DLSU
STRATEGIC PLAN
2 0 1 5 - 2 0 2 0

TARGETS FOR AY 2016-17

De La Salle University

KRA 1. Education that is excellence-driven and learner-centered		
Goal 1. Teachers are enabled to perform more effectively as Lasallian educators		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M1 Incremental increase in the number of faculty with VS and O ratings for Learner-Centeredness	Instrument for measuring learner-centeredness is developed	ITEO, VCA
	The teacher formation program is enhanced in the areas of learner-centeredness, Lasallian pedagogy, and authentic assessment	VCA
	Appropriate tools for the monitoring and assessment of the teacher formation program are developed	VCA
	Evaluation of implementation of pedagogical framework introduced in 2005	VCA
	Baseline figure for FT faculty with ratings of VS and O for learner-centeredness is established (for next AY)	ITEO
G1-M2 At least two (2) Metrobank Foundation Outstanding Teacher Awardees in five years	Guidelines for the Pillars of Teaching Excellence Awards is reviewed (including the limits set on number of awardees)	TWG on Performance Evaluation for Faculty
	To be a Finalist or Awardee in Metrobank Foundation Outstanding Teachers Awards	Pillar Awards Committee
G1-M3 Incremental increase in the number of faculty members engaged in Scholarship of Teaching and Learning (SoTL) research projects	SoTL framework is reviewed, and periodic assessment mechanism established Wider discussion of SoTL among the academic community	VCA

De La Salle University

Goal 1. Teachers are enabled to perform more effectively as Lasallian educators		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M4 Increase in the number of faculty members who incorporate multicultural and multi-faith realities in their courses	Baseline figure for faculty members incorporating multicultural and multi-faith realities in their courses established	VCA
G1-M5 Develop learner-centered spaces (modern/ intelligent classrooms)	Review and examine design and technology appropriate for DLSU Construct two (2) classrooms	AVCCD
Goal 2. DLSU graduates are creative and critical thinkers, effective communicators, service-driven, reflective life-long learners, ethical, and competent professionals		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G2-M1 Improvement of ELGA index of students a. from entry to b. end of first year c. upon completion of program d. feedback from employers	An ELGA index is developed, pilot-tested and the results disseminated to concerned units	VCA, ITEO
	An employer feedback mechanism on performance of graduates is developed, pilot-tested and the results disseminated to concerned units (instrument implemented by Term 3)	OCCS
	Develop a study on how to measure improvements in our students on certain criteria because of their years of study in DLSU	VCA, ITEO, QA

De La Salle University

Goal 2. DLSU graduates are creative and critical thinkers, effective communicators, service-driven, reflective life-long learners, ethical, and competent professionals		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G2-M2 Improvement of employability metrics a. Ease of employment b. Job matching c. Job quality d. Career advancement rate e. Entrepreneurship	Improved tracer study design and data utilization plan are completed, pilot-tested and the results disseminated to concerned units.	ITEO
G2-M3 100% passing or Top 1 among schools with the same or higher number of examinees	100% passing or Top 1 among schools with the same or higher number of examinees	Colleges
G2-M4 Increase in number of students recognized for academic excellence	Identify awards and competitions to be considered and included among criteria for measuring institutional performance	VCA
	At least 12 students included in the top 10 placers of licensure examinations for all programs	Colleges, Departments
	Percentage of students included in Dean's List, Latin Honors, and other awards	Colleges, Departments

De La Salle University

KRA 1. Education that is excellence-driven and learner-centered		
Goal 3. Degree programs are continually improved and developed to be competitive to meet student needs, demands of the profession, and international standards		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G3-M1 Periodic outcome-based, stakeholder-informed, and internationally benchmarked curriculum review process and Continuing Quality Improvement (CQI) mechanism in place in all departments Integration of the learner-centered framework and Lasallian Guiding Principles in all curricular and co-curricular programs	A standard curriculum review process developed, approved and used to review all undergraduate curricula for AY2017-18	QA Office
	A framework for CQI including support services has been developed, approved and tested	QA Office
G3-M2 Accreditation and Assessment a. Increase in number of programs assessed by AUN-QA	At least three programs assessed with ratings of at least 5 by AUN after undergoing an IQA (Programs lined up for AY2016-17: IE, ME, Pol Sci, Econ)	Colleges, Departments, QA

De La Salle University

KRA 1. Education that is excellence-driven and learner-centered

Goal 3. Degree programs are continually improved and developed to be competitive to meet student needs, demands of the profession, and international standards

