



WORK AND FINANCIAL PLAN
January – December 2025
COLLEGE OF ENGINEERING AND ARCHITECTURE

KRA 1. ACCESS AND EQUITY					
Target Indicator	SWOT ANALYSIS	Programs/Projects/Activities	Responsible Person	Proposed Budget Allocation	Timeline
1.1.1 Percentage of institutional policy on the affirmation action in compliance with RA 10931 implemented over the total new and existing institutional policy on the affirmation action in compliance with RA 10931	Strength/s Ensures that underprivileged students have access to free higher education and opportunities for academic success. Weakness/es Weak monitoring could lead to students taking advantage of subsidies without academic commitment. Opportunity/ies Implementing tracking systems to ensure compliance and measure policy effectiveness. Threat Economic downturns may impact financial support for the program.	- Review existing institutional policies on affirmation action and integrate policies into the COEA program's curriculum - Conduct training sessions on inclusive education and affirmation action by inviting experts to discuss best practices in promoting diversity and inclusion - Develop and implement inclusive clinical practices and protocols to ensure that clinical instructors and students are aware of and adhere to affirmation action policies	Dean, Department Chairs and Faculty Members	5,000.00	January – June 2025
1.2 Percentage of disadvantaged students enrolled in the institution over total student population		Conduct outreach programs in disadvantaged communities to promote the COEA program	Dean, Department Chairs and Faculty Members	10,000.00	



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		- and partner with local schools and organizations to identify potential students • Provide academic support and mentorship to help students succeed. • Track the number of disadvantaged students enrolled in the COEA program to evaluate the effectiveness of the program and identify areas for improvement			
1.3.1.3 Number of grantees for academic scholarship grant		• Monitor the academic performance of grantees and evaluate the effectiveness of the scholarship program • Provide mentorship and support to grantees and encourage grantees to participate in research, extension, and other academic activities	Dean, Department Chairs and Faculty Members	5000.00 5000.00	January – December 2025
1.3.1.3 Number of grantees for non-academic scholarship grant		• Monitor the academic performance of grantees and evaluate the effectiveness of the scholarship program • Provide mentorship and support to grantees and encourage grantees to participate in research, extension, and other academic activities	Dean, Department Chairs and Faculty Members	5000.00 5000.00	January – December 2025
Number of learning continuity plan and student services plan submitted within the deadline		• Conduct a workshop with department chairpersons and area chairpersons to craft the college continuity plan and student services plan for submission to the campus level	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
1.5 Inclusiveness					
Number of IP groups recognized by NCIP as represented by enrolled students in the University		• Conduct outreach programs in IP communities to promote the COEA program - Partner with NCIP and IP organizations to identify potential students • Track the number of IP students enrolled in the COEA program to evaluate the	Dean and Department Chairs	5000.00	January – December 2025

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		effectiveness of the program and identify areas for improvement			
1.6 Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period		- Forecast enrollment demand for the upcoming academic year to develop a plan to manage enrollment within the carrying capacity - Implement a selective recruitment process to ensure qualified applicants based on the approved admission policies of the University and COEA - Monitor and adjust class sizes to ensure optimal student-faculty ratio by implement strategies to manage large class sizes particularly for laboratory classes. - Regular monitoring of enrollment numbers and student-faculty ratio	Dean, Department Chairs and Advisers	10,000.00	January – December 2025
KRA 2: QUALITY AND RELEVANCE OF INSTRUCTION					
Target Indicator		PAPs	Responsible Person	Proposed Budget Allocation	Timeline
2.2.2.2 Number programs with level 3 accreditation		Compliance in the mandatory recommendations of the AACCUP Accreditors during the survey visit	Dean and Concerned Department Chairs and Faculty Members (ECE and CpE)	15,000.00	January – December 2025
2.2.2.2 Number programs with level 4 accreditation		Application in the Level 4 accreditation	Dean and Concerned Department Chair (CE) and Select Faculty Members Committees	75,000.00	January – December 2025
2.2.2.4 International Program Certification (AUN-QA)		- Sustain International Certification for AUN -QA for the 2 Programs particularly BSCE and BSEE, respectively. - Compliance and work-out with the mandatory recommendations	Dean and Concerned Department Chair (CE and EE) and Select Faculty Members Committees	75,000.00	A.Y 2025-2026

