University Goals and Measures 2015-2020
Activity-Based Budgeting Codes

	KRA1. Education that is excellence-driven and learner-centered			
	Goals (G)		**Measures (M)**	**ABB Code**
1	Teachers are enabled to perform more effectively as Lasallian educators	1	Incremental increase in the number of faculty with VS and O ratings for Learner-Centered Teaching	
			a. Percentage of faculty practicing learner-centered pedagogy	KRA1-G1-M1a
			b. Percentage of faculty who applied authentic assessment techniques for learner-centered pedagogy in the classroom	KRA1-G1-M1b
		2	Increase in the number of faculty members recognized for teaching excellence	KRA1- G1-M2
		3	Incremental increase in the number of faculty members engaged in SoTL research projects	KRA1-G1-M3
		4	Increase in the number of faculty members who incorporate multicultural and multi-faith realities in their courses	KRA1-G1-M4

	Goals (G)		Measures (M)	ABB Code

2	DLSU graduates are creative and critical thinkers, effective communicators, service-driven, reflective life-long learners, ethical, and competent professionals	1	Improvement of ELGA index of students from
			   a. entry to
			   b. end of first year
			   c. upon completion of program
			   d. feedback from employers
				KRA1-G2-M1a
				KRA1-G2-M1b
				KRA1-G2-M1c
				KRA1-G2-M1d

		2	Improvement of employability metrics:
			   a. Ease of employment
			   b. Job matching
			   c. Job quality
			   d. Career advancement rate
			   e. Entrepreneurship
			   f. Advanced Studies
				KRA1-G2-M2a
				KRA1-G2-M2b
				KRA1-G2-M2c
				KRA1-G2-M2d
				KRA1-G2-M2e
				KRA1-G2-M2f

		3	100% passing or Top 1 among schools with the same or higher number of examinees	KRA1-G2-M3
		4	Increase in number of students recognized for academic excellence and by national and international award-giving bodies	KRA1-G2-M4

	Goals (G)		Measures (M)	ABB Code
3	Degree programs are continually improved and developed to be competitive to meet student needs, demands of the profession and international standards	1	Periodic outcome-based, stakeholder-informed, and internationally benchmarked curriculum review process and Continuing Quality Improvement (CQI) mechanism in place in all departments	KRA1-G3-M1
		2	Accreditation and Assessment: a. Increase in number of programs assessed by AUN-QA b. Increase in number of programs accredited by international bodies	KRA1-G3-M2a KRA1-G3-M2b
		3	All qualified programs are recognized as Center of Excellence (COE) or Center of Development (COD). Programs recognized as COD are elevated to COE status.	KRA1-G3-M3
		4	Number 1 in the Philippines in University rankings	KRA1-G3-M4
		5	Increase visibility in international events	KRA1-G3-M5
		6	Increase the number of programs that are internationally-recognized	KRA1-G3-M6
		7	Increase inbound and outbound students	KRA1-G3-M7
		8	Incremental increase in the number of foreign students	KRA1-G3-M8
		9	Increase faculty exchange	KRA1-G3-M9
		10	Increase double degree programs with foreign universities	KRA1-G3-M10
		11	Increase in the number of faculty with doctoral degrees	KRA1-G3-M11
		12	Number of students enrolled belonging to the top quartile has increased	KRA1-G3-M12
		13	Integration of the learner-centered pedagogy and Lasallian Guiding Principles in all curricular and co-curricular programs	KRA1-G3-M13

KRA 2. Research that is rigorous, meaningful and responsive				
	Goals (G)		**Measures (M)**	**ABB Code**
1	Research at DLSU is internationally competitive	1	Increase number of research output: a. Number of annual publications b. Number of annual SCOPUS/ISI indexed publications c. Number of annual paper presentation in reputable national and international conferences d. Number of annual creative works e. Number of annual patents and other forms of industrial property f. Number of annual commercialized innovations g. Number of PhD graduates per year	 KRA2-G1-M1a KRA2-G1-M1b KRA2-G1-M1c KRA2-G1-M1d KRA2-G1-M1e KRA2-G1-M1f KRA2-G1-M1g
		2	Increase in number of annual citations	KRA2- G1-M2
		3	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)	KRA2- G1-M3
2	Increase research resources to a sustainable level	1	Incremental increase in faculty involvement in research	KRA2-G2-M1
		2	Increase number of publications and annual citations per faculty member	KRA2-G2-M2
		3	Increase number of full-time graduate students	KRA2-G2-M3
		4	Increase physical infrastructure and financial support to mobilize human capital (research fellows, faculty and non-faculty researchers, graduate and undergraduate students)	KRA2-G2-M4

	Goals (G)		Measures (M)	ABB Code

3	Increase in research with social and developmental impact	1	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
				KRA2-G3-M1a
				KRA2-G3-M1b