Measures (M)	University Objectives/Targets AY 2016-17	Responsible Unit/s
b. Increase in number of programs accredited by international bodies	All GCOE programs completed 3rd cycle of preparation for ABET accreditation. RVRCOB programs started application for AACSB; RVRCOB has identified other options for international accreditation BAGCED has identified possible accreditation bodies including International Registry for Counselling Education Program (IRCEP); End of AY16-17: Filed application CCS, COS, CLA, SOE, COL have identified possible international accreditation bodies	Colleges, Departments, QA
G3-M3 All qualified programs are recognized as Center of Excellence (COE) or Center of Development (COD). Programs recognized as COD are elevated to COE status.	All departments must implement activities to gain or maintain COE or COD status At least two programs with COD status elevated to COE status by 2018 Six new Centers (COE and COD) by 2018	Colleges, Departments
G3-M4 The only private Philippine University with THE ranking	Competitiveness and Rankings Plan refined and implemented	Competitiveness Committee
	Explore program rankings	Colleges, Departments

De La Salle University

KRA 1. Education that is excellence-driven and learner-centered		
Goal 3. Degree programs are continually improved and developed to be competitive to meet student needs, demands of the profession, and international standards		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G3-M5 Increase visibility in international events	10% increase of number of papers presented in high-impact conferences	VCA
	Identify major events and establish baseline figures on number of faculty participation	VCRI to propose definition of major and high-profile events
	Identify high-profile, regional/global events that the University can host	
	Establish baseline figures for the number of times faculty is invited as speaker to international conferences	VCA
G3-M6 Increase inbound and outbound students	10% increase in inbound and outbound exchange students	ERIO, Colleges
G3-M7 Incremental increase in the number of foreign students	Market survey for foreign students conducted	STRATCOM, ERIO
G3-M8 Increase faculty exchange	10% increase in number of inbound and outbound faculty exchange	Colleges, ERIO

De La Salle University

KRA 1. Education that is excellence-driven and learner-centered		
Goal 3. Degree programs are continually improved and developed to be competitive to meet student needs, demands of the profession, and international standards		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G3-M9 Increase double degree programs with foreign universities	Two additional transnational programs (TNE)* Existing double degree programs have at least one student from each side accepted in the program	Colleges Colleges
G3-M10 Increase in the number of faculty with doctoral degrees	Additional ten (10) FT faculty with doctoral degrees	Colleges, Departments
G3-M11 Number of students enrolled belonging to the top quartile has increased	Introduce honors programs	Colleges

* number of TNE for AY 2015-16 is 5 (COS-2, CLA-1, SOE-1, GCOE – 1)

De La Salle University

KRA 2. Research that is rigorous, meaningful and responsive		
Goal 1. Research at DLSU is internationally competitive		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M1 Increase number of research output a. Number of annual publications	10% increase in number of annual publications*	Colleges, Departments (URCO to provide orientation, checklist)
b. Number of annual SCOPUS/ISI indexed publications	At least 250 Scopus/ISI-indexed publications	Colleges, Departments VCRI
c. Number of annual paper presentation in reputable national and international conferences	10% increase in number of annual paper presentations	Colleges, Departments
d. Number of annual creative works	10% increase in number of creative works	Colleges
e. Number of annual patents and other forms of industrial property	10 disclosures (*submission of the record of invention form to DITO*) on patentable works	Colleges, Departments DITO, VCRI
	At least 5 patent applications or other forms of industrial property	

* includes: ISI/Scopus/CHED accredited journals and books, books/book chapters, policy briefs, research reports, manual of operations, patents, feasibility studies, corporate studies, articles published in conference proceedings

De La Salle University

KRA 2. Research that is rigorous, meaningful and responsive		
Goal 1. Research at DLSU is internationally competitive		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
f. Number of annual patents and other forms of industrial property	10 disclosures (*submission of the record of invention form to DITO*) on patentable works	Colleges, Departments DITO, VCRI
	At least 5 patent applications or other forms of industrial property	
g. Number of annual commercialized innovations	At least 1 commercialized innovation	Colleges, Departments
	Operationalization of Animo labs	DITO, Animo labs
h. Number of PhD graduates per year	At least 40 PhD graduates	Colleges, Departments
	Baseline on number of publications co-authored by faculty and students established	URCO
G1-M2 Increase in number of annual citations	At least 30 publications in high-impact journals (using DLSU definition)	Colleges, Departments VCRI
	Increase institutional Scopus h-index to 60	Colleges, Departments