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- Number of academic programs with International Program certification					
2.3.1 Percentage of Plantilla Faculty with Doctoral Degrees	Strength/s Most of the regular faculty members are young and have master's degree Weakness/es Very few have verticalized master's degree Opportunity/ies Many agencies provide for international and national scholarship grants Threat/s Brain drain for better opportunity	• Send faculty members for international and national scholarship to pursue Doctorate and verticalized master's degrees. • Hire pool of expert on a part –time basis who are doctorate degree holders (at least 3) • Strengthen tie up with Alumni who are doctorate degree holders • Conduct a needs assessment of faculty members to develop a comprehensive faculty development plan and identify faculty members who require doctoral degrees • Provide scholarship and funding support to faculty members pursuing doctoral degrees • Regularly monitor the progress of faculty members pursuing doctoral degrees and evaluate the effectiveness of the faculty development plan	Dean, Department Chairs and Faculty Members	250,000.00	One to two faculty scholars every year for 5 years
2.3.2 Percentage of Plantilla Faculty with Post-Master's or Post Doctoral Certificate or Diploma		• Conduct a needs assessment of faculty members to develop a comprehensive faculty development plan and identify faculty members who require post-master's or post-doctoral degrees • Provide scholarship and funding support to faculty members pursuing post-master's or post-doctoral degrees • Regularly monitor the progress of faculty members pursuing post-master's or post-doctoral degrees and evaluate the effectiveness of the faculty development plan	Dean, Department Chairs and Faculty Members	25,000.00	A.Y 2025-2026

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2.3.3 Percentage of Faculty who Completed International or Local Training Programs	Strength/s 1. Attendance and participation to trainings and seminars contribute to the professional growth of faculty members enabling them to stay updated with the latest developments in their respective fields. 2. Faculty are assigned to their respective field of specialization. 3. Professional membership in local, national professional organization. Weakness/es Seeking for permission and/or organizing effective training programs requires resources, and there might be budget constraints. Opportunity/ies Establishing a feedback system helps in continuous improvement, ensuring that future trainings are more aligned with the needs of faculty. Threat/s Limited financial resources may pose a threat to the organization and	• Prepare Learning spaces for CDIO applications • Forge MOA/MOU with partner universities • International benchmarking of college officials for collaboration • Identify training needs of faculty members to determine relevant international and local training programs • Provide scholarship and funding support to faculty members to attend international and local training programs in partnership with external organizations to secure funding • Organize workshops and seminars on topics relevant to veterinary education and invite international and local experts to share their expertise • Regularly monitor the progress of faculty members who attended training programs and evaluate the effectiveness of the training programs in enhancing faculty competencies	Dean, Department Chairs and Faculty Members	200,000.00	January – December 2025
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	implementation of quality training programs.				
2.4 Career Service Program Support (Job Fair, Career Advising Session and Trainings, Online Career Portal) - Number of Career Service Program Support (Job Fair, Career Advising Session and Trainings, Online Career Portal) conducted		Invite agencies, industry and companies to participate in job fair of the university.		25,000.00	January – December 2025
2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year		- Conduct academic advising and mentoring to students Offer tutoring and supplemental instruction in challenging courses - Develop an early warning system to identify at-risk students to provide targeted support services to at-risk students - Review and revise the curriculum to ensure relevance and effectiveness and incorporate feedback from students, faculty, and alumni. - Regularly monitor student retention and graduation rates and evaluate the effectiveness of retention and support services	Dean, Department Chairs, All faculty members, Class Advisers	30,000.00	Jan. – Dec. 2025
2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch		- Provide scholarship and financial assistance to disadvantaged students in partnership with external organizations to secure funding - Offer tutoring and mentoring services to disadvantaged students to provide academic advising and guidance	Dean and Department Chairs	30,000.00	Jan. – Dec. 2025
2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	Strength/s All board courses have review subjects in their curriculum	Conduct of a one-week comprehensive review of identified major course in each of the different board courses.	Dean, Department Chairs and Faculty Members	550,000.00	2 weeks before graduation



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	Weakness/es Many of our students could hardly pay the fees needed for review center Opportunity/ies Linkage with review Centers Threat/s Decrease in Enrolment	- Conduct of a one-week comprehensive review on mathematics and general science for all the programs - Strengthen tie up with Alumni to share their areas of specialization through online academic sessions - Sponsor one poor graduate per program for their review who has good scholastic standing (5@25K)			AY 2025-26
2.8.2.1 Number of institutional membership in international organization and networks		Apply membership to the International Organization and Networks	Dean and Department Chairs	15,000.00	AY 2025-26
2.8.2.2 Number of institutional memberships in local organizations and networks		Apply membership to the Philippine Association of Engineering Schools Inc.	Dean and Department Chairs	5,000.00	AY 2025-26
2.8.4 Faculty Mobility					
2.8.4.1 Number of faculty from foreign higher education institutions engaged as lecturer, speaker, cooperating instructor, or other similar academic roles in the institution		- Establish a partnership with the higher education institution or organization - Invite faculty experts from partner Schools to serve as speaker, lecturer, cooperating instructor, or other similar academic roles	Dean, Department Chairs and Faculty Members	75,000.00	January – December 2025
2.8.4.2 Number of full-time faculty engaged in short-term faculty exchange program with a duration of less than 3 months as lecturer, speaker, cooperating instructor, or other similar academic roles in the institution	Strength/s Existence of Partner Universities Weakness/es 1. Lack of Collaborating Universities 2. Many of our students could hardly pay the fees needed	Participation of faculty members in local and international to serve as lecturer, speaker, cooperating instructor, or other similar academic roles engaged in short-term	Dean, Department Chairs and Faculty Members	30,000.00	January – December 2025



