in monetary and others forms; update database.	OAL	Procurement of supplies and materials	2,600	Conduct Tracer Study	17,600	Conduct Tracer Study	17,600	37,800
	Inform and mobilize alumni to become more knowledgeable and involved in support of the World-Class University	Intensify collaboration with the alumni, other government agencies in the delivery of community projects, with patrons for possible funding support	OAL	Conduct meeting and related activities between alumni and university	10,000	Conduct meeting and related activities between alumni and university	20,000	Conduct meeting and related activities between alumni and university	20,000	50,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Increased in income by 5% every year	Diversify sources of income and investment including through partnership with the private sector, commercial activities, philanthropy and the breadth of sources of research funding	Establishment of Technology Commercialization HUB	DED/OES	Recruitment of CTP applicants to help the campus in its income generation campaign	300,000	Recruitment of CTP applicants to help the campus in its income generation campaign	300,000	Recruitment of CTP applicants to help the campus in its income generation campaign	300,000	900,000
Efficient budget utilization	Undertake judicious management of physical and financial resources	Promotion of a culture of energy efficiency and recycling	All sectors	Promote energy efficiency and recycling projects	-	Promote energy efficiency and recycling projects	-	Promote energy efficiency and recycling projects	-	-
Streamlined Administrative and Financial	Connect systems and processes to reduce duplication	Eliminate systems and process duplication	DCG	Conduct annual review of processes to eliminate obsolete and duplication	-	Conduct annual review of processes to eliminate obsolete and duplication	-	Conduct annual review of processes to eliminate obsolete and duplication	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Management	Connect systems and processes to reduce duplication	Promotion of paperless submission of grades and other documents	All sectors	Utilization of web forms across the University Promotion of paperless submission of grades and other documents	-	Utilization of web forms across the University Promotion of paperless submission of grades and other documents	-	Utilization of web forms across the University Promotion of paperless submission of grades and other documents	-	-
A Smart Campus	Improvement of faculty and student experiences	Integrate Artificial Intelligence (AI) and relevant digital technologies into the learning process and the overall management of the University	OAA	Acquisition of Learning Management System (LMS) both software and hardware	2,000,000	Acquisition of Learning Management System (LMS) both software and hardware	2,000,000	Acquisition of Learning Management System (LMS) both software and hardware	2,000,000	6,000,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Improvement of faculty and student experiences	Invest in extensive equipment and infrastructure facilities for academic, research/extension and administrative functions.	OAA/DOE			Procurement of the following equipment for Engineering program: <ul style="list-style-type: none"> • Refrigeration and Air – Conditioning Trainer for BSME program • Mini Steam Power Plant/Boiler for BSME program • Asphalt for BSCE program • Industrial Electronics Circuit Lab Trainer for BSEE program • Renewable Energy Lab Equipment for BSEE program 	40,500,000			40,500,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Improvement of faculty and student experiences	Invest in extensive equipment and infrastructure facilities for academic, research/extension and administrative functions.	ORS			Procurement of equipment outlay for Research Center: • Equipment for Center for Agricultural, Science and Technology (CAST) Research • Equipment for Automation, Robotics & Mechatronics (ARM) Laboratory • Equipment for Philippine Center for Metamaterials And Nanomaterials Research (PCMNR)	3,300,000	Procurement of equipment outlay for Research Center: • Equipment for Center for Agricultural, Science and Technology (CAST) Research • Equipment for Automation, Robotics & Mechatronics (ARM) Laboratory • Equipment for Philippine Center for Metamaterials And Nanomaterials Research (PCMNR)	11,400,000	14,700,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Improvement of faculty and student experiences	Invest in extensive equipment and infrastructure facilities for academic, research/extension and administrative functions.	OAF	Procurement of additional equipment for new administration building	900,000	Procurement of additional equipment for new administration building	1,000,000	Procurement of additional equipment for new administration building	1,000,000	2,900,000
Awarded COE/COD	Level-up the quality of program offerings	Conduct curriculum development and revisions and based on TUP's mandate, typology, international standards and trends	OAA	Conduct curriculum development and revisions based on TUP mandate and international standards to include industry partners and other stakeholders	200,000	Conduct curriculum development and revisions based on TUP mandate and international standards to include industry partners and other stakeholders	300,000	Conduct curriculum development and revisions based on TUP mandate and international standards to include industry partners and other stakeholders	350,000	850,000
	Level-up the quality of program offerings	Apply for Center of Development Award for other mandated programs	All sectors	Conduct self-assessment on COD compliance for all curricular programs to identify gaps	-	Conduct self-assessment on COD compliance for all curricular	-	Conduct self-assessment on COD compliance for all curricular	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
						programs to identify gaps		programs to identify gaps		
	Level-up the quality of program offerings	Apply for Center of Development Award for other mandated programs	OAL	Hire JO contract employee Conduct tracer study Analyze data from graduate tracer and identify the campus' employability rate and address mismatch between industry requirements and graduate skills	145,200	Hire JO contract employee Conduct tracer study Analyze data from graduate tracer and identify the campus' employability rate and address mismatch between industry requirements and graduate skills	145,200	Hire JO contract employee Conduct tracer study Analyze data from graduate tracer and identify the campus' employability rate and address mismatch between industry requirements and graduate skills	145,200	435,600