De La Salle University

KRA 2. Research that is rigorous, meaningful and responsive		
Goal 1. Research at DLSU is internationally competitive		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M3 All DLSU publications receive national and/or international recognition (for example, books that are co-published with major publishers; journals that are indexed in SCOPUS/ISI and/or accredited by CHED)	At least 5 books published with international press	Colleges, Departments VCRI, Publishing House
	All DLSU journals to be prepared for ISI/Scopus/CHED ACI listing	Publishing House
	At least 1 book awarded national and/or international recognition	Colleges, Departments
Goal 2. Increase research resources to a sustainable level		
G2-M1 Incremental increase in faculty involvement in research	70% of full-time faculty members involved in research (*Currently at 60%*)	Colleges, Departments VCRI, URCO
G2-M2 Increase number of full-time graduate students	Increment of 10% of full-time graduate students (excluding CoL)	Colleges, Departments
G2-M3 Increase physical infrastructure and financial support to mobilize human capital (research fellows, faculty and non-faculty researchers, graduate and undergraduate students)	Maintain financial support for research manpower	VCRI
	Develop medium-term plan for research space in Taft and STC	AVCCD

De La Salle University

KRA 2. Research that is rigorous, meaningful and responsive		
Goal 3. Increase in research with social and developmental impact		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G3-M1 Increase number of research with social impact: a. Number of annual research projects following strategic research thrusts b. Number of annual action and applied research	Scorecard developed and pilot-tested	URCO, VCRI, Technical panel
G3-M2 Increase in number of national and international awards/ recognition for research with societal impact	At least 3 major national awards	Colleges, VCRI
	At least 1 international award	Colleges, VCRI
	At least 1 NAST inductee	Colleges, VCRI
G3-M3 Generate commercialized technologies that contribute to job creation and national economic development	At least one technology identified for such potential	DITO
G3-M4 Increase number and amount of external grants	Additional Php 50 Million research fund from external sources	Research Centers
G3-M5 Increase partnerships with GO, NGOs, CSO and other institutions	10% increase in partnerships	Research Centers

De La Salle University

KRA 3. Discourse that is interdisciplinary, diverse and values-inspired		
Goal 1. There are opportunities for open and meaningful exchange of ideas		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M1 All degree programs incorporate interdisciplinary perspectives and activities	Incorporation of interdisciplinary perspectives and activities included in the curriculum review process	Colleges, Departments
G1-M2 Interdisciplinary discourse is integrated in all courses	Interdisciplinary approach incorporated in the syllabi of courses common to the old and new GE curricula	NLCC Committee
G1-M3 Increase in the number of fora and other activities on interdisciplinary themes (ethics, heritage, culture) (i.e., TEDx)	At least one interdisciplinary activity conducted each term	Colleges, VCA, VCRI, VPLM
Goal 2. Bridge faith and scholarship in the formation of all sectors leading to greater interfaith and multicultural understanding and acceptance		
G2-M1 All faculty members and personnel should have participated in at least one spiritual formation activity annually	Each department/unit planning workshop include faith formation activity	Department/unit Monitoring by VPLM
G2-M2 All GE courses integrate interfaith and multicultural discourse	Interfaith and multicultural discourse are reviewed and integrated in the NLCC subjects	NLCC Committee

KRA 4. Governance that is transparent, accountable and inclusive		
Goal 1. Institutionalize best practices in consultation and participation, transparency and accountability		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M1 A feedback mechanism is put into place for decisions that involve a significant change in the stakeholders' performance of their expected duties and responsibilities	An institutional Consultation/ Communication Framework is developed including skip-level consultations (Townhall meetings, Kapihan, Chancellor's Hour*, etc)	Chancellor's Office, RMCA
	Conduct intelligence-gathering, crowd-sourcing (i.e. democracy walls, social media posts)**	Chancellor's Office, STRATCOM
	Revive Faculty Studies Committee (FSC)***	Chancellor's Office, VCA
G1-M2 Increase in the number of effective administrators (as determined by the new Performance Evaluation that will be developed)	Set up baseline for faculty administrators	Chancellor's Office, ITEO, and OPM
	Revise and evaluate proposal that will include non-academic administrators	Chancellor's Office, ITEO, and OPM
	Develop new performance scheme for non-faculty administrators that will include quality of decisions and services, and achievement of KRA	Chancellor's Office, ITEO, and OPM

*   *Chancellor's Hour - once per term*

**   *Similar to a suggestion box that is always being replenished*

*** *FSC - a committee within every department that conducts sessions wherein issues are raised*

De La Salle University

KRA 4. Governance that is transparent, accountable and inclusive		
Goal 1. Institutionalize best practices in consultation and participation, transparency and accountability		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M3 % of appointees come from pool of potential administrators identified in the succession plan	Potential administrator appraisal system is in place	Chancellor's Office, VCA, OPM
Goal 2. Align institutional structures, policies, processes with the Vision-Mission of the University		
G2-M1 The policies, processes and structures of concerned units in the University are compliant with the MCS	An institutional monitoring system to ensure alignment of DLSU policies and practices with the MCS has been developed	RMCA
	50% compliance with MCS	Units/Offices with MCS Manual
	Two self-assessments approved and submitted to DLSP	RMCA
G2-M2 Units not covered by MCS are compliant with standards of accrediting agencies	Accrediting agencies and standards that apply to processes/units not covered by MCS are identified	QA, RMCA, ISO accreditation team, non-MCS units
	All non-MCS units have prepared documents for the ISO 9001 2015 (Business Management Standard) certification	

De La Salle University

KRA 4. Governance that is transparent, accountable and inclusive		
Goal 2. Align institutional structures, policies, processes with the Vision-Mission of the University		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G2-M3 Offices abide by service objective/level standards (Non-MCS: To be confirmed)	Self-monitoring system for compliance with service objective/level standards has been developed for four units	RMCA
	Eight (8) units/offices abide by service objective/level standards (100%)	RMCA
G2-M4 Performance evaluation system of all employees is based on achievement of KRAs	Performance evaluation system is based on achievement of KRAs has been developed	ITEO
G2-M5 The policies, processes, and structures of concerned units in the University are compliant with standards of Integrity Initiative	Five self-assessments completed and finalized	RMCA
	An institutional monitoring of compliance with service objective/level standards has been developed	RMCA

De La Salle University

KRA 5. Community that values talent and is socially engaged		
Goal 1. Each unit of the University has at least one sustainable social engagement project		
Measures (M)	University Objectives/Targets AY 2016-17	Responsible Unit/s
G1-M1 All units will have at least one social engagement project, and 50% of units will have at least one sustainable social engagement project	30% of the units at DLSU have at least one sustainable social engagement project	Department/units, EAD,VPLM
	80% of the units at DLSU have at least one social engagement project	Department/units, EAD,VPLM
G1-M2 Increase in the number of faculty, student, and staff involved in the DLSU community engagement programs and activities	All student organizations have at least one community engagement project	SLIFE, DSA, VPLM
	30% of student organizations have at least one sustainable community engagement project	SLIFE, DSA, VPLM
	At least 25% of staff are engaged in community engagement projects	OPM
	50% of faculty involved in their department's community engagement project	Departments, Colleges
G1-M3 Increase in the number of community engagement choices	Sustain LARAL, LSEED, EnviSage, LHEARTS	COSCA, VPLM

De La Salle University

KRA 5. Community that values talent and is socially engaged		
Goal 2. Service Learning is institutionalized		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G2-M1 All academic programs of the University have a Service Learning component	50% of UG programs have a SL component	Departments, Colleges, EAD, VPLM
	20% of GS programs have a SL component	Departments, Colleges, EAD, VPLM
G2-M2 Increase in the number of Service Learning activities locally and internationally	10% increase in service learning activities	Departments, Colleges, EAD, VPLM
G2-M3 Increase in the satisfaction level of students in Service Learning experience	Continued refinement of the service learning framework	COSCA, ITEO Colleges, Departments
Goal 3. Enhanced recruitment, retention, and development of qualified talents		
G3-M1 % of doctoral degree holders with relevant international experience	International engagement plan developed for FT faculty members without international experience	Colleges, Departments
G3-M2 Ideal mix of talents for the unit's viability and continuity	A departmental mix of talents scorecard-is developed	VCA

De La Salle University

KRA 5. Community that values talent and is socially engaged		
Goal 3. Enhanced recruitment, retention, and development of qualified talents		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G3-M3 High Employee Happiness Index among personnel(faculty and staff)	An instrument to measure Employee Happiness at DLSU is developed and deployed	VCA
G3-M4 An effective faculty and personnel recruitment and retention program is in place.	An exit interview and turnover reporting mechanism is established and implemented.	Chancellor's Office
	Compensation scheme for faculty and staff reviewed in light of the Salary Standardization Administrative Order	Chancellor's Office, VCA, OPM
Goal 4. The University contributes to the development of nation and stewardship of creation		
G4-M1 Increase in the number of faculty, students, and staff recognized for excellence in leadership and community engagement	Two faculty members, five students and one staff member recognized for excellence in leadership and community engagement Nominate members of the academic community for external awards	VCA, DSA, OPM, VPLM
G4-M2 % of faculty engaged in activities on development of nation and stewardship of creation	Baseline value of faculty engagement is determined	EAD,VPLM
G4-M3 Increase public engagement that allows sharing of expertise	Faculty skills in media relations developed	STRATCOM

De La Salle University

KRA 6. A DLSU-STC where S&T meets the arts and innovation leads to ventures		
Goal 1. A vibrant community		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M1 Increase number of students	Game Development program is promoted to all feeder schools and other potential market	STRATCOM, Colleges
	Graduate programs and Continuing Professional Education programs offered	Colleges
	Regular communication with stakeholders and feeder schools (once a term) conducted	STRATCOM
	Participation in five (5) campus fairs in feeder schools	STRATCOM
	Twenty school visits in Region 4A and NCR South conducted	STRATCOM
	Events/conferences sponsored/co-sponsored by DLSU and external organizations	VPLM, DSA
	At least 1 student activity held in STC (organized by a student organization - CSO and USG)	VPLM, DSA
	"Kumustahan" activities with Freshmen conducted	VPLM, DSA
	Membership and participation of STC-based students in various special interest groups increased	VPLM, STC
	Sports activities/programs based in STC organized	VPLM, OSD
	Student-led, multisectoral activities (e.g. variety shows, sports/larong pinoy) organized	VPLM

De La Salle University

Measures (M)	University Objectives/Targets AY 2016-17	Responsible Unit/s
KRA 6. A DLSU-STC where S&T meets the arts and innovation leads to ventures		
Goal 1. A vibrant community		
G1-M2 Increase competitiveness of students	Top 10 science HS students in Region 4A and South of Metro Manila recruited	STRATCOM
	Programs and activities that are developmentally appropriate are designed and developed to engage and train IS students	VC-STC, IS Pricipal
	Benchmark with at least two science high schools (e.g. Manila Science, Philippine Science)	VC-STC, IS Principal
	Benchmark with international science high schools	VC-STC, IS Principal
	Passing rate of Grade 10 students in DSHAPE is increased	VC-STC, IS Principal
	Improved performance of students in National and Standardized Achievement Tests (NSAT)	VC-STC, IS Principal
	Preparation for PAASCU accreditation completed	VC-STC, IS Principal
G1-M3 Increase in number of student-centric establishments and facilities	Space utilization database at STC is established	AVCCD
	Student Activity Center/Student Lounge designed and contructed	AVCCD
	Local and regional benchmarks in relation to learning and support facilities identified	AVCCD
	Campus Masterplan formulated (considering IS, College, and research requirements)	AVCCD

De La Salle University

KRA 6. A DLSU-STC where S&T meets the arts and innovation leads to ventures		
Goal 1. A vibrant community		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
	Seismological study conducted	AVCCD
	Existing covered court renovated	AVCCD
	Sports facilities constructed	AVCCD
	Requirements for dormitories studied and needs of potential residents assessed	AVCCD
G1-M4 Increase accessibility to and from STC	Study on frequency and number of trips of shuttle service from Paseo Caltex conducted and improved shuttle service scheme based results of study implemented	AVCCS, VCAd, VC-STC
	Sustainable transportation plan formulated ▪ Taft-STC ▪ Within STC campus	AVCCS, VCAd, VC-STC
G1-M5 Increase number of international and exchange students	Participation in three international college fairs	VC-STC, ERIO, STRATCOM
	Regular communication with partner institutions	STRATCOM
	Partnership with at least one international La Salle School (IS)	VC-STC, IS Principal

De La Salle University

KRA 6. A DLSU-STC where S&T meets the arts and innovation leads to ventures		
Goal 1. A vibrant community		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G1-M6 Increase partnership with industries, institutions, and communities	FGDs and seminars with industrial park locators conducted	STRATCOM
	Five coffee caravans in Laguna Technopark and other technoparks within Region 4A conducted	STRATCOM
	One ALPHA members general meeting sponsored	STRATCOM
	Communication materials for companies in technoparks developed and distributed	STRATCOM
	Communication materials to nearby residential areas distributed	STRATCOM
Goal 2. Excellent and attractive interdisciplinary education		
Measures (M)	**University Objectives/Targets AY 2016-17**	**Responsible Unit/s**
G2-M1 Number of program offerings optimized	Market study conducted (with assistance from outsourced marketing research firm)	STRATCOM
	Design at least two innovative programs based on results of market study	VCA, Colleges
	Facilities for Continuing Professional Education programs prepared	AVCCD
G2-M2 Increase number of interdisciplinary programs	Interdisciplinary programs promoted in communication materials	STRATCOM, Colleges