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	Opportunity/ies 1. CDIO Implementation 2. Tie up with other universities Threat/s Financial Needs for its implementation				
2.8.4.3 Number of full-time faculty engaged in long-term faculty exchange program with a duration of 3 months or more	Strength/s Existence of Partner Universities Weakness/es 1. Lack of Collaborating Universities 2. Many of our students could hardly pay the fees needed Opportunity/ies 1. CDIO Implementation 2. Tie up with other universities Threat/s Financial Needs for its implementation	Participation of faculty members in local and international to serve as lecturer, speaker, cooperating instructor, or other similar academic roles engaged in long-term	Dean, Department Chairs and Faculty Members	50,000.00	January – December 2025
2.8.5 Student Mobility					
2.8.5.1 Number of outbound and inbound students participated in short-term international student exchange program	Strength: Active student organization Weakness: Limited attendance and participation in conferences and seminars	Establish partnerships with international universities and institutions and develop a Memorandum of Agreement (MOA) for student exchange programs	Dean, Department Chairs Assigned Faculty Members and students	50,000.00	January – December 2025

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	Opportunity: Many capacity building activities and leadership trainings conducted/sponsored by the university and external organizations Threat: Lack of fund to support students for trainings/seminars	• Promote the exchange program to COEA students and select outbound students based on academic merit and other criteria • Host inbound students from partner institutions and provide academic and cultural support services • Regularly monitor the progress of outbound and inbound students and evaluate the effectiveness of the exchange program			
2.8.5.2 Number of outbound and inbound students participated long-term international student exchange program	Strength/s Existence of Partner Universities Weakness/es 1. Lack of Collaborating Universities 2. Many of our students could hardly pay the fees needed Opportunity/ies 1. CDIO Implementation 2. Tie up with other universities Threat/s Financial Needs for its implementation	• Establish partnerships with international universities and institutions and develop a Memorandum of Agreement (MOA) for student exchange programs • Promote the exchange program to COEA students and select outbound students based on academic merit and other criteria • Host inbound students from partner institutions and provide academic and cultural support services • Regularly monitor the progress of outbound and inbound students and evaluate the effectiveness of the exchange program			
2.8.7 Percentage of students and faculty with International or Local Skills and Proficiency Certification	Strength/s Certifications validate skills, increasing	• Identify relevant international and local certifications for engineering, architecture and	TVET Coordinator, Select Faculty	25,000.00	January – December 2025



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• Faculty • Students	employability and academic credibility. Certified faculty members enhance teaching quality and research output. Students with certifications are better prepared for real-world Weakness/es Busy schedules may prevent faculty and students from pursuing certifications. Opportunity/ies Embedding certification programs into courses can encourage participation Certifications can attract more students and faculty looking for professional development. Threat/s Institutions with low certification rates may struggle to attract top students and faculty.	technology professionals and assess the needs and interests of faculty • Provide training and preparation programs for faculty in partnership with external organizations to offer certification preparation courses • Regularly monitor the number of faculty with certifications to evaluate the effectiveness of certification preparation and training programs • Identify relevant international and local certifications for engineering, architecture and technology and assess the needs and interests of students. • Provide training and preparation programs for students in partnership with external organizations to offer certification preparation courses • Regularly monitor the number of students with certifications to evaluate the effectiveness of certification preparation and training programs	Members and students		
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	Advancements in AI and automation may shift the demand for certain certifications.				
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS					
3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period .	Strength/s 1. Existence of the EMRDC/MEIC/Greenhouse 2. Presence of Young Breed of Researchers in the College 3. All programs have research subjects Weakness/es Lack of Laboratory Facilities and Equipment Opportunity/ies 1. Availability of funding agencies 2. Establishments of research facilities Threat/s Decrease of teaching loads	• Identify potential partners for research collaborations and assess the needs and interests of partners and the COEA program • Develop and finalize MOA/MOU with partner institutions with establish clear goals, objectives, and expectations for research collaborations • Develop joint research projects with partner institutions and identify funding sources and secure research grants. • Implement joint research projects and monitor progress to evaluate the effectiveness of research collaborations and make adjustments as needed • Each program must be the lead of at least one collaborative research • Submission of more research for external funding for all programs • There must be at least one patent/UM for each program • Presentation of research outputs in research fora and publication to referred journals for all programs. • Subscription to research journals • Continues publication of the College Research Journal	College Research Coordinator, Department Chairs and Faculty Members	1,600,000.00	A.Y 2025-2026



