



UNIVERSITY OF SOUTHERN MINDANAO

College of Human Kinetics

9407, Kabacan, Cotabato, Philippines

Bachelor of **S**cience in **E**xercise and **S**ports **S**ciences

- Fitness and Sports Coaching
- Fitness and Sports Management

AREA I:

VISION, MISSION, GOALS AND OBJECTIVES



AREA I:

**VISION, MISSION, GOALS
AND OBJECTIVES**

A. STATEMENT OF VISION, MISSION, GOALS AND OBJECTIVES.

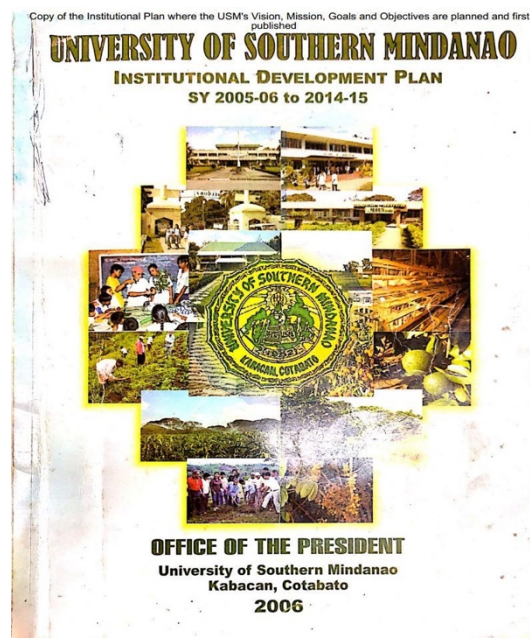


AREA I: VISION, MISSION, GOALS, AND OBJECTIVES

S.1. The institution has a system of determining the Vision and Mission.

The vision, mission, goals, and objectives of a university serve as its guiding framework. The vision outlines the institutions long-term aspirations, while the mission defines its core purpose and responsibilities. The goals provide broad targets aligned with the mission, and the objectives break those into specific, measurable actions. Together, they ensure that all programs, activities, and decisions support a unified direction, fostering academic excellence, institutional integrity, and continues development.

Copy of the institutional plan where the USM's Vision, Mission, Goals and Objectives are planned and first published



Foreword

Since its establishment as the Mindanao Institute of Technology in 1954, the University of Southern Mindanao (USM) has religiously assumed its role as an exponent of quality and relevant education in Southern Philippines and in particular, has been pursuing its mandate to help accelerate the development of its service area and fulfill the vision of then President Ramon Magsaysay to realize Mindanao Island's potential as the "Land of Promise".

Recent development, however, have caused the University's management to pause and reflect on its overall strategic direction. First is the implementation of normative financing which is projected to reduce the subsidy from the National Government which would force the country's State Universities and Colleges (SUCs) to generate their own funds for maintenance and other operating expenses and for capital outlay in an environment of increasing costs. This will require SUCs to consider financial viability as one of their major concerns and eventually operate more and more like private corporations. Second is the increasing need to provide relevant educational programs which provide manpower not only for the domestic but also for the international market as well. Third is the greater demand for better information management capabilities and decision-making support systems in order to cope with the rapid advances in information and communications technology and all its implications. Lastly, and in response to the poverty alleviation programs of the government, SUCs are being challenged to produce graduates who are better able to adapt to the demands of the job market and better still, who are resourceful enough to create jobs for themselves. The world is becoming more complicated for SUCs in the Philippines thereby requiring new educational management systems in order for them to develop and prosper.

This Institutional Development Plan (IDP) covering the school years 2005-06 to 2014-15 is USM's response to the developments just mentioned. It includes the revised vision and mission statements, as well as goals, strategies and action plans designed to realize the plan. The drafting of the IDP took nearly two years which consisted of consultations with USM constituencies (i.e. students employees, alumni and others) as well as with its top management (i.e. Administrative Council), knowledgeable personalities (i.e. noted educators Dr. Fortunato A. Battad and Dr. Ricardo T. Gloria), and a forum of top officials of higher education institutions in the country where the Vice-President for Administration and Finance, Dr. Palasig U. Ampang presented this plan.

Using the 5-Year Development Plan for the University of Southern Mindanao (2001-2005) drafted during the incumbency of Dr. Eduardo B. Tambak as Director of the Planning and Development Office (PDO) as a basis, a modified plan was prepared upon instruction by President Virgilio G. Oliva when Prof. Herminigildo M. Gutierrez assumed the same office in place of Dr. Tambak who was designated Dean of the Institute of Development Economics and Management. A major input to the modified plan was a seminar-workshop organized by the PDO and Dr. Nicolas R. Bautista, the Director for Instruction, conducted at USM on February 18-20, 2003 entitled "USM-SPEED (Strategic Planning to Enhance Educational Development) Institutional Planning Seminar-Workshop". The activity was participated in by middle (i.e. College Secretaries and Department Heads) and top-level management personnel (i.e. Vice-Presidents, Deans and Directors) of the University.

The modified plan however, needed approval of the Board of Regents (BOR). For this reason, Dr. Ampang, in consultation with Dr. Oliva, spearheaded a series of activities which culminated in the drafting of the final version of the plan and its subsequent approval by the BOR. The series of activities spearheaded by the Vice-President for Administration and Finance were:

- a. Prepared the groundwork and facilitated the conduct of a Seminar-Workshop on Strategic Planning held on November 16-18, 2004, at Kisulad, Sta. Maria, Davao del Sur, which was participated in by key officials of the University in cooperation with the Office of Planning and Development;
- b. Worked closely with the Office of Planning and Development in the preparation of the first draft of the Plan after the seminar-workshop;

- c. Presented the first draft of the Plan for critiquing to members of the Academic Council and representatives from the Student Body Organization on two occasions in 2005;
- d. Presented the Plan before a forum of key Officials of the Commission on Higher Education and De La Salle University at the Orchids Garden Hotel, Manila on September 3, 2005;
- e. Defended the Plan on two occasions before the BOR with its final approval after the second presentation; and
- f. Facilitated the printing of the final draft of the Plan.

This final draft, approved by the USM Board of Regents on October 22, 2005 on the strength of Resolution No. 3505, is therefore a manifestation of the collective desire of USM constituencies and interested sectors to chart an improved course for the University which will better enable it to maintain a status as one of the top institutions of higher learning not only in Mindanao but in the whole country as well in accordance with its vision of

**"Quality and relevant education for its clientele to be globally competitive
culture-sensitive and morally-responsive human resource
for sustainable development.**

And with its core values of

G-God-Centered, R-Responsive, E-Excellent, A and T – Assertive for Truth

or

G R E A T U S M

Finally, I would like to congratulate everyone involved in the drafting of this Plan, in particular the University's Vice-Presidents for providing vital material and moral support for this endeavour, the members of the Academic Council for their generous and invaluable inputs, and other individuals whose names are too many to be mentioned here but whose contributions led to the formation of the plan and its final configuration.


VIRGLIO G. OLIVA
President

THE USM INSTITUTIONAL DEVELOPMENT PLAN FOR SY 2005-06 TO 2014-16

A. Vision and Mission

The late Hadja Bai Fatima Matabay Plang, the founder of the Mindanao Institute of Technology (MIT), envisioned:

An institute in the heartland of Mindanao which would meet the demand for technical know-how in the fields of science, agriculture and industry in the region.

The proposed vision of USM is stated as follows:

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

To fulfill this vision, the following mission is being proposed:

Accelerate the socio-economic development, promote harmony among diverse communities, and improve the quality of life through instruction, research, extension and production in Southern Philippines.

B. Declaration of General Objectives

The Code of the University of Southern Mindanao states the following general objectives of the university which will also be followed in this Development Plan, as follows¹⁹:

1. To provide programs of instruction and professional training primarily in the fields of science and technology, especially in agriculture and industrial fields in order to produce graduates who are both locally and globally competitive and marketable;
2. To promote advanced studies, research and extension services and progressive leadership in all fields of agriculture, including agri-business, food and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other areas of disciplines needed for the development of Mindanao;
3. To develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the region;
4. To provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health, and sports development; and,
5. To offer scholarship and/or part-time job opportunities to deserving students from low-income families.

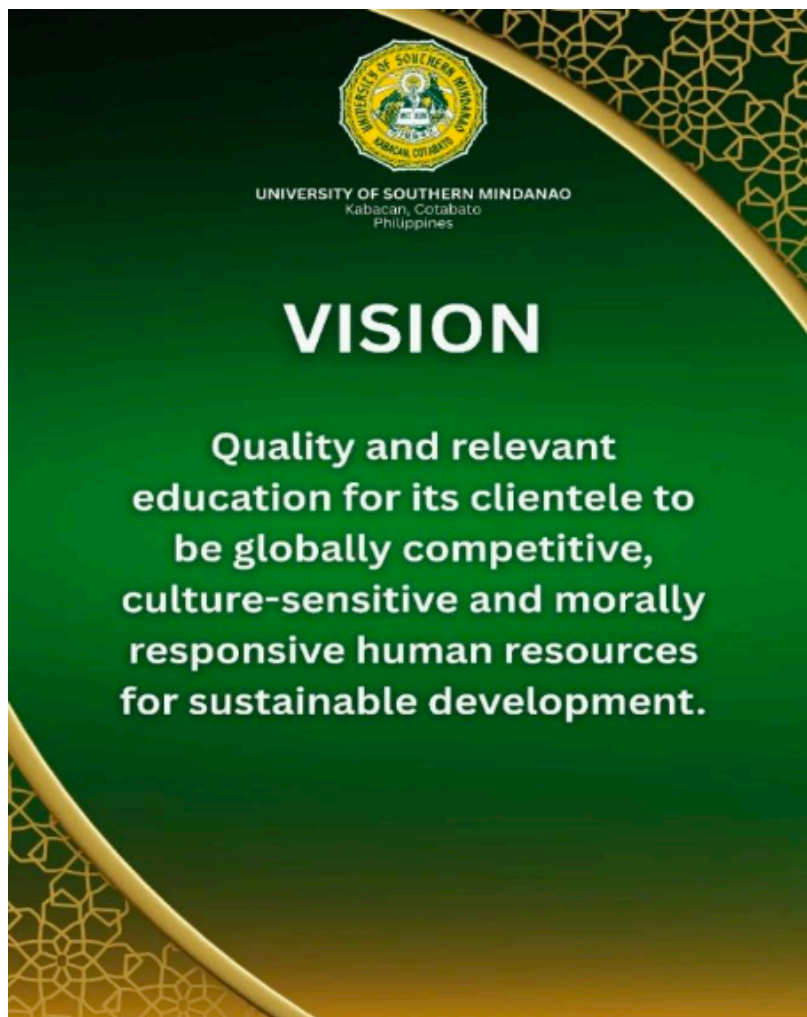
C. Core Values

1. God-centered, or the adherence of university constituents to any religion which fosters love of God and fellowmen, teaches followers to be good citizens, and denounces violence or any method of coercion in the attainment of objectives;
2. Responsive, or the capacity to adjust and respond positively to any environment that an individual may find himself in, particularly diverse cultural environments encountered locally and in foreign countries;
3. Excellence, or the desire to fully develop one's potential, and
4. Assertion for Truth, which is the pursuit of truth as a means for enlightenment and as a personal guide for living.

¹⁹USM. 1998. *The USM Newsletter*. November 14, 1998.

S.2. The Vision clearly reflects what the Institution hopes to become in the future.

The vision of the University of Southern Mindanao (USM) is to be a premier university that is globally recognized for its excellence in instruction, research, extension, and resource generation. It envisions itself as a leading institution that fosters innovation and develops human capital capable of addressing the challenges of a rapidly changing world. By striving for international standards, USM aims to serve as a catalyst for sustainable development, promoting socio-economic progress and cultural harmony within Southern Mindanao and the broader global community.



S.3. The Mission clearly reflects the Institution's legal and other statutory mandates.

The University of Southern Mindanao (USM) is dedicated to providing quality instruction, conducting relevant research, and facilitating community extension programs to produce globally competitive and morally upright professionals. As a premier institution in the region, its mission emphasizes the advancement of knowledge in agriculture, industry, and diverse sciences while fostering a culture of innovation and social responsibility. By integrating academic excellence with resource generation, USM aims to uplift the socio-economic conditions of its stakeholders and contribute significantly to sustainable development in Southern Mindanao and the Philippines.



S.4. The Goals of the College/Academic Unit are consistent with the Mission of the Institution.

The academic unit aspires to foster the holistic development of individuals by prioritizing physical wellness, empowering them to lead healthy, balanced, and productive lives as contributors to community and nation-building.