		2	Increase in number of national and international awards/recognition for research with societal impact	KRA2-G3-M2
		3	Generate commercialized technologies that contribute to job creation and national economic development	KRA2-G3-M3
		4	Increase number and amount of external grants	KRA2-G3-M4
		5	Increase partnerships with GO, NGOs, CSO and other institutions	KRA2-G3-M5

	Goals (G)		Measures (M)	ABB Code
1	There are opportunities for open and meaningful exchange of ideas	1	All degree programs incorporate interdisciplinary perspectives and activities	KRA3-G1-M1
		2	Interdisciplinary discourse is integrated in all courses	KRA3- G1-M2
		3	Increase in the number of fora and other activities on interdisciplinary themes (ethics, heritage, culture) (i.e., TEDx)	KRA3- G1-M3
2	Bridge faith and scholarship in the formation of all sectors leading to greater interfaith and multicultural understanding and acceptance	1	All faculty members and personnel should have participated in at least one spiritual formation activity annually	KRA3- G2-M1
		2	All GE courses integrate interfaith and multicultural discourse	KRA3- G2-M2

KRA 3. Discourse that is interdisciplinary, diverse and values-inspired

	Goals (G)		Measures (M)	ABB Code
1	Institutionalize best practices in consultation and participation, transparency and accountability	1	A feedback mechanism is put into place for decisions that involve a significant change in the stakeholders' performance of their expected duties and responsibilities	KRA4-G1-M1
		2	Increase in the number of effective administrators (as determined by the new Performance Evaluation that will be developed)	KRA4- G1-M2
		3	% of appointees come from pool of potential administrators identified in the succession plan	KRA4- G1-M3
2	Align institutional structures, policies, processes with the Vision-Mission of the University	1	The policies, processes and structures of concerned units in the University are compliant with the MCS	KRA4- G2-M1
		2	Units not covered by MCS are compliant with standards of accrediting agencies	KRA4- G2-M2
		3	Offices abide by service objective/level standards	KRA4- G2-M3
		4	Performance evaluation system of all employees is based on achievement of KRAs	KRA4- G2-M4

KRA 4. Governance that is transparent, accountable and inclusive

	KRA 5. Community that values talent and is socially engaged				
	Goals (G)		**Measures (M)**		**ABB Code**
1	Each unit of the University has at least one sustainable social engagement project	1	All units will have at least one sustainable social engagement project		KRA5-G1-M1
		2	Increase in the number of faculty, student, and staff involved in the DLSU community engagement programs and activities		KRA5- G1-M2
		3	Increase in the number of community engagement choices		KRA5- G1-M3
2	Service Learning is institutionalized	1	All academic programs of the University have a Service Learning component		KRA5- G2-M1
		2	Increase in the number of Service Learning activities locally and internationally		KRA5- G2-M2
		3	Increase in the satisfaction level of students in Service Learning experience		KRA5- G2-M3
3	Enhanced recruitment, retention, and development of qualified talents	1	% of doctoral degree holders with relevant international experience		KRA5- G3-M1
		2	Ideal mix of talents for the unit's viability and continuity		KRA5- G3-M2
		3	High Employee Happiness Index among personnel (faculty and non-teaching personnel)		KRA5- G3-M3
		4	An effective faculty and personnel recruitment and retention program is in place.		KRA5- G3-M4

	Goals (G)		Measures (M)	ABB Code
4	The University contributes to the development of the nation and stewardship of creation	1	Increase in the number of faculty, students, and staff recognized for excellence in leadership and community engagement	KRA5-G4-M1
		2	% of faculty engaged in activities on development of nation and stewardship of creation	KRA5-G4-M2
		3	Increase public engagement that allows sharing of expertise	KRA5-G4-M3

KRA 6. A DLSU-STC where S&T meets the arts and innovation leads to ventures				
	Goals (G)		**Measures (M)**	**ABB Code**
1	A vibrant community	1	Increase number and competitiveness of IS students	KRA6-G1-M1
		2	Increase number and competitiveness of college students	KRA6- G1-M2
		3	Increase number of student-centric establishments and facilities	KRA6- G1-M3
		4	Increase access to and from STC	KRA6- G1-M4
		5	Increase number of international and exchange students	KRA6- G1-M5
2	Excellent and attractive interdisciplinary education	1	Optimize number of programs offered	KRA6- G2-M1
		2	Increase number of interdisciplinary programs	KRA6- G2-M2
		3	Increase number of outstanding faculty members teaching at STC	KRA6- G2-M3
3	Engages in meaningful research that has measurable social impact	1	Increase number of research with social impact	KRA6- G3-M1
		2	Increase partnership with industries, institutions and communities	KRA6-G3-M2
		3	Increase number of graduate students	KRA6-G3-M3
		4	Increase number of international research collaboration	KRA6-G3-M4