



# PRELIMINARY SURVEY VISIT

## **AREA II:**

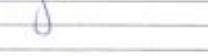
**FACULTY**

## **H. PROFESSIONALISM**

# H.1. EVIDENCE/S ON FACULTY ATTENDANCE IN CLASS AND OTHER INSTITUTIONAL ACTIVITIES

	<b>UNIVERSITY OF SOUTHERN MINDANAO</b> Kabacan, Cotabato Philippines
<b>ATTENDANCE</b>	

Date:	June 26, 2024
Venue:	USM Auditorium 7:00 am
Unit/ College:	<b>ISPEAR</b>
<input type="checkbox"/> Training <input type="checkbox"/> Meeting	<b>BACCALAUREATE &amp; CLUSTER GRADUATION</b>
Participants:	
Coordinator:	
Resource Speaker/s:	

No.	Name	Office		Signature
1.	JERIM ELIMBARINO	ISPEAR	^	
2.	HELEN GMA O Lopez	ISPEAR	^	
3.	VINUS P. JARA	ISPEAR	^	
4.	LAMPANG PAE KELUHI KASSANDRA	ISPEAR	^	
5.	Nadela, Lorna Jovanna	ISPEAR	^	
6.	CALIXTO, MARICHA A.	ISPEAR	^	
7.	MORENO P. JARA JR	ISPEAR	^	
8.	Melvin Mancom	ISPEAR	^	
9.	GLADYS DEATIL O. AMORADO	ISPEAR	^	
10.	Priscilla O. Ocas	ISPEAR	^	
11.	Cherrie R. Janto	ISPEAR	^	
12.	SEGURITAS, ILDEFONSO V	ISPEAR	^	
13.	MARICHA B. JARA	ISPEAR	^	
14.				
15.				
16.				
17.				
18.				
19.				
20.				
21.				
22.				
23.				
24.				
25.				
26.				
27.				
28.				
29.				
30.				
31.				
32.				
33.				
34.				
35.				
36.				
37.				
38.				
39.				
40.				
41.				
42.				
43.				
44.				
45.				
46.				



**UNIVERSITY OF SOUTHERN MINDANAO**  
Kabacan, Cotabato  
Philippines

**ATTENDANCE**

Date:	October 1, 2024
Venue:	USM Audi
Time:	8:00 am
<input type="checkbox"/> Training <input type="checkbox"/> Meeting	<b>FOUNDING ANNIVERSARY PROGRAM</b>
Participants:	<b>ISPEAR</b>
Coordinator:	
Resource Speakers:	

No.	Name	Office	Email Address/Contact No. (optional)	Signature
1.	Epipacio J. Anas	ISPEAR	P	
2.	Jerem P. Elnabaring	ISPEAR	P	
3.	Moreno B. Java Jr.	ISPEAR	P	
4.	Edmund S. Comilla	-do	P	
5.	Marian Muncera	ISPEAR	P	
6.	Vince P. Milla	-do	P	
7.	Jerem Elnabaring	-do	P	
8.	Dudon Jacome	ISPEAR	P	
9.	Yolanda P. Muncera	ISPEAR	P	
10.	Priscilla Muncera	ISPEAR	P	
11.	Victor O. Muncera	ISPEAR	P	
12.	Helena Grace D. Muncera	ISPEAR	P	
13.	Thomas and Group	ISPEAR	P	
14.	Paulo Muncera	ISPEAR	P	
15.	Emmanuel Muncera	ISPEAR	P	
16.	Isaiah Muncera	ISPEAR	P	
17.	Justin Muncera	ISPEAR	P	
18.	Michael Muncera	ISPEAR	P	
19.	CRISTIAN MUNCERA	ISPEAR	P	
20.	MARICEL A. MUNCERA	ISPEAR	P	
21.	ALFRED MUNCERA	ISPEAR	P	
22.	ROS, CHRISTOPHER C	ISPEAR	communication-eb@ps	
23.	Samson S. Muncera	ISPEAR	P	
24.	Edmund Muncera	ISPEAR	P	
25.	Victor Muncera	ISPEAR	P	
26.	GARCIA, RALPH BRUCE	VICED	P	
27.	Satorre Marevie	HR	P	
28.	O	O	O	
29.				
30.				
31.				
32.				
33.				
34.				
35.				
36.				
37.				
38.				
39.				
40.				
41.				
42.				
43.				
44.				
45.				

## H.2. MINUTES OF MEETINGS CONDUCTED

25

<ul style="list-style-type: none"> <li>Academic building           <ul style="list-style-type: none"> <li>18 lec rooms</li> <li>2 lab room</li> <li>6 faculty rooms</li> <li>rehabilitation, modernization</li> <li>proposal for academic building and after will be the blueprint</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>Division of Favs           <ul style="list-style-type: none"> <li>6 Annex</li> <li>2 Back of the gym</li> <li>2 inside gym</li> <li>2 old faculty office</li> <li>2 old fitness</li> <li>1 stage</li> <li>1 fitness room</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>April 10-11 - External Audit</li> </ul>	
<ul style="list-style-type: none"> <li>Implementation check           <ul style="list-style-type: none"> <li>classroom observation - Exam</li> <li>syllabus</li> <li>item analysis</li> <li>monitoring log</li> <li>T&amp;S</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>Submission of Requirements</li> </ul>	
<ul style="list-style-type: none"> <li>Extension           <ul style="list-style-type: none"> <li>successfully launched</li> <li>traditional dance and games</li> <li>ethnic dance (waka - waka music)</li> <li>Jamwell and Bae will be the ones to teach (objected)</li> <li>Madam Jessa and maridu</li> <li>2 rep. attended for news writing seminar</li> <li>volleyball and basketball</li> <li>Yumba / Dance aerobics (Bae for pre and post - last)</li> <li>Outdoor activities</li> <li>1 group for documentation / 1 group for dana</li> </ul> </li> </ul>	for history

March 19, 2024		
Urgent Meeting		G: Questions
Agenda:		A: Answers
- Renewing of the Institute Unit		G: Suggestions
- MOA		
- Accreditation		
- Others		
March 20, 2024 - Admin Council		
■ Proposed Partnership with 11 Organizations		
- Two HEI - ASU and BU		
- 5 National organizations		
- 4 International organization		
- previous and on-going collaboration with these organizations		
- generic template for MOU		
Q: Are we already members with these organizations?		
A: We are already in some organizations but <sup>not in</sup> other organizations. Free membership but in NAFET, there is:		
(paid member)		
J: if could ask if there is a discount if the institution is already a member.		
- majority of the members agreed to have MOU		
-		
■ Conversion from Institute to College		
- UAE has three programs		
- BFA has 2 different COPC		
- Justified the need to convert the institute to college		
S: College of Human Movements - only 1 voted for CHM		
S: College of Human Kinetics - majority of the faculty voted for CHK		
- set a goal to reach		
- if Kinetics, <sup>there is</sup> target to have possible demands		
■ Offering of master's Degree Program		
■ Accreditation for BEd / <del>BEd</del> for level III		
■ GPA - will still need an approval for the curriculum		
- master's degree can be under to the college		
- if there was a program before that was being dissolve because of CMO, it can still be carry over for the existing program		
- waiting for the level III before the unit can offer a master's degree (30 units)		

- end date: May 4, 2020

- No OIT fee (local fee per micron is 500) but has to be included in the system

#### Service PE

- update the list for the uniform

#### Research

- IRBS - Ethical clearance and the conduct of the study

- as long as students already submitted their ethical clearance, students are allowed to conduct.

- ICF must be signed by the respondents

\* - Ethics Committee is an independent committee

- IRBS - not with ethical clearance

- April is allocated for manuscript defense

- Index students

- offboard

- group there - update from University Research

- advisors should check their advisee papers

- financial compensation

OR researchers must have first the ethics clearance before the conduct

- Notice to conduct can be received thru email

#### Extension

- extension program - IPEAR (project 2) CTR, IPEAR

to launching on March 13, 2025

- resource speaker is 10 to 15 respondents

- 95% of the faculty should have an extension involvement

- MOA in Mutaram - signed by the USM President

- extension program will be resumed after election

- facilitate outreach program

for hydro

- total of 720 hrs
  - Partner DEPED schools
  - Tangible projects are not allowed such as: fan
  - MOD - 900 / PT - 3 levels ] will have to have a certification
  - OJT fee - 1,200 (divided by 3)
  - 1 payment for CT = CT
  - cat should be informed that payment of 1,200 will be divided into 3 (once 3 levels) [2 PT per CT]
- ✓ create a separate MAJ for LIFE-LE

#### Retention Policy:

- evaluation form (the department will send a letter to the guardian that his/her son/daughter is subjected for "forced shifting")
- ✓ include the medical status of the students

#### Proposed Policy for Shifters

1. Unless a member has any significant participation to sports and dance (sports & cultural), student is not allowed to shift
2. include grades for criteria for shifting
- if <sup>not</sup> active, student can be <sup>included in</sup> retention

#### 2- Medical certificate

#### 3- Pass USMEE (4th)

→ in failing grades in PE

↳ at least pass the structured retention policy (grades) - at least 2-20

- propose to council to include medical certificate (medical of the students)

Q- the about these students who are already in the department and has an issue with their medical?

→ Students should have a medical certificate and be referred to the dean.

→ it should be updated in the <sup>retention</sup> policy.

↳ make a proposal to have a yearly medical check-up as part of retention policy.

#### Substitution policy for Major subject

→ if 1.75 and below, should take a validation exam.

→ in major, regardless of the grades, student must take the validation exam. (in private schools)

↳ if passed, grades will be carried out.

#### Reminders / info:

→ not a priority program (one section)

→ follow-up proposal - Bachelor in Performing Arts

- Level accreditation will expire next year

#### • BUES

- Reminder about 156

- Form 1st batch

- PSC 2nd batch -

*for [signature]*

DATE: MARCH 09, 2015

TIME: 10:30 AM

PRESENTER: DR. NORGE D. MARTINEZ

AGENDA:

1. Course Update
2. Auditorium Policy
3. Update from every department (BPEd, BSES, Service PE, Research and Extension)
4. Other matters

1. Course Update

- BSES is one of the regional priority
- 1 section (60 passers out of 700+ applicants)
- If cannot pass in BPEd, could be transferred to BSES
- 1 BPEd section for <sup>major</sup> , 2 sections per major (BSES)

2. Auditorium Policy

- should do an inventory first
- backstage rooms are intended for major events.
- go for Java and Kram Prescy for <sup>arrangement of</sup> schedules for major subjects
- CLATCO
- will have to ask permission first from the Dean
- may use wall fan
- if it will be used for other matters, in-charge needs to submit a letter and needs approval
- sound system is for every department, consult in motion for <sup>major subjects</sup> other matters, research and extension (main Dean), and service PE (Dr. Edward)

3. Updates

• BPEd

- proposed name for the department: Physical Education Program Department (No Objections)
- Enrollment: 651 students <sup>in Research department, will have to refer first to the University Research Director</sup>
- 1st year - Prof. Nadela
- 2nd - Prof. Calista (Prof. Jambin)
- 3rd - Prof. Orfresco
- 4th - Prof. Jara, I.
- six interns deployed

*fw*

May 15, 2025

Time: 3:00 PM

UNIT COUNCIL MEETING

1. APED

- Review, Jada - problems with the documents

summary

IP - 20

Requested minor - 23

or outline / minor - 3

No form B7 - 9

No Application for graduation - 7

INC B2 - 1

OK / completed - 5

- Updated from the research advisers for the students thesis

- Research, FS and CTR - not included in computation for Latin Honor/s

- address the student - body regarding on the issue of computers / laptop for their researchers

64 students are candidates for graduation (and one 64 students for candidates)

Prof. Caffaro moved to close the 64 students

2. BRES

- out of 26 there are 3 students who are not able to graduate / FS

- point ~~should~~ be able to graduate, 1/25

\* Mexican and Taya - are still currently conducting their research for FS

- strategizing on how to accommodate students for checking

- 25 students are candidates for graduation / 25 students are candidates for graduation for FSM

Prof. Javiera moved to close -

3. Discussed schedule of important dates

not: first come, first serve for schedule for defense.

for [signature]

July 21, 2020 (8:00 PM)

### Agenda: USM Strategic Plan

#### • Overview of Strategic Goals

- USM Operational Plans: Unit OPCR → Department OPCR → Individual OPCR
- The Strategic Goals and just needs on updating
- Discussion for various KPIs and KRA
- Faculty members must ~~submit~~ <sup>submit</sup> post-national degree
- Faculty must finish articles
- All programs must have an COVID
- KPI and KPI 2 - discussed the different targets
- Part-time labors should be so to prevent the issues
- For next - Submission of proposed projects for the next 10 years
- Discussed the annual investment program
- Q - Does USM has an academic building?
- A - Not, still to finish the proposal before the year ends
- The about the academic building
- A - an academic building until next / past track proposal
- BHPK is in priority #1
- Q - if it would re-evaluate the ranking, would USM included to the top rank?
- A - Sir Manila answered that it would be in rank 2
- In crafting a plan, be active
- Amaltheater of it stop
- ~~Identifying~~ <sup>Identifying</sup> Performance Goals of individuals under each office
- Success indicators in an individual level
- All CRC must attend to the research group
- LADP / NOIP / TRIP / RIP Update

for Amaltheater







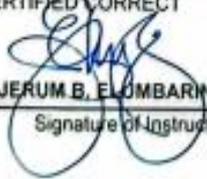
**ADMISSION AND RECORDS OFFICE (ARO)**  
**REPORT ON STUDENT GRADES**

Semester and School Year: **1, 2023-2024** Faculty Name: **JERUM B. ELUMBARING** Date Posted: **January 22, 2024**

Subject No.: **PE 03** Lec/Lab/Credit: **2-0-2** Description: **PATHFit 3: Menu of Dance, Sports, Martial Arts, Group Exercises, Outdoor and Adventure Activities** Section Name: **2 BSABE - B**

Id No	Name	Yr/Prog/Sec	Final Grade	Remarks
22-10200	ABAS, MUSHAYR Samaon	BSABE	2.25	Passed
22-82236	ALCAIDE, RIZA MAE Ecalner	BSABE	1.25	Passed
22-50779	ALGON, IREE Cabañog	BSABE	1.75	Passed
22-98327	AMPARADO, SHEKINAH Laudato	BSABE	1.75	Passed
22-02267	ANGELINO, RINZ NOEL Contorno	BSABE	1.75	Passed
22-84662	BACAR, XYRHON JAY Jurao	BSABE	1.25	Passed
22-51114	BALABAGAN, NORHAMIAN Abedin	BSABE	1.50	Passed
22-42494	BALINDRES, XYBELLE ISRA MARIE Guzma	BSABE	2.00	Passed
22-61454	BERGADO, BAB AIDAN Aliga	BSABE	2.25	Passed
22-93661	BORTANO, CHARLENEMAE Mapanao	BSABE	2.00	Passed
22-22246	BUTCH, HASANAH Laguialam	BSABE	2.50	Passed
22-78952	CAGUD, HELCRIS Cangque	BSABE	1.75	Passed
22-67051	DADOR, ROY Latip	BSABE	1.25	Passed
22-80806	DAGANG, KARYLLE SHINE Bongbonga	BSABE	2.00	Passed
22-78229	DEDAL, JEFFRIL Cornelia	BSABE	1.75	Passed
22-90128	DELOS SANTOS, ANGELO Hifarva	BSABE	2.25	Passed
22-59043	DESACA, DIANNE KATE Factao	BSABE	2.50	Passed
22-19782	DIMAAMPAO, SITTIE SORJANNA Sali	BSABE	2.00	Passed
22-51725	DIZON, ACE DARWIN Baruis	BSABE	1.75	Passed
22-59674	DOLOSO, ROSELYN Udani	BSABE	1.25	Passed
22-15500	EDZAKAL, AIRA Lozano	BSABE	1.75	Passed
22-41071	ESPEJOR, JONATHAN Alisoso	BSABE	1.75	Passed
22-84778	FULVADORA, JORYBELLE MAE Cabatuan	BSABE	1.25	Passed
22-65086	GACAL, VLADIMIR Laurente	BSABE	1.75	Passed
22-14866	GARZON, MIKEE Yap	BSABE	1.75	Passed
22-22999	GICOS, ED JR Capilitan	BSABE	1.75	Passed
22-29341	GUIAMEL, RADZMAH WISHA Benito	BSABE	1.75	Passed
22-00578	GUIANG, JUEL ANGELO Demonteverde	BSABE	1.75	Passed
22-42804	GUISONA, ALIJAH Torres	BSABE	2.25	Passed
22-33018	JORDAN, JULIET MAE Ausan	BSABE	2.25	Passed
22-75493	LAZAN, AVRIL SCOTT Cantil	BSABE	1.75	Passed
22-36509	LOGAN, MAUREEN Torres	BSABE	1.75	Passed
22-25538	LORENZO, JANNEL MARK Fefola	BSABE	1.75	Passed
22-63261	MIRAL, LEO, JR. Boquia	BSABE	2.25	Passed
22-45644	MORALES, JEZZERETH JADE Jurao	BSABE	2.50	Passed

CERTIFIED CORRECT

  
**JERUM B. ELUMBARING** 01/22/2024  
 Signature of Instructor/Date(mm/dd/yyyy)

Rec. Approved: Department Head/Date(mm/dd/yyyy)

Approved: DEAN/Date(mm/dd/yyyy)



Republic of the Philippines  
UNIVERSITY OF SOUTHERN MINDANAO  
Kabacan, North Cotabato

ADMISSION AND RECORDS OFFICE (ARO)  
REPORT ON STUDENT GRADES

Semester and School Year: **1, 2023-2024** Faculty Name: **JERUM B. ELUMBARING** Date Posted: **January 22, 2024**

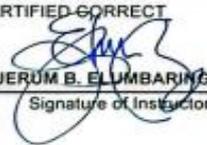
Subject No.:	Lec/Lab/Credit:	Description:	Section Name
PE 03	2-0-2	PATHFIT 3: Menu of Dance, Sports, Martial Arts, Group Exercises, Outdoor and Adventure Activities	2 BSABE - B

Id No	Name	Yr/Prog/Sec	Final Grade	Remarks
22-16265	NICER, WINNIE GRACE Manlapao	BSABE	1.75	Passed
22-75903	OMAR, FARHANA Dunding	BSABE	1.75	Passed
20-90618	PIEZA, Karyl Lumangyao	BSABE	5.00	Failed
22-18068	RECAPENTE, ALEX JR Lopez	BSABE	1.75	Passed
22-30604	RECORBA, FRANZ AIKA Collado	BSABE	2.00	Passed
22-66763	SEBASTIAN, RODEL MATT Oamil	BSABE	2.00	Passed
22-27150	SORNITO, NOVA ISABELLA Gilbuena	BSABE	2.00	Passed
22-03674	SUBIYA, YASMIRA Budi	BSABE	2.00	Passed
22-40332	TABAOSARES, ATHENA Lirasan	BSABE	2.25	Passed
22-50301	VISTAL, NICOLE Na	BSABE	2.25	Passed
22-61083	ZAULDA, MC LARQUIL JOELITTE Farañal	BSABE	2.25	Passed

No. of Student(s): 46

CERTIFIED CORRECT

  
JERUM B. ELUMBARING 01/22/2024  
Signature of Instructor/Date(mm/dd/yyyy)

Rec. Approved: Department Head/Date(mm/dd/yyyy)

Approved: DEAN/Date(mm/dd/yyyy)

## H.4. PERSONNEL RECORDS ON ADMINISTRATIVE/DISCIPLINARY CASES, IF ANY



Republic of the Philippines  
UNIVERSITY OF SOUTHERN MINDANAO  
Kabacan, Cotabato  
[ols@usm.edu.ph](mailto:ols@usm.edu.ph)

### OFFICE OF LEGAL SERVICES

---

### CERTIFICATION

This is to certify that the Office of Legal Services of the University of Southern Mindanao (USM) is currently handling various legal matters and proceedings involving the University and its personnel.

As of this date, the Office is actively handling four (4) administrative cases, all of which are ongoing and in various stages of resolution. These cases are being managed in accordance with applicable laws, rules, and institutional procedures governing administrative due process.

This certification is issued upon request for whatever legal and official purposes it may serve.

Issued this 11<sup>th</sup> day of July, 2025, at the University of Southern Mindanao, Kabacan, Cotabato.

Signed by:

  
**ATTY. SUNNY RYE M. NOGALO**  
Director  
Office of Legal Services  
University of Southern Mindanao

  
**ATTY. MARIONE JOHN C. SETO**  
Attorney IV  
Office of Legal Services  
University of Southern Mindanao

---

**"UNITY IN DIVERSITY AND  
SUSTAINABLE DEVELOPMENT  
IN  
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."**



USM-SYS-F70-Rev.2.2023.12.29

Scanned with CamScanner

**NONE**

# H.5 RECORDS OF TERMINATION CASES, IF ANY

<p>UNITS 33 / 32 1,031.25 x 23,332.00 <b>24,061.13</b> (rate /month) 12,030.56</p> <p>Jan 13 10 (days in Jan) / 22 (days in month) 0.45 x 24,061.13 <b>10,936.88</b></p> <p>Jun 03 6 (days in Jun.) / 22 (days in month) 0.27 x 24,061.13 <b>6,562.13</b></p> <p>113.7</p>	<p style="text-align: center;"><b>UNIVERSITY OF SOUTHERN MINDANAO</b> Kabacan, Cotabato Philippines</p> <p style="text-align: right;">HRMD-SC24-258</p> <p style="text-align: center;"><b>CONTRACT OF SERVICE</b></p>
--	---

Contract made and entered by and between:

**UNIVERSITY OF SOUTHERN MINDANAO**, a state university with office address at **Kabacan, Cotabato**, herein represented by the OIC University President **RODY P. GARCIA, MDM, JD. Ed.D** referred herein to as "**First Party**";

-and-

**CRISTINE JOYCE ABADEJOS**, of legal age, Filipino and with residence/office address at \_\_\_\_\_ hereinafter referred to as "**Second Party**";

**-WITNESSETH-**

1. That the **FIRST PARTY** is in need of the services of the Second Party whose task could not be performed by its regular personnel;
2. That the **SECOND PARTY** has signified his/her intention to provide the services to the University community which the **FIRST PARTY** has favorably considered and appreciated;
3. That the **SECOND PARTY** possesses the necessary educational qualification, experiences and skills required to perform the job so described;
4. That in view hereof, the **SECOND PARTY** is hereby contracted as **LEARNING SERVICE PROVIDER** for PhP **113, 743.50** effective **Jan 13, 2025** to **Jun 03, 2025** or until the tasks are completed ;
5. That as **LEARNING SERVICE PROVIDER** , the **SECOND PARTY** is expected to perform, among others the following functions:
  - Face to face instructional delivery of subjects assigned total of **28** units
  - 28** hours a week Conduct of class with 1 hour a day student consultation.
6. That it is understood that the **SECOND PARTY** will not accept auxiliary work other than teaching ;
7. That it is understood that this contract does not create an employer-employee relationship between the parties herein; that the services rendered shall never be considered nor credited as government services; and that the latter is not entitled to the benefits enjoyed by the regular personnel of the First Party;
8. That it is understood that the **SECOND PARTY** is under the "NO WORK, NO PAY" policy. For the holidays to be paid, the **SECOND PARTY** shall conduct make-up classes to cover the topics in the syllabus, ensuring that all required course content is delivered in accordance with the academic schedule;
9. That the **FIRST PARTY** shall pay according to the following milestones and its means-of-verifications:
 

a. completion of expected output (Jan 13-26)	complete delivery of topics , DTR	10, 936.88
b. completion of expected output (Jan 27-Feb 11)	complete delivery of topics , DTR	12, 030.56
c. completion of expected output (Feb 12-26)	complete delivery of topics , DTR	12, 030.56

USM-HRD-F02-Rev 1.2020.03.13

REPUB

d. completion of expected output (Feb 27-Mar 11)	complete delivery of topics , DTR	12, 030.56
e. completion of expected output (Mar 12-26)	complete delivery of topics, DTR	12, 030.56
f. completion of expected output (Mar 27-Apr 11)	complete delivery of topics, DTR	12, 030.56
g. completion of expected output (Apr 12-26)	complete delivery of topics, DTR	12, 030.56
h. completion of expected output (Apr 27-May 11)	complete delivery of topics, DTR	12, 030.56
i. completion of expected output (May 12-26)	complete delivery of topics , conduct of FINAL exam, DTR	12, 030.56
j. completion of expected output (May 27-Jun 3)	complete delivery of topics ,FINAL grades, FDTR, completion of separation clearance	6, 562.13

10. Upon termination of this Contract, the **SECOND PARTY** shall return to the **FIRST PARTY** all items, articles, objects, money etc. which for any reason due to, or on occasion of, his/her employment, come to his/her possession and safekeeping. The **SECOND PARTY** shall be responsible and accountable for any loss of or damage to any materials, equipment or property under his possession and safekeeping;
11. In case on unjustified pre – termination of this Contract by the **SECOND PARTY** the latter agrees to indemnify the **FIRST PARTY** in the amount equivalent to one ONE MONTH SALARY or WAGE to defray costs, such as, but not limited to the hiring of immediate replacement;
12. Any breach of the terms and conditions of this Contract, commission of an offense, misconduct or transgression of the law will give rise to the imposition of proper sanctions which, in justified circumstances, include the termination of the Contract employment without any prejudice to the **FIRST PARTY's** redress for legal remedies when necessary;
13. The **FIRST PARTY** shall conduct himself / herself in accordance with the law and other ethical and moral standards uphold by the University. The **FIRST PARTY** reserved the right to implement and enforce all applicable laws which were subjects of amendments, revisions or repeals, wether express or implied;
14. That the **FIRST PARTY** shall abide with the provisions of CHED CMO 1 S 2015 in pursuant to RA 7787 otherwise known as Anti-Sexual Harassment Act of 1995, as amended.

IN WITNESS WHEREOF, the parties have hereunto set their hands this \_\_\_\_\_ day of \_\_\_\_\_, 2025 at \_\_\_\_\_.

**UNIVERSITY OF SOUTHERN MINDANAO**

*[Signature]*  
**First Party**  
**RODY P. GARCIA, MDM, JD, Ed.D**  
 Representative

*[Signature]*  
**CRISTINE JOYCE ABADAJOS**  
 Second Party

Signed in the presence of:

*[Signature]*  
**NERISSA G. DELA VIÑA, PhD**  
 HRMDO Director

*[Signature]*  
**NORGE D. MARTINEZ**  
 Dean, ISPEAR

## H.6. EVIDENCE/S OF PROFESSIONAL GROWTH (ADVANCED STUDIES AND ATTENDANCE TO SEMINARS AND OTHER IN-SERVICE TRAINING)



St. Bede's College  
Shimla-171002  
(UGC-NAAC "A" Grade Re-Accredited)  
College with Potential for Excellence  
Phone: 0177-2842304, Fax: 0177-2842198  
www.stbedescollege.in, E-mail: bedescollege@gmail.com

### CERTIFICATE OF APPRECIATION

*Proudly Presented to*

**Prof. Jomar B. Esto**

*University of Southern Mindanao, Philippines*

*For sharing his phenomenal and worthy contribution as a 'RESOURCE PERSON' on the topic "Team Ethics: Building a Culture of Responsibility in Physical Education and Sports Profession" in INTERNATIONAL WORKSHOP, (Online) to celebrate International Olympic Day under the theme of "Let's move" Together for more Motivation, Community and Joy", June 23, 2025, organized by National Sports Organization (NSO) in collaboration with UGC Cell, St. Bede's College, Shimla (H.P)-India.*

Dr. (Sr.) Rosily T.L.  
Patron

Dr. Ashwani Kumar  
Convener

university's extension programs and research have a meaningful and lasting impact on its partner communities.

Sessions were led by Atty. Karlo Martin C. Caramuzon, Esq. and Dr. Roberto S. Deluna Jr., who delivered in-depth lectures on project design frameworks, evaluation tools, and strategies for evidence-based planning.

Participants engaged in hands-on workshops, group exercises, and output presentations, which were followed by critiquing and feedback from the resource speakers. These interactive sessions allowed attendees to apply their learning directly and refine their



### CERTIFICATE OF PARTICIPATION

This is to certify that

*Jomar B. Esto*

has participated the webinar on "**Trends on Movement Education**"  
held on May 10, 2025 via Zoom.

Given this 10<sup>th</sup> day of May in the year of the Lord Two Thousand Twenty Five  
at University of Southern Mindanao,  
Kabacan, Cotabato.

DR. NORGE D. MARTINEZ  
DEAN  
USM-ISPEAR

DR. TEEJAY D. PANGANIBAN  
NATIONAL PRESIDENT  
NAPESS-PH

DR. JOSEPH T. LOBO  
CHAIRPERSON OF THE BOARD  
NAPESS-PH



**PICEI21**

**PHILIPPINE INSTITUTE OF 21ST CENTURY EDUCATORS INC.**

SEC Registration No.: CN201969211

TIN No.: 740-617-870-000

CPD Provider Accreditation No.: PTR-2021-346

awards this

## **Certificate of Active Engagement**

to

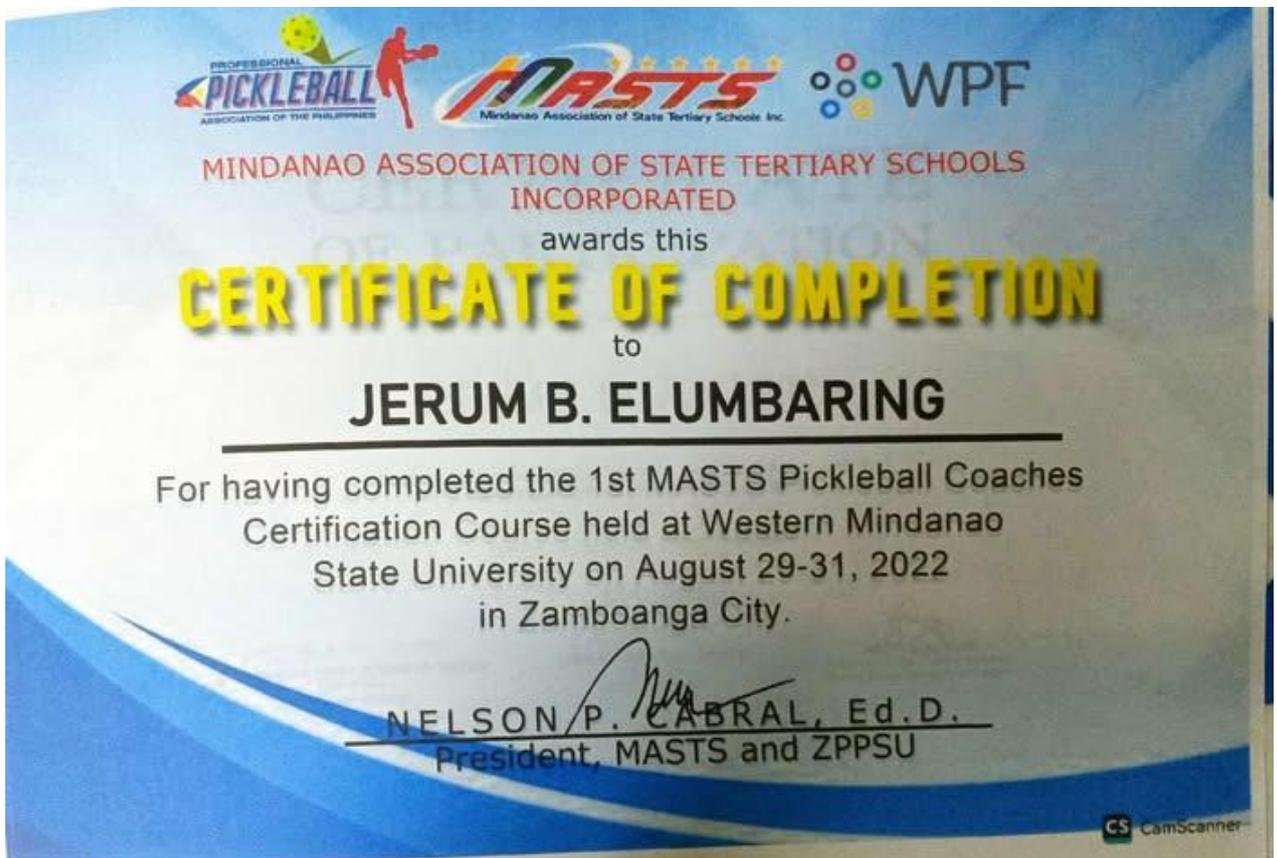
# **JOMAR B. ESTO**

**MEMBER, SOCIAL MEDIA AWARENESS COMMITTEE**

for his/her active engagement and invaluable contribution as **Member, Social Media Awareness Committee**, in fostering responsible and impactful social media engagement. Through his/her dedication, expertise, and active participation, the committee has successfully raised awareness on the ethical and effective use of social media platforms, promoting the National Webinar-Conference on Research Publication to WoS, ACI, and Scopus (NATWEB-CON 2025) on February 7-9, 2025, via Zoom.

Given this 9th day of February 2025, during the  
NATWEB-CON 2025, held online via Zoom

**PROF. GILBERT C. MAGULOD JR., PHD**  
National President





# CERTIFICATE

OF PARTICIPATION

is Awarded to

**MORENO JR B. JAVA**

for participating in the Data Analytics for the Future  
(DAF X): A Training on Strengthening Research and  
Technical Reports held on September 14, 16-20, 2024,  
at the University of Southern Mindanao, Kabacan, Cotabato.

Program Accreditation Number: PTR-2024-580-5731  
10 CPD units

University of Southern Mindanao  
(Accredited CPD Provider PTR-2024-580)

**FRANCISCO GIL N. GARCIA**

SUC PRESIDENT IV  
University of Southern Mindanao, Philippines  
www.usm.edu.ph/rde



Republic of the Philippines  
**UNIVERSITY OF SOUTHERN MINDANAO**  
UNIVERSITY CULTURE AND ARTS OFFICE  
Kabacan, North Cotabato



Management  
No. 1007-2018  
of the  
Commission

# CERTIFICATE OF RECOGNITION

*IS AWARDED TO*

**BAE KELLAH KASSANDRA A. LANDAWE**

For sharing his expertise as one of the judges in HADULAAY during the culmination of  
National Heritage Month with the theme: "Change and Continuity, Pamana: Pagpatuloy at  
Pagbabago held on May 27, 2023 at University of Southern Mindanao, Kabacan,  
North Cotabato.

**ADRIAN S. BERTUDAZO**  
UPAG PRESIDENT

**JESSA S. BUISAN**  
UCA CHAIRMAN



NATIONAL HERITAGE MONTH



Republic of the Philippines  
Department of Education  
Region XII

# *Certificate of Participation*

Presented to

**LARA IVANAH C. NADELA**

as

**PARTICIPANT**

*on the*

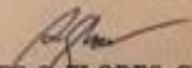
**CRAFTING A DIGITAL PRESENCE: EMPOWERING TEACHERS WITH MICROSOFT 365  
APPLICATIONS AND PAPERLESS ASSESSMENT**

Kabacan National High School, Kabacan, North Cotabato

April 6, 13, 20, 2024

PTR-2022-364-3638

10 Credit Units

  
**ROMELITO G. FLORES, CESO V**

Schools Division Superintendent

**PHILIPPINE ASSOCIATION FOR TEACHERS & EDUCATORS (PAFTE), INC.**

in partnership with

**LORIMAR PUBLISHING INC.**

awards this



## *Certificate of Participation*

to

**JAYDMAR P ZAMORA**

for his/her active participation in the  
**13<sup>th</sup> PAFTE Midyear Convention**  
with the theme

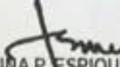
**"Evidence-Based Practices and Innovations in Education  
through Research and Integration for Sustainability"**

(with **12** CPD Credit Units, Accreditation No. **PTR-2009-007-2597**)

link via [www.pafte.org](http://www.pafte.org) <https://forms.office.com/r/Zh3HcrfkF5>

held on June 15-16, 2023 via Microsoft Live.

  
RITA MAY TAGALOG, EdD  
EXECUTIVE SECRETARY

  
FELINA P. ESPIQUE, PhD  
PRESIDENT



Republic of the Philippines  
**UNIVERSITY OF SOUTHERN MINDANAO**  
**UNIVERSITY CULTURE AND ARTS OFFICE**  
Kabacan, North Cotabato



## *Certificate of Recognition*

is awarded to

**MARY ANN S. TAMBAGAN**

in grateful and sincere appreciation for their performance and invaluable support  
during the culmination of National Arts Month cum Entablado 2023 with a theme:  
Ani ng Sining, Bunga ng Galing.

Given this 2nd day of March, 2023 at the University Auditorium.

  
**JESSA S. BUISAN.**

Artistic Director

  
**GEOFFRAY R. ATOK, Ph.D.**

VP for Academic Affairs

  
**FRANCISCO GIL N. GARCIA, RPAE, Ph.D.**

USM President



# CERTIFICATE OF RECOGNITION

is awarded to

## EMMANUELLE E VIOS

for his invaluable services as **FACILITATOR** of the **KABATAAN KONTRA DROGA AT TERORISMO (KKDAT): SPORTS DEVELOPMENT PROGRAM- Phase I: Skills Acquisition and Development** held on October 27 to November 14, 2021 at the Malasila Covered Court, Makilala, North Cotabato.

Given this 14<sup>th</sup> day of November 2021.

**PMAJ ORPHIE L. JULIAN**  
Chief of Police, PNP Makilala

**HON. ARMANDO M. QUIBOD**  
Municipal Mayor, Makilala

**MARY JOY S. CANOLAS, PhD**  
Director for Extension Services, USM

Extn-cert-2021-111411



**WPF Professional Pickleball Association of the Philippines**

An affiliate of the **World Pickleball Federation**

awards this

## Certificate of Completion

to

*MORGE D. MARTINEZ*

for satisfactorily completing the **MASTS-PPA Pickleball Referees Accreditation-Level 1** during the **1st Mayor Klarex Uy PPA-Higalaay Pickleball National Championships 2024** held on August 19-23, 2024 at Cagayan de Oro City.

Given this 23rd of August 2024 in the University of Science and Technology of Southern Philippines (USTP), Cagayan de Oro City.

**JENNY B. MARCOS**  
Founder

**MANUEL C. PASTER JR.**  
President





# CERTIFICATE OF COMPLETION

This certifies that

**Marlene E. Orfrecio**

has successfully completed a training on

**Managing and Conducting Internal Audit  
based on ISO 9001:2015 Requirements  
and ISO 19011:2018 Guidelines**

held on October 10-11, 2023

at University of Southern Mindanao  
Brgy. Poblacion, Kabacan, Cotabato

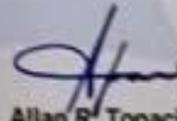


**Maria Luna Z. Villacrusis**

Vice General Manager

Academy & Life Care

TÜV Rheinland Philippines, Inc.



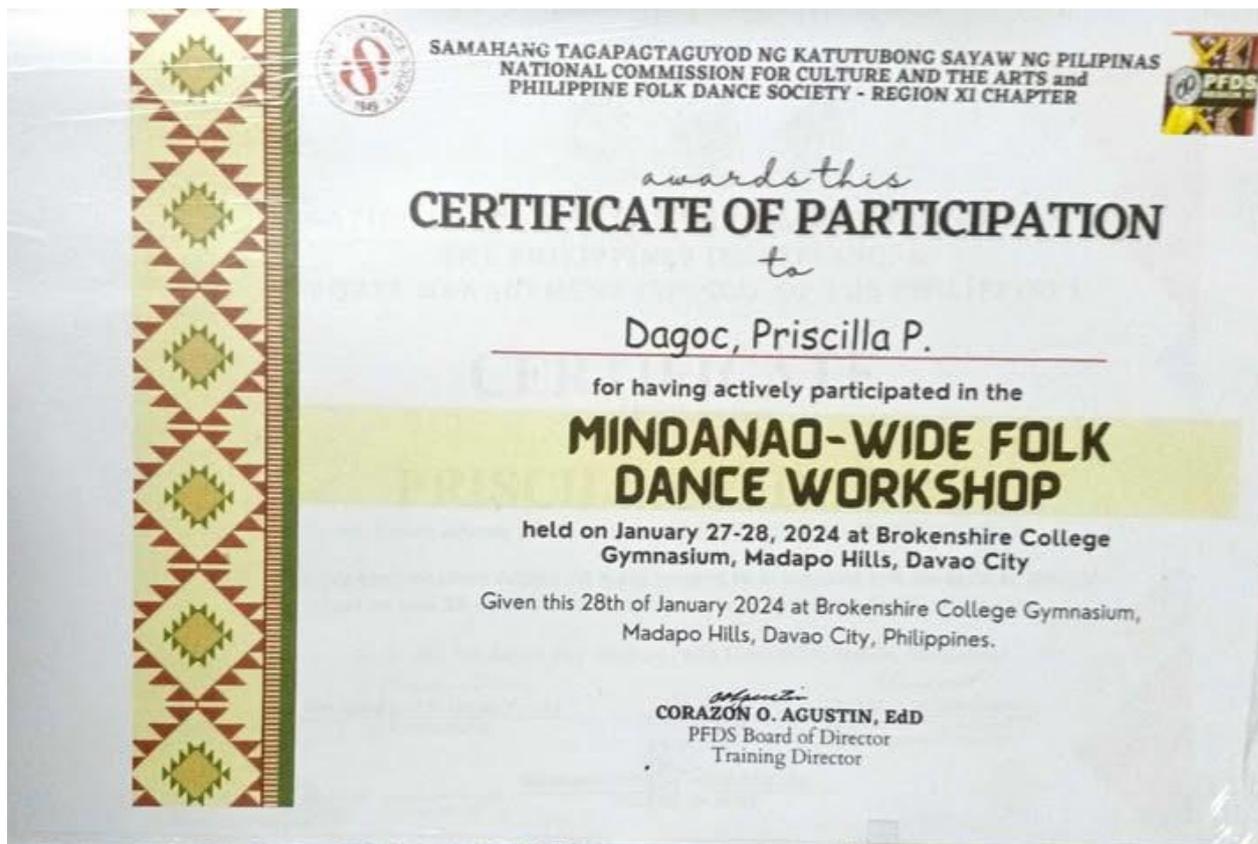
**Allan R. Topacio**

Trainer

Academy Services

TÜV Rheinland Philippines, Inc.

TÜV, TÜV and TUV are registered trademarks, and logos and logos are registered trademarks of TÜV Rheinland AG.



SAMAHANG TAGAPAGTAGUYOD NG KATUTUBONG SAYAW NG PILIPINAS  
NATIONAL COMMISSION FOR CULTURE AND THE ARTS and  
PHILIPPINE FOLK DANCE SOCIETY - REGION XI CHAPTER



awards this  
**CERTIFICATE OF PARTICIPATION**

to

Dagoc, Priscilla P.

for having actively participated in the

**MINDANAO-WIDE FOLK  
DANCE WORKSHOP**

held on January 27-28, 2024 at Brokenshire College  
Gymnasium, Madapo Hills, Davao City

Given this 28th of January 2024 at Brokenshire College Gymnasium,  
Madapo Hills, Davao City, Philippines.

*Corazon O. Agustin*  
**CORAZON O. AGUSTIN, EdD**  
PFDS Board of Director  
Training Director



University of Southern Mindanao  
Extension Services Office  
Kabacan, Cotabato



awards this

**Certificate of Participation**

to

**VINUS P. JAVA**

for having successfully completed the Training on Crafting  
Engaging Extension Proposal held on August 9, 2024 at the ESO T/C  
Room, Kabacan, Cotabato.

Given this 9th day of August 2024 at ESO T/C Room, Kabacan,  
Cotabato.

*Glyn G. Magbanua*  
**GLYN G. MAGBANUA, PhD**  
Director, Extension Services Office



# Certificate

This is to Certify that

**MARLON MANCERA**

---

**PHILIPPINES**

---

Is a Professional Life Member of the International Federation of Physical Education, Fitness and Sports Science Associations from the year 2019.



International Federation  
of Physical Education,  
Fitness and Sports Science  
Associations

Website: [www.ifpesssa.org](http://www.ifpesssa.org)  
E-mail: [rajesh2sports@gmail.com](mailto:rajesh2sports@gmail.com)

A handwritten signature in black ink, appearing to read 'Rajesh Kumar'.

**Prof. Rajesh Kumar**

President

International Federation of Physical Education,  
Fitness and Sports Science Associations

# CERTIFICATE OF COMPLETION

This certifies that

**Eduard S. Sumera**

has successfully completed a training on

**Managing and Conducting Internal Audit  
based on ISO 9001:2015 Requirements  
and ISO 19011:2018 Guidelines**

held on **October 10-11, 2023**

at **University of Southern Mindanao**  
Brgy. Poblacion, Kabacan, Cotabato

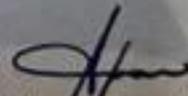


**Maria Luna Z. Villacrusis**

Vice General Manager

Academy & Life Care

TÜV Rheinland Philippines, Inc.



**Allan R. Topacio**

Trainer

Academy Services

TÜV Rheinland Philippines, Inc.



**NAFESS-PH**  
NATIONAL ASSOCIATION FOR PHYSICAL EDUCATION AND SPORTS SCIENCE - PHILIPPINES



# CERTIFICATE OF PARTICIPATION

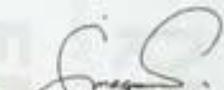
*This certificate is proudly presented to*

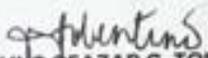
**JEMWELL B. FRANCISCO**

for having participated the webinar on **"TEACHING PEDAGOGY IN PHYSICAL EDUCATION ALIGNED WITH THE PATHFIT FRAMEWORK"** held on February 8, 2025 via Zoom.

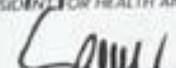
Given this 8th day of February in the year of our Lord Two Thousand and Twenty Five at National Association for Physical Education and Sports Science - Philippines.

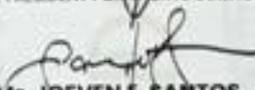
  
**Ms. ANDREA AUDINE J. BULQUERIN**  
ASSISTANT HEAD, TRAINING AND SEMINARS

  
**Mr. JOHN MICHAEL D. AQUINO**  
HEAD, TRAINING AND DEVELOPMENT CERTIFICATION

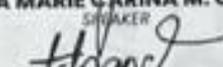
  
**Mr. JULIUS CEAZAR G. TOLENTINO**  
VICE PRESIDENT FOR HEALTH AND RECREATION

  
**DR. LOUIE P. GULA**  
VICE PRESIDENT FOR SPORTS SCIENCE

  
**Mr. RUBEN L. TAGARE, JR.**  
VICE PRESIDENT FOR PHYSICAL EDUCATION

  
**Mr. JOEVEN E. SANTOS**  
EXECUTIVE VICE PRESIDENT

  
**DR. JOANA MARIE CARINA M. GABUNILAS**  
SPEAKER

  
**DR. TEE JAY D. PANGANIBAN**  
PRESIDENT

  
**DR. JOSEPH T. LOBO**  
CHAIRMAN OF THE BOARD





SAMAHANG TAGAPAGTAGUYOD NG KATUTUBONG SAYAW NG PILIPINAS  
 NATIONAL COMMISSION FOR CULTURE AND THE ARTS and  
 PHILIPPINE FOLK DANCE SOCIETY - REGION XI CHAPTER



*awards this*  
**CERTIFICATE OF PARTICIPATION**  
*to*

Janito, Cheeze R.

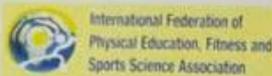
for having actively participated in the

**MINDANAO-WIDE FOLK  
 DANCE WORKSHOP**

held on January 27-28, 2024 at Brokenshire College  
 Gymnasium, Madapo Hills, Davao City

Given this 28th of January 2024 at Brokenshire College Gymnasium,  
 Madapo Hills, Davao City, Philippines.

*Corazon O. Agustin*  
**CORAZÓN O. AGUSTIN, EdD**  
 PFDS Board of Director  
 Training Director



C.No.IWFWDS-CE000048

**Certificate of Participation**

This certificate is awarded to Mr.Gennie Rey Rico

of University of Southern Mindanao ISPEAR

for being a Virtual Participant in the

***"International Webinar on Physical Education, Sports Science  
 & Fitness for Better Normal - 2020"*** held on 7th & 8th October 2020.

**Prof. L.B. Lakshmikanth Rathod**  
 Dean Faculty of Education,  
 Osmania University, and  
 Principal, Nizam college  
 Hyderabad, T.S.  
 Gen. Secretary ,IFPEFSSA

**JUDY L. GARCIA, EdD**  
 Dean, Institute of Sports,  
 Physical Education,  
 and Recreation University  
 of Southern Mindanao  
 Philippines

**Prof. Rajesh Kumar**  
 Principal,  
 Univ. College of Physical  
 Education, OU, Hyd, T.S.  
 President, IFPEFSSA

**Organised by :** International Federation of Physical Education Fitness and Sports Science  
 Association and University of Sports, Physical Education, and Recreation, University of  
 Southern Mindanao, Philippines



SAMAHANG TAGAPAGTAGUYOD NG KATUTUBONG SAYAW NG PILIPINAS  
NATIONAL COMMISSION FOR CULTURE AND THE ARTS and  
PHILIPPINE FOLK DANCE SOCIETY - REGION XI CHAPTER



*awards this*  
**CERTIFICATE OF PARTICIPATION**  
*to*

Ambrocio, Gladys Pearl O.

for having actively participated in the

**MINDANAO-WIDE FOLK  
DANCE WORKSHOP**

held on January 27-28, 2024 at Brokenshire College  
Gymnasium, Madapo Hills, Davao City

Given this 28th of January 2024 at Brokenshire College Gymnasium,  
Madapo Hills, Davao City, Philippines.

*Corazon O. Agustin*  
**CORAZON O. AGUSTIN, EdD**  
PFDS Board of Director  
Training Director



## Carmen Agriculture Office Partners USM on Organic Coffee, Cacao Training

Home » News » Carmen Agriculture Office Partners USM on Organic Coffee, Cacao Training

Published by [By: John Cortez](#) at [April 15, 2025](#)



**Kabacan, Cotabato**—To strengthen local capacity in sustainable agriculture, the Office of the Municipal Agriculturist of Carmen tapped the University of Southern Mindanao (USM) to provide a lecture and venue for specialized training on organic coffee and cacao production and management on April 15, 2025, at USM, Kabacan.

The requested training aims to equip farmers, agricultural technicians, and local entrepreneurs with best practices and essential knowledge in sustainable coffee and cacao farming. Topics include soil management, pest control, post-harvest processing, and value chain enhancement.



The training was facilitated by Mr. Rezin C. Cabantug and Ms. Sheena Lucena—both USM Science Research Specialists, as requested by the Local Government Unit (LGU) of Carmen. Twenty-five organic farmers and farm owners participated in a field demonstration on the proper maintenance, propagation, and post-harvest processing of organic coffee and cacao. The participants engaged in hands-on activities covering correct crop propagation, fertilization practices, pruning and weeding techniques, and post-production methods.

As part of the training, they also visited the Rubber-Based Cacao System (RBCS) site, where they learned about intercropping methods and how these can enhance farm productivity.

Mrs. Judith B. Española, Organic Agriculture Focal Person of the Office of the Municipal Agriculturist, shared that the training aims to provide farmers with much-needed knowledge and practical inputs to address low production in the field.

*"Our farmers are facing major production challenges due to limited knowledge in crop management, that's why we partnered with USM—to help them learn proper techniques in managing their cacao and coffee farms,"* she said.

The training concluded with an open forum, where participants shared insights, raised questions, and clarified techniques discussed during the sessions.

This initiative marks another step in fostering collaboration between academic institutions and local government units in advancing sustainable and inclusive agricultural development in Region XII.



**Rey John Corde z**  
Extension Editor and Staff

### Vision

Quality and relevant education for its students to be globally competitive, culture-sensitive and socially responsive human resources for sustainable development.

### Mission

To accelerate socioeconomic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

### Our Address

66 Malabon Hang Avenue  
Poblacion, Kabacan  
Cotabato 9407  
Philippines

### Visitor Counter

Today's Visitors: 114  
Last 7 Days Views: 10,790  
Total Visitors: 2,594,588

### Data Protection

About  
Security Breach Incident  
Students, Alumni & Prospective  
Students  
Employees  
Visitors  
Website Users

**"Your Partner in Academic Excellence and Leadership Development"**  
© 2023 University of Southern Mindanao. All Rights Reserved.





## USM-ESO Conducts Training-Workshop on Bookmaking, Invites Language Experts from SIL

[Home](#) > [News](#) > USM-ESO Conducts Training-Workshop on Bookmaking, Invites Language Experts from SIL

Published by [Dr. John Corpuz](#) on [March 21, 2025](#)



**Kabacan, Cotabato** – The University of Southern Mindanao Extension Services Office (USM-ESO) successfully hosted a three-day Training-Workshop on Bookmaking and Bloom App User’s Training-Workshop from March 17 to 19, 2025, at the USM Commercial Building.

The workshop aimed to equip participants with the skills to create and develop big books, decodable books, leveled books, and other instructional materials essential for academic content. This initiative aligns with the *Unibersidad at Kuminidad* (UniK) program of ESO for 2025, which seeks to document and preserve the cultural heritage of the Bagobo-Tagabawa in Kasunayan, Makilala, along with other communities supported by the university.



A total of 35 participants attended the event, representing various offices and colleges, including the College of Social Sciences – Department of English Language and Literature (CASS-DELL), Graduate School, Research Development Office (RDO), College of Business, Development, Economics, and Management (CBDEM), and faculty extension implementers.



Language experts from the Summer Institute of Linguistics (SIL)—the world’s largest linguistic organization—led the sessions. Maria Cecilia Osorio-Van Zante, MA, Literary and Education Consultant of SIL-Philis, and Manuel S. Tamayao, Senior Archivist at SIL-Philis,

served as the resource persons. SIL-Phils Training Specialist Ricky A. Agdahan also joined the workshop, facilitating afternoon sessions.

The event provided a valuable platform for educators and professionals to enhance their expertise in Instructional Educational Communication (IEC) material development, reinforcing USM's commitment to quality education and innovation.



**Ray John Cortez**  
Education Editor and Staff

#### Vision

Quality and relevant education for its clientele to be globally competitive, value-sensitive and morally responsive human resources for sustainable development.

#### Mission

Help accelerate socio-economic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

#### Our Address

Ra. Matandang Pang-Ayusin  
Poblacion, Kabacan  
Cotabato 9407  
Philippines

#### Visitor Counter

Today's Visitors  
118  
Last 7 Days Views  
32,791  
Total Visitors  
2,536,988

#### Data Protection

About  
Security Breach Incident  
Students, Alumni & Prospective  
Students  
Employees  
Visitors  
Website Users

*"Your Partner in Academic Excellence and Leadership Development"*

© 2025 University of Southern Mindanao. All Rights Reserved.





# USM-RDE Hosts Crop Protection Training Workshop By NCPC Los Baños

Home / News / USM-RDE Hosts Crop Protection Training Workshop By NCPC Los Baños

Published by [Rafaela A. Galante](#) on October 31, 2024



The University of Southern Mindanao-Research, Development & Extension (USM-RDE), headed by Dr. Debbie Marie B. Verzosa, hosted a two-day training workshop titled **Upskilling of Crop Protection Practitioners and Teachers: Updates on Biological Control Agents and Rapid Test Kits**, conducted free by the National Crop Protection Center (NCPC) of IP Los Baños. This training commenced on October 28, 2024, at the University of Southern Mindanao Agricultural Research and Development Center (USMARC) Auditorium.

The resource persons for this training were Dr. Barbara L. Coe, NCPC director, along with NCPC researchers, including Scientist Melissa R. Montecino, Ms. Jeraldine Padilla, Mr. Roderick N. Carabano, Mr. Jasper A. Samiento, and Ms. Ana Gaylan. The training aimed to enhance the skills of educators and technical personnel in using biological control agents and rapid test kits for detecting pesticide residues.

Participants included faculty members from agriculture colleges across various state universities and colleges in Mindanao, along with practitioners from local agricultural offices.

On the final day of the training, October 29, 2024, NCPC provided participants with hands-on activities involving biological control agents and the rapid test kit (RTK) at the USM Commercial Building. A post-test was administered to all participants afterward. Additionally, all participants who passed the exam and completed the sessions were awarded Continuing Professional Development (CPD) certificate.





Rahma A. Cabunza

#### Vision

Quality and relevant education for its students to be globally competitive, collaborative and morally responsive human resources for sustainable development.

#### Mission

Help accelerate socio-economic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension, and resource generation in Southern Philippines.

#### Our Address

Ral. Mataoy Pang Avenue  
 Poblacion, Kabacan,  
 Cotabato 9437  
 Philippines

#### Visitor Counter

Today's Visitors: 119  
 Last 7 Days Views: 10,795  
 Total Visitors: 2,516,388

#### Data Protection

About  
 Security Breach Incident  
 Students, Alumni & Prospective  
 Students  
 Employees  
 Visitors  
 Website Users

"Your Partner in Academic Excellence and Leadership Development"  
 © 2025 University of Southern Mindanao. All Rights Reserved.





## USM-RDE Hosts Impact Assessment Training by DOST-PCAARRD

[Home](#) > [News](#) > [USM-RDE Hosts Impact Assessment Training by DOST-PCAARRD](#)

Published by [Johanna A. Cabanito](#) on [October 10, 2024](#)



The University of Southern Mindanao (USM) through the Office of the Vice President for Research, Development & Extension hosted a three-day **Impact Assessment Training and Research Proposed Development Workshop** on October 9, 2024, at the USM Skyroom, Administration Building, Katakasan, Cotabato.

The resource persons for this activity were Assoc. Prof. **Angela R. Agdama**, Assoc. Prof. **Jervis R. Magaso**, and Prof. **Wilfrido Jones B. Salting**, who attended a three-week intensive training conducted by the Department of Science and Technology (DOST) – Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development (PCAARRD). Consequently, DOST/PCAARRD identified the three USM participants as potential recipients of funding for conducting impact assessments and sent **Jovita Andrea P. Polante** and **Ryle Cristel D. Morada**, project training specialists from the Socio-Economic Research Division (SERD) of DOST/PCAARRD, to extend further support to the University.



**College Extension Coordinators (CECs)** and **College Research Coordinators (CRCs)**, including those from the USM-PALMA Cluster Campuses and USM Kilapawan City Campus (USM-KCC), were invited to join the training in order to develop their capacity to conduct impact assessments, ensuring that government research funds are utilized effectively and transparently.

**Glyn G. Magsabua, PhD**, Director of the Extension Services Office (ESO), and **Lynlie C. Pascoa, PhD**, Director of the Research Development Office (RDO), were also in attendance.

During the first day, Prof. Agdama and Prof. Salting shared their expertise on the basic concepts of IA during the initial sessions.

**Impact assessment is increasingly important because we want to be accountable to how government funds are used. It involves a lot of measurements... You have to know what kind of measurements are required in IA so that in future projects, we can provide documentation showing where the government's money is going.** Debbie Marie B. Verzonza, PhD, Vice President for Research, Development & Extension stated in her opening remarks.

Further topics and discussions will be handled by PCAARRD in the upcoming sessions until the final day.





Republic of the Philippines  
UNIVERSITY OF SOUTHERN MINDANAO  
Kabacan, Cotabato



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

## LAUNCHING OF SKILL ENHANCEMENT PROGRAM (SEP)

Date: May 23, 2023

Time: 8:30AM -11:30NN





Republic of the Philippines  
UNIVERSITY OF SOUTHERN MINDANAO  
Kabacan, Cotabato



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

## VI. Collaboration and Expansion

In addition to the core responsibilities, the department actively collaborated with other academic units and administrative bodies, fostering a synergistic environment. This collaboration facilitated the seamless execution of academic initiatives and administrative processes, contributing to the overall efficiency of the university's operations.



In summary, during the reporting period, I actively contributed to the advancement of the department's academic programs, student activities, and administrative functions. Through my efforts, I helped ensure the quality and effectiveness of our educational offerings while actively supporting the university's broader objectives.

## H.7. CODE OF PROFESSIONAL ETHICS/RA 6713 AND OTHER PERTINENT CSC ISSUANCE

[REPUBLIC ACT NO. 6713]

**AN ACT ESTABLISHING A CODE OF CONDUCT AND ETHICAL STANDARDS FOR PUBLIC OFFICIALS AND EMPLOYEES, TO UPHOLD THE TIME-HONORED PRINCIPLE OF PUBLIC OFFICE BEING A PUBLIC TRUST, GRANTING INCENTIVES AND REWARDS FOR EXEMPLARY SERVICE, ENUMERATING PROHIBITED ACTS AND TRANSACTIONS AND PROVIDING PENALTIES FOR VIOLATIONS THEREOF AND FOR OTHER PURPOSES**

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

**Section 1. Title.** — This Act shall be known as the "Code of Conduct and Ethical Standards for Public Officials and Employees."

**Section 2. Declaration of Policies.** — It is the policy of the State to promote a high standard of ethics in public service. Public officials and employees shall at all times be accountable to the people and shall discharge their duties with utmost responsibility, integrity, competence, and loyalty, act with patriotism and justice, lead modest lives, and uphold public interest over personal interest.

**Section 3. Definition of Terms.** — As used in this Act, the term:

(a) "Government" includes the national government, the local governments, and all other instrumentalities, agencies or branches of the Republic of the Philippines including government-owned or controlled corporations, and their subsidiaries.

(b) "Public Officials" includes elective and appointive officials and employees, permanent or temporary, whether in the career or non-career service, including military and police personnel, whether or not they receive compensation, regardless of amount.

(c) "Gift" refers to a thing or a right disposed of gratuitously, or any act or liberality, in favor of another who accepts it, and shall include a simulated sale or an ostensibly onerous disposition thereof. It shall not include an unsolicited gift of nominal or insignificant value not given in anticipation of, or in exchange for, a favor from a public official or employee.

(d) "Receiving any gift" includes the act of accepting directly or indirectly, a gift from a person other than a member of his family or relative as defined in this Act, even on the occasion of a family celebration or national festivity like Christmas, if the value of the gift is neither nominal nor insignificant, or the gift is given in anticipation of, or in exchange for, a favor.

(e) "Loan" covers both simple loan and *commodatum* as well as guarantees, financing arrangements or accommodations intended to ensure its approval.

(f) "Substantial stockholder" means any person who owns, directly or indirectly, shares of stock sufficient to elect a director of a corporation. This term shall also apply to the parties to a voting trust.

(g) "Family of public officials or employees" means their spouses and unmarried children under eighteen (18) years of age.

(h) "Person" includes natural and juridical persons unless the context indicates otherwise.

(i) "Conflict of interest" arises when a public official or employee is a member of a board, an officer, or a substantial stockholder of a private corporation or owner or has a substantial interest in a business, and the interest of such corporation or business, or his rights or duties therein, may be opposed to or affected by the faithful performance of official duty.

(j) "Divestment" is the transfer of title or disposal of interest in property by voluntarily, completely and actually depriving or dispossessing oneself of his right or title to it in favor of a person or persons other than his spouse and relatives as defined in this Act.

(k) "Relatives" refers to any and all persons related to a public official or employee within the fourth civil degree of consanguinity or affinity, including *bilas*, *inso* and *balae*.

**Section 4. Norms of Conduct of Public Officials and Employees.** — (A) Every public official and employee shall observe the following as standards of personal conduct in the discharge and execution of official duties:

(a) *Commitment to public interest.* — Public officials and employees shall always uphold the public interest over and above personal interest. All government resources and powers of their respective offices must be employed and used efficiently, effectively, honestly and economically, particularly to avoid wastage in public funds and revenues.

(b) *Professionalism.* — Public officials and employees shall perform and discharge their duties with the highest degree of excellence, professionalism, intelligence and skill. They shall enter public service with utmost devotion and dedication to duty. They shall endeavor to discourage wrong perceptions of their roles as dispensers or peddlers of undue patronage.

(c) *Justness and sincerity.* — Public officials and employees shall remain true to the people at all times. They must act with justness and sincerity and shall not discriminate against anyone, especially the poor and the underprivileged. They shall at all times respect the rights of others, and shall refrain from doing acts contrary to law, good morals, good customs, public policy, public order, public safety and public interest. They shall not dispense or extend undue favors on account of their office to their relatives whether by consanguinity or affinity except with respect to appointments of such relatives to positions considered strictly confidential or as members of their personal staff whose terms are coterminous with theirs.

(d) *Political neutrality.* — Public officials and employees shall provide service to everyone without unfair discrimination and regardless of party affiliation or preference.

(e) *Responsiveness to the public.* — Public officials and employees shall extend prompt, courteous, and adequate service to the public. Unless otherwise provided by law or when required by the public interest, public officials and employees shall provide information of their policies and procedures in clear and understandable language, ensure openness of information, public consultations and hearings whenever appropriate, encourage suggestions, simplify and systematize policy, rules and procedures, avoid red tape and develop an understanding and appreciation of the socio-

(3) Recommend any person to any position in a private enterprise which has a regular or pending official transaction with their office.

These prohibitions shall continue to apply for a period of one (1) year after resignation, retirement, or separation from public office, except in the case of subparagraph (b) (2) above, but the professional concerned cannot practice his profession in connection with any matter before the office he used to be with, in which case the one-year prohibition shall likewise apply.

(c) *Disclosure and/or misuse of confidential information.* —

Public officials and employees shall not use or divulge, confidential or classified information officially known to them by reason of their office and not made available to the public, either:

- (1) To further their private interests, or give undue advantage to anyone; or
- (2) To prejudice the public interest.

(d) *Solicitation or acceptance of gifts.* — Public officials and employees shall not solicit or accept, directly or indirectly, any gift, gratuity, favor, entertainment, loan or anything of monetary value from any person in the course of their official duties or in connection with any operation being regulated by, or any transaction which may be affected by the functions of their office.

As to gifts or grants from foreign governments, the Congress consents to:

- (i) The acceptance and retention by a public official or employee of a gift of nominal value tendered and received as a souvenir or mark of courtesy;
- (ii) The acceptance by a public official or employee of a gift in the nature of a scholarship or fellowship grant or medical treatment; or
- (iii) The acceptance by a public official or employee of travel grants or expenses for travel taking place entirely outside the Philippine (such as allowances, transportation, food, and lodging) of more than nominal value if such acceptance is appropriate or consistent with the interests of the Philippines, and permitted by the head of office, branch or agency to which he belongs.

The Ombudsman shall prescribe such regulations as may be necessary to carry out the purpose of this subsection, including pertinent reporting and disclosure requirements.

Nothing in this Act shall be construed to restrict or prohibit any educational, scientific or cultural exchange programs subject to national security requirements.

**Section 8. Statements and Disclosure.** — Public officials and employees have an obligation to accomplish and submit declarations under oath of, and the public has the right to know, their assets, liabilities, net worth and financial and business interests including those of their spouses and of unmarried children under eighteen (18) years of age living in their households.



**Section 6. System of Incentives and Rewards.** — A system of annual incentives and rewards is hereby established in order to motivate and inspire public servants to uphold the highest standards of ethics. For this purpose, a Committee on Awards to Outstanding Public Officials and Employees is hereby created composed of the following: the Ombudsman and Chairman of the Civil Service Commission as Co-Chairmen, and the Chairman of the Commission on Audit, and two government employees to be appointed by the President, as members.

It shall be the task of this Committee to conduct a periodic, continuing review of the performance of public officials and employees, in all the branches and agencies of Government and establish a system of annual incentives and rewards to the end that due recognition is given to public officials and employees of outstanding merit on the basis of the standards set forth in this Act.

The conferment of awards shall take into account, among other things, the following: the years of service and the quality and consistency of performance, the obscurity of the position, the level of salary, the unique and exemplary quality of a certain achievement, and the risks or temptations inherent in the work. Incentives and rewards to government officials and employees of the year to be announced in public ceremonies honoring them may take the form of bonuses, citations, directorships in government-owned or controlled corporations, local and foreign scholarship grants, paid vacations and the like. They shall likewise be automatically promoted to the next higher position with the commensurate salary suitable to their qualifications. In case there is no next higher position or it is not vacant, said position shall be included in the budget of the office in the next General Appropriations Act. The Committee on Awards shall adopt its own rules to govern the conduct of its activities.

**Section 7. Prohibited Acts and Transactions.** — In addition to acts and omissions of public officials and employees now prescribed in the Constitution and existing laws, the following shall constitute prohibited acts and transactions of any public official and employee and are hereby declared to be unlawful:

(a) *Financial and material interest.* — Public officials and employees shall not, directly or indirectly, have any financial or material interest in any transaction requiring the approval of their office.

(b) *Outside employment and other activities related thereto.* — Public officials and employees during their incumbency shall not:

(1) Own, control, manage or accept employment as officer, employee, consultant, counsel, broker, agent, trustee or nominee in any private enterprise regulated, supervised or licensed by their office unless expressly allowed by law;

(2) Engage in the private practice of their profession unless authorized by the Constitution or law, provided, that such practice will not conflict or tend to conflict with their official functions; or

economic conditions prevailing in the country, especially in the depressed rural and urban areas.

(f) *Nationalism and patriotism.* — Public officials and employees shall at all times be loyal to the Republic and to the Filipino people, promote the use of locally produced goods, resources and technology and encourage appreciation and pride of country and people. They shall endeavor to maintain and defend Philippine sovereignty against foreign intrusion.

(g) *Commitment to democracy.* — Public officials and employees shall commit themselves to the democratic way of life and values, maintain the principle of public accountability, and manifest by deeds the supremacy of civilian authority over the military. They shall at all times uphold the Constitution and put loyalty to country above loyalty to persons or party.

(h) *Simple living.* — Public officials and employees and their families shall lead modest lives appropriate to their positions and income. They shall not indulge in extravagant or ostentatious display of wealth in any form.

(B) The Civil Service Commission shall adopt positive measures to promote (1) observance of these standards including the dissemination of information programs and workshops authorizing merit increases beyond regular progression steps, to a limited number of employees recognized by their office colleagues to be outstanding in their observance of ethical standards; and (2) continuing research and experimentation on measures which provide positive motivation to public officials and employees in raising the general level of observance of these standards.

**Section 5. Duties of Public Officials and Employees.** — In the performance of their duties, all public officials and employees are under obligation to:

(a) *Act promptly on letters and requests.* — All public officials and employees shall, within fifteen (15) working days from receipt thereof, respond to letters, telegrams or other means of communications sent by the public. The reply must contain the action taken on the request.

(b) *Submit annual performance reports.* — All heads or other responsible officers of offices and agencies of the government and of government-owned or controlled corporations shall, within forty-five (45) working days from the end of the year, render a performance report of the agency or office or corporation concerned. Such report shall be open and available to the public within regular office hours.

(c) *Process documents and papers expeditiously.* — All official papers and documents must be processed and completed within a reasonable time from the preparation thereof and must contain, as far as practicable, not more than three (3) signatories therein. In the absence of duly authorized signatories, the official next-in-rank or officer-in-charge shall sign for and in their behalf.

(d) *Act immediately on the public's personal transactions.* — All public officials and employees must attend to anyone who wants to avail himself of the services of their offices and must, at all times, act promptly and expeditiously.

(e) *Make documents accessible to the public.* — All public documents must be made accessible to, and readily available for inspection by, the public within reasonable working hours.

(A) *Statements of Assets and Liabilities and Financial Disclosure.* — All public officials and employees, except those who serve in an honorary capacity, laborers and casual or temporary workers, shall file under oath their Statement of Assets, Liabilities and Net Worth and a Disclosure of Business Interests and Financial Connections and those of their spouses and unmarried children under eighteen (18) years of age living in their households.

The two documents shall contain information on the following:

- (a) real property, its improvements, acquisition costs, assessed value and current fair market value;
- (b) personal property and acquisition cost;
- (c) all other assets such as investments, cash on hand or in banks, stocks, bonds, and the like;
- (d) liabilities, and;
- (e) all business interests and financial connections.

The documents must be filed:

- (a) within thirty (30) days after assumption of office;
- (b) on or before April 30, of every year thereafter; and
- (c) within thirty (30) days after separation from the service.

All public officials and employees required under this section to file the aforesaid documents shall also execute, within thirty (30) days from the date of their assumption of office, the necessary authority in favor of the Ombudsman to obtain from all appropriate government agencies, including the Bureau of Internal Revenue, such documents as may show their assets, liabilities, net worth, and also their business interests and financial connections in previous years, including, if possible, the year when they first assumed any office in the Government.

Husband and wife who are both public officials or employees may file the required statements jointly or separately.

The Statements of Assets, Liabilities and Net Worth and the Disclosure of Business Interests and Financial Connections shall be filed by:

- (1) Constitutional and national elective officials, with the national office of the Ombudsman;
- (2) Senators and Congressmen, with the Secretaries of the Senate and the House of Representatives, respectively; Justices, with the Clerk of Court of the Supreme Court; Judges, with the Court Administrator; and all national executive officials with the Office of the President;
- (3) Regional and local officials and employees, with the Deputy Ombudsman in their respective regions;
- (4) Officers of the armed forces from the rank of colonel or naval captain, with the Office of the President, and those below said ranks, with the Deputy Ombudsman in their respective regions; and

(5) All other public officials and employees, defined in Republic Act No. 3019, as amended, with the Civil Service Commission.

(B) *Identification and disclosure of relatives.* — It shall be the duty of every public official or employee to identify and disclose, to the best of his knowledge and information, his relatives in the Government in the form, manner and frequency prescribed by the Civil Service Commission.

(C) *Accessibility of documents.* — (1) Any and all statements filed under this Act, shall be made available for inspection at reasonable hours.

(2) Such statements shall be made available for copying or reproduction after ten (10) working days from the time they are filed as required by law.

(3) Any person requesting a copy of a statement shall be required to pay a reasonable fee to cover the cost of reproduction and mailing of such statement, as well as the cost of certification.

(4) Any statement filed under this Act shall be available to the public for a period of ten (10) years after receipt of the statement. After such period, the statement may be destroyed unless needed in an ongoing investigation.

(D) *Prohibited acts.* — It shall be unlawful for any person to obtain or use any statement filed under this Act for:

(a) any purpose contrary to morals or public policy; or

(b) any commercial purpose other than by news and communications media for dissemination to the general public.

**Section 9. Divestment.** — A public official or employee shall avoid conflicts of interest at all times. When a conflict of interest arises, he shall resign from his position in any private business enterprise within thirty (30) days from his assumption of office and/or divest himself of his shareholdings or interest within sixty (60) days from such assumption.

The same rule shall apply where the public official or employee is a partner in a partnership.

The requirement of divestment shall not apply to those who serve the Government in an honorary capacity nor to laborers and casual or temporary workers.

**Section 10. Review and Compliance Procedure.** — (a) The designated Committees of both Houses of the Congress shall establish procedures for the review of statements to determine whether said statements which have been submitted on time, are complete, and are in proper form. In the event a determination is made that a statement is not so filed, the appropriate Committee shall so inform the reporting individual and direct him to take the necessary corrective action.

(b) In order to carry out their responsibilities under this Act, the designated Committees of both Houses of Congress shall have the power within their respective jurisdictions, to render any opinion interpreting this Act, in writing, to persons covered by this Act, subject in each instance to the approval by affirmative vote of the majority of the particular House concerned.



---

The individual to whom an opinion is rendered, and any other individual involved in a similar factual situation, and who, after issuance of the opinion acts in good faith in accordance with it shall not be subject to any sanction provided in this Act.

(c) The heads of other offices shall perform the duties stated in subsections (a) and (b) hereof insofar as their respective offices are concerned, subject to the approval of the Secretary of Justice, in the case of the Executive Department and the Chief Justice of the Supreme Court, in the case of the Judicial Department.

**Section 11. Penalties.** — (a) Any public official or employee, regardless of whether or not he holds office or employment in a casual, temporary, holdover, permanent or regular capacity, committing any violation of this Act shall be punished with a fine not exceeding the equivalent of six (6) months' salary or suspension not exceeding one (1) year, or removal depending on the gravity of the offense after due notice and hearing by the appropriate body or agency. If the violation is punishable by a heavier penalty under another law, he shall be prosecuted under the latter statute. Violations of Sections 7, 8 or 9 of this Act shall be punishable with imprisonment not exceeding five (5) years, or a fine not exceeding five thousand pesos (P5,000), or both, and, in the discretion of the court of competent jurisdiction, disqualification to hold public office.

(b) Any violation hereof proven in a proper administrative proceeding shall be sufficient cause for removal or dismissal of a public official or employee, even if no criminal prosecution is instituted against him.

(c) Private individuals who participate in conspiracy as co-principals, accomplices or accessories, with public officials or employees, in violation of this Act, shall be subject to the same penal liabilities as the public officials or employees and shall be tried jointly with them.

(d) The official or employee concerned may bring an action against any person who obtains or uses a report for any purpose prohibited by Section 8 (D) of this Act. The Court in which such action is brought may assess against such person a penalty in any amount not to exceed twenty-five thousand pesos (P25,000.00). If another sanction hereunder or under any other law is heavier, the latter shall apply.

**Section 12. Promulgation of Rules and Regulations, Administration and Enforcement of this Act.** — The Civil Service Commission shall have the primary responsibility for the administration and enforcement of this Act. It shall transmit all cases for prosecution arising from violations of this Act to the proper authorities for appropriate action: *Provided, however,* That it may institute such administrative actions and disciplinary measures as may be warranted in accordance with law. Nothing in this provision shall be construed as a deprivation of the right of each House of Congress to discipline its Members for disorderly behavior.

The Civil Service Commission is hereby authorized to promulgate rules and regulations necessary to carry out the provisions of this Act, including guidelines for



individuals who render free voluntary service to the Government. The Ombudsman shall likewise take steps to protect citizens who denounce acts or omissions of public officials and employees which are in violation of this Act.

**Section 13. Provisions for More Stringent Standards.** — Nothing in this Act shall be construed to derogate from any law, or any regulation prescribed by any body or agency, which provides for more stringent standards for its official and employees.

**Section 14. Appropriations.** — The sum necessary for the effective implementation of this Act shall be taken from the appropriations of the Civil Service Commission. Thereafter, such sum as may be needed for its continued implementation shall be included in the Annual General Appropriations Act.

**Section 15. Separability Clause.** — If any provision of this Act or the application of such provision to any person or circumstance is declared invalid, the remainder of the Act or the application of such provision to other persons or circumstances shall not be affected by such declaration.

**Section 16. Repealing Clause.** — All laws, decrees and orders or parts thereof inconsistent herewith, are deemed repealed or modified accordingly, unless the same provide for a heavier penalty.

**Section 17. Effectivity.** — This Act shall take effect after thirty (30) days following the completion of its publication in the *Official Gazette* or in two (2) national newspapers of general circulation.

Approved, February 20, 1989.





UNIVERSITY OF SOUTHERN MINDANAO  
Kabacan, Cotabato  
Philippines



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

NAME OF FACULTY	Statement of Assets, Liabilities, and Net Worth (SALN)	Personal Data Sheet (PDS)
AMBROCIO, GLADYS PEARL O.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ARIAS, ELPEDIO A.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
BUISAN, JESSA S.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CALIXTRO, MARICHU A.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
DAGOC, PRISCILLA P.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ELUMBARING, JERUM B.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESPONJA, JOANNA CARYL P.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESTO, JOMAR	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
FRANCISCO, JEMWELL B.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
JANITO, CHEEZE R.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
JAVA, MORENO JR. B.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
JAVA, VINUS P.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
LOPEZ, HELEN GRACE D.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
MANCERA, MARLON A.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
MARTINEZ, NORGE D.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
NADELA, LARA IVANAH C.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ORFRECIO, MARLENE E.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
SUMERA, EDUARD S.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
TAGARE, RUBEN L.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Prepared by:

*JMS*  
JANE MAE S. MARTINEZ  
Clerk, ISPEAR

Noted by:

*NDM*  
NORGE D. MARTINEZ  
Dean, ISPEAR

"UNITY IN DIVERSITY AND  
SUSTAINABLE DEVELOPMENT IN  
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."





**UNIVERSITY OF SOUTHERN MINDANAO**

Kabacan, Cotabato, Philippines  
Tel. No. 63 (64) 572-2138  
email address: usmisppear@usm.edu.ph



**INSTITUTE OF SPORTS, PHYSICAL EDUCATION, AND RECREATION**

CLIENT SATISFACTION SURVEY RESULT 2025 SUMMARY		
MONTH	OVER-ALL RATING/MEAN	RATING DESCRIPTION
January	96.67%	Outstanding
February	99.54%	Outstanding
March	100 %	Outstanding
April	94.31%	Very satisfactory
May		
June		
July		
August		
September		
October		
November		
December		

Prepared by:

  
JANE MAE S. MARTINEZ  
Clerk, ISPEAR

Noted by:

  
NORGE D. MARTINEZ, EdD- P.E  
Dean, ISPEAR

**"UNITY IN DIVERSITY AND  
SUSTAINABLE DEVELOPMENT IN  
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."**

**I. PROCESSIONAL**

- Awardees
- Administrative Council
- Board of Regents
- Mace Bearer
- Guest of Honor and Speaker with the University President



**II. PROGRAM PROPER**

Breana of Colors	USM Koro Bulawan
National Anthem	Paul John B. Ongcoy, PhD (Chairman)
Invocation	<i>Kakaw Award</i> Julbasar M. Sajiran, MPS (Wawa) <i>Goma Award</i> Leo M. Gayao, MS (P)
Bagong Pilipinas Hymn	USM Koro Bulawan
Cotabato Hymn	USM Koro Bulawan
Kabacan Hymn	USM Koro Bulawan
Welcome Remarks	Eimer M. Estiloso, EdD <i>Vice President for Administration and Revenue</i>
Panalangin ng Serbisyong Sibil ng Pilipinas to be led by.....	Julius Jerome G. Ele, PhD <i>Guest Awardee</i>
Panunumpa ng Lingkod Bayan.....	Francisco Gil N. Garcia, PhD <i>SAC President IV</i>
Presentation of Awardees.....	Nerissa G. Dela Viña, PhD <i>Director HR/OD</i>
Awarding of loyalty Service Pins and Plaques.....	Francisco Gil N. Garcia, PhD <i>SAC President IV</i>
To be assisted by	Eimer M. Estiloso, EdD - <i>VPAR</i> Marcos F. Mondarin, JD - <i>VPAA</i> Debbie Marie B. Verzosa, PhD - <i>VPAR</i> Samuel S. Panday, PhD - <i>VPAGS</i> Nerissa G. Dela Viña, PhD - <i>HR/OD Director</i>
Intermission.....	USM B'dadali Dance Troupe
Introduction of Guest of Honor and Speaker.....	Francisco Gil N. Garcia, PhD <i>SAC President IV</i>
Message of the Guest of Honor & Speaker ..	BGen Donald M Gumiran <i>Commander of the 602<sup>nd</sup> Infantry Brigade, Philippine Army</i>
Civil Service Hymn, Awit ng Serbisyong Sibil	
USM Hymn ...	

## Kawaning Tapat

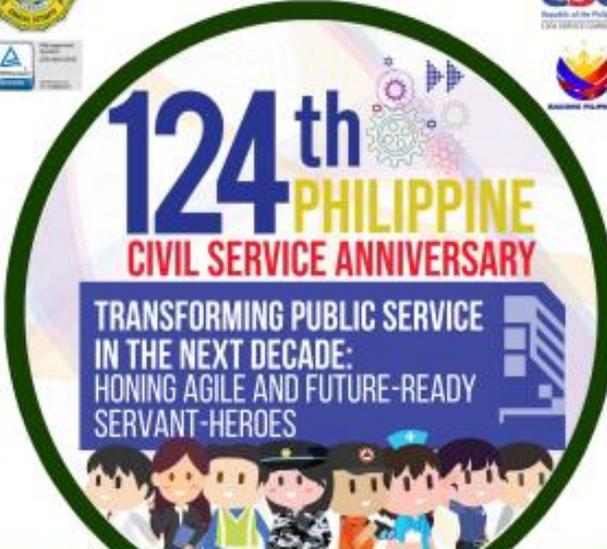
<b>10 YEARS</b> 10-25 years of continuous service - (5)	DANNY F. CABASAG	BELEN E. ESMERJADA	RAND YP. POJOL
	RICHARD T. CAMARA	CATHERINE A. MAMONDAS	JOSEPH S. QUISADO
<b>KAKAW AWARD</b>	ELSA G. ENFESTAN	PAUL JOHN B. ONGCOY	JO-ANN D. SANTOS
	RAFAEL P. ABELLERA	GENEVIVE P. CATUJONG	
<b>15 YEARS</b>	GELYN V. AMILBAHAR	LISIAN M. CLARITO	
	JEANE. ALUSTRIA	MERCHA C. MAYORMONTE	
<b>GOMA AWARD</b>	CATHERINE C. DAFFON	JULIUS JEROME G. ELE	JOE V. MISANES
	ZHERWIN R. DESCALLAR	OMAR U. ENOOK	JULBASAR M. SARRAN
<b>25 YEARS</b>	JEANIE U. DUKA	ANITA S. GELAGIO	MANUEL L. TAYONG
	AMORSOLO L. DELA CRUZ	RONALD Z. PASCUAL	
<b>30 YEARS</b> 30-35-40 years of continuous service - (7)	ROBERTO L. GORNEZ	ELMA G. SEPELAGIO	
		PRISILLA P. DAGOC	
<b>KAMAGONG AWARD</b>	CARDLYN P. YAGONG	LEONARDA M. VERGARA	
<b>35 YEARS</b>			
<b>40 YEARS</b>			

ELANGBAI B. DIMASINGKE  
ROLAND Y. FAJARDO  
*(Masters of Ceremony)*

<p><b>AWIT NG SERBISYONG SIBIL</b></p> <p>I - Ang Serbisyong Sibil ng bayan ko Lingkod ko nangayngayon at sa amn Laging tumulong, laging nagapayo At sa kaibang ayayang patibay</p> <p>II - Ang Serbisyong Sibilay lingkod ko ay ating dalihin Maging lepat'wina sa ating tungkulin Pagdiriwang lag. Bayang gaw.</p> <p>III - Ang Serbisyong Sibilay lingkod ko lampi Tayo na't loy' ating bayang.</p> <p style="text-align: center;">MABUHAY!</p> <p style="text-align: center;">(Repeat I and II)</p>		<p><b>USM HYMN</b></p> <p>USM beloved School so brave and true, Shines her love for truth and beauty May she ever live to serve. USM beloved To thy name we sing Faithful shall we be to thee, All one body, we Loyal shall we ever be, Alma Mater, dear let her spirit guide us Towards life's highest goal.</p> <p>Refrain: We pledge to thee our love and loyalty In our hearts for aye (2x)</p> <p>USM beloved Fount of knowledge great, Roses her love for highest goodness, We shall cherish evermore, Be our inspiration, live within each heart. As in life we'll do our part With thy spirit, serve God and land and fellowmen Truth and freedom bring Hear our voices ringing Hail, our USM</p> <p style="text-align: center;">(Repeat Refrain)</p>
<p><b>USM MISSION</b></p> <p>Help accelerate socio-economic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.</p>	<p><b>USM VISION</b></p> <p>Quality and relevant education for its clientele to be globally competitive, culturally sensitive and morally responsive human resources for sustainable development.</p>	
<p><b>PANUNUMPA NG LINGKOD BAYAN</b></p> <p>Ako ay leang ginlod bayan.</p> <p>Panangalagaan ko ang ginlulang ipinaglabo ng mamamayan. Maglilin glad ako nang may malasakit, katapatan, at kahayayan na walang kinikilingan. Magiging maibaling halimbawa ako, at magbibigay ng pag-asa at inspirasyon sa aking kapwa lingkod bayan. Uliangin ko ang aking araling kakayahang upang sa lahat ng panahon ay maging lingkod na ko nang buong kahusayan nang sambayansa n. Hindi lak o makikibahagi sa mga katalitahan sa pamahalaan. Pipigilan at lahat walat ko ito sa pamamagitan ng larang at angkop na pamamaraan, kasabay-hay ko ang leang ginlod bayang maika-Diyos, maika-isa, makakalikasan at makakabatas. Tutugon ako sa mga hamon ng makabagang panahon tungo sa adhalain ng matatag, maginhawa, at panatag na buhay. Sa mga tungkulin at hangaring ito, kasintahan nawa ako ng Maykapal at.</p>		
<p><b>ACKNOWLEDGMENT</b></p> <p>The University expresses its gratitude to all individuals who in one way or the other, have extended efforts in making this occasion a success.</p>		

The  
**UNIVERSITY OF SOUTHERN MINDANAO**  
Celebrates the





**124<sup>th</sup> PHILIPPINE CIVIL SERVICE ANNIVERSARY**

**TRANSFORMING PUBLIC SERVICE IN THE NEXT DECADE: HONING AGILE AND FUTURE-READY SERVANT-HEROES**

*Guest of Honor and Speaker:*  
**BGen DONALD M GUMIRAN**  
*Commander of the 602<sup>nd</sup> Infantry Brigade, Philippine Army*

September 26, 2024 | 9:00 AM  
USM Auditorium, Kabacan, Cotabato

DIR. GLENDA L FORONDA-LASAGA  
*(This serves as an invitation)*

Human Resource Management and Development Office  
2nd Floor Administration Building,  
USM, Kabacan, Cotabato (9407)  
+63 985-330-8782 - hrmd@uam.edu.ph