UNIVERSITY OF SOUTHERN MINDANAO
Institute of Sports Physical Education and Recreation
Kabacan, Cotabato

Goal/s of the Academic Unit

**TO MAXIMIZE
HOLISTIC
DEVELOPMENT OF
A PERSON WITH
EMPHASIS ON
PHYSICAL
WELLNESS TO
BECOME HEALTHY
AND PRODUCTIVE
INDIVIDUALS.**

S.5. The Objectives of the program have the expected outcomes in terms of competencies (skills and knowledge), values and other attributes of the graduates which include the development of:

The program is designed to develop competent professionals in the fields of physical education, sports, recreation, and dance. It aims to implement relevant programs, promote indigenous cultural heritage, and advance research and technical expertise to support institutions and communities in fostering active, healthy, and culturally enriched lifestyles.



S.5.1. technical/pedagogical skills;

The Technical & Pedagogical Competencies

Technical Skills: Discipline-Specific Expertise

Scientific Integration and Application: The faculty demonstrates a high level of technical proficiency in applying the principles of human anatomy, physiology, and biomechanics to design evidence-based exercise interventions.

Technological Competency in Sports Science: Mastery is evidenced by the precise use of advanced fitness assessment tools and performance-tracking technologies to monitor and enhance athletic development.

Research-Driven Program Design: Instruction is characterized by the technical ability to synthesize current research in human movement, ensuring that exercise prescriptions are both scientifically valid and globally competitive.

Professional Proficiency in Assessment: The program maintains rigorous standards in the administration of physical fitness tests and the interpretation of physiological data to guide student development.

Pedagogical Skills: Instructional Excellence

Constructive Alignment of Curriculum: Faculty exhibit pedagogical expertise by ensuring that all instructional activities and learning outcomes are strategically mapped to the program's goals and the University's vision.

Outcome-Based Instructional Strategies: The delivery of instruction utilizes diverse, learner-centered methodologies, including experiential laboratory drills and field-based applications, to bridge the gap between theory and practice.

Systematic Assessment and Evaluation: Pedagogical competence is demonstrated through the development of criterion-referenced rubrics that objectively measure both cognitive understanding and psychomotor performance.

Values-Integrated Instruction: Instruction transcends technical training by purposefully integrating the university's core values of social responsibility and moral uprightness into the sports science curriculum.

Reflective and Adaptive Teaching: The teaching process is characterized by a commitment to continuous improvement, utilizing student feedback and class observations to refine instructional delivery.

S.5.2. research and extension capabilities;



USM Research, Development and Extension

Message

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RDE engagements in the university is under the supervision of the Office of the Vice-President for Research, Development and Extension (OVRPDE) in collaboration with the University Research and Development Executive Council (URDEC).

■ Educational Research Center



About RDE

The university is inclined to the development of products, technologies, innovations and discoveries of new ideas and information. This is facilitated through research engagements of faculty, full-time researchers and undergraduate/graduate students. The activity is geared towards providing products and services to the end-consumers and other stakeholders of the university from various fields.

Research and development outputs must be disseminated through extension. This is materialized through seminars, trainings, community engagements and various approaches. In addition, as part of its information dissemination, the university also promotes publication and patenting of research outputs and provides subsequent incentives.

As a research university, the University of Southern Mindanao is committed to produce quality research, development and extension (RDE) engagements and activities. Research directions are geared towards the university themes and priority areas.

These are:

- 1) Quality Learning, Skills Development, and Literacy,
- 2) Social Development and Strong Institutions,
 - 3) Preservation of Culture,
- 4) Environmental Protection, Conservation, and Risk Reduction,
 - 5) Food Security and Poverty Reduction,
 - 6) Good Health and Well-being,
- 7) Innovations in Science, Engineering, and Technology, and
- 8) Sustainable Entrepreneurship and Management.

The USM Research, Development, and Extension Committee



Dr. Jonald L. Pimentel
USM President – URDEC Chair



Dr. Debbie Marie B. Verzosa
*Vice President for Research, Development, and
Extension – URDEC Co-Chair*



Dr. Lydia C. Pascual
Director, Research and Development Office



Dr. Glyn G. Magbanua
Director, Extension Services Office



Dr. Florence Roy P. Salvaña
Director, Research Publication Services Office



Dr. Jurhamid C. Imlan
Director, USM Agricultural Research and Development Center



Dr. Jalaloden B. Marohom
Director, Intellectual Property, Technology Transfer and Business Development Office



Dr. Tamie C. Solpot
Director, Philippine Industrial Crops Research Institute




Mr. Bryan Lloyd P. Bretaña
Director, Office of International Affairs

27 USM faculty and students publish research from January to July 2024


Home > News > 27 USM faculty and students publish research from January to July 2024

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15 Faculty-led Publications:

1. Agduma, A.R., Tanalgo, K.C., Millondaga, A.M., Respicio, J.M.V., Cruz, K.C.D., Lidasan, A.K., Terante, R.J. & Cao, K. F. (2024). Knowledge shortfalls and research priorities for Philippine mangroves in the fast-changing world. *Ocean & Coastal Management*, 255, 107211. <https://doi.org/10.1016/j.ocecoaman.2024.107211>
2. Benjamin, P.L.P. (2024). $\mu_{mn}S_p$ -Open sets in bigeneralized topological spaces. *International Journal of Mathematics and Computer Science*, 19(4), 1-5.
3. Crispolon, E., Jr.C., Yap, S.A., & Soulier-Perkins, A. (2024). Description of two new Philippine genera close to *Jacobsoniella* Melichar (Hemiptera: Cercopidae). *Annales Zoologici*, 74(1), 17-42. <https://doi.org/10.3161/00034541ANZ2024.74.1.002>
4. Esto, J.B. (2024). Technological pedagogical content knowledge self-efficacy of Filipino physical education teachers in the rural communities. *The International Journal of Technologies in Learning*, 31(1), 91-102.
5. Guerrero, J.J.G. Agduma, A.R., Tanalgo, K.C., Abisado-Duque, R.G., & Navarro, F.J.B. (2024). *Minimizing environmental footprints of biological wastes through biosafety and biosecurity measures*. Biosafety and Biosecurity. pp. 93-119. CRC Press. doi:10.1201/9781003426219-6
6. Hilario-Husain, B.A., Tanalgo, K.C., Guerrero, S.J.C., Garcia, F.G.N., Leros, T.E., Garcia, M.E.Z., Alvaro-Ele, R.J., Manampan-Rubio, M., Murray, S.A., Casim, L.F., Delos Reyes, J.L., Dela Cruz, K.C., Abdullah, S.S., Balase, S.M.P., Respicio, J.M.V., Lidasan, A.K., Buday, Z.S., Cabasan, M.T.N., Pimentel, J.L., Tamon, F.J.M., & Agduma, A.R. (2024). Caught in the crossfire: biodiversity conservation paradox of sociopolitical conflict. *NPJ Biodiversity*, 3(1), 1-9. <https://doi.org/10.1038/s44185-024-00044-8>
7. Obenza, B.N., Torralba, A.J., Eupena, A.A.C., Sumayo, G.S., & Abelito, J.T. (2024). Personality traits and happiness of university students in Region XI and Region XII: the Philippine context. *American Journal of Human Psychology*, 2(1), 33-40. <https://doi.org/10.54536/ajhp.v2i1.2551>
8. Ongcoy, P.J.B. & Tagare, R.L. (2024). The role of social support in shaping students' goal achievement. *The International Journal of Learner Diversity and Identities*, 31(1), 950-958.
9. Pilongo, J.G., Paleta, L.M., & Benjamin, P.L.P. (2024). Vertex-weighted (k_1, k_2) E-torsion graph of quasi self-dual codes. *European Journal of Pure and Applied Mathematics*, 17(2), 1369-1384. <https://doi.org/10.29020/nybg.ejpam.v17i2.4867>
10. Russo, D., Tanalgo, K.C., Rebelo, H. & Cistrone, L. (2024). To improve or not to improve? The dilemma of "bat-friendly" farmland potentially becoming an ecological trap. *Agriculture, Ecosystems & Environment*, 375, 1-9.

12 Student-led Publications

1. **Ambel, B.N.K., Matandog, N.D.A., Sumaya, N.P.D.N., Salvaña, F.R.P., Bretana, B.L.P., & Cabasan, M.T.N.** (2024). Nematode community structure in *Musa acuminata* Colla (Lakatan) farms with continuous cropping system. *Pakistan Journal of Nematology*, 42(1), 66-80. <https://dx.doi.org/10.17582/journal.pjn/2024/42.1.66.80>
2. **Asio, D.J.A. & Tagare, R.L.** (2024). Probing the early teaching experiences of newly hired physical education teachers: Implications for curriculum enhancement. *The Physical Educator*, 81, 231–251.
3. **Bisin, B.A.T. & Sumayo, G.S.** (2024). Perceptions, knowledge, and beliefs of secondary literature teachers on online streaming services in select public schools in North Cotabato, Philippines. 6(2), 612-632. *International Journal of Language and Literary Studies*, 6(2), 612–632. <https://doi.org/10.36892/ijlls.v6i2.1754>
4. **Butig-Redocto, S. & Sumayo, G.S.** (2024). The teaching-learning process in Madrasah multigrade classes during the pandemic: A phenomenological investigation. *AL-ISHLAH: Jurnal Pendidikan*, 16(1), 14-26. <https://ssrn.com/abstract=4767152>
5. **Cayang, J.A.C. & Ursabia, E.M.E.** (2024). Leveling up mathematical skills: The effectiveness of game-based learning. *Journal of Interdisciplinary Perspectives*, 2(7), 784-791. <https://doi.org/10.69569/jip.2024.0087a>
6. **Matullano, M.J.F., Tenorio, J.C.B., & Casim, L.F.** (2024). Zoonotic helminth infections in rodents and shrews from southern Philippines: Unforeseen One Health hazards. *Veterinary Integrative Sciences*, 22(3), 895-905. <https://doi.org/10.12982/VIS.2025.061>.
7. **Nioda, A.J.B. & Tagare, R.L.** (2024). The experiences of non-physical education generalist teachers in implementing pe in the primary grades: Implications for capability development initiatives. *International Electronic Journal of Elementary Education*, 16(3), 325-335. <https://www.iejee.com/index.php/IEJEE/article/view/2122>
8. **Ortega, W.G. & Sumayo, G.S.** (2024). Public elementary teachers' motivation and pedagogical competence in teaching non-readers: A correlational study. *Journal of Interdisciplinary Perspectives*, 2(4), 60-67. <https://doi.org/10.5281/zenodo.10813985>
9. **Pascua, K.M. & Tagare, R.L.** (2024). Experiences, motivation, commitment, and suggestions of physical education teachers amidst COVID-19 crisis. *Education and Science/Eğitim ve Bilim*, 1-4. <http://dx.doi.org/10.15390/EB.2024.12095>
10. **Respicio, J.M.V., Dela Cruz, K.C., Hughes, A.C., & Tanalgo, K.C.** (2024). The behavioural costs of overcrowding for gregarious cave-dwelling bats. *Journal of Animal Ecology*, 93 (5), 619-631. <https://doi.org/10.1111/1365-2656.14072>
11. **Royeras, J.T. & Sumayo, G.S.** (2024). Vocabulary knowledge and inferential reading comprehension of senior high school students: A descriptive-correlational inquiry. *East Asian Journal of Multidisciplinary Research*, 3(3), 1143-1152. <https://doi.org/10.55927/eajmr.v3i3.8164>
12. **Soriano, J.L.C. & Sumayo, G.S.** (2024). Parents as teachers in modular distance learning: Relationship of parenting style and the English academic performance. *TRANS-KATA: Journal of Language, Literature, Culture, and Education*, 4(2), 102-116.



USM's 2025 Scopus Highlights

2025 became a groundbreaking year for the University of Southern Mindanao in terms of its productivity in Scopus. The university has published a record-high 63 indexed publications. Researchers within the field of Social Sciences, Agricultural and Biological Sciences, Environmental Sciences, and Medicine and Health Sciences were the most productive.

USM's most prolific authors were Dr. Ruben L. Tagare of the College of Human Kinetics and Dr. Krizler C. Tanalgo from the College of Science and Mathematics. Numerous researchers from the College of Human Kinetics made it to the list. Dr. Fredelino A. Galleto was the sole representative of the College of Engineering and Information Technology. Our very own PPU head, Dr. Jan Clyden B. Tenorio from the College of Veterinary Medicine, was also ranked.

Since 1981, USM has produced 331 publications indexed in Scopus. These papers have responded and contributed to the achievement of the Sustainable Development Goals.

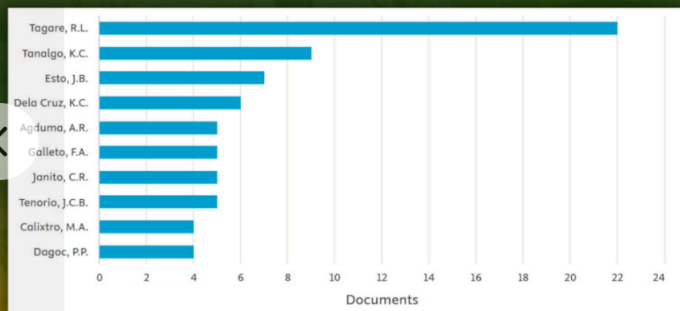
The PPU applauds our hard-working researchers and authors for bringing the name of USM to greater heights one paper at a time.