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3.1.4.1 GAA -Utilization Rate of GAA allocated funds for research and development		• Implement approved research projects and monitor progress • Ensure timely and efficient use of GAA allocated funds • Manage GAA allocated funds in accordance with government regulations • Submit regular financial reports to ensure transparency and accountability	Faculty researchers with funded researches	25,000.00	A.Y 2025-2026
3.1.4.2 Internally generated fund (164 and 161) -Utilization Rate of Internally generated fund (164 and 161) allocated funds for research and development		• Implement approved research projects and monitor progress • Ensure timely and efficient use of internally generated funds • Manage internally generated funds in accordance with government regulations • Submit regular financial reports to ensure transparency and accountability	Faculty researchers with internally funded researches	25,000.00	A.Y 2025-2026
3.2 Human Capital for Research and Development					
3.2.1 Number of full-time plantilla faculty with at least one patent, publication in internationally-indexed journals	Strength/s A higher number of faculty with patents and international publications enhances the university's reputation. Institutions with strong research output perform better in academic rankings and accreditation evaluations. Faculty with research and patents are more	• Encourage faculty members to publish their research outputs in internationally indexed journals	Faculty Researchers		A.Y 2025-2026



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	knowledgeable, enhancing teaching quality. Weakness/es If few faculty members have patents or publications, the institution's research output remains low. Opportunity/ies Government agencies and private institutions offer funding for research and patenting. Providing workshops and mentorship programs can improve research and publication skills. Turning patented innovations into marketable products can generate revenue and economic impact. Threat/s If funding is insufficient, faculty may struggle to conduct research and secure patents.				
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3.2.2 Number of plantilla faculty with at least 2 research/creative works outputs published/presented/exhibited	Strength/s Publications, presentations, and exhibitions increase faculty recognition at national and international levels. Weakness/es High faculty workload may reduce time available for research and creative work. Opportunity/ies Providing incentives for research, publication, and creative works can encourage faculty participation. Threat/s Faculty with strong research credentials may leave for institutions that offer better support and incentives.	• Encourage faculty members to publish their research outputs in internationally indexed journals • Encourage faculty members to present their research outputs in scientific congress or fora	All Associate Professor and Up		A.Y 2025-2026
3.2.3 Number of full-time plantilla faculty with awards received for research/ creative work	Strength/s Award-winning faculty enhance the university's reputation locally and internationally. Weakness/es	• Encourage faculty members to present their research outputs in different areas of presentation like in-house review, local and international invitation for presentation	All Faculty Researchers		A.Y 2025-2026



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	If only a few faculty receive recognition, research excellence may not be widespread within the institution. Opportunity/ies Recognizing faculty internally can encourage more participation in external awards. Encouraging faculty to submit work to industry-related awards can boost recognition and funding prospects. Threat/s Award-winning faculty may be recruited by institutions offering better research support.				
3.3 Institutional Research and Creative Outputs					
3.3.1 Number of Research Creative Outputs registered as Intellectual Property rights and utilized for commercial and industrial purposes		Encourage faculty members to submit completed researchers for IP and for utilization of the research output	Faculty Researchers	50,000.00	A.Y 2025-2026
3.3.2 Number of Research Creative Outputs registered as Intellectual Property rights but not utilized commercially		Encourage faculty members to submit completed researchers for IP	Faculty Researchers	50,000.00	A.Y 2025-2026



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3.3.3 Number of research outputs/creative works published/presented/exhibited/utilized		Encourage faculty members to present their research outputs in scientific congress or fora	Faculty Researchers	50,000.00	A.Y 2025-2026
3.3.4 Number of Research/Creative outputs cited by authors in publications of national or international scope		Conduct regular monitoring of faculty members engaged in research as to citation of their respective researches	Faculty Researchers	8,000.00	A.Y 2025-2026
3.3.5 Number of International Research/ Creative Collaborations		Conduct regular monitoring of faculty members engaged in research as to citation of their respective researches	Faculty Researchers	8,000.00	A.Y 2025-2026
KRA 4: EXTENSION SERVICES					
4.1.2 Institutional Extension Unit/ Structure to support ESCE with designated officer and fulltime staff					
a. GAA - Utilization Rate of GAA allocated funds for extension services		- Implement approved extension projects and monitor progress - Ensure timely and efficient use of GAA allocated funds - Manage GAA allocated funds in accordance with government regulations - Submit regular financial reports to ensure transparency and accountability	All Faculty Extensionist	20,000.00	January – December 2025
b. Direct IGI / GIA - Utilization Rate of Direct IGI/GIA allocated funds for extension services		- Implement approved extension projects and monitor progress - Ensure timely and efficient use of Direct IGI/GIA allocated funds for extension services - Manage Direct IGI/GIA allocated funds for extension services in accordance with government regulations - Submit regular financial reports to ensure transparency and accountability	All Faculty Extensionist	20,000.00	January – December 2025
4.2 Human Resource Capital Extension Services and Community Engagement					



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4.2.1.1 Number of Plantilla Faculty and Staff involved in ESCE	Strength/s 1. Existence of the EMRDC/MEIC/Greenhouse 2. On-going and completed researches of the college which are potential for community engagement and commercialization 3. On-going social responsive extension programs of the college Weakness/es Lack of Laboratory Facilities and Equipment Opportunity/ies 1. Availability of funding agencies 2. Establishments of research facilities Threat/s Decrease of teaching loads	- Propose extension project - Involve all faculty members in the conduct of Extension Services and Community Engagement	College Extension Coordinator, All Faculty Extensionist	25,000.00	January – December 2025
4.3 Institutional Extension Activities Conducted					
4.3.1.1 Trainings		- Conduct of Animal health clinics and consultations - Conduct of Farmers training and workshops	College Extension Coordinator, All Faculty Extensionist	25,000.00	January – December 2025
4.3.1.4 Outreach Activity Conducted		Conduct of community outreach and education programs	College Extension Coordinator, All Faculty Extensionist	25,000.00	January – December 2025
4.3.2 Number of Extension Activities delivered via Alternative Modalities		Conduct of online/virtual extension activity	College Extension Coordinator, All Faculty Extensionist	5,000.00	January – December 2025



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4.4 Impact/ Output of Extension Services					
4.4.1.1 Number of technologies/ innovation adopted and commercialized		Encourage faculty members to commercialize their innovations and technologies.	College Extension Coordinator, All Faculty Extensionist	25,000.00	January – December 2025
4.4.2.1 Number of trained stakeholders on need-based training program	Strengths: - Willingness of students and faculty to do extension activities. - Extension Activities is attuned to the social work program considering it as a service-oriented profession. - Establishment of program/project/activities that are based on the needs of the municipalities and barangays. Weaknesses: - In adequate financial support for the conduct of the extension activity which could also restrict the increase on the number of trainings to be conducted and the number of trainees/recipients. - Time constraints among the faculty/extensionists of the program. Opportunities: - Development of programs/projects/activities	- Conduct needs assessment of local communities and stakeholders - Develop an extension plan and identify target areas - Implementation of extension activities on engineering, architecture and technology.	College Extension Coordinator, All Faculty Extensionist	75,000.00	January – December 2025



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	that is aligned and parallel to the programs of the barangay and the extension agenda of the program. 2. Making the community aware of the presence of the BSc Engineering program at CSU Carig by bringing its extension programs to the barangay. Threats: 1. Lack or Limited of financial support. 2. Conflict of schedule between the faculty and community participants.				
4.4.3 Impact Assessment conducted		Conduct Impact Assessment of the previous extension projects.	College Extension Coordinator, All Faculty Extensionist	75,000.00	January – December 2025
KRA 5: GOVERNANCE AND MANAGEMENT OF RESOURCES					
5.2 Supply and Property Management					
5.2.2 Property, Plant, and Equipment					
5.2.2.1 Inventory of serviceable PPEs, on time submission of annual RPCPPE, and without audit findings - Number of on-time submission of annual RPCPPE (inventory of serviceable PPEs) without audit findings		- Conduct of regular inventory of serviceable PPEs, on time submission of annual RPCPPE, and without audit findings - Submit on-time annual RPCPPE (inventory of serviceable PPEs) without audit findings	Dean and Department Chairs	10,000.00	January – December 2025
5.3 Financial Operation and Management					



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a. Obligations BUR		Regular monitoring of Purchase requests and available funds to be utilized in the purchase of materials, supplies and equipment for the college.	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
b. Disbursement BUR		Regular monitoring of Purchase requests and available funds to be utilized in the purchase of materials, supplies and equipment for the college.	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.3.2.1 Percentage of fully liquidated internally funded studies, projects, and programs with no audit findings		Timely submission of liquidation reports of internally funded studies, projects, and programs with no audit findings	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.3.2.1 Percentage of fully liquidated externally funded studies, projects, and programs with no audit findings		Timely submission of liquidation reports of externally funded studies, projects, and programs with no audit findings	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.3.2.2 Percentage of fully liquidated Subsidies from other Agencies and Organizations		Timely submission of liquidation reports of Subsidies from other Agencies and Organizations	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.3.3 Audit Results					
Percentage of transactions without COA observations/recommendations over the total number of transactions		Submission of complete and accurate reports	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.3.3.2 Percentage of compliance with COA recommendations fully complied with		Timely compliance and submission of COA recommendations if any	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.4 PBB AO25 Compliance					



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5.4.a PBB Eligible with no isolation - Percentage of delivery units eligible for PBB		Submit and comply all documents required for PBB eligibility	Dean, Department Chairs and Faculty Members	5,000.00	January – December 2025
5.5 Institutional Development and Smart Campus Transformation					
Number Green Campus Institutional Development Plan with six components implemented					
5.6.1. Institutional International recognition					
Sustained ISO Certification		Continuous practice of processes in line with ISO standards	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026
Quacquarelli Symonds (QS) Stars 1.00		Strengthen and Improve Instruction, Research and Extension activities to improve the profile of the University	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026
Times Higher Education/ World University Rankings for Innovation/Quacquarelli Symonds (QS) World University Rankings/ The World		Strengthen and Improve Instruction, Research and Extension activities to improve the profile of the University	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026
5.6.2. Local institutional recognition/accreditation/assessment					
Philippine Quality Award (PQA)		- Strengthen and Improve Instruction, Research and Extension activities to improve the profile of the University - Conduct a self-assessment of the DVM program to identify gaps and areas for improvement - Develop a quality assurance framework for the DVM program to establish clear goals, objectives, and standards - Regularly review and evaluate the DVM program and implement improvements and address areas for improvement	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026

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CHED-Institutional Sustainability Assessment (ISA)		- Strengthen and Improve Instruction, Research and Extension activities to improve the profile of the University - Conduct a self-assessment of the DVM program to identify gaps and areas for improvement - Develop a quality assurance framework for the DVM program to establish clear goals, objectives, and standards - Regularly review and evaluate the DVM program and implement improvements and address areas for improvement	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026
DBM/PBB					
Percentage of first-time licensure exam takers that pass the licensure exams	Strength/s A strong first-time pass rate boosts the institution's credibility and attractiveness to prospective students. A high success rate reflects well-structured curricula, effective teaching strategies, and strong faculty support. Opportunity Offering structured in-house review courses and mock board exams can improve first-time pass rates. Threat/s The pressure to maintain high passing rates may cause undue stress on	- Conduct of a one-week comprehensive review of identified major course in each of the different board courses. - Conduct of a one-week comprehensive review on mathematics and general science for all the programs - Strengthen tie up with Alumni to share their areas of specialization through online academic sessions - Invite Review Centers from different field of specialization	Dean, Department Chairs and Faculty Members	550,000.00	2 weeks before graduation - AY 2025-26



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	faculty and students, leading to burnout.				
Percentage of graduates (2 years prior) that are employed		- Conduct regular monitoring of graduate employment - Request for proof of employment to graduates with employment	Dean, Department Chairs and Faculty Members	10,000.00	A.Y 2025-2026
Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs		Monitoring of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	Dean, Department Chairs and Faculty Members	5,000.00	A.Y 2025-2026
Percentage of undergraduate programs with accreditation		- Sustain the accreditation status level of all programs under COEA - Conduct a self-assessment of the COEA program to identify gaps and areas for improvement	Dean, Department Chairs and Faculty Members	75,000.00	A.Y 2025-2026
RESEARCH PROGRAM					
Number of researches completed within the year, authored by academic and/or non-academic staff in the plantilla		- Submit research proposals for funding - Implement approved research projects and monitor progress	All faculty researchers	200,000.00	A.Y 2025-2026
Number of researches completed within the year, authored by academic and/or non-academic staff in the plantilla		Encourage faculty members to complete the research within the prescribed duration,	All faculty researchers	50,000.00	A.Y 2025-2026
Number of articles published in Journals indexed in WOS (SCI, SSCI, AHCI), Scopus, or Asian Citation Index that have been cited during the evaluation year		- Encourage faculty members to publish their research outputs in internationally indexed journals - Conduct regular monitoring of faculty members engaged in research as to citation of their respective researches	All faculty researchers	10,000.00	A.Y 2025-2026
OO: COMMUNITY ENGAGEMENT INCREASED					
TECHNICAL ADVISORY EXTENSION PROGRAM					



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Number of active partnership with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities		- Conduct needs assessment of local communities and stakeholders - Develop an extension plan and identify target areas - Implementation of extension activities on engineering, architecture and technology.	College Extension Coordinator, Dean, Department Chairs and Faculty Extensionists	75,000.00	A.Y 2025-2026
Number of trainees weighted by the length of training		- Conduct needs assessment of local communities and stakeholders - Develop an extension plan and identify target areas - Implementation of extension activities	All faculty extensionists	75,000.00	A.Y 2025-2026
Number of extension programs organized and supported consistent with the SUCs mandated and priority programs		- Conduct needs assessment of local communities and stakeholders - Develop an extension plan and identify target areas - Implementation of extension	College Extension Coordinator, Dean, Department Chairs and Faculty Extensionists	75,000.00	A.Y 2025-2026
Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Conduct an evaluation of training course conducted.	College Extension Coordinator, Dean, Department Chairs and Faculty Extensionists	25,000.00	A.Y 2025-2026
FINANCIAL RESULTS					
Disbursement BUR		Timely compliance and submission of COA recommendations if any	All Faculty	5,000.00	A.Y 2025-2026
CITIZEN/CLIENT SATISFACTION RESULT					
Percentage of resolved and complied #8888/CCB complaints		Timely compliance and submission of resolved and complied #8888/CCB complaints if any	Dean	5,000.00	A.Y 2025-2026
AGENCY ACCOUNTABILITIES					
Percentage of compliance with the prior year's COA audit recommendations		Timely compliance and submission of COA recommendations if any	Dean	5,000.00	A.Y 2025-2026



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Percentage of timely liquidated cash advances		Timely preparation and submission of liquidation reports of cash advances	All faculty	5,000.00	A.Y 2025-2026
On-time posting of Indicative FY 2025 APP-non CSE in the agency's Transparency Seal webpage		Timely preparation and submission of Indicative FY 2025 APP-non CSE in the agency's Transparency Seal webpage to the University	Staff	5,000.00	A.Y 2025-2026
Number of frontline service or core process with continuing ISO-QMS certification		- Continuous practice of processes in line with ISO standards - Ensure that all documents are following core processes and ISO standards	Faculty Researchers	5,000.00	A.Y 2025-2026
CSM Rating for both internal and external services		Conduct regular client evaluation for both internal and external services			
ACADEMIC DEPARTMENT (Promoting Quality and Relevant Tertiary Education)					
No. of Faculty members with NC II, NC III and IV, TM, NTTC		- Encourage faculty members to get advance skills-based competency training for global competitiveness. - Conduct a needs assessment of faculty members to develop a comprehensive faculty development plan and identify faculty members who require NC II, NCIII and IV, TM, NTTC - Provide funding support to faculty members pursuing, NCII, NC III and IV, TM, NTTC	College TVET Coordinator and concerned faculty.	50,000.00	A.Y 2025-2026
Internationalization Initiatives					
Number of local partners with MOU/MOA		Forge MOA/MOU with partner universities/organizations.	Dean and Department Chairs	15,000.00	A.Y 2025-2026
Alumni Homecoming-for-a-cause		- Conduct Alumni Homecoming - Invite alumni to join and participate with the Alumni Homecoming-for-a-cause	College Alumni Coordinator	50,000.00	A.Y 2025-2026
Research Development					

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10% of total student body participating in teaching or research assistantship		• Encourage students to participate in teaching or research assistantship • Posting for need in student assistantship for teaching and research purposes • Evaluate Applicants • Recommend the hiring of student assistance for teaching and research purposes	COEA Students	35,000.00	A.Y 2025-2026
SUPPORT FUNCTIONS					
Number of Competency-based Learning Materials (CBLM) integrated to programs		• Encourage selected faculty members to work-out for the CBLM manual • Develop and implement a manual for assessing learners' competencies. • Partner with industry particularly TVET to co-develop CBLM tailored to the specific needed in various professional fields. • Conduct professional development sessions for faculty members to enhance their ability to develop and deliver CBLM	TVET Coordinator, COEA Faculty concerned	20,000.00	January – December 2025
Number of ETTEAP Programs with authority to operate		• Work with accreditation bodies to expand the number of institutions authorized to offer ETTEAP programs. • Collaborate with higher education institutions, industry partners, and policy makers. • Align curricula across various programs to meet the requirements for ETTEAP, ensuring that they are competency-based and meet the industry standards, which would help in gaining authority for generating accredited programs.	Dean, Department Chairs and concerned Faculty	50,000.00	A.Y 2025-2026
Number of Revised Syllabi and Enrolled in DCO		• Prepare, Review and Submit syllabi on all subjects taught. • Enroll all syllabi on all subjects taught	All Faculty	5,000.00	February, July, 2025



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Number of graduates traced		• Conduct regular monitoring of graduate employment • Request for proof of employment to graduates with employment	Alumni Coordinator, All Faculty	5,000.00	February, July, 2025
Procurement/Conduct of Calibration of Laboratory Equipment particularly in Engineering and Architecture	Strength/s Regular calibration ensures precise measurements, improving the quality of experiments and research. Properly calibrated equipment meets national and international accreditation requirements (e.g., ISO, CHED, PRC standards). High-quality, well-maintained laboratory facilities attract more students and improve program rankings. Weakness/es If faculty or staff lack training in equipment calibration, external services may be required, increasing costs. Lack of Laboratory Technician Opportunity/ies	• Upgrading of Laboratory Facilities	Dean, Department Chairs and College Laboratory Coordinator	2,000,000.00	A.Y 2025-2026



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	Collaborating with certified calibration companies can provide cost-effective and timely services. Establishing in-house expertise can reduce reliance on external service providers. Treath/s Limited institutional funds may delay procurement and calibration efforts. Equipment downtime due to calibration and procurement delays can impact academic schedules and research projects.				
Training-workshop on RD and E proposal preparation and packaging		To align COEA RD and E endeavors with the set direction (internally and externally) and to train the faculty on the preparation and packaging of winning proposals.	Dean, Department Chairs and All faculty	50,000.00	A.Y 2025-2026
Instructional Materials Development	Strength/s Well-developed instructional materials improve comprehension and engagement among students. The process of creating instructional materials enhances faculty knowledge and teaching strategies.	Encourage faculty members to develop instructional materials in the college that support effective learning, engagement, and comprehension while catering to diverse learning needs and styles.	Dean, Department Chairs and College IMD Coordinator, All faculty	50,000.00	A.Y 2025-2026



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	Weakness/es Developing high-quality instructional materials requires significant time and effort from faculty. Opportunity/ies Using e-learning platforms, multimedia tools, and virtual simulations can enhance instructional materials. Engaging students in developing materials (e.g., case studies, project-based content) fosters deeper learning. Threats Ensuring the originality and academic integrity of materials can be challenging.				
Seminar on Women Empowerment or Livelihood Skills	Strength/s Advocates for women's rights, leadership roles, and financial independence. Strengthens families and local communities by equipping women with skills for self-sufficiency.	Conduct seminar to prepare, manage and administer funds of the university in accordance with budgeting and accounting rules and procedures	College GAD Coordinator	20,000.00	A.Y 2025-2026



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	Shows commitment to social responsibility and inclusivity. Weakness/es A single seminar may not be enough for long-term skill development and empowerment. Without follow-up programs, skills learned may not translate into long-term income generation. Opportunity/ies Extending support after the seminar ensures continuous learning and application of skills. Threat Low Retention of Skills Without Practice -without regular use, skills learned may be forgotten over time.				
FACULTY DEVELOPMENT TRAININGS AND SEMINARS	Strength/s 1. Attendance and participation to trainings and seminars contribute to the professional growth of faculty members enabling them to stay updated with the latest developments in their respective fields.	Attendance and participation to trainings and seminars.	Dean, Department Chairs and Faculty Members	200,000.00	AY 2025-26

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	2. Faculty are assigned to their respective field of specialization. 3. Professional membership in local, national professional organization. Weakness/es Seeking for permission and/or organizing effective training programs requires resources, and there might be budget constraints. Opportunity/ies Establishing a feedback system helps in continuous improvement, ensuring that future trainings are more aligned with the needs of faculty. Threat/s Limited financial resources may pose a threat to the organization and implementation of quality training programs.				
STUDENT DEVELOPMENT	Strength: Active student organization Weakness: Limited attendance and participation in conferences and seminars	• Participation to at least two conference, and seminar for students' leaders. • Maximize the use of funds for student's development. • Students must be encouraged to voluntarily participate in students' development activities.	Dean, Department Chairs, Advisers and COEA Student Leaders.	50,000.00	AY 2025-26



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	Opportunity: Many capacity building activities and leadership trainings conducted/sponsored by the university and external organizations Threat: Lack of fund to support students for trainings/seminars	Maximize the use of funds for student's development.			
LINKAGES	Strength/s Graduates from a Engineering program(s) often have diverse career opportunities in government agencies, non-profit organizations, and public service roles, contributing to societal development. Weakness/es There might be a tendency to focus more on practical aspects than theoretical applications, potentially leaving graduates less prepared for real-world challenges. Opportunity/ies Establishing partnerships and collaboration with	Career Opportunities	Dean Department Chairs Campus and University Representative, and Partner Agency	200,000.00	A.Y 2025 - 2026



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	public agencies, NGO's, and international organizations can provide students with practical exposure and networking opportunities Threat/s Engineering students may face competing demands, such as the need for internships, part-time work, or other commitments, impacting their ability to fully engage with the program.				
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