EXECUTIVE SUMMARY

Strategic Development Plan

2016 - 2020
Nominated after the greater son of Zambales, the Ramon Magsaysay Technological University (RMTU) is strategically located in seven municipalities of the province bringing closer quality education, research and extension, and sustainable development to the growing countryside.

A chartered university, the Ramon Magsaysay Technological University (RMTU) was established by virtue of Republic Act No. 8498 on February 12, 1998 authored by the late Rep. Antonio Magsaysay Diaz. It is the integration of three public education institutions namely: the Ramon Magsaysay Polytechnic College (RMPC) in Iba, the Western Luzon Agricultural College (WLAC) in San Marcelino and the Candelaria School of Fisheries (CSF) in Candelaria. The strengths of its parent-institutions, which had existed since the early 1900s, served as RMTU’s springboard for its accelerated growth and development.

Incumbent WLAC President Dr. David B. Andres, became the Transition University President until February 02, 2000. The mandated programs are focused on agriculture, forestry, engineering, technology, education, arts, sciences, humanities and other relevant fields.

After the three-year transition period, Dr. Feliciano S. Rosete served as the University President effective February 12, 2001. With a viable organizational structure, the institution transformed dramatically and accelerated the full integration of its component campuses.

In 12 years, the Rosete administration was characterized by increased curricular offerings, strong partnerships with LGUs, massive infrastructure projects, intensified faculty development, program accreditations, relevant researches and community extension. The LGU-subsidized satellite campuses in Masinloc, Castillejos, and Sta. Cruz were established in 2002-2004. From 12 to 65 curricular offerings, enrolment increased from 2,000 to more than 8,000 per semester thru massive scholarships and financial assistance. Graduates registered commendable performance in licensure examinations in the fields of engineering, agriculture, teacher education, nursing and accountancy. Major curricular programs attained various accreditation levels by the AACCUP. The University achieved an unprecedented Level III-A status under the CHED-DBM-PASUC SUC Leveling Scheme and was included among the top 30 HEIs recognized by the People’s Republic of China, South Korea and other technology-oriented countries.

In research and extension, RMTU won in 2008 the “Best Research Paper Award” in agriculture among 26 CLARRDEC-member agencies and eventually ranked 2nd among hundreds of PCARRD-member agencies nationwide. In 2009, the DOST-CLARRDEC adjudged RMTU as the topnotcher in environmental remediation research. In 2010, the International Society for Southeast Asian Agricultural Sciences (ISSAAS-Central Luzon Chapter) awarded RMTU for having the best agricultural research paper in the region. The University serves as a major supplier of quality grafted mango seedlings (Sweet Elena Variety) to several mango entrepreneurs nationwide.

In student development, RMTU is very proud of its accomplishments as follow: Winner of Ten Accomplished Youth Organization (TAYO) in the Philippines in 2012; National Finalist in the Search for Ten Outstanding Students of the Philippines (TOSP) in 2012; Nine (9) National Ayala Young Leaders in six (6) consecutive years; and winnings in international, national, and regional skills, cultural, sports and environment competitions.

The Board of Regents (BOR) designated Dr. Elizabeth N. Farin as Officer-in-Charge effective February 14, 2013. In thirty-six days, Dr. Farin’s legacy was to ensure stability, efficiency and effectiveness in the operations management of the University while awaiting for the BOR to elect and appoint the new RMTU President. She redirected her expertise in research into good governance through responsive financial management, people-oriented leadership and transparency.

On March 20, 2013, in its Special Meeting, the Board of Regents appointed Dr. Cornelio C. Garcia as President of the University from March 21, 2013 to March 20, 2017 by virtue of BOR Resolution No. 665, s. 2013. Being an expert in management guided by the principles of kaizen, quantum organization, network leadership, people management, change management, transparency and accountability, Dr. Garcia pursues his administration’s goals and objectives under the ISERVEU framework of governance.

In less than three (3) years, the transformational leadership of Dr. Garcia redirected the focus of the University towards becoming a learner-centered research university and to be recognized in the ASEAN region in 2020. The RMTU community continues to feel significant changes, to include are:

- Reformulation of the vision statement towards internationalization and becoming a research university;
- The RMTU Matrix-Designed Organizational Structure could be the first of its kind among the 113 SUCs in the Philippines;
- Ranked 6th place in March 2016 LET-Elementary, 2nd in regional level in June 2015 Agriculturist Licensure Examination, and 9th in national level with 50+ takers in December 2014 Civil Engineer Licensure Examination;
- NBC 461 Cycle 5 was fully implemented in 2015 with Cycles 6 and 7 in progress;
- 170% increase on Certificate of Program Compliance (COPC) secured from CHED;
- 137% increase on accredited programs by the AACCUP, from 11 to 26 programs, and the BAT and BSED programs are about to become Level III;
- 196% increase on capital outlay in 2016 GAA, that is P52.5 million from Php 17.7 million in 2015, for the construction of three-storey Science and Engineering Laboratory building (P36.2 million), two-storey Agricultural Science building (P10  million), and rehabilitation of academic buildings (Php 6.3 million);
- Completed the construction of College of Engineering Architecture building (P13.5 million), rehabilitation of tissue Culture and Veterinary Medicine buildings (P4 million), repair of academic buildings (P8.5 million); and
- Continuously develop capucchurerafeexcellence, optimization of human capital, people empowerment, international/national network linkages and institutionalization of transparency and good governance.

To date, RMTU stands proud with its high-performing seven (7) campuses, 33 degree programs, more than 10,000 students, 600-strong faculty and staff, and viable international linkages and consortium agreements. A century of visionary zeal, hard work, dedication and commitment of its founders, pioneering and contemporary administrators, benefactors and other stakeholders that continues to pay off. And still, more things need to be accomplished towards making RMTU a greater university. Let us work all together for “My RMTU, My University!”
In the pursuit of making the Ramon Magsaysay Technological University (RMTU) a premiere state university in the country and a key player in ASEAN, by virtue of BOR Resolution No. 784, s. 2015, the University vision statement was reformulated: “The Ramon Magsaysay Technological University shall be a progressive learner-centered research university recognized in the ASEAN region in 2020.” A solid response to the internal and external challenges brought upon by globalization, ASEAN integration, SUC Leveling, Results-based Performance Management System, Philippine Higher Education Reform Agenda and other relevant and current developments.

Perform or perish is now the name of the game in a globalized, dynamic and modern world economy. Challenges are just around the corner and RMTU should strengthen its competitive advantages and be in the forefront as a proactive partner of the Philippine government in developing globally competitive human resources, relevant and cutting-edge researches, empowered communities and sustainable development. In its 18th year since the three local colleges in Zambales were integrated by virtue of Republic Act No. 8498 approved on February 12, 1998, the RMTU strongly ventured in embracing changes, transcending challenges and pursuing greatness.

The RMTU Strategic Development Plan 2016 – 2020 provides the flesh and bones in attaining the new vision statement. Spearheaded by the Office of the Director for Planning and Development, it is a product of collaborative efforts in bringing synergistic and parallel undertakings by all the offices and services of the University. Focus is in seven key areas which include instruction, research, extension, people management, infrastructures and facilities, administration and support services. Performance indicators, annual targets and budgetary requirements are quantitatively defined and balanced scorecard shall be installed for monitoring and evaluation.

With this wonderful endeavor, I earnestly encourage every stakeholder of RMTU to contribute towards the realization of our vision. Let us work hand-in-hand in transforming the University into a quantum organization for achieving organizational success and personal meaning. Let us put our heart and mind and stay focus in making RMTU a greater university. Together we are the change the University is waiting for.

Let us do this together because “My RMTU, My University!”

CORNÉLIO C. GARCIA, Ph.D
SUC President III
**7 STRATEGIC GOALS**

**RMTU STRATEGIC DEVELOPMENT PLAN 2016 - 2020**

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### STRATEGIC GOAL 1

**Excellence in academic services toward developing globally competitive and lifelong learners.**

**SUB-GOALS**

1. Attain SUC Level IV status.
2. Establish Center of Development (COD) for programs BSEd, BAT, BSCS, BSIT, BSHRM, BSCE, BSME and BSEE.
3. Secure Certificate of Program Compliance (COPC) from CHED of all curricular offerings.
4. Attain AACUP Level IV status for programs BSEd, BAT, BSAg, BSCS and BSIT.
5. Attain AACUP Level III status for programs EdD, MAEd, MPA, MBA and undergraduate programs in engineering, education, sciences, and tourism.
6. Attain AACUP Institutional Accreditation Level I.
7. Full establishment of the satellite campuses in Castillejos, Masinloc and Sta. Cruz complete with regular faculty, services, infrastructure and facilities.
8. Formulate a comprehensive Faculty Development Plan, hire the best and most qualified to strengthen research and instruction.
9. 100% passing percentage of first time takers in PRC licensure examinations.
10. Develop lifelong learners using the Outcomes-Based Education (OBE) pedagogy.
11. Strengthen scholarships and financial assistance programs for greater access of education.
12. Strengthen international academic linkages among ASEAN member countries, Israel, South Korea, China, Japan and other countries.

### STRATEGIC GOAL 2

**Excellence in research in becoming a research university generating scientific knowledge and cutting-edge technology of significant impact to society.**

**SUB-GOALS**

1. Transform RMTU into a research university.
3. Research in accordance to the University Research Agenda in agriculture, forestry, engineering, technology, education, arts, sciences, humanities and other relevant fields.
4. Develop cutting-edge technology with high impact to society.
5. At least 50% of plantilla faculty are active researchers.
6. Establish the following research centers:
   - 6.1 Regional Organic Mango Research Center
   - 6.2 Regional Integrated Coastal Resource Management Research Center
   - 6.3 Alternative Renewable Energy Research Center
   - 6.4 Regional Wildlife and Eco-tourism Research Center
   - 6.5 Social Entrepreneurship Research Center
   - 6.6 International Language Research Center
   - 6.7 Aeta Culture and Indigenous Knowledge Research Center
   - 6.8 Climate Change Adaptation & Mitigation Research Center
   - 6.9 Root-crops Production and Research Center
   - 6.10 Upland Agriculture Research Center
   - 6.11 Gender Equality and Extension Research Center
   - 6.12 Research Center for Lahar Studies
   - 6.13 Multiple Intelligence Research Center
   - 6.14 Applied Technology Research Center
7. Increase number of citations of research works as published in international/national refereed journals/publications.
8. Increase number of patents, copyrights and inventions.
9. Prepare winning research proposals for external funding.
10. Aim for distinctive international/national/regional research awards.
Excellence in extension promoting sustainable development and empower stakeholders toward inclusive growth.

**SUB-GOALS**

1. Strengthen and increase the number of active linkages and partnerships with international, national and regional organizations.
2. Massive technology and knowledge transfer developed by the University to empower communities in agriculture, business, technology, education and other relevant fields.
3. Establish active partnerships with the 13 LGUs of Zambales.
4. Establish Barangay Training Centers for effective implementation of extension services.
5. Educate mango farmers in the modern technology and best practices in mango growing to increase production towards making Zambales the mango capital of ASEAN.
6. Increase number of adopters engaged in profitable enterprises.
7. Increase number of viable demonstration projects with positive cost/return analysis.
8. Increase number of trainees/clients satisfied in the delivery of extension services.
9. Increase number of partners for financial assistance towards empowering communities.
10. Promote sustainable development in the community.

Effective people management and optimum utilization of human capital toward sustainable organizational development.

**SUB-GOALS**

1. Formulate a comprehensive Human Resource Development Plan in attaining the vision.
2. Apply in synergy the people and change management geared towards sustainable organizational development.
3. Complete electronic profiling of the human capital of the University.
4. Update and finalize the following Operations Manual with BOR approval:
   - 4.1 RMTU University Code
   - 4.2 RMTU Faculty Operations Manual
   - 4.3 RMTU Research Operations Manual
   - 4.4 RMTU Administrative Operations Manual
   - 4.5 RMTU Extension Operations Manual
   - 4.6 RMTU Student Handbook
   - 4.7 RMTU Gender & Development Operations Manual
   - 4.8 RMTU Graduate School Operations Manual
   - 4.9 RMTU Quality Assurance Operations Manual
   - 4.10 RMTU Scholarship and Financial Assistance Operations Manual
   - 4.11 RMTU Income Generating Program Operations Manual
5. Full institutionalization of the CSC-approved RMTU-SPMS.
6. Full implementation of the NBC 461 Cycle 7.
7. Establish the RMTU Collective Negotiation Agreement (CNA).
8. Upgrade human capital capability through relevant trainings on SPMS, OBE, ISO, ISA, SUC Levelling, PQA, AQRF, AQAN and AUN.
9. Strengthen each campus by hiring the best and most qualified applicants to fill in vacancies.
10. Eligibility of the performance-based bonus, incentives and other government benefits.

State-of-the-art facilities and infrastructures balanced with nature.

**SUB-GOALS**

2. Acquire lot and establish the growing campuses in Castillejos, Masinloc and Sta. Cruz.
3. Purchase state-of-the-art laboratory equipment for agriculture, engineering, technology, education, sciences, tourism and other necessities.
4. Construct the following infrastructure projects:
   - **Iba Campus**
     4.1 Three-Storey Science and Engineering Laboratory Building
     4.2 Three-Storey Science-Based Education Building
     4.3 Three-Storey Business and Tourism Building
     4.4 Three-Storey Centralized Student/Alumni Services Center
     4.5 Three-Storey e-library Building
4.6 Mango Shape Hostel cum Convention Center
4.7 Social Entrepreneurship Research Center
4.8 Gender and Development Research Center
4.9 University Swimming Pool
4.10 Three-Storey Multipurpose Building
4.11 Three-Storey Student/Alumni Services Center
4.12 Multipurpose Covered Court
4.13 Retaining Wall & Perimeter Fence
4.14 Covered Walkway
4.15 Water Tank Supply
4.16 Asphalting of the Main Campus Entrance Road

San Marcelino Campus
4.17 Two-Storey Agricultural Science Building
4.18 Three-Storey Science-Based Education Building
4.19 Regional Mango Research Center
4.20 Auditorium cum Student Services Center
4.21 Perimeter Fence
4.22 Covered Walkway
4.23 Water Tank Supply

Sta. Cruz
4.24 Three-Storey Classroom and Office Building

Masinloc
4.25 Three-Storey Classroom and Office Building

Castillejos
4.26 Three-Storey Classroom and Office Building

Candelaria
4.27 Regional Integrated Coastal Resource Management Research Center

Botolan
4.28 Regional Wildlife and Eco-tourism Research Center
4.29 Water Tank Supply

5. Landscape the Iba and San Marcelino Campuses.
6. Repair/Rehabilitate all existing infrastructures in regular campuses.
7. Upgrade the electrical power system in all campuses.
8. Integrate green management in the construction and rehabilitation of infrastructures.

Strong network leadership, proactive governance and synergistic academic community.

SUB-GOALS
1. Accomplish these annual targets:
   1.1 FY 2016 – ISO in one core process
   1.2 FY 2017 – CHED Institutional Sustainability Assessment (ISA)
   1.3 FY 2018 – Philippine Quality Award (PQA)
   1.4 FY 2019 – AACCUP Institutional Accreditation Level I
   1.5 FY 2020 – member of the ASEAN University Network (AUN)
2. Clear cascading of targets to encourage participation and synergistic cooperation.
3. Institutionalize a reward system for exemplary performance of personnel.
4. Promote a healthy working environment.
5. Strengthen the academic culture focus on national and international quality standards

Responsive and excellent support services toward clientele satisfaction in a healthy environment.

SUB-GOALS
1. Establish the e-library in all campuses and increase volume of books.
2. Hire Student Affairs practitioners.
3. Strengthen the Labor Market Information System (LMIS) with a target of 100% employability of graduates within 1 year of graduation.
4. Install university-wide the University Information System (UIS).
5. Institutionalize the Clientele Satisfaction Survey (CSS) in all offices.
6. Increase winnings in national competitions such as TOSP, TAYO, Ayala Young Leaders, SCUAA, press conference, cultural-literary and other invitations.
7. Purchase of at least five (5) new additional vehicles.
8. Conduct relevant trainings/workshops on student leadership, journalism, sports and culture.
Vision: The Ramon Magsaysay Technological University shall be a progressive learner-centered research university recognized in the ASEAN region in 2020.

One Institutional Goal: RMTU shall attain SUC Level IV in 2018 accredited as a premier university in Central Luzon and recognized in ASEAN region.

Core Values: Righteousness, results-based and responsible governance; Moral courage, integrity and honesty; Transparency, trust and respect for self and others; Unity in diversity and being one with the community.

STRAIGHT GOALS

1. Excellence in academic services towards developing globally competitive and lifelong learners.
2. Excellence in research in becoming a research university generating scientific knowledge and cutting-edge technology of significant impact to society.
3. Excellence in extension promoting sustainable development and empower stakeholders toward inclusive growth.
4. Effective people management and optimum utilization of human capital towards sustainable organizational development.
5. State-of-the-art facilities and infrastructures balanced with nature.
6. Strong network leadership, proactive governance and synergistic academic community.
7. Responsive and excellent support services toward clientele satisfaction in a healthy environment.

Financial Requirement in Executing the RMTU Strategic Development Plan 2016 – 2020

<table>
<thead>
<tr>
<th>STRATEGIC GOALS</th>
<th>Five Year Financial Requirement (in millions)</th>
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<tbody>
<tr>
<td></td>
<td>2016</td>
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<tr>
<td>1. Excellence in academic services toward developing globally competitive and lifelong learners.</td>
<td>100.35</td>
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<tr>
<td>2. Excellence in research in becoming a research university generating scientific knowledge and cutting-edge technology of significant impact to society.</td>
<td>16.80</td>
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<tr>
<td>3. Excellence in extension promoting sustainable development and empower stakeholders toward inclusive growth.</td>
<td>5.925</td>
</tr>
<tr>
<td>5. State-of-the-art facilities and infrastructures balanced with nature.</td>
<td>98.80</td>
</tr>
<tr>
<td>6. Strong network leadership, proactive governance and synergistic academic community.</td>
<td>2.72</td>
</tr>
<tr>
<td>7. Responsive and excellent support services toward clientele satisfaction in a healthy environment.</td>
<td>17.776</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>261.921</strong></td>
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<td>Percentage</td>
<td>14.14</td>
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</tbody>
</table>

TOTAL BUDGET REQUIREMENT: **Php 1, 852, 017, 000**
CURRICULAR OFFERINGS

Iba-Main Campus
- Doctor of Education *
- Master of Arts in Education *
- Master of Science in Agriculture *
- Master of Science in Computer Science *
- Bachelor of Laws *
- Bachelor of Science in Accounting Technology *
- Bachelor of Science in Banking and Finance *
- Bachelor of Science in Business Administration *
- Bachelor of Science in Computer Engineering *
- Bachelor of Science in Computer Science *
- Bachelor of Science in Information Technology *
- Bachelor of Elementary Education *
- Bachelor of Science in Industrial Education
- Bachelor of Secondary Education
- Bachelor of Science in Civil Engineering
- Bachelor of Science in Electrical Engineering
- Bachelor of Science in Mechanical Engineering
- Bachelor of Science in Industrial Technology
- Bachelor of Technical Teacher Education
- Bachelor of Science in Nursing *
- Bachelor of Science in Tourism
- Bachelor of Science in Hotel & Restaurant Management
- Two-Year Technical Education
- Certificate of Professional Education *
- Laboratory High School
  Science Curriculum
  Trade Curriculum

San Marcelino Campus
- Bachelor of Elementary Education *
- Bachelor of Secondary Education
- Bachelor of Science in Agriculture

Candelaria Campus
- Bachelor of Science in Hotel & Restaurant Management *
- Bachelor of Science in Animal Husbandry
- Bachelor of Agricultural Technology
- Diploma in Agricultural Technology
- Associate in Computer Science
- Laboratory High School
  Agriculture Curriculum
  Homemaking Curriculum

Botolan Campus
- Bachelor of Elementary Education
- Bachelor of Science in Agriculture
- Certificate of Agricultural Science
- Associate in Computer Science
- Laboratory High School
  Agriculture Science Curriculum

Castillejos Campus
- Master of Arts in Education *
- Master in Public Administration *
- Master in Business Administration *
- Bachelor of Elementary Education *
- Bachelor of Secondary Education *
- Bachelor of Science in Accounting Technology *
- Bachelor of Science in Business Administration
- Bachelor of Science in Public Administration
- Bachelor of Science in Computer Science *
- Bachelor of Science in Computer Technology *
- Bachelor of Science in Information Technology *
- Bachelor of Elementary Education *
- Bachelor of Science in Industrial Education
- Bachelor of Secondary Education
- Bachelor of Science in Civil Engineering
- Bachelor of Science in Electrical Engineering
- Bachelor of Science in Mechanical Engineering
- Bachelor of Science in Industrial Technology
- Bachelor of Technical Teacher Education
- Bachelor of Science in Nursing *
- Bachelor of Science in Tourism
- Bachelor of Science in Hotel & Restaurant Management
- Two-Year Technical Education
- Certificate of Professional Education *
- Laboratory High School
  Science Curriculum
  Trade Curriculum

Masinloc Campus
- Bachelor of Science in Accounting Technology *
- Bachelor of Science in Business Administration *
- Bachelor of Science in Hotel & Restaurant Management *
- Bachelor of Science in Computer Science *
- Bachelor of Science in Information Technology *
  Associate in Computer Science *

Consortium Programs
- RMTU-Wesleyan College of Manila (Pasay City)
  Bachelor of Science in Business Administration *
  Master in Business Administration *

Sta. Cruz Campus
- Bachelor of Secondary Education *
- Bachelor of Elementary Education *
- Associate in Computer Science *

Senior High School
- ACADEMIC TRACK
  ABM (Accountancy, Business & Management)
  STEM (Science, Technology, Engineering & Mathematics)
  HUMMS (Humanities & Social Sciences)
- TECHNICAL VOCATIONAL LIVELIHOOD TRACK
  ICT (Information and Communication Technology)
  Computer Programming
  Technical Drafting
  IA (Industrial Arts)
  Shielded Metal Arc Welding (SMAW)
  Electrical Installation and Maintenance
  HE (Home Economics)
  Food and Beverage Services

Note: * Self-Liquidating, Special and Evening Programs

VISION
The Ramon Magsaysay Technological University shall be a progressive learner-centered research university recognized in the ASEAN region in 2020.

MISSION
The Ramon Magsaysay Technological University shall primarily provide instruction, undertake research and extension and provide advanced studies and progressive leadership in agriculture, forestry, engineering, technology, education, arts, sciences, humanities and other fields as may be relevant to the development of the province.