#GreatUSM

#OneUSM



USM in Scopus in 2025



USM's top authors include:

1. Ruben L. Tagare (CHK)
2. Krizler C. Tanalgo (CSM)
3. Jomar B. Esto (CHK)
4. Kier C. Dela Cruz (CSM)
5. Angel R. Agduma (CSM)
6. Fredelino A. Galleto (CEIT)
7. Cheeze R. Janito (CHK)
8. Jan Clyden B. Tenorio (CVM)
9. Marichu A. Calixtro (CHK)
10. Priscilla P. Dagoc (CHK)





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Stance and speed among softball players: Basis for training design development

Lhister John A Barro, Cheeze R Janito, Marlon A Mancera, Marlene E Orfrecio, Ruben L Tagare and Jr Jomar B Esto

DOI: <https://www.doi.org/10.22271/kheljournal.2025.v12.i3a.3768>

Abstract

Base running is a critical aspect of softball that can significantly impact a player's success on the field. Mastering effective base running techniques is essential, as it directly influences a player's chances of winning. Understanding the relationship between base running stances and speed is crucial for improving performance. This study aims to determine the appropriate base running stance for softball players to enhance their performance. The general objective of this study is to identify the optimal base running stance for softball players. Specifically, it seeks to determine the running stances commonly used by players, assess the correlation between different stances (front foot, back foot, and crossover) and speed, and develop a training program based on the findings. A quantitative research design, specifically a descriptive research approach, was employed for this study. Data was collected from softball players regarding their base running stances and corresponding speeds. The stances used by the players were analyzed to determine their impact on running speed. The findings revealed that the most commonly used stance among the softball players was the front foot stance, followed by the crossover stance, with the back foot stance being the least used. It was found that all three stances (front foot, back foot, and crossover) are applicable and effective for players during a game. However, one participant, identified as Participant 8, was found to have an average time exceeding 2.99 seconds while using the crossover stance, suggesting that this stance may not be suitable for her. The study concludes that the front foot stance is the most favored among players, while the crossover and back foot stances can also be effective depending on the player's speed. These findings provide valuable insights for designing a training program tailored to improving base running techniques, ultimately enhancing the performance of softball players on the field.

Keywords: Stance, softball players, speed, training design development, running techniques, ultimately enhancing, softball players

Introduction

Base running is a critical skill in softball, yet it is often overlooked in training and development programs (Fathoni & Rachman, 2020; Patron *et al.*, 2024; Schroeder *et al.*, 2021) [12, 30, 35]. While many assume that speed is the most important factor, effective base running relies more on understanding strategy, mastering technique, and demonstrating mental toughness (Ihsan *et al.*, 2024; Solomons *et al.*, 2024; Zhang *et al.*, 2023) [18, 38, 42]. Despite its importance, base running remains one of the most neglected aspects of the sport (AlHashmi *et al.*, 2024; DE Moulton & Oliveri, 2024; H. Moulton, 2024) [2, 25, 26].

The ability to adopt the correct timing stance is essential for base runners to gain the speed and momentum needed to advance effectively (Bishop *et al.*, 2021; Hoeller *et al.*, 2024; Young *et al.*, 2022) [5, 16, 40]. According to Kalamain & Farrokhi 2022 [21], three common timing stances are used in base running: the front foot on the base, the back foot on the base, and the crossover stance. Each stance plays a significant role in generating force, accelerating quickly, and achieving top speed. Using the appropriate stance can greatly enhance a player's performance on the field (Harper *et al.*, 2022; McBurnie & Dos' Santos, 2022; Secomb *et al.*, 2024) [40, 36]. However, poor base running can negatively impact a team's performance. Being overly aggressive, such as running before the pitcher releases the ball, can lead to missed opportunities or outs (Gurgis *et al.*, 2023; Hartnett *et al.*, 2022; Oeding *et al.*, 2024) [13, 15, 28].

~ 16 ~

[https://www.researchgate.net/profile/Jomar-Esto-2/publication/392601722 Stance and speed among softball players Basis for training design development/links/684a7cdfbc28f5215e93efb0/Stance-and-speed-among-softball-players-Basis-for-training-design-development.pdf](https://www.researchgate.net/profile/Jomar-Esto-2/publication/392601722_Stance_and_speed_among_softball_players_Basis_for_training_design_development/links/684a7cdfbc28f5215e93efb0/Stance-and-speed-among-softball-players-Basis-for-training-design-development.pdf)

SAMPLE BSESS RESEARCH PUBLICATION



USM-ISPEAR Collaborates with Matalam LGU, RHU, and PNP for an AFTERCARE PROJECT

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<https://www.usm.edu.ph/usm-ispear-collaborates-with-matalam-lgu-rhu-and-pnp-for-an-aftercare-project/>

The Matalam Aftercare Project

The then Institute of Sports, Physical Education, and Recreation of the University of Southern Mindanao (USM-ISPEAR), now the College of Human Kinetics, was tapped to partner with the Matalam Municipal Local Government Unit (MLGU), Rural Health Unit (RHU), and the Philippine National Police (PNP) for an Aftercare Project. The initiative involved 228 Persons Who Used Drugs (PWUDs) drawn from the 25 Barangays of Matalam, Cotabato.

The Aftercare Project served as a vital support mechanism provided by the Local Government Units for PWUDs who had surrendered and committed to abandoning illegal

drug practices. Participation in this program was a mandatory Philippine Drug Enforcement Agency (PDEA) requirement for individuals to be removed from the official watchlist. To qualify for the project, these individuals were required to first complete a six-month Community-Based Rehabilitation Program.

While the project’s overarching goal remained consistent with previous efforts, the specific approach and activities implemented to assist PWUDs—which integrated USM as a key partner—were innovative. Ultimately, its two-year track record of success allowed it to become a regular fixture of the PNP's rehabilitation efforts; consequently, the partnership became well-established within the Matalam PNP.

USM-ESO and ISPEAR Empower Kasunayan Community through Outreach and Skills Development

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Published by Rahima A. Cabunto at July 25, 2025



<https://www.usm.edu.ph/usm-eso-and-ispear-empower-kasunayan-community-through-outreach-and-skills-development/>

Makilala, Cotabato Province – As part of the UNIK Project, the University of Southern Mindanao Extension Services Office (USM-ESO), together with the Institute of Sports, Physical Education, and Recreation (ISPEAR), conducted a wellness, livelihood, and cultural outreach program on July 13, 2025, at the Kasunayan Caritas Village in San Vicente, Makilala.

During the visit, ISPEAR faculty facilitated a series of hands-on sessions focused on wellness, livelihood, and cultural enrichment. Prof. Vinus P. Java and Ms. Bae Kellah Landawe guided participants in assessing their physical activity levels using tools such as Body Mass Index (BMI) calculations and heart rate monitoring. Dr. Moreno B. Java Jr. led fitness instruction on warm-up routines, stretching techniques, and injury prevention to promote safe and effective movement. Mr. Jemwell Francisco, on the other hand, focused on wellness leadership, introducing methods for exercise instruction, safety protocols, and motivation strategies to help sustain community-led fitness programs.

For livelihood development, Dr. Helen Grace D. Lopez conducted practical training on body massage and nail art services, providing residents with potential income-generating skills. Meanwhile, Prof. Jessa S. Buisan, Dr. Jomar S. Esto, and Ms. Alaizah Macapasir led a cultural enrichment activity highlighting indigenous dance and traditional practices that fostered both physical well-being and pride in cultural identity.

Village leader, Bae Genibel B. Timpawa, thanked USM and ISPEAR for their support and emphasized the need to protect indigenous traditions while creating more opportunities for education, healthcare, and sustainable livelihood.

The visit gave the USM team a clearer understanding of the community's needs and opened possibilities for future collaboration focused on wellness, livelihood, and cultural development.





UNIVERSITY OF SOUTHERN MINDANAO					
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INSTITUTIONAL POLICIES

Vision	Quality and relevant education for its clientele to be globally competitive, culture sensitive and morally responsive human resources for sustainable development.
Mission	Help accelerate socio-economic development promote harmony among the diverse cultures and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.
Core Values	G -Goodness, R -Responsiveness, E -Excellence, A -Assertion of Right and T -Truth
USM Quality Policy Statement	The University of Southern Mindanao, as a premier university, is committed to provide quality instruction, research development and extension services and resource generation that exceed stakeholders' expectations through the management of continual improvement efforts on the following initiatives. <ol style="list-style-type: none"> 1. Establish key result areas and performance indicators across all mandated functions; 2. Implement quality educational programs; 3. Guarantee competent educational service providers; 4. Spearhead need-based research outputs for commercialization, publication, patenting, and develop technologies for food security, climate change mitigation and improvement in the quality of life; 5. Facilitate transfer of technologies generated from research to the community for sustainable development; 6. Strengthen relationship with stakeholders; 7. Sustain good governance and culture, sensitivity; and 8. Comply with customer, regulatory and statutory requirements.
Goals of the College	To maximize holistic development of a person with emphasis on physical wellness to become healthy and productive individuals.
Department Objectives	<ol style="list-style-type: none"> 1. Plan and implement: <ol style="list-style-type: none"> a. Professional programs for physical educators, sports coaches, recreation leaders and dancers; b. An integrated physical, sports and recreation programs; and c. Sports development programs of the university; 2. Promote and preserve the Philippine Indigenous games, sports, music and dances; 3. Conduct research in physical education, sports, recreation, cultural dances and music; and provide technical expertise to educational institutions, sports and



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INSTITUTIONAL POLICIES

	recreation associations, and other agencies needing assistance in the promotion of physical education, sports, recreation, music and dance.
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PROGRAM INFORMATION

Degree Program	Bachelor of Science in Exercise and Sports Science	CHED CMO Reference	CHED Memo No. 81 s2017	BOR Approval	BOR BOC, 2020
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COURSE DETAILS

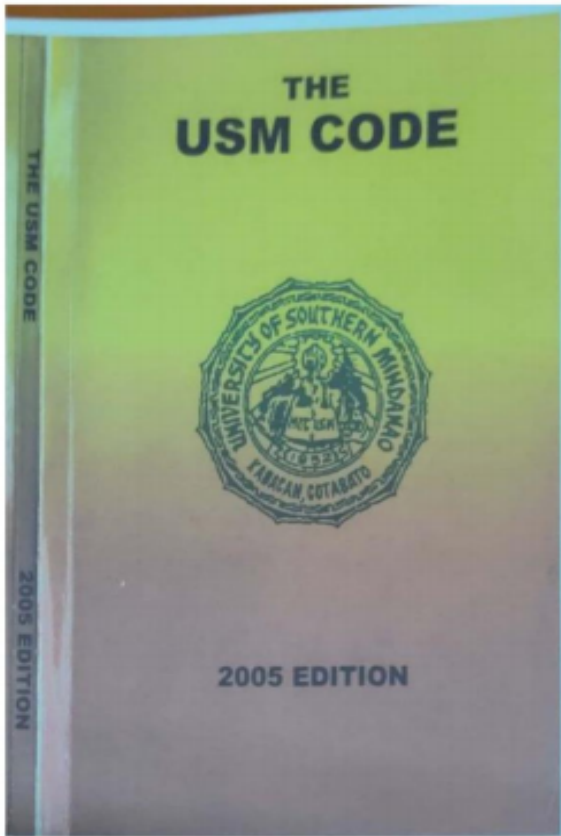
Course Title	Anatomy of Human Movement and Performance				
Course Number	BSESS 111 FSM/FSC	Curriculum Component	Specialized Courses		
Credit (-Unit)	3	LECTURE (Unit-Hours)	3	LABORATORY (Unit-Hours)	0
Prerequisites	None	Co-requisites	None	Year Level/Semester Offered	1 st Year / 1 st Semester 2022
Course Description	The course provides an understanding of the structure of the body and how they operate as systems. Students use anatomical models and digital media to provide a basis for understanding the structure and function of the human body in terms of how it responds and adapts to physical activities in all its forms.				
Faculty in charge	<i>(Must not be filled up in the master copy)</i>				
Consultation Hours	<i>(Must not be filled up in the master copy)</i>		Contact Information	<i>(Must not be filled up in the master copy)</i>	

PROGRAM EDUCATIONAL OBJECTIVES (PEO)

In 3-5 years, the graduates of USM shall:	PEO	MISSION		
		M1	M2	M3
Perform responsibility in a designated position related to fitness and recreation leader/consultant; sports and fitness and wellness facilities managers, sports, fitness, and recreational events manager; sports tourism officers; fitness, sports and recreational entrepreneurs.	PEO 1	√		
Expert in coaching and management skills related to fitness, exercise, and sports sciences.	PEO 2	√		√
Engage in wellness leadership, sports clinic, management, officiating, and coaching as entrepreneurial activities.	PEO 3			√
Create linkages, building and cultivating relationship with colleagues, stakeholders, other professional and learning communities, advocating for	PEO 4		√	



S.5.3. students' own ideas, desirable attitudes and personal discipline;



Article 213. Supervision of Student Organizations and Activities

Sec. 1. All student organizations shall be directly under the general supervision of the Director for Student Affairs through its Student Organization Regulatory Section which shall work in close cooperation and consultation with the Deans concerned.