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
100% of Degree Courses passed COPC	Ensure compliance of academic programs with regulatory bodies	Secure Certificate of Program Compliance (COPC) for all curricular programs	OAA	Preparation and submission of COPC documentary requirements for all curricular programs	-	Preparation and submission of COPC documentary requirements for all curricular programs	-	Preparation and submission of COPC documentary requirements for all curricular programs	-	-
A Top Performing University	Improve performance in licensure examinations	Increase the incentives for topnotchers in licensure examinations	OAA	Provide incentives for licensure examination topnotchers and for the department producing topnotchers	463,000	Provide incentives for licensure examination topnotchers and for the department producing topnotchers	463,000	Provide incentives for licensure examination topnotchers and for the department producing topnotchers	463,000	1,389,000
	Improve performance in licensure examinations	Conduct review classes, tutorials, coaching sessions, or intervention activities	OAA	Conduct review classes, tutorials, coaching sessions, and intervention sessions to undergraduate board takers	-	Conduct review classes, tutorials, coaching sessions, and intervention sessions to undergraduate board takers	-	Conduct review classes, tutorials, coaching sessions, and intervention sessions to undergraduate board takers	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Meaningful Student Experiences	Enhance policies, procedures, and programs for student admission and retention	Attract and admit students with outstanding academic potential and ability	OCR	Admission of students with outstanding academic potential and ability to consider an annual increase of enrolment by 10%	-	Admission of students with outstanding academic potential and ability to consider an annual increase of enrolment by 10%	-	Admission of students with outstanding academic potential and ability to consider an annual increase of enrolment by 10%	-	-
	Provide support systems to optimize students' academic life and co-curricular activities	Increase funding for student internship program	OJP	Implement student internship program	-	Implement student internship program	-	Implement student internship program	-	-
	Provide support systems to optimize students' academic life and co-curricular activities	Provide opportunities for students to avail scholarship programs and to be more involved as life-long partners	OSA	Implement student scholarship program	-	Implement student scholarship program	-	Implement student scholarship program	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Provide support systems to optimize students' academic life and co-curricular activities	Involve students in collaborative, action research and extension works with faculty and co-students	ORE	Collaboration between faculty and students in doing action research and extension works	700,000	Collaboration between faculty and students in doing action research and extension works	700,000	Collaboration between faculty and students in doing action research and extension works	700,000	2,100,000
	Provide support systems to optimize students' academic life and co-curricular activities	Stronger guidance and placement services	OSA/OGS	Implement enhanced guidance and placement services	-	Implement enhanced guidance and placement services	-	Implement enhanced guidance and placement services	-	-
	Provide support systems to optimize students' academic life and co-curricular activities	Stronger guidance and placement services	OJP	Forge MOA with industry partners to adopt specific curricular programs for sponsorship in terms of provision of infrastructure resources, alignment of industry knowledge and skills	-	Forge MOA with industry partners to adopt specific curricular programs for sponsorship in terms of provision of infrastructure resources,	-	Forge MOA with industry partners to adopt specific curricular programs for sponsorship in terms of provision of infrastructure resources,	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
				set, and possible employment		alignment of industry knowledge and skills set, and possible employment		alignment of industry knowledge and skills set, and possible employment		
	Provide support systems to optimize students' academic life and co-curricular activities	Improve existing sports and cultural programs	DPE	Improve and conduct existing sports and cultural programs for students	100,000	Improve and conduct existing sports and cultural programs for students	150,000	Improve and conduct existing sports and cultural programs for students	200,000	450,000
	Provide support systems to optimize students' academic life and co-curricular activities	Provide comprehensive health services for students	OHS	Procurement of medical and dental supplies Hiring of Nurse and Physician Insurance for students and employee	500,000	Procurement of medical and dental supplies Insurance for students and employee	750,000	Procurement of medical and dental supplies Insurance for students and employee	750,000	2,000,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Operational Media Center	Enhance communication and management of educational contents and systems	Develop the TUP System online database of academic programs integrating with UITC	OIT	Acquire dedicated Internet Subscription 150 mbps bandwidth (fiber connection) to provide students with quality online learning programs, support and access to Library and other IT resources	800,000	Acquire dedicated Internet Subscription 150 mbps bandwidth (fiber connection) to provide students with quality online learning programs, support and access to Library and other IT resources	800,000	Acquire dedicated Internet Subscription 150 mbps bandwidth (fiber connection) to provide students with quality online learning programs, support and access to Library and other IT resources	800,000	2,400,000
	Enhance communication and management of educational contents and systems	Provide student with appropriate 24/7 support and access to Library and IT resources	OCL	<ul style="list-style-type: none"> Enhance access to online library resources and research repositories Purchased e-resources to augment the necessary resources of the students/faculty and 	800,000	<ul style="list-style-type: none"> Enhance access to online library resources and research repositories Purchased e-resources to augment the necessary resources of 	1,000,000	<ul style="list-style-type: none"> Enhance access to online library resources and research repositories Purchased e-resources to augment the necessary resources of 	1,000,000	2,800,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
				staff • Additional books		the students/faculty and staff • Additional books		the students/faculty and staff • Additional books		
A Recognized Research University	Upgrade the University's research performance	Increase the number of publications in quality journals, presented papers (in conferences with guaranteed Scopus/ISI journal publications), patented technologies, citations, and technology transferred/commercialized	ORS	Publication of research outputs in quality journals	-	Publication of research outputs in quality journals	-	Publication of research outputs in quality journals	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Upgrade the University's research performance	Increase the number of publications in quality journals, presented papers (in conferences with guaranteed Scopus/ISI journal publications), patented technologies, citations, and technology transferred/commercialized.	ORS	Facilitate patent application, copyrights, and technology transfer		Facilitate patent application, copyrights, and technology transfer	-	Facilitate patent application, copyrights, and technology transfer	-	-
	Upgrade the University's research performance	Increase the number of publications in quality journals, presented papers (in conferences with guaranteed Scopus/ISI	ORS	Conduct research colloquia, trainings, seminars, or webinars relative to publications, commercialization, IP awareness, and related topics		Conduct research colloquia, trainings, seminars, or webinars relative to publications, commercialization, IP	-	Conduct research colloquia, trainings, seminars, or webinars relative to publications, commercialization, IP	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
		journal publications), patented technologies, citations, and technology transferred/ commercialized				awareness, and related topics		awareness, and related topics		
	Upgrade the University's research performance	Promote collaborative research between faculty and community or industry partners to propose technology-based solutions to address pressing problems in the community/industry/ other stakeholders (external)	ORS	Procurement of supplies, materials, and equipment for the conduct of independent or collaborative research project	700,000	Procurement of supplies, materials, and equipment for the conduct of independent or collaborative research project	700,000	Procurement of supplies, materials, and equipment for the conduct of independent or collaborative research project	700,000	2,100,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Engage research talents through responsive support system	Expand and enhance relevant policies and programs for the grant of incentives, financial assistance, recognitions, and awards (e.g. Annual Gawad Parangal)	ORS	Grant of incentives, financial assistance, recognitions, and awards for deserving researchers based on existing policies	-	Grant of incentives, financial assistance, recognitions, and awards for deserving researchers based on existing policies	-	Grant of incentives, financial assistance, recognitions, and awards for deserving researchers based on existing policies	-	-
Operational Research Centers	Establish research centers to support instruction, extension and resource generation	Establish more research journals and publications	ORS	Construction of Research Center	32,000,000					32,000,000
	Establish research centers to support instruction, extension and	Establish more research journals and publications	ORS			• Organize core groups to institutionalize research centers • Request plantilla	816,620	• Organize core groups to institutionalize research centers • Request plantilla	816,620	1,633,240



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	resource generation					position for two (2) University Research Associate 1 (SG 12)		position for two (2) University Research Associate 1 (SG 12)		
	Enhance research dissemination and strategic international collaborations	Disseminate research results through the Annual Presentation of Research Outputs (APREO) and similar fora, exhibits, activities, online conferences or meetings	ORS	Presentation of papers in conferences	-	Presentation of papers in conferences	-	Presentation of papers in conferences	-	-



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
	Implementation of programs utilizing the knowledge and technology produced from academic endeavors	Seek funds through grants or partnerships to support extension programs	ORS	Establish partnerships to support extension programs Conduct extension projects/ activities with government and non-government organizations, and academic institutions (Technical training, short-term TechVoc courses, and CTP)	200,000	Establish partnerships to support extension programs Conduct extension projects/ activities with government and non-government organizations, and academic institutions (Technical training, short-term TechVoc courses, and CTP)	200,000	Establish partnerships to support extension programs Conduct extension projects/ activities with government and non-government organizations, and academic institutions (Technical training, short-term TechVoc courses, and CTP)	200,000	600,000



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				2023		2024		2025		
				Activities	Budget	Activities	Budget	Activities	Budget	
Sustainable income generating programs	Utilization of research outputs direct to communities to start a entrepreneurial and income generating activities	Provision of support mechanism to showcase generated technologies	OES	Conduct exhibit to showcase generated technologies/ projects for possible profitable ventures Package technology/project for commercialization or for adoption by the community	-	Conduct exhibit to showcase generated technologies/ projects for possible profitable ventures Package technology/project for commercialization or for adoption by the community	100,000	Conduct exhibit to showcase generated technologies/ projects for possible profitable ventures Package technology/project for commercialization or for adoption by the community	100,000	200,000
TOTAL					283,995,009		160,799,400		203,454,400	648,248,808

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