



PRELIMINARY SURVEY VISIT

AREA V RESEARCH

A. PRIOTRITIES AND RELEVANCE

A.2. STRUCTURE OF THE RESEARCH AND DEVELOPMENT UNIT



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USM RESEARCH, DEVELOPMENT, AND EXTENSION (RDE)

MANUAL

2024

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
9407 Philippines

Administrative Council and forwarded for the confirmation or approval of the Board of Regents, through the University President.

The Research Ethics Committee, Institutional Animal Care and Use Committee (IACUC), and the Institutional Bio-risk Committee (IBC) are independent decision-making bodies monitored by the Office of the Vice President for Research, Development and Extension. They ensure the ethical, humane, and safe conduct of research involving humans, animals, and biohazardous materials, respectively.

The Research Ethics Committee reviews research protocols and their supporting documents, and harmonizes and consolidates ethical scientific research involving humans in the university. IACUC evaluates and approves the Animal Care and Use Program (ACUP) and the protocols of scientific procedures on animal research. The IBC provides policies and practices to prevent unintentional or accidental release of specific biological agents or toxins.

Organizational Structure of Research, Development and Extension

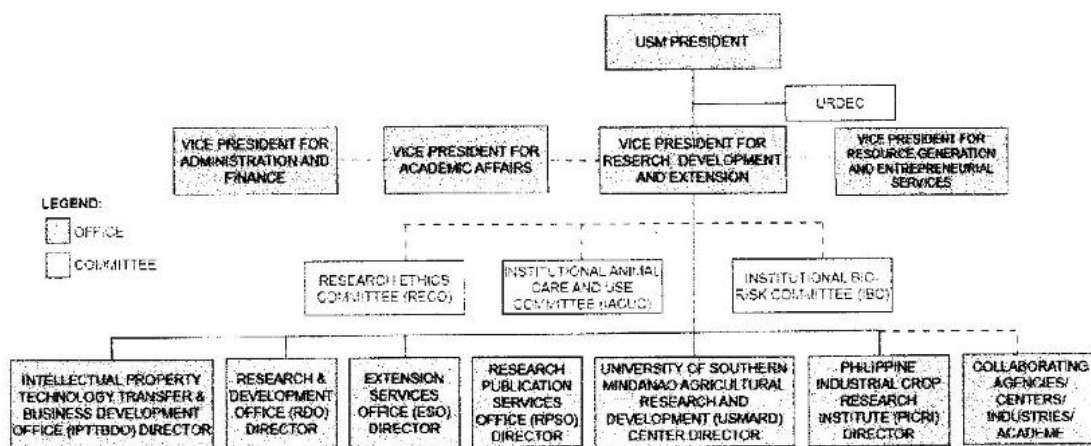


Figure 1. The organizational structure of the USM Research, Development and Extension.

RESEARCH PERSONNEL AND OTHER SUPPORT SERVICES

The following individual are the research personnel in the University. Their educational qualifications, designations, and functions are illustrated below:

Research Personnel	Educational Qualification	Designation (Specialist, Statistician etc.)	Functions
1. Institution' s R & D Head			
Dr. Debbie Marie Versoza	PhD	Mathematics Education	<ul style="list-style-type: none"> • Exercises general supervision and coordination of all programs, projects, studies and activities of the various units under his office. • Recommends and implements policies and guidelines governing research and extension affairs in the University. • Plans programs for research and extension activities which are geared towards the growth and development of the university, the region and the country. • Directs the implementation of research programs and the execution of extension services of the university. • Coordinates, monitors and appraises the performance of the various research and extension units of the university, including those of the research centers/institutions established in the university and other affiliate/attached research agencies/institutions. • Plans, promotes and carries out close working relations and linkages with

			<p>appropriate government research and development agencies/institutions.</p> <ul style="list-style-type: none"> • Acts as the Vice Chairman of the Research and Extension Council, and the university Board Review. • Performs such other related functions as may be directed by the President and other competent higher authorities.
Dr. Lydia C. Pascual	PhD	Chemistry	<ul style="list-style-type: none"> • Coordinates all research activities performed by the units and personnel of the university on and off campus. • Establishes research priority areas in consonance with and in support of regional /national research priority areas. • Encourages and evaluates faculty and staff research proposals and recommends funding support thereof by the university or the other agencies through the VP for Research and Extension. • Initiates the establishment of strong linkages with other public and private, domestic and foreign research agencies and organizations. • Recommends worthwhile researches for publication in the University research journals and other publications. • Helps in soliciting and procuring appropriate incentives for outstanding researches done by the University faculty and staff and recommends

			<p>them for recognition by international, national and local government and private organizations or institutions.</p> <ul style="list-style-type: none"> • Conducts periodic evaluation of research programs of the University and makes appropriate recommendations for their improvement to higher authorities. • Performs other related functions assigned to him/her.
Jan Clyden Tenorio, DVM, PhD	PhD	Veterinary Public Health and Epidemiology	<ul style="list-style-type: none"> • Manage at least one University journal, monitoring all stages from soliciting submissions, facilitating peer review, communicating with authors and reviewers, preparing galley proofs and publishing the final article; • Coordinate all publication activities performed by the units and personnel of the University on and off the campus; • Establish publication services priority areas in consonance with, and in support of regional/national research priority areas; • Recommend publication of completed researches in the University research journals and other similar publications; • Monitor regular issuance and publication of the University-owned journals; • Initiate the establishment of strong linkages with other public, private, domestic and

foreign research agencies and organizations;

- Help in soliciting and procuring appropriate publication incentives for researches done by the University faculty and staff and recommend them for recognition by international, national, and institutional/local government and private organizations;
- Manage all data related to publications for reporting to higher authorities on regulatory agencies;
- Conduct periodic evaluation of University publication and make appropriate recommendations for their improvement to higher authorities;
- Serve as Publication and Printing Unit Head in acting capacity, until confirmed and duly acted upon by the USM Board of Regents; and,
- Perform such other functions for the promotion of publication or as may be assigned by the University President.

2. Academic Unit's R&D Head

**Josephine R. Flores, DVM,
MSc**

MSc

Veterinary Physiology

- Coordinates with the Director for Research and Development on matters relative to research development program of the college.
- Coordinates and collects research proposals from each department in consultation with the dean of the college to be submitted to the
- Research Committee for technical review, evaluation and recommendation.
- Consolidates and prepares a summary of all completed and progress reports for on-going researches in the college.
- Prepares the summary of research endeavors of students and faculty members to be included in the college annual reports.
- Monitors and checks research outlines and final research reports in terms of standard format/style and checks if there is duplication of researches in the college.
- Keeps copies of research reports of students and faculty members.
- Submits research/thesis copies of students to the University Learning Resource Center.
- Performs a major role in accreditation related research concerns.
- Maintains an office where students, faculty members and other researches can make use of available

			<p>compilations of researches in the college.</p> <ul style="list-style-type: none"> • Sits in the Thesis Defense (proposal and manuscript) sessions as needed. • Conducts a periodic-in-house review in the college. • Coordinates workshops in the college for the presentation of research proposals and prioritization of researches and other research-related undertakings. • Prepares and updates the College Research Manual for students and faculty researches. • Facilitates the publication of research monographs and select materials for publication in the University Research Journal.
Jan Clyden Tenorio, DVM, PhD	PhD	Veterinary Public Health and Epidemiology	<ul style="list-style-type: none"> • Monitors research outlines and final research report in terms of • standard format/style and checks if there is duplication of researches in the college; • Keeps copies of research report of student and faculty members; • Maintains an office where students, faculty members and other researchers can make use of available compilations of researchers in the college; • Sits in the thesis defense (outline and manuscript) sessions as needed; and • Checks on the observance/compliance to research ethics and protocols on plagiarism and study permits.

Roland Y. Fajardo	MSc	Animal Husbandry Engineering	<ul style="list-style-type: none"> • Monitors research outlines and final research report in terms of • standard format/style and checks if there is duplication of researches in the college; • Keeps copies of research report of student and faculty members; • Maintains an office where students, faculty members and other researchers can make use of available compilations of researchers in the college; • Sits in the thesis defense (outline and manuscript) sessions as needed; and • Checks on the observance/compliance to research ethics and protocols on plagiarism and study permits.
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Research Personnel/Staff	Educational Qualification	Designation (Specialist, Statistician, etc.)	Function/s
Rezin G. Cabantug	BS	SRS II	Conduct research, Publication Services Office Staff, URDEC Secretariat
Jasmin A. Pecho	BS	SRS II	Conduct research, Research and Development Office Staff, URDEC Secretariat
Antonio P. Pasig	BS	SSRS	Prepare, submit research proposal, conduct research, present research and reports in scientific fora
Tito Jun Tidula	MS	SRS II	Conduct research, USMARC Staff, URDEC Secretariat
Nancy E. Duque	PhD	SSRS	Prepare, submit research proposal, conduct research, present research and reports in scientific fora



Special Order No. 2339B
Series of 2026

TO: **PROF. JAN CLYDEN B. TENORIO**
SUBJECT: **Designation as HEAD, PUBLICATION AND PRINTING UNIT**
DATE: **Tuesday, 24 February 2026**

Taking cognizance of your educational preparation and most of all your interest to lead the unit that would promote morale, efficiency and integrity, responsiveness, and courtesy in your unit and institutionalize a management climate conducive to public trust and accountability in consonance with existing laws and regulations, you are hereby designated as **HEAD, PUBLICATION AND PRINTING UNIT** in addition to your plantilla position, subject to the performance evaluation as set in the OPCR.

As **Head**, you are hereby directed and expected to perform the following functions:

1. Manage at least one University journal, monitoring all stages from soliciting submissions, facilitating peer review, communicating with authors and reviewers, preparing galley proofs and publishing the final article;
2. Coordinate all publication activities performed by the units and personnel of the University on and off the campus;
3. Establish publication services priority areas in consonance with, and in support of regional/national research priority areas;
4. Recommend publication of completed researches in the University research journals and other similar publications;
5. Monitor regular issuance and publication of the University-owned journals;
6. Initiate the establishment of strong linkages with other public, private, domestic and foreign research agencies and organizations;
7. Help in soliciting and procuring appropriate publication incentives for researches done by the University faculty and staff and recommend them for recognition by international, national, and institutional/local government and private organizations;
8. Manage all data related to publications for reporting to higher authorities on regulatory agencies;
9. Conduct periodic evaluation of University publication and make appropriate recommendations for their improvement to higher authorities;
10. Serve as Publication and Printing Unit Head in acting capacity, until confirmed and duly acted upon by the USM Board of Regents; and,
11. Perform such other functions for the promotion of publication or as may be assigned by the University President.

Furthermore, by virtue of this designation, you shall be entitled to a **load displacement of twelve (12) units Vacation/Sick Leave status.**





Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Tel No. 63 (64) 572 - 2138
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OFFICE OF THE PRESIDENT

This designation shall take effect on **March 17, 2026 until March 16, 2027** unless otherwise the same is revoked by the undersigned or by a higher competent authority. All issuances that contradict to any of the provisions hereof are deemed revoked, amended or superseded.


JONALD L. PIMENTEL, PhD.
SUC President IV

Conforme:

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- ___ File
- ___ COA file
- ___ Board Secretary





Special Order No. 1301D
Series of 2025

TO: DR. JOSEPHINE R. FLORES

SUBJECT: Designation as COLLEGE RESEARCH COORDINATOR
DATE: Thursday, 3 April 2025

Taking cognizance of your educational preparation and most of all your interest to lead the unit that would promote morale, efficiency and integrity, responsiveness, and courtesy in your unit and institutionalize a management climate conducive to public trust and accountability in consonance with existing laws and regulations, you are hereby designated as **COLLEGE RESEARCH COORDINATOR** in addition to your appointive position.

As such, you shall perform the following duties and responsibilities:

1. Monitors research outlines and final research report in terms of standard format/style and checks if there is duplication of researches in the college;
2. Keeps copies of research report of student and faculty members;
3. Maintains an office where students, faculty members and other researchers can make use of available compilations of researchers in the college;
4. Sits in the thesis defense (outline and manuscript) sessions as needed; and
5. Checks on the observance/compliance to research ethics and protocols on plagiarism and study permits.

By virtue of this designation, you shall be entitled to a **load displacement of three (3) units on Vacation/Sick Leave Status**. As such you shall indicate in your IPCR the following three target success indicators relevant to your functions:

- a. percentage of thesis defense attended;
- b. percentage of thesis checked for format and style on or before the deadline;
- c. percentage of thesis checked for plagiarism and other research protocols.





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This order shall remain in force and in effect on **March 24, 2025** until **July 31, 2026** otherwise sooner revoked by the undersigned or any competent authority. All issuances that are inconsistent with any of the provisions hereof are deemed revoked, amended or superseded.

JONALD L. PIMENTEL, PhD
SUC President IV

By Authority of the President:


NERISSA G. DELA VIÑA, PhD
HRMDO Director

Conforme:

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___ Board Secretary





Special Order No. 2113L

Series of 2025

TO: MR. JAN CLYDEN B. TENORIO

SUBJECT: Designation as DEPARTMENT RESEARCH COORDINATOR - DVM

DATE: Tuesday, 9 December 2025

Taking cognizance of your educational preparation and most of all your interest to lead the unit that would promote morale, efficiency and integrity, responsiveness, and courtesy in your unit and institutionalize a management climate conducive to public trust and accountability in consonance with existing laws and regulations, you are hereby designated as **DEPARTMENT RESEARCH COORDINATOR - DVM** in addition to your appointive position.

As such, you shall perform the following duties and responsibilities:

1. Monitors research outlines and final research report in terms of standard format/style and checks if there is duplication of researches in the college;
2. Keeps copies of research report of student and faculty members;
3. Maintains an office where students, faculty members and other researchers can make use of available compilations of researchers in the college;
4. Sits in the thesis defense (outline and manuscript) sessions as needed; and
5. Checks on the observance/compliance to research ethics and protocols on plagiarism and study permits.





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This order shall remain in force and in effect on **January 02, 2026 until July 31, 2027** otherwise sooner revoked by the undersigned or any competent authority. All issuances that are inconsistent with any of the provisions hereof are deemed revoked, amended or superseded.

JONALD L. PIMENTEL, PhD
SUC President IV

By Authority of the President:


NERISSA G. DELA VIÑA, PhD
HRMDO Director

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Special Order No. 2114L

Series of 2025

TO: DR. ROLAND Y. FAJARDO

SUBJECT: Designation as DEPARTMENT RESEARCH COORDINATOR - VETERINARY TECHNOLOGY

DATE: Tuesday, 9 December 2025

In the exigency of the service and in cognizance of your experience and expertise, you are hereby designated as **DEPARTMENT RESEARCH COORDINATOR - VETERINARY TECHNOLOGY** in addition to your appointive positions.

As such, you are hereby directed and expected to perform the following functions:

1. Monitors research outlines and final research report in terms of standard format/style and checks if there is duplication of researches in the college;
2. Keeps copies of research report of student and faculty members;
3. Maintain an office where students, faculty members and other researchers can make use of available compilations of researchers in the college;
4. Sits in the thesis defense (outline and manuscript) sessions as needed; and
5. Checks on the observance/compliance to research ethics and protocols on plagiarism and study permits.



Debbie Marie Bautista Verzosa

University of Southern Mindanao
mathematics
mathematics education

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h-index	12	9
i10-index	15	9

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TITLE	CITED BY	YEAR
Factors influencing Filipino children's solutions to addition and subtraction word problems D Bautista, M Mitchelmore, J Mulligan Educational Psychology 29 (6), 729-745	51	2009
Learning to solve addition and subtraction word problems in English as an imported language DB Verzosa, J Mulligan Educational studies in mathematics 82 (2), 223-244	37	2013
Prospects and challenges in implementing a new mathematics curriculum in the Philippines DMB Verzosa, CP Vistro-Yu School mathematics curricula: Asian perspectives and glimpses of reform, 207-226	30	2019
Crystallographic patterns in Philippine indigenous textiles MLAN De Las Peñas, A Garciano, DM Verzosa, E Taganap Applied Crystallography 51 (2), 456-469	30	2018
Using dynamic tools to develop an understanding of the fundamental ideas of calculus D Verzosa, AF Guzon, MLAN De Las Peñas International Journal of Mathematical Education in Science and Technology 45 ...	24	2014
Young Filipino students making sense of arithmetic word problems in English D Bautista, J Mulligan, M Mitchelmore Journal of Science and Mathematics Education in Southeast Asia 32 (2), 131-160	18	2009
Pre-service elementary teachers' reasoning in introducing multidigit subtraction DMB Verzosa International Journal of Mathematical Education in Science and Technology 51 ...	15	2020
Why Do Disadvantaged Filipino Children Find Word Problems in English Difficult?. D Bautista, J Mulligan Mathematics Education Research Group of Australasia	14	2010
Using mobile technology to promote higher-order thinking skills in elementary mathematics DM Versosa, MLAN De Las Peñas, JF Sarmiento, MAQ Aberin, ...	13	2021

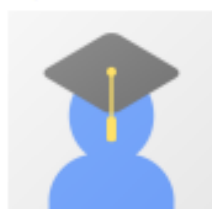
TITLE	CITED BY	YEAR
Mathematics embedded in culture the weaves of Batak basketry MLAN De Las Penas, AD Garciano, DM Verzosa Philippine Studies: Historical and Ethnographic Viewpoints 69 (1), 35-70	12	2021
App-based scaffolds for writing two-column proofs DMB Verzosa, MLAN De Las Peñas, MAQ Aberin, LPDM Garces International Journal of Mathematical Education in Science and Technology 50 ...	12	2019
Weaving mat (h) s MLAN De las Peñas, AD Garciano, DB Verzosa The Mathematical Intelligencer 36 (4), 36-46	12	2014
Digital simulations for grade 7 to 10 mathematics MLAN De Las Peñas, DM Verzosa, MAQ Aberin, LPDM Garces, ...	11	2019
Congruence between context and opportunities for professional development of mathematics teachers in the Philippines D Verzosa, MT Tulao-Fernando, C Vistro-Yu Professional Development of Mathematics Teachers: An Asian Perspective, 89-96	10	2016
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Children solving word problems in an imported language: An intervention study DB Verzosa Biennial Conference of the Australian Association of Mathematics Teachers ...	7	2011
Navigating around marginalizing complexities: The case of mathematics teachers in the Philippines CP Vistro-Yu, DMB Verzosa ZDM—Mathematics Education 56 (3), 335-346	5	2024
Designing Mobile Apps to Promote Numeracy and Statistical Reasoning MLAN De Las Peñas, ML Loyola, JF Sarmiento, MAC Tolentino, ...	5	2020
Using word problem solving prompts to support NESB students D Verzosa, J Mulligan Australian Primary Mathematics Classroom 19 (2), 3-7	5	2014
The emerging role of GeoGebra in the Philippines MLAN De Las Peñas, D Bautista	5	2011
Understanding and developing proofs with the aid of technology. MLAN De Las, DMY Bautista Electronic Journal of Mathematics and Technology 2 (3), 261-273	5	2008

TITLE	CITED BY	YEAR
On proof techniques and technology MLAN De Las Peñas, D Bautista	5	2007
Practice through Play Using Mobile Technology. AD Garciano, DMB Verzosa, MLAN De Las, MAQ Aberin, JCF Mallari, ... International Association for Development of the Information Society	4	2023
Deployment of mathematical resources to a Philippine high school through a community LTE network MLAN De Las Peñas, MAQ Aberin, A Garciano, JCF Mallari, JF Sarmiento, ...	4	2022
Designing performance tasks in mathematics using technological tools MLAN De Las Peñas, DM Versoza, MAQ Aberin, A Garciano, ...	4	2021
Development of a Gamified Number Line App for Teaching Estimation and Number Sense in Grades 1 to 7 DM Versoza, MLAN De Las Peñas, MAQ Aberin, A Garciano, ...	4	2021
Ateneo professors discuss the interplay of math & culture DM Verzosa Retrieved December 1, 2014	3	2014
Strategies in maximizing the use of existing technology in Philippine schools DMY Bautista, MLAN De Las Peñas	3	2006
Development of an app and videos to support the fraction learning trajectory from grades 1-7 DM Verzosa, MLA De Las PEÑAS, MA ABERIN, A Garciano, JC MALLARI, ... International Conference on Computers in Education, 336-344	2	2022
Engaging Learners through Data: Senso Eskwela Pilipinas MAC Tolentino, M De Las Peñas, MAQ Aberin, AD Garciano, ML Loyola, ... Proceedings of the 27th Asian Technology Conference in Mathematics ...	2	2022
Community Math Stations as a Learning Opportunity for Preservice Teachers DMB Verzosa PRIMUS Problems, Resources, and Issues in Mathematics Undergraduate Studies	2	2020
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Teaching children to solve mathematical word problems in an imported language DB Verzosa, J Mulligan Proceedings of PME 36 4, 203-210	2	2012
On Maximizing Technology Resources and Their Benefits In Teaching and Learning Mathematics MLA De Las Peñas, DM Bautista Ateneo de Manila University, Philippines. www. tsg. icme11. org/document/get/223	2	2012

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A Visualization App on Proving Geometric Concepts MLA de Las Peñas, DM VERZOSA, MAABERIN, A GARCIANO, ... International Conference on Computers in Education	1	2023
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Arch itum Ateneo Arch itum Atene o MLAN De Las, PA Garciano, DM Verzosa, EC Taganap J. Appl. Cryst 51, 456-469	1	2018
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GeoGebra Applets for Fostering Conceptual Understanding in Algebra MLAN De las Penas, MAC Tolentino, MAQ Aberin, AD Garciano, ...		2024
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Enhancing Trigonometry Learning through a Mobile App		2023

TITLE	CITED BY	YEAR
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A Mathematical App for the Conceptual Understanding of Area and Perimeter J Sarmiento, DM VERZOSA, MA ABERIN, MLA De las Penas, ... International Conference on Computers in Education		2023
Design of a Mobile App to Promote Understanding and Fluency in Finding the Equation of a Line A GARCIANO, MAABERIN, MLA de Las Peñas, JC Mallari, J Sarmiento, ... International Conference on Computers in Education		2023
Technological Tools for the Teaching and Learning of Statistics MAC Tolentino, JCF Mallari, MAQ Aberin, MLA De las Penas, ...		2023
Bridging the Mathematics Gap Through the Use of Mathematical Apps MLAN De las Penas, DMB Verzosa, MAQ Aberin, AD Garciano, ...		2023
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Interactive Mobile Applications for Teaching and Learning Mathematics EP Bautista, MLAN De Las Peñas, MAQ Aberin, FF Francisco, ...		2017
Weaving Mat (h) s M De las Peñas, AD Garciano, DB Verzosa The Mathematical Intelligencer 36 (4), 36-46		2014
Teaching children to solve mathematical word problems in an imported language D Bautista Verzosa, J Mulligan Taipei, Taiwan: PME		2012
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The Emerging Role of Geogebra in the Philippines ML Antonette, ND Peñas, D Bautista Model-Centered Learning: Pathways to Mathematical Understanding Using ...		2011
Overcoming language barriers in word problem solving: a framework for intervention D Bautista Verzosa, J Mulligan Adelaide: AAMT and MERGA		2011
The Emerging Role of GeoGebra in the Philippines D Bautista Model-Centered Learning, 217-229		2011

TITLE	CITED BY	YEAR
Technology-based manipulatives MLAN De Las Peñas, D Bautista		2007
Difficulties in Solving English Word Problems Among Disadvantaged Filipino Children D Bautista, J Mulligan <small>< bound method Organization. get_name_with_acronym of< Organization ...</small>		
Arch i um Ateneo Arch um Atene o A Garciano, DM Versoza		
Deployment of Mathematical Resources to a Philippine High School through a Community LTE Network MAQ Aberin, AD Garciano, JCF Mallari, JF Sarmiento, MAC Tolentino, ...		
Designing Performance Tasks in Mathematics Using Technological Tools DMB Verzosa, MAQ Aberin, AD Garciano, JF Sarmiento, MAC Tolentino		
Invited Lecture Challenging Deficit Perspectives in Developing Countries: Teachers' Explanations of Fraction Concepts DM Verzosa		
Color Symmetry in the Hand Woven Mats of the Jama Mapun QC Loyola Heights		



Lydia Clemen-Pascual

Professor of Chemistry, University of Southern Mindanao

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Citations	96	96
h-index	2	2
i10-index	1	1

TITLE	CITED BY	YEAR
Comparative toxicity, phytochemistry, and use of 53 Philippine medicinal plants LM Clemen-Pascual, RAS Macahig, NRL Rojas <i>Toxicology Reports</i> 9, 22-35	90	2022
Comparative toxicity, phytochemistry, and use of 53 Philippine medicinal plants. Toxicol Rep 9: 22–35 LM Clemen-Pascual, RAS Macahig, NRL Rojas	5	2021
Phytoremediation potential of Dilang-aso (<i>Pseudelephantopus spicatus</i> (Juss.) Rohr) in lead-contaminated soil AJDT Lu, FJB Navarro, RZ Pascual, L Clemen-Pascual <i>Journal of Agricultural Research, Development, Extension and Technology</i> 2 (1 ...	1	2020



Jan Clyden B. Tenorio

Assistant Professor of Veterinary Public Health, University of Southern Mindanao

Veterinary Public Health
Neglected Tropical Diseases
Zoonoses
One Health

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	All	Since 2021
Citations	161	159
h-index	8	8
i10-index	5	5

TITLE	CITED BY	YEAR
Ancylostoma ceylanicum and other zoonotic canine hookworms: neglected public and animal health risks in the Asia–Pacific region JCB Tenorio, IKB Tabios, T Inpankaew, AP Ybañez, S Tiwananthagorn, ... Animal Diseases 4 (1), 11	24 *	2024
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Schistosoma japonicum infections in cattle and water buffaloes of farming communities of Koronadal City, Philippines JCB Tenorio, EC Molina International Journal of One Health 6 (1), 28-33	17	2020
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