Sec. 2. Every student organization shall have one or more faculty advisers chosen by them and approved by the President of the University on the recommendation of the Director for Student Affairs. No student organization may hold any meeting or undertake any activity for any purpose whatsoever, except that of adopting a constitution, before its adviser or advisers are appointed and have assumed office as such.

Sec. 3. No student organization shall be allowed to function without a Constitution and By-laws recommended by the Director for Student Affairs and approved by the President of the University.

Sec. 4. There shall be created a committee on student organization and activities which shall coordinate and supervise University-wide student organizations in accordance with the existing rules, regulations and laws. The Committee shall be composed of the Director for Student Affairs as Chairman, the Head of the Student Organization Regulatory Section as Vice Chairman, faculty representative from the various units/departments as members, and the student representative recommended by the Student Government, also as members.

**CHAPTER 61
SPORTS, PHYSICAL EDUCATION AND RECREATION**

Article 214. General Provisions

Sec. 1. Every student duly registered in any of the units of the University shall, upon payment of the athletic fee, be a member of the University's athletic association and be entitled to avail of the use of University's athletic facilities and equipment.

Sec. 2. There shall be created a Sports, Physical Education and Recreation (SPEAR) Committee which shall be headed by the Vice President for Academic Affairs as Chairman, the SPEAR Director as Vice Chairman and the OSA Director as Secretary.

Sec. 3. The SPEAR Committee shall implement the athletic policies of the University and administer the financial requirement of athletic affairs.

**CHAPTER 62
STUDENT CONVOCATION**

Article 215. General Provisions

Sec. 1. Student convocations of the University shall be held under the auspices of any of its academic units or student organizations upon approval of the President of the University or his duly designated representative.

Sec. 2. Any person with initiative from or permission of the President of the University or his duly designated representative, through the Director for Student Affairs, may speak before student group(s) or organization(s) of the University.

**CHAPTER 63
CO-CURRICULAR AND EXTRA CURRICULAR ACTIVITIES**

Article 216. General Provisions

Sec. 1. Participation in co-curricular and extra curricular activities shall be encouraged to promote leadership and social awareness for constructive purposes.

Sec. 2. Students' participation in such activities shall not excuse them from attending classes and fulfilling other requirements and such participation shall be their own personal responsibility, unless such activities have been duly sanctioned by proper University authorities.

Sec. 3. As much as possible, all co-curricular and extra curricular activities shall be suspended one week before the mid-term examination and two weeks before the final examination.

Article 217. Policies and Guidelines

Sec. 1. The Vice President for Academic Affairs through the Director for Student Affairs, in consultation with the Deans and the Student Government, shall formulate policies and guidelines on the conduct of co-curricular and extra curricular activities of students, subject to the approval of the Administrative Council and confirmation by the Board of Regents.

**CHAPTER 64
STUDENT PUBLICATION**

Article 218. Philosophy, Aims and Objectives

Sec. 1. The student publication shall define its mission orientation, goals and objectives for the information and guidance of the students, members of the academic community of the University and the general public.

Sec. 2. The mission orientation, goals and objectives of the student publication shall aim to support the University in the quest for educational excellence, particularly in the improvement of instruction, promotion of research, and involvement in meaningful activities of the community.

Sec. 3. The student publication shall maximize its leadership and influence to foster and enhance the attainment of the goals of institutional, regional and national development.

Article 219. Statement of Principles

Sec. 1. Freedom of expression which subsumes free speech, press and assembly is an inalienable and cherished right that is enshrined and guaranteed by the Philippine Constitution and existing laws, as well as, national policies and democratic traditions.

Sec. 2. Freedom of expression is the mother of all human rights and for as long as this freedom exists, violation of other rights can be prevented and denounced.

Sec. 3. Freedom of expression, like other human rights, is not absolute or unbounded; the right imposed the correlative duty to exercise it responsibly with due regard for the rights of others in the larger interest of harmony and welfare of society, and to preclude mob rule.

Sec. 4. As provided by law, student publications are in a very special category of publications. It has been construed as some kind of training instrument or laboratory, or something related to the training of students who have the talent and interest in writing. Thus, the complete freedom or complete array of rights granted to professional newspapers are hesitantly granted to student publications. As such, it is still subject to the reasonable regulations and policies adopted by the University to protect the institutions from its abuse or misuse.

Article 220. Organization and Recognition

Sec. 1. There shall be a student publication which shall be the official organ of the students of the University, anchored on the principle of freedom of the press and the same shall be financed out of such sum which may be allotted from the publication fees paid by the students.

Sec. 2. Student publication and its mechanism for implementation shall be established, organized and maintained in the University campus only after prior recognition and authorization have been obtained from the University administration.

Article 221. Selection and Qualification Standards

Sec. 1. The editor-in-chief, associate editor, section editors and business circulation manager are the chief staff members of the student publication.

Sec. 2. The reporters, art/layout staff, typists, among others, composed the support personnel of the publication who shall assist the series staff members in the performance of their official functions.

Sec. 3. The senior staff members of the publication shall be chosen through interviews and competitive examinations to be conducted by a Committee of five recommended by the Director of Student Affairs, approved by the Vice President of Academic Affairs and copy furnished the Office of the President.

Sec. 4. To qualify for the examination, the committee shall determine a general weighted academic average requirements from all candidates and shall include a provision that the candidates shall have no failing grades. Further, good and unblemished character and reputation and potential experience in campus journalism shall be considered by the Committee.

Sec. 5. In the event of vacancy in the above-mentioned positions by reasons of death, illness, transfer, removal from office, resignation and/or similar causes, the same shall be filled immediately according to the next-in-rank rule. In cases where the next-in-rank rule cannot apply, the screening and appointment shall be made by the Editor-in-Chief, subject to the approval of the Screening Committee.

Article 222. Powers, Duties and Privileges of the Publication Staff

Sec. 1. The powers, duties and privileges of the student publication staff, including disciplinary actions against them shall be the subject of a policy guidelines to be formulated by the Office of the Director for Student Affairs and shall be confirmed by the Administrative Council.

Sec. 2. No individual who is not a member of the publication staff shall determine the content of the student publication. The editor and members of the staff are fully responsible for any consequence arising out of the publication of any editorial, comment, article, or other material.

Sec. 3. The staff of the publication shall nominate the faculty board of advisers for approval by the President upon recommendation by the Director of Student Affairs, subject to existing internal policies, rules and regulations. The functions of the Board of Advisers shall be limited to technical guidance.

Sec. 4. Editors shall enjoy security of tenure, which shall not be terminated before a lapse of the prescribed term except for cause as provided by law and regulations and after due process.

Sec. 5. Student papers shall enjoy the right to access to University records unless otherwise provided by law.

Sec. 6. Student publications may be published independently by the students.

CHAPTER 65 STUDENT CONDUCT AND DISCIPLINE

Article 223. General Provisions

Sec. 1. Every student shall obey the laws of the land, the rules and regulations of the University and the accepted standards of society.

Sec. 2. The definition of specification of certain offenses or breaches of discipline, formulated by the Academic Council and approved by the Board of Regents, shall not be construed to exclude other offenses or breaches against the rules of discipline promulgated by the offices of the University President, dean or director or by the Committee on Student Discipline in cases not provided by said University Academic Council.

Sec. 3. The provisions of this Chapter shall apply to all bonafide college students of the University and, by analogy or as far as practicable, to the laboratory school students/pupils, for offenses committed within the University campus and outside if in the latter, the violation was committed while performing a University sponsored or sanctioned activity or where the misconduct affects the student's status or the good name or reputation of the University.

Article 224. Norms of Conduct and Discipline

Sec. 1. For the guidance of all concerned, the following Norms of Conduct and Discipline of students are hereby promulgated:

- a. Moral character. A student of USM is imbued with moral character if among other qualities:
 - i. He has learned to act, live and think as a person whose values, attitudes and convictions are in accord with the University Ethical Norms of Right Reason and the accepted values and approved levels of conduct in the society where he lives;

S.5.4. moral character;

BOOK IV THE STUDENT CODE

TITLE NINE STUDENT AFFAIRS

CHAPTER 58 RIGHTS AND DUTIES OF STUDENTS

Article 205. Rights of Students

Sec. 1. In addition to the fundamental rights guaranteed under the Constitution, and subject to the limitations prescribed by law and regulations, students of this University shall enjoy the following rights:

- a. The right to receive, primarily through competent instruction, relevant quality education in line with national goals and conducive to their full development as persons with human dignity;
- b. The right to freely choose their field of study subject to existing curricula and to continue their course therein up to graduation, except in cases of academic deficiency, or violation of disciplinary regulations;
- c. The right to University guidance and counseling services for making decisions and selecting the alternatives in fields of work suited to his potentialities;
- d. The right to access to his own school records, the confidentiality of which the school shall maintain and preserve;
- e. The right to the issuance of official certificates, diplomas, transcript of records, grades, transfer credentials and other similar documents upon compliance of the requirements set forth by the University within thirty days from request;
- f. The right to publish a student newspaper and similar publication, as well as the right to invite resource persons during assemblies, symposia and other activities of similar nature;
- g. The right to free expression of opinions and suggestions and to effective channels of communications with appropriate bodies of the University;
- h. The right to form, establish, join and participate in organizations and societies recognized by the University to foster their intellectual, cultural, spiritual and physical growth and development, or to form, establish, join and maintain organizations and societies for purposes not contrary to law;
- i. The right to be free from involuntary contributions, except those approved by their own organizations or societies;
- j. The right to participate in the formulation and development of policies affecting the University in relation to the locality/region, and nation through representation in the appropriate body/bodies of the University to be determined by the Governing Board;

- k. The right to receive reasonable protection and security within the University premises;
- l. The right to know or be informed of the rules and regulations affecting him;
- m. The right to participate in relevant curricular and co-curricular activities duly authorized and recognized by the University;
- n. The right to due process of law;
- o. The right to be assisted by the University through current and adequate information on work opportunities; and,
- p. The right to receive medical and dental services as well as first-aid services.

Article 206. Duties and Responsibilities of Students

Sec. 1. In addition to those provided for under existing laws, every student shall:

- a. Exert his utmost to develop his potential for service, by pursuing an education suited to his abilities, in order that he may become an asset to his family and to society;
- b. Uphold the academic integrity of the University, endeavor to achieve academic excellence and abide by the rules and regulations governing his academic responsibilities and moral integrity;
- c. Promote and maintain the peace and tranquility of the University by observing the rules on discipline, and by exerting efforts to attain harmonious relationships with fellow students, the teaching and academic staff and other school personnel;
- d. Participate actively in civic affairs in the promotion of the general welfare, particularly in the social, economic and cultural development of his community and in the attainment of a just, compassionate and orderly society; and,
- e. Exercise his rights responsibly in the knowledge that he is answerable for any infringement or violation of the public welfare and of the right of others.

CHAPTER 59 STUDENT WELFARE SERVICES

Article 207. Guidance and Counseling

Sec. 1. The University shall provide guidance, counseling and consultation services to students in connection with their programs of studies.

Sec. 2. Guidance and Counseling Office under the Office on Student Affairs shall be composed of competent personnel, to provide the following services;

- a. Individual and group counseling
- b. Information services
- c. Guidance enrichment and counseling services
- d. Academic follow-up
- e. Student peer facilitators' program

Article 208. Health Services

Sec. 1. The University shall provide and maintain health facilities and services in terms of the following:

- a. Medical
- b. Dental
- c. First aid

Article 209. Financial Aids

Sec. 1. Scholarship grants, assistantships, grant in aids and other forms of financial aid shall be provided and awarded to deserving students under the supervision of the Office on Student Affairs and in accordance with the provisions stated in the Academic Policies.

Sec. 2. The University through the Office on Student Affairs shall likewise provide opportunities for student assistantship to deserving and promising students, upon the recommendation of the Dean concerned or his equivalent, of the various units of the University with compensation commensurate to the nature and scope of their responsibilities. The working hours, academic load and compensation of such student shall be in accordance with the rules of the University, subject to existing laws and regulations.

Article 210. Housing and Other Facilities

Sec. 1. The University shall provide residence halls/dormitories for students where they are expected to reside, particularly for freshmen. Students not living in the University residence halls/dormitories shall be advised to reside in the homes or dormitories included in the duly accredited list of boarding houses as determined by the Office of the Director of Student Affairs.

Sec. 2. The residence halls/dormitories shall be administered in accordance with the following rules:

- a. Each residence hall/dormitory shall be supervised by a Dormitory Manager;
- b. Contractual employees or student assistants may be hired as the need arises, to help perform housekeeping and custodial responsibilities as well as maintenance of order and discipline and improvement of student personal behavior and academic work.
- c. The financial operation and administrative direction of the residence hall shall be the responsibility of the Dormitory Manager, who shall be under the supervision of the Director of Student Affairs, to whom all budgetary requests for administrative positions, appointments, and other housekeeping matters shall be submitted.
- d. There shall be created a student housing committee under the supervision of the Director of Student Affairs, which shall be responsible for the assignment of students to the different residence halls and shall see to it that only students with proper character certification are admitted.

Sec. 3. The University, if possible, shall provide other auxiliary services to cater the needs of the students like canteen or cafeteria; bookstore and supplies; recreational facilities; mails/telegrams/telephones; and lost and found services.

CHAPTER 60 THE STUDENT ORGANIZATION

Article 211. General Provisions

Sec. 1. A duly recognized student organization of the University or of any of the Colleges/Units shall be any association, club, fraternity, society or order, whose members are bonafide students of this University and/or whose principal officers are such students which has been duly registered and accredited in accordance with existing rules and regulations adopted by the University.

Sec. 2. Only duly recognized student organizations shall be allowed to function inside the University campus.

Article 212. University Student Government (USG)

Sec. 1. There shall be a University Student Government with the following functions:


- a. To help promote the general welfare of the University students;
- b. To foster the intellectual, cultural, spiritual and physical growth and development of the students in consonance with the ideals and aspirations of the University;
- c. To serve as an active forum for students' ideas and sentiments and as training ground for molding them to become future leaders of the community;
- d. To instill unity in diversity and promote sense of oneness among the students for the best interest of the University and the community;
- e. To help develop and instill academic excellence, social awareness, culture sensitivity, and moral responsiveness among the students;
- f. To develop sense of public service and responsibility among the students for the welfare of the society;
- g. To organize and direct student activities in accordance with the existing rules and regulations, and;
- h. To inform or consult the President of the University through the Office of Student Affairs on student matters, affairs and activities.

Sec. 2. As provided for by law, the President of the University Student Government shall serve as Member of the Board of Regents of the University during his term of office.

Sec. 3. The President of the University Student Government shall also be allowed by invitation to represent the students in the Administrative Council of the University during his term.

Sec. 4. The University Student Government shall adopt its own Constitution and By-laws for the governance of the organization and for purposes not contrary to law.

S.5.5. critical analytical, problem solving and other higher order thinking skills; and

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INSTITUTIONAL POLICIES					
recreation associations, and other agencies needing assistance in the promotion of physical education, sports, recreation, music and dance.					
PROGRAM INFORMATION					
Degree Program	Bachelor of Science in Exercise and Sports Science	CHED CMO Reference	CHED Memo No. 81 52017	BOR Approval	BOR BOC, 2020
COURSE DETAILS					
Course Title	Anatomy of Human Movement and Performance				
Course Number	BSESS 111 FSM/FSC	Curriculum Component	Specialized Courses		
Credit (--Unit)	3	LECTURE (Unit-Hours)	3	LABORATORY (Unit-Hours)	0
Prerequisites	None	Co-requisites	None	Year Level/Semester Offered	1 st Year / 1 st Semester 2022
Course Description	The course provides an understanding of the structure of the body and how they operate as systems. Students use anatomical models and digital media to provide a basis for understanding the structure and function of the human body in terms of how it responds and adapts to physical activities in all its forms.				
Faculty in charge	<i>(Must not be filled up in the master copy)</i>				
Consultation Hours	<i>(Must not be filled up in the master copy)</i>		Contact Information	<i>(Must not be filled up in the master copy)</i>	
PROGRAM EDUCATIONAL OBJECTIVES (PEO)				MISSION	
In 3-5 years, the graduates of USM shall:				M1	M2
PEO 1	Perform responsibility in a designated position related to fitness and recreation leader/consultant; sports and fitness and wellness facilities managers; sports, fitness, and recreational events manager, sports tourism officers; fitness, sports and recreational entrepreneurs.			√	
PEO 2	Expert in coaching and management skills related to fitness, exercise, and sports sciences.			√	√
PEO 3	Engage in wellness leadership, sports clinic, management, officiating, and coaching as entrepreneurial activities.				√
PEO 4	Create linkages, building and cultivating relationship with colleagues, stakeholders, other professional and learning communities, advocating for				√
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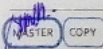


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PROGRAM EDUCATIONAL OBJECTIVES (PEO)		MISSION		
In 3-5 years, the graduates of USM shall:		M1	M2	M3
	fitness, exercise, sports, and professional excellence as well as leaders in the service of the community.			
PEO 5	Meet professional standards and competencies required by the organization.		√	√

NOTE: The PEO's are based on the professional, industry, local, national and international needs and requirements of the program identified through consultation with constituents and stakeholders.

PROGRAM OUTCOMES (PO)		PEO1	PEO2	PEO3	PEO4	PEO5	PEO6	PEO7	PEO8	PEO9	PEO10	...
Upon graduation, the University of Southern Mindanao students must be able to:												
a)	Articulate and discuss the latest development in the specific field of practice.		√									
b)	Effectively communicate orally and in writing using both English and Filipino.		√	√								
c)	Work effectively and independently in multidisciplinary and multi-cultural teams.				√							
d)	Act in recognition of professional, social, and ethical responsibility.					√						
e)	Preserve and promote "Filipino historical and cultural heritage."											
f)	Participate in the generation of new knowledge in research and development projects.											
g)	Articulate to the rootedness of education in philosophical, socio-cultural, historical, psychological, and political contexts.		√									
h)	Demonstrate mastery of subject matter/discipline.		√									
i)	Facilitate learning using a wide range of teaching methodologies and delivery modes appropriate to specific learners and their environments.				√							
j)	Develop innovative curricula, instructional plans, teaching approaches and resources for diverse learners.											

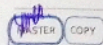




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PROGRAM OUTCOMES (PO)		PEO1	PEO2	PEO3	PEO4	PEO5	PEO6	PEO7	PEO8	PEO9	PEO10	...
Upon graduation, the University of Southern Mindanao students must be able to:												
k)	Apply skills in the development and utilization of ICT to promote quality, relevant and sustainable educational practices.											
l)	Demonstrate a variety of thinking skills in planning, monitoring, assessing, and reporting learning processes and outcomes.			✓								
m)	Practice professional and ethical teaching standards sensitive to the changing local, national, and global realities.											
n)	Pursue lifelong learning for personal and professional growth through varied experiential and field-based opportunities.					✓						
o)	Communicate effectively the foundations of applied exercise and sports sciences to stakeholders, and other professionals and practitioners.			✓								
p)	Exhibit professional integrity by adhering to ethical behaviors and discerning boundaries of competence.				✓							
q)	Organize, administer, and evaluate fitness, sports, and recreational programs and activities.		✓	✓								
r)	Employ evidence-based interventions in fitness, sports, and recreation.		✓									
s)	Create and adapt appropriate programs and interventions in exercise, sports, and recreation.		✓									
t)	Apply concepts, processes, and theories in the organizations, administration and evaluation of evidence-based interventions in fitness, sports performance and wellness and on the management of resources and operations to exercise, sports, and recreational programs and facilities. This includes demonstrating management capabilities and techniques in different contexts; managing oneself, managing organizational life, and managing others.	✓				✓						
u)	Promote the advancement of the profession through research, lifelong learning, adherence to work and professional ethics, and advocacy pursuits.											



S.5.6. aesthetic and cultural values.

Conversion of MIT to USM

MANILA

PRESIDENTIAL DECREE No. 1312

CONVERTING THE MINDANAO INSTITUTE OF TECHNOLOGY INTO THE UNIVERSITY OF SOUTHERN MINDANAO.

WHEREAS, the constitution of the Philippines directs the State to establish and maintain a complete, adequate and integrated system of education relevant to the goals of national development, and further prescribes that all educational institutions shall aim, among other things, to develop scientific, technological and vocational efficiency;

WHEREAS, under Presidential Decree No. 6-A, promulgated on September 29, 1972, it has been declared a policy of the Government to orient the educational system towards an accelerated national economic growth;

WHEREAS, the southern part of Mindanao needs a state university to help in accelerating the socio-economic development of the region;

WHEREAS, the Mindanao Institute of Technology, established under Republic Act Numbered Seven Hundred Sixty Three as amended by Republic Act Numbered Four Thousand One Hundred Twenty Seven, situated in the Municipality of Kabacan, Province of North Cotabato, has achieved a high degree of development that it is now capable of rendering greater service to the people of Mindanao;

WHEREAS, the Institute is strategically located, being situated at the intersection of the highways connecting the cities of Cotabato, Davao and Cagayan de Oro and, therefore, very accessible to students from the different parts of Mindanao;

WHEREAS, the Conversion of the Mindanao Institute of Technology into a University which broadens its curricular offerings would permit the enrollment of more students in different higher education courses, thus hastening the integration of Christians, Muslims, and other cultural communities in Southern Mindanao;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers in me vested by the Constitution, and pursuant to Proclamation No. 1081 dated September 21, 1972, as amended, do hereby order and decree to be part of the laws of the land the following:

Section 1. The present Mindanao Institute of Technology, located in the Municipality of Kabacan, Province of North Cotabato, is hereby converted into the University of Southern Mindanao (USM).

Section 2. The University shall have the following major functions:

- (a) Provide programs of instruction and professional training primarily in the fields of science and technology, specially in agriculture and industrial fields;
 - (b) Promote advance studies, research and extension services and progressive leadership in all fields of agriculture, including agribusiness, foods and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other courses needed in the socio-economic development of Mindanao;
 - (c) Develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the academic community in the region;
 - (d) Provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health and sports development; and
 - (e) Offer scholarships and/or part-time job opportunities to deserving students from low-income families.
-

Section 3. The University of Southern Mindanao shall have the general powers of a corporation set forth in the Corporation Law, and the administration of such University and the exercise of its corporate powers are vested exclusively in the Board of Regents and in the President of the University insofar as authorized by said Board.

Section 4. The head of the University shall be known as the President of the University of Southern Mindanao. He shall be appointed by the Board of Regents for a term of six years with a contingent appointment of University Professor in his discipline and a compensation to be fixed by the said Boards. The powers and duties of the President of the University, in addition to those specifically provided for in this decree, shall be those usually pertaining to the Office of the President of the University.

Section 5. The governing body of the University shall be the Board of Regents of the University of Southern Mindanao.

(a) The Board of Regents shall take appropriate steps to ensure that the establishment of the University of Southern Mindanao shall aim at the speedy realization of the goals above indicated;

(b) To facilitate this objective, there shall be a Board of Regents of eight members composed of:

1.	Secretary, Department of Education and Culture	Chairman
2.	University President	Vice-Chairman
3.	Director for Regional Planning, National Economic & Development Authority (NEDA)	Member
4.	President of the USM Alumni Association	Member
5.	One prominent Muslim of the Region to be appointed by the President of the Philippines upon recommendation of the Secretary of Education and Culture	Member
6.	Secretary, Department of Agriculture	Member
7.	Chairman, National Science Development Board	Member
8.	A representative of the USM Student Body	Member

(c) Members of the Board shall serve without compensation in any form whatsoever, whether as salary, honorarium, allowances or other emoluments; Provided, however, that actual and necessary expenses incurred either in attendance upon meeting of the Board or upon other official business duly authorized by the Board may be reimbursed by the members.

Section 6. In addition to its general powers of administration, the Board of Regents shall have the following powers and duties:

(a) To appoint, upon the recommendation of the President, the following:

1. The Secretary of the University, and other officers of administration therein;
2. The deans, directors, or heads of colleges, schools, institutes and other principal units of the University, academic or non-academic, which are not supervised by or attached to such units;
3. Faculty members with the rank of associate professor or higher, professional lecturers, visiting or exchange faculty; and other officers and employees whose starting salaries are at least equal to that of associate professor, insofar as the following personnel actions are involved: original appointments; reappointments/renewal/transfer with change in rank or salaries; and promotion or salary increases.

(b) To plan and provide for the establishment of schools, colleges, and departments for the professional degrees in agriculture, engineering, home economics, education, industrial education, forestry, fishery, animal and veterinary medicine sciences, architecture and other such schools, colleges, and departments as deemed necessary; and advanced or graduate degrees along the foregoing fields.

(c) To authorize and appropriate revolving funds for the operation and management of all university income producing projects and to promulgate rules and regulations for the operation and management of the same and for the accounting and auditing of their funds, income and expenses, any provisions of law to the contrary notwithstanding.

(d) To admit to the University, public institutions of learning in Southern Mindanao which may desire to affiliate as schools or colleges or branches of the University; Provided, That such institutions are eligible for affiliation and that such affiliation will enhance the purposes of the University.

(e) To authorize the construction and repair of all university buildings and other permanent improvements under the direct administration and supervision of the University, upon recommendation of the President.

(f) To promulgate policies, rules and regulations necessary for the effective and efficient governance of the university, delegate certain authorities and responsibilities to the President as deemed appropriate, and prescribe rule under which the President can enter into contracts without prior approval of the Board of Regents, for the acquisition of properties and services, and purchase of equipment and supplies not exceeding certain cost or value; Provided, that all such contracts shall be reported to the Board of Regents and purchase of equipment and supplies not exceeding certain cost or value; Provided, that all such contracts shall be reported to the Board of Regents.

Section 7. The President shall be the chief executive of the University and shall have the following powers and responsibilities:

(a) To provide leadership for the University and shall preserve and protect its academic integrity and ensure the observance and implementation of the policies laid down by the Board of Regents.

(b) To exercise within the framework of University policies primary authority and responsibility over the following areas: development planning and resource allocations; grants, endowments and fund raising; external relations and public affairs; and University policy relating to regional development programs, curricula, and matters affecting the rights, privileges, responsibilities and welfare of the University constituency.

(c) To formulate integrated and comprehensive plans for the University, including academic, research, extension, physical development, and fiscal plans.

(d) To coordinate the activities and programs of the University with the other component units and institutions, and have under review goals and objectives of the various units and institutions, appraise their performance in relation to goals, and recommend appropriate action by the Board of Regents.

(e) To appoint officers, faculty members, and other employees in the University, subject to Section 6 of this decree; and to designate officers-in-charge of the units therein for a period not exceeding two months, without prejudice to the authority granted deans and directors to designate officers-in-charge their respective units.

(f) To appoint, transfer or promote personnel of the University as herein below provided; fix their work schedules; grant leaves of absence; and approve their special detail, additional assignments, additional compensation, resignation and retirement in accordance with the policies approved by the Board of Regents.

(g) To set up machinery for review of all disciplinary actions appealable to the Office of the President, and for the consideration of positions for redress of grievances.

(h) To submit to the Board of Regents the course of study and academic programs, rules of discipline, and awards of degrees and diplomas as recommended by the University Council.

(i) To award fellowships, assistantships and scholarships to students, faculty members and other personnel, in accordance with the policies prescribed by the Board of Regents.

(j) To plan, prepare and implement a University program for the training and education of adult citizens and out-of-school youths.

(k) To negotiate and obtain grants for specific projects, gifts and donations of real or personal property of all kinds, subject to the confirmation of the Board of Regents, and to administer the same for the benefit of the University, its units, departments, or students in accordance with the directions and instructions of the donor, and in default thereof, in such manner as the Board of Regents may in its discretion determine.

(l) To maintain links with other academic and research institutions as to ensure fruitful academic and technical interchange and maximize the use of human and physical resources.

(m) To prepare for approval of the Board of Regents the budget of the University.

(n) To submit to the Board of Regents annual report on the operation of the University, and such other reports as the latter may require.

(o) To prescribe rules and regulations not contrary to law for the governance of the University consistent with its purposes and the policies laid down by the Board of Regents.

(p) To exercise such other powers and discharge such other responsibilities as may be delegated to him by the Board of Regents; Provided, that he shall institute or effect an appropriate and efficient exercise or discharge such powers or responsibilities as may be necessary for the expeditious administration of the University.

Section 8. A quorum of the Board of Regents shall consist of a majority of all the members holding office at the time the meeting is called. All processes against the Board of Regents shall be served on the President or secretary thereof.

Section 9. There shall be a secretary of the University, who shall serve concurrently as the Secretary of the Board of Regents.

Section 10. There shall be a University Council consisting of the President, Vice-President/s, Deans, Heads of Academic Departments, Assistant Professors, Associate Professors, and Professors. The President shall be the chairman of the Council.

Subject to the approval of the Board of Regents, upon the recommendation of the President in accordance with the policies and standards established by the Board, the University Council shall:

(a) Prescribe the course of study, curricula and rules of discipline of students;

(b) Fix the requirements for admission to any College or unit of the University and for graduation and the awarding of degrees;

(c) Recommend recipients of degrees or diplomas;

(d) Exercise disciplinary powers over the students through the President or its appropriate Committees pursuant to the rules of discipline prescribed by the Board of Regents; and

(e) Create Committees as it may deem necessary for the performance of its functions.

Section 11. The instructors and professors of each College shall constitute its faculty to be presided by a Dean who shall be selected from among the members of such faculty for a term fixed by the University Council and conformed by the Board of Regents, upon recommendation of the President of the University.

Section 12. In the appointment of instructors or professors to the University, religious opinions or affiliations shall not be made a matter of inquiry or explanation; Provided, however, that no instructor or professor shall inculcate sectarian tenets in any of his teachings nor attempt directly or indirectly, under penalty of dismissal by the Board of Regents, to influence students or

attendants of the University for or against any particular church, denomination or religious sect; Provided, further, that no member of the faculty of the University shall attempt directly or indirectly, under penalty of dismissal by the Board of Regents, to influence students or attendants of the University towards any ideology, political or otherwise, which preaches the overthrow of the Government through violence or subversion.

Section 13. Professors or instructors seeking appointments in the University shall be exempt from Civil Service Examinations or regulations; provided, however, that copies of their appointments shall be furnished to the Civil Service Commission for notation and record purposes.

Section 14. A student shall not be denied admission to the University by reason of sex, ethnic consideration, religious belief or affiliation.

Section 15. On or before the fifteenth day of January of each calendar year, the Board of Regents shall file with the President of the Philippines a detailed report setting forth the progress, condition and needs of the University.

Section 16. Heads of Bureaus and Offices of the National Government are hereby authorized to loan or transfer, upon request of the President of the University, such apparatus, equipment or supplies as may be needed by the University and to detail employees for duty therein, when in the judgment of the head of the Bureau of Office, such apparatus, equipment, supplies or services of such employees can be spared without serious detriment to the public service. Employees so detailed shall perform such duties as required under such detail, and the time so employed shall be counted as part of their official service.

Section 17. The College President and all the personnel of the Mindanao Institute of Technology, as well as its unexpended appropriations, and all its assets and liabilities are hereby automatically absorbed by the University of Southern Mindanao. The position of College President of the Mindanao Institute of Technology is hereby converted into University President without the necessity of issuance of new appointment; Provided, that the six years term starts upon the approval of this decree.

Section 18. In addition to the amount already appropriated for the Mindanao Institute of Technology, there is hereby authorized to be appropriated the sum of Twenty (P20) Million Pesos for purposes of carrying out immediately the provisions of this decree. Hereafter, the sum of Ten (P10) Million Pesos, in addition to existing budget, shall be appropriated annually and included in the General Appropriation Act to carry out the provisions of this Decree.

Section 19. All acts, parts of acts, executive orders, ordinances, rules and regulations which are inconsistent with the provisions of this decree are hereby repealed, amended or modified accordingly.

Section 20. This decree shall take effect immediately.

Done in the City of Manila, this 13th day of March, in the year of Our Lord, nineteen hundred and seventy-eight.

(Sgd.) **FERDINAND E. MARCOS**
President of the Philippines

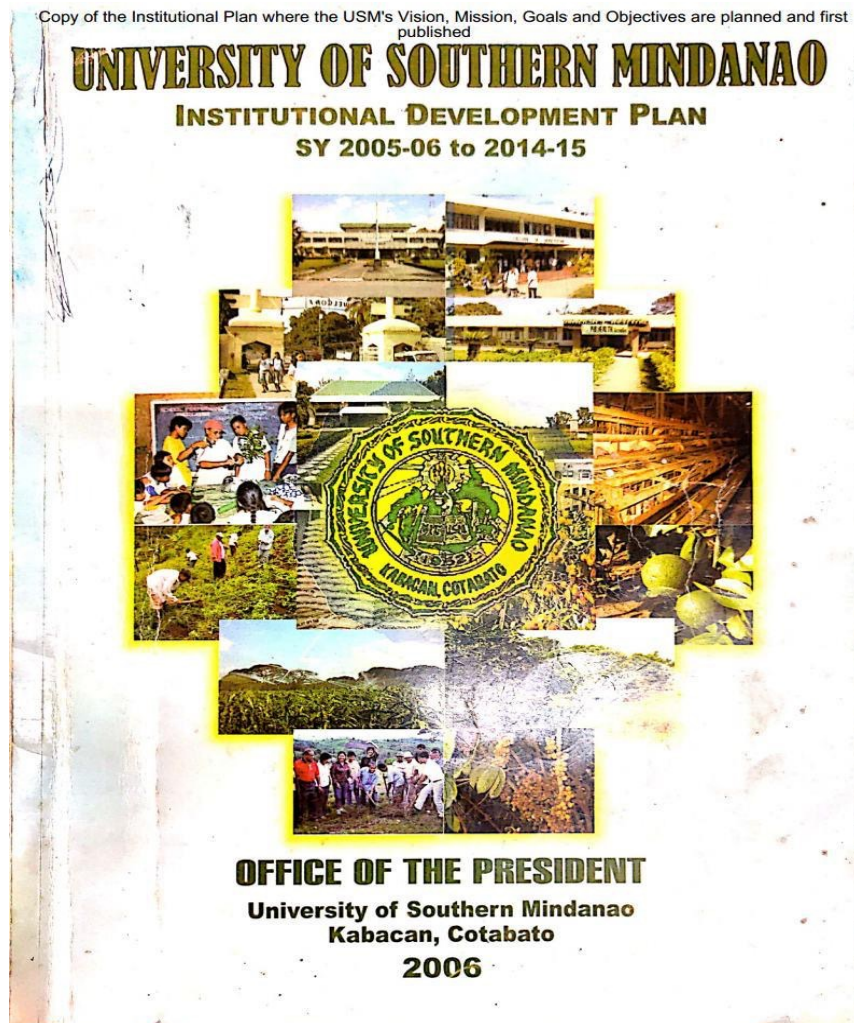
By the President:

(Sgd.) **JACOBO C. CLAVE**
Presidential Executive Assistant

IMPLEMENTATION

I.1. The Institution/College conducts a review on the statement of the Vision and Mission as well as its goal and program objectives for the approval of authorities concerned.

COPY OF THE INSTITUTIONAL PLAN WHERE THE USM'S VISION, MISSION, GOALS AND OBJECTIVES ARE PLANNED AND FIRST PUBLISHED



Foreword

Since its establishment as the Mindanao Institute of Technology in 1954, the University of Southern Mindanao (USM) has religiously assumed its role as an exponent of quality and relevant education in Southern Philippines and in particular, has been pursuing its mandate to help accelerate the development of its service area and fulfill the vision of then President Ramon Magsaysay to realize Mindanao Island's potential as the "Land of Promise".

Recent development, however, have caused the University's management to pause and reflect on its overall strategic direction. First is the implementation of normative financing which is projected to reduce the subsidy from the National Government which would force the country's State Universities and Colleges (SUCs) to generate their own funds for maintenance and other operating expenses and for capital outlay in an environment of increasing costs. This will require SUCs to consider financial viability as one of their major concerns and eventually operate more and more like private corporations. Second is the increasing need to provide relevant educational programs which provide manpower not only for the domestic but also for the international market as well. Third is the greater demand for better information management capabilities and decision-making support systems in order to cope with the rapid advances in information and communications technology and all its implications. Lastly, and in response to the poverty alleviation programs of the government, SUCs are being challenged to produce graduates who are better able to adapt to the demands of the job market and better still, who are resourceful enough to create jobs for themselves. The world is becoming more complicated for SUCs in the Philippines thereby requiring new educational management systems in order for them to develop and prosper.

This Institutional Development Plan (IDP) covering the school years 2005-06 to 2014-15 is USM's response to the developments just mentioned. It includes the revised vision and mission statements, as well as goals, strategies and action plans designed to realize the plan. The drafting of the IDP took nearly two years which consisted of consultations with USM constituencies (i.e. students employees, alumni and others) as well as with its top management (i.e. Administrative Council), knowledgeable personalities (i.e. noted educators Dr. Fortunato A. Battad and Dr. Ricardo T. Gloria), and a forum of top officials of higher education institutions in the country where the Vice-President for Administration and Finance, Dr. Palasig U. Ampang presented this plan.

Using the 5-Year Development Plan for the University of Southern Mindanao (2001-2005) drafted during the incumbency of Dr. Eduardo B. Tambak as Director of the Planning and Development Office (PDO) as a basis, a modified plan was prepared upon instruction by President Virgilio G. Oliva when Prof. Herminigildo M. Gutierrez assumed the same office in place of Dr. Tambak who was designated Dean of the Institute of Development Economics and Management. A major input to the modified plan was a seminar-workshop organized by the PDO and Dr. Nicolas R. Bautista, the Director for Instruction, conducted at USM on February 18-20, 2003 entitled "USM-SPEED (Strategic Planning to Enhance Educational Development) Institutional Planning Seminar-Workshop". The activity was participated in by middle (i.e. College Secretaries and Department Heads) and top-level management personnel (i.e. Vice-Presidents, Deans and Directors) of the University.

The modified plan however, needed approval of the Board of Regents (BOR). For this reason, Dr. Ampang, in consultation with Dr. Oliva, spearheaded a series of activities which culminated in the drafting of the final version of the plan and its subsequent approval by the BOR. The series of activities spearheaded by the Vice-President for Administration and Finance were:

- a. Prepared the groundwork and facilitated the conduct of a Seminar-Workshop on Strategic Planning held on November 16-18, 2004, at Kisulad, Sta. Maria, Davao del Sur, which was participated in by key officials of the University in cooperation with the Office of Planning and Development;
- b. Worked closely with the Office of Planning and Development in the preparation of the first draft of the Plan after the seminar-workshop;

- c. Presented the first draft of the Plan for critiquing to members of the Academic Council and representatives from the Student Body Organization on two occasions in 2005;
- d. Presented the Plan before a forum of key Officials of the Commission on Higher Education and De La Salle University at the Orchids Garden Hotel, Manila on September 3, 2005;
- e. Defended the Plan on two occasions before the BOR with its final approval after the second presentation; and
- f. Facilitated the printing of the final draft of the Plan.

This final draft, approved by the USM Board of Regents on October 22, 2005 on the strength of Resolution No. 3505, is therefore a manifestation of the collective desire of USM constituencies and interested sectors to chart an improved course for the University which will better enable it to maintain a status as one of the top institutions of higher learning not only in Mindanao but in the whole country as well in accordance with its vision of

**“Quality and relevant education for its clientele to be globally competitive
culture-sensitive and morally-responsive human resource
for sustainable development.**

And with its core values of

G-God-Centered, R-Responsive, E-Excellent, A and T – Assertive for Truth

or

G R E A T U S M

Finally, I would like to congratulate everyone involved in the drafting of this Plan, in particular the University's Vice-Presidents for providing vital material and moral support for this endeavour, the members of the Academic Council for their generous and invaluable inputs, and other individuals whose names are too many to be mentioned here but whose contributions led to the formation of the plan and its final configuration.


VIRGILIO G. OLIVA
President

THE USM INSTITUTIONAL DEVELOPMENT PLAN FOR SY 2005-06 TO 2014-16

A. Vision and Mission

The late Hadja Bai Fatima Matabay Plang, the founder of the Mindanao Institute of Technology (MIT), envisioned:

An institute in the heartland of Mindanao which would meet the demand for technical know-how in the fields of science, agriculture and industry in the region.

The proposed vision of USM is stated as follows:

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

To fulfill this vision, the following mission is being proposed:

Accelerate the socio-economic development, promote harmony among diverse communities, and improve the quality of life through instruction, research, extension and production in Southern Philippines.

B. Declaration of General Objectives

The Code of the University of Southern Mindanao states the following general objectives of the university which will also be followed in this Development Plan, as follows¹⁵:

1. To provide programs of instruction and professional training primarily in the fields of science and technology, especially in agriculture and industrial fields in order to produce graduates who are both locally and globally competitive and marketable;
2. To promote advanced studies, research and extension services and progressive leadership in all fields of agriculture, including agri-business, food and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other areas of disciplines needed for the development of Mindanao;
3. To develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the region;
4. To provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health, and sports development; and,
5. To offer scholarship and/or part-time job opportunities to deserving students from low-income families.

C. Core Values

1. God-centered, or the adherence of university constituents to any religion which fosters love of God and fellowmen, teaches followers to be good citizens, and denounces violence or any method of coercion in the attainment of objectives;
2. Responsive, or the capacity to adjust and respond positively to any environment that an individual may find himself in, particularly diverse cultural environments encountered locally and in foreign countries,
3. Excellence, or the desire to fully develop one's potential, and
4. Assertion for Truth, which is the pursuit of truth as a means for enlightenment and as a personal guide for living.

¹⁵ USM. 1998. *The USM Newsletter*. November 14, 1998.

UPRIO file



USM RDEP Monitor

University of Southern Mindanao, Kabacan, Cotabato
 ISSN 0115-3773, NG Tangonan, Editor; MR Tan, Managing Editor; CR Jeruta, Editorial Assistant
 http://www.usm.edu.ph/rdpo
 Vol. 24 • No. 4 • December 2004

Certified True Copy

Juliet G. Camaddo
 MA. JULIET G. CAMADDO
 Board Secretary I
 USM, Kabacan, Cotabato

Strategic planning at Kisulad (WOW-KISS)

Myrna R. Tan



Dr. Fortunato A. Battad

The University of Southern Mindanao, Kabacan, Cotabato through the leadership of President Virgilio G. Oliva with the support and coordination of the Planning and Development Office headed by Engr. Herminigildo M. Gutierrez conducted a four-day Strategic Planning Workshop at Puting Balas Resort, Sta. Maria, Davao Del Sur last November 15-18, 2004.

A place also known as WOW-KISS (War on Waste-at Kisulad or Keep it Simple and Secret), is one of the landmarks of two-time Secretary (DOST and DECS), Dr. Ricardo T. Gloria who hosted the workshop. (Thank you very much Sir for sharing to us the wonderful blessings of nature).



Dr. Ricardo T. Gloria

Dr. Fortunato A. Battad, President Emeritus, CLSU, addressed the administrative council on "Institution Building and Governance of SUCs" and "Recent Developments of Agriculture" and Dr. Ricardo T. Gloria, who is Senior Adviser to the Department of Agriculture Secretary for Southern Philippines who lectured on the Current Trends in Education, Agriculture, Science and Technology in Mindanao."

Dr. Palasig U. Ampang gave the opening statements on "Policy and Direction Towards Globalization" and Pres. Virgilio G. Oliva gave the "Statement of Thrusts, Policies, & Directions" while Engr. Herminigildo M. Gutierrez presented the rationale

⇒ page 2



Dr. Battad (left photo, center) and Dr. Gloria (right photo, left) received their plaques of appreciation as resource persons during the Strategic Planning Workshop last Nov. 15-18, 2004. VP Palasig U. Ampang and Engr. Herminigildo M. Gutierrez witnessed the awarding.

EA Alcalá, VP for R & E

Myrna R. Tan

Known as "Mr. Rubber Man" and "Mr. Agriculture" the new Vice President for Research and Extension of the University of Southern Mindanao, Dr. Eugenio A. Alcalá or "Gene" is a man of action. He was designated by the USM President Virgilio G. Oliva last October 16, 2004 until September 22, 2006, a two-year term.

At 60, a busy man with many things to do for the University especially in Research and Extension. A man who's not tired of scouting funds for the research, development and extension



EA Alcalá

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DV Oria is 2005 PARRFI professorial chair holder

The Philippine Agriculture and Resources Research Foundation, Inc (PARRFI) Board of Trustees has selected Dr. Demetrio V. Oria of the Department of Horticulture, College of Agriculture as the 2005 Professorial Chair awardee. September 16, 2004 to 2005. As a PARRFI awardee he shall consolidate his completed and related researches to come up with a scholarly paper set forth in the terms and conditions by PARRFI.



DV Oria

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PSAS honors CC Pomares

For the second time Dr. Cayetano C. Pomares, Professor III, now with the College of Agriculture, received a prestigious award from the Philippine Society of Animal Science (PSAS) last October 22, 2004 as the 2004 Nestle Outstanding Professional in Animal Science Extension at the Makati Shangri-La, Makati City. The occasion was during the PSAS 41st Scientific Seminar and Annual Convention and 7th World Buffalo Congress, Hon. Senator Ramon Magsaysay Jr. was the guest speaker. The event was attended by animal scientists, academicians, veterinarians, and people working in related professions around the world. They talked



CC Pomares

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and briefing of the workshop activities and the "Performance of USM/Interim Development Plan." Ms. Jul-Aida U. Enock, planning officer (USM) reported on the "Medium Term Regional Development Plan 2004-2010."

There were 59 participants from the USM Administrative Council, deans, directors, and support staff. There were 12 deans present: Drs. Florecita G. Tabora - Graduate College, Conrado C. Evangelista - CA, Edna M. Jover-former dean, CA, Anita B. Tacardon - CAS, Antonio N. Tacardon - CEEd, Rommel G. Tangonan - CENCOM, Prof. Josephine G. Tangonan - CHEFS, Drs. Emerlie O. Sinolinding - CVM, Manuel G. Sabutan - IASA, Eduardo B. Tambak - IDEM, Carmat K. Amilbahar - IMEAS, Rogelio S. Tabora - USM-KCC. Likewise, 19 directors and heads of units attended: Mr. Rasul M. Buisan - Admin; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Hermingildo M. Gutierrez - PDO, Flora M. Garcia - USCAO; Dr. Ariston D. Calvo - PPS; Ms. Dominga Thelma C. Bautista - FMS; Dr. Betty G. Quiapo - Hospital; Dr. Nicolas A. Turnos - OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Samson L. Molao - Registrar, Luz A. Taposok - Extension, Elpidio R. Bautista - Instruction; Grace Lopez - Research; Hershie C. Nicor - USMARC; Reynaldo S. Callano - PICRI; Ma. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC; Dr. Wilfredo L. Doong - CIT.

The technical secretariat were: Jul-Aida U. Enock, Myrna R. Tan, Danilo Sison, Marlowe Lloreto with the administrative secretariat: Ariel V. Garcia, Cristina C. Salem, Helen B. Edaño, Joel G. Sigua, Jovelyn F. Gesulga, and Esmie Casim. Incharge of food preparation were: Fely Suriaga and Quenie Mapanao.

Primarily the workshop aimed to draft a 10-year Institutional Development Plan for USM. Specifically, the plan included: Re-examination of current vision and mission statements and their revisions if necessary; SWOT Analysis; Selection of goals or objectives; Identification of strategies; Development of implementation plan to facilitate the achievement of objectives. Short-term (1-2 years) and long-term (5-10 years) plans were developed.

Highlights of the workshop were the revisions of the University's Vision and Mission, formulation of the Core Values as the USM's Credo, and the proposed table of organization of the university (for presentation and approval of the board).



Engr. Gutierrez (left photo) presented the rationale of the workshop activities the Performance of USM/Interim Development Plan and Ms. Jul-Aida U. E. (right), planning officer (USM) reported on the Medium Term Regional Development Plan 2004-2010.



Workshop: Group I Instruction, led by Dr. ER Bautista (right).



Workshop: Group II composed of Research and Extension, led by Dr. HC



Workshop: Group III composed of administration and production, led by VP PUA.

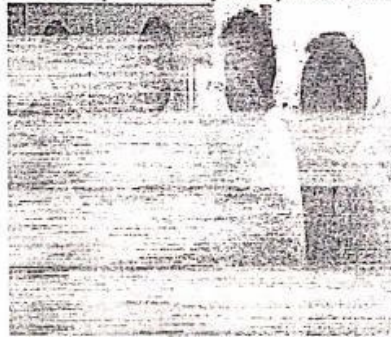
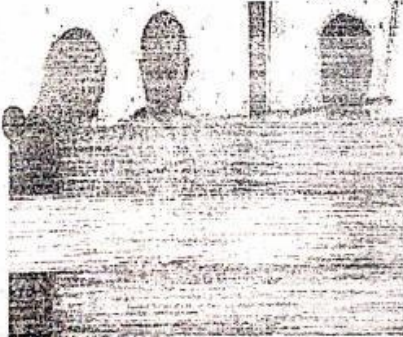
I. Strategic Planning at Kisulad (WOW-KISS)



Dr. Fortunato A. Battad



Dr. Ricardo T. Gloria



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Dr. Fortunato A. Battad, President Emeritus, CLSU addressed the administrative council on the Institution Building and Governance of SUCs and Recent Developments of Agriculture and Dr. Ricardo T. Gloria, himself who is Senior Adviser to the Department of Agriculture Secretary for Southern Philippines; he lectured on the Current Trends in Education, Agriculture, Science and Technology in Mindanao.

Dr. Palasig U. Ampang gave the opening statements on Policy and Direction Towards Globalization and Pres. Virgilio G. Oliva gave the Statement of Thrusts, Policies, & Directions while Engr. Herminigildo M. Gutierrez presented the rationale and briefing of the workshop activities and the Performance of USM/Interim Development Plan. Ms. Jul-Aida U. Enock, planning officer (USM) reported on the Medium Term Regional Development Plan 2004-2010.

There were 59 participants from the USM Administrative Council and 12 deans present: Drs. Florecita G. Tabora - Graduate College; Conrado C. Evangelista - CA; Edna M. Jover- Former Dean, CA; Anita B. Tacardon- CAS; Antonio N. Tacardon - CED; Rommel G. Tangonan - CENCOM; Prof. Josephine G. Tangonan - CHEFS; Drs. Emerlie O. Sinolinding - CVM; Manuel G. Sabutan- IASA; Eduardo B. Tambak - IDEM; Carmat K. Amilbahar -IMEAS; Rogelio S. Tabora- USM-KCC Likewise, 20 directors and heads of units attended: Mr. Rasul M. Buisan - Admin; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Herminigildo M. Gutierrez - PDO; Flora M. Garcia - USCAO; Dr. Ariston D. Calvo- PPS; Ms. Dominga Thelma C. Bautista - FMS; Dr. Betty G. Quiapo - Hospital; Dr. Nicolas A. Turnos -OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Samson Molan - Registrar; Luz A. Taposok- Extension; Elpidio R. Bautista- Instruction; Dr. Grace Lopez - Research; Hersie C. Nicor - USMARC; Reynaldo S. Callano -PICRJ; Ma. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC;

I.2. The College/Academic Unit follows a system of formulating its goals and the objectives of the program.

Dr. Wilfredo Doong - CIT.

The technical secretariat were: Jul-Aida U. Enock, Myrna R. Tan, Danilo Sison, Marlowe Lloreto with the administrative secretariat: Ariel Garcia, Cristina Salem, Helen B. Edaña, Joel Sigua, Jovelyn Gesulga, and Esmic Casim. Incharge of food preparation were: Fely Suriaga and Quenie Mapanao.

Primarily the workshop aimed to draft a 10-year Institutional Development Plan for USM. Specifically, the plan included: Re-examination of current vision and mission statements and their revisions if necessary; SWOT Analysis; Selection of goals or objectives; Identification of strategies; Development of implementation plan to facilitate the achievement of objectives. Short-term (1-2 years) and long-term (5-10 years) plans were developed.

Highlights of the workshop was the revision of the University's Vision and Mission, formulation of the Core Values as the USM's Credo, and the proposed table of organization of the university (for presentation and approval of the board), to wit:

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

MISSION: To accelerate the socio-economic development, promote harmony among diverse communities in Southern Philippines, and improve the quality of life through instruction, research, extension, and production.

CORE VALUES

- G - God-centered
- R - Responsive
- E - Excellent
- A - Assertion for
- T - Truth



Engr. Gutierrez (left photo) presented the rationale of the workshop activities on Performance of USM/Interim Development Plan and Ms. Jul-Aida U. Enock (right), planning officer (USM) reported on the Medium Term Regional Development Plan 2010.



Workshop: Group I by Instruction, led by Dr. ER Bautista (right).



Workshop: Group II composed of Research and Extension.



Workshop: Group III composed of administration and production, led by VP PUA Amp...

I.3. The College/Academic Unit's faculty, personnel, students and other stakeholders (cooperating agencies, linkages, alumni, industry sector and other concerned groups) participate in the formulation, review and/or revision of the VMGO.

STRATEGIC PLANNING WORKSHOP

Puting Balas Resort, Sta. Maria, Davao Del Sur last
November 15-18, 2004

ATTENDANCE

Participants to the Planning Workshop

- University President: Dr. Virgilio G. Oliva
- University Vice Presidents:
- Dr. Palasig U. Ampang
 - Dr. Eugenio A. Alcalá
- Faculty Members: (13)
- Dr. Florecita G. Tabora - Graduate College
 - Dr. Condrado C. Evangelista - College of Agriculture
 - Dr. Edna M. Jover - Former Dean, CA
 - Dr. Anita B. Tacardon - College of Arts & Sciences
 - Dr. Antonio N. Tacardon - College of Education
 - Dr. Rommel G. Tangonan - College of Eng'g. & Comp
 - Prof. Josephine G. Tangonan - College of Human Ecology & Food Sciences
 - Dr. Emerlie O. Sinolinding - College of Veterinary Med
 - Dr. Manuel G. Sabutan - Institute of Animal Science and Aquaculture
 - Dr. Eduardo B. Tambak - Institute of Dev't. Economics and Management
 - Carmat K. Amilbahar - Institute of Middle East and Asian Studies
 - Rogelio S. Tabora - USM Kidapawan City
- Directors/Head of Units: (22)
- Dr. Rasul M. Buisan - Administrative Services and Acting Board Secretary
 - Dr. Cristobal R. Lopez - Human Resources Mgt.
 - Abraham G. Castillo - Agro-Industrial Prod'n. Services
 - Prof. Herminigildo M. Gutierrez - Planning & Dev't. Office
 - Prof. Flora M. Garcia - University Socio-Cultural Affairs Office
 - Dr. Ariston D. Calvo - Physical Plant Services
 - Ms. Dominga Thelma C. Bautista - Financial Mgt. Services
 - Betty G. Quiapo - Health and Hospital Services
 - Nicolas A. Turnos - Student Affairs Services
 - Marcejo N. Yagong - Institute of Sports, Physical Education and Recreation
 - Samson Molao - University Registrar
 - Dr. Luz A. Taposok - Extension
 - Elpidio R. Bautista - Instruction
 - Grace Lopez - Research
 - Dr. Hersie C. Nicor - USMARC
 - Reynaldo S. Callano - PICRI
 - Ma. Minda A. Yap - USM-KCC
 - Benjamin Nayal - USM-KCC
 - Wilfredo Doong - CIT

Not Present

- Dr. Rosa Fe D. Hondrade - Public Relations and Information Office
- Dr. Sharon I. Meriales - Former Dean, IASA
- Dr. Rufino S. Garzon - CARRDEC
- Dr. Edwin G. Hondrade - PhilRice-IRRI

RESOURCE PERSONS (2)

- Dr. Fortunato A. Battad - Institution Building and Governance of SUCs and Recent Development of Agriculture
- Dr. Ricardo T. Gloria - Current Trends in Education, Agriculture, Science and Technology in Mindanao.

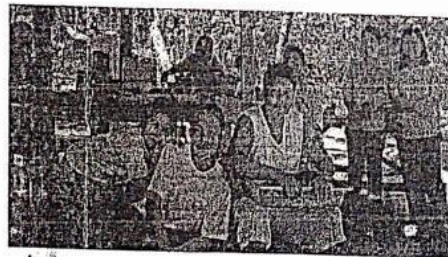


The technical secretariat

Jul-Aida U. Enock
Myrna R. Tan
Danilo Sison
Marlene Liberto
drivers

Administrative Secretariat

Ariel Garcia
Cristina Salem
Joel Sigua
Jovelyn Gesulga
Esmie Casim
Ms. Fely Sariaga
Helen B. Edaño



III. OBJECTIVE OF THE WORKSHOP

To draft a 10-year Institutional Development Plan for USM. Specifically, the plan shall include:

1. Re-examination of current vision and mission statements and their revision if necessary
2. SWOT Analysis
3. Selection of goals or objectives
4. Identification of strategies
5. Development of implementation plan to facilitate the achievement of objectives. Short-term (1-2 years) and long-term (5-10 years) plans will be developed on the following:
 1. Instruction - revised curricula, integration of various fields such as ICT and values, faculty requirement and loadings, hiring policies (re: in-breeding), etc...
 2. Research and Extension - research and extension thrusts, strengthening and expanding linkages, better integration with instruction and production functions of the university, etc...
 3. Production - strengthening existing businesses, new businesses, improvement of accounting system, organizational structure, etc..
 4. Administration - support services and facilities, hospital, physical plant, registrar, budget and accounting, human resource management (re: faculty and staff development plan, promotion system), information system, etc...
 5. Design of control or feedback system to monitor the University's performance while the plan is being implemented.

Output:

A 10-year Institutional Development Plan for USM with the following components:

1. Executive summary
2. Environmental Scanning
3. Opportunity and Issue Analysis
4. Vision, Mission and Objectives
5. Strategies
6. Action Programs for Both Short and Long Terms
7. Projected Financial Statements
8. Controls



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO

Kabacan, Colabato
Tel. Nos. 63 (64) 248-2138; 454-0175
http://www.usm.edu.ph

OFFICE OF THE PRESIDENT

November 09, 2004

MEMORANDUM TO: ALL PARTICIPANTS OF THE STRATEGIC PLANNING WORKSHOP

Administrative Council

____ Dr. Palasig U. Ampang
____ Dr. Eugenio A. Alcala
____ Mrs. Dominga Thelma Bautista
____ Dr. Conrado C. Evangelista
____ Dr. Anita B. Tacardon
____ Dr. Antonio N. Tacardon
____ Dr. Rommel G. Tangonan
____ Prof. Josephine G. Tangonan
____ Dr. Emerlie O. Sinolinding
____ Dr. Manuel G. Sabutan
____ Dr. Eduardo B. Tambak
____ Dr. Carmal K. Amilbahar
____ Mr. Rasul M. Buisan
____ Dr. Cristobal R. Lopez
____ Dr. Abraham G. Castillo
____ Prof. Herminigildo M. Gutierrez

____ Dr. Rosa Fe D. Hondrade
____ Dr. Rogello S. Tabora*
____ Prof. Flora M. Garcia
____ Dr. Aniston D. Caiyu
____ Dr. Betty G. Quiapo
____ Dr. Nicolas A. Turnos
____ Prof. Marcelo N. Yagong
____ Dr. Elpidio R. Bautista
____ Dr. Samson Molao
____ Dr. Grace G. Lopez
____ Dr. Hersie C. Nicor
____ Dr. Reynaldo S. Callano
____ Dr. Rufino S. Garzon
____ Dr. Edwin G. Hondrade
____ Dr. Florecita G. Tabora
____ Dr. Luz. A. Taposok

____ Dr. Edna M. Jover*
____ Dr. Sharon I. Meriales*
USM-KCC
____ Dr. Ma. Minna A. Top
____ Prof. Benjamin Nayal
____ Dr. Wilfredo Doong
SUPPORT STAFF
____ Mr. Marlowe Lloreto
____ Ms. Jul-Aida U. Enock
____ Ms. Myrna R. Tan
____ Mr. Ariel V. Garcia
____ Ms. Cristina C. Salem
____ Mr. Joef Sigua
____ Ms. Jovelyn F. Gesulga
____ Mr. Danilo Sison
____ Ms. Esmie Casim
____ Ms. Fely Suriaga

*Former Deans included to assist their recent replacements

SUBJECT: ATTENDANCE AND PARTICIPATION IN STRATEGIC PLANNING WORKSHOP ON NOVEMBER 15-19, 2004 AT THE KISULAD PUTING BALAS RESORT, STA. MARIA, DAVAO DEL SUR

1. The Strategic Planning Workshop will be held at the Kisulad Puting Balas Beach Resort, Sta. Maria, Davao del Sur on November 15-19, 2004. The transportation to and from the venue will be provided by the administration. The departure will be on November 15, 2004 at exactly 1:30 in the afternoon and the assembly area will be at the USM Administration Lobby;
2. Participants are required to bring their units' 10 Year Development Plan as inputs to the workshop;
3. Since the venue is along the beach, participants should wear their appropriate attire, bring their toiletries, and malong or extra blanket; and,
4. Be guided accordingly.


VIRGILIO G. OLIVA
President

Copy furnished:

VP Palasig U. Ampang
VP Kalingalan B. Abdulsani

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

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STRATEGIC PLANNING WORKSHOP

November 15, 2004

Puting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

NAME	DESIGNATION	SIGNATURE
1. Dr. Virgilio G. Oliva	President	
2. Dr. Palasig U. Ampang	Vice President	
3. Dr. Eugenio A. Alcalá	Vice President	
DEANS (13)		
4. Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
5. Dr. Florecita G. Tabora	Dean, Grad. College	
6. Dr. Edna M. Jover	Former Dean, CA	
7. Dr. Conrado C. Evangelista	Dean, CA	
8. Dr. Anita B. Tacardon	Dean, CAS	
9. Dr. Antonio N. Tacardon	Dean, CEd	
10. Dr. Rommel G. Tangonan	Dean, CENCOM	
11. Prof. Josephine G. Tangonan	Dean, CHIEFS	
12. Dr. Emerlie O. Sinolinding	Dean, CVM	
13. Dr. Sharon I. Meriales	Former Dean, IASA	
14. Dr. Manuel C. Sabutan	Dean, IASA	
15. Dr. Eduardo B. Tambak	Dean, IDEM	
16. Dr. Carmat K. Amilbahar	Dean, IMEAS	
DR. PRISCILLA P. COSTES	CEO	
Directors/Heads of Units (20)		
17. Mr. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
18. Dr. Cristobal R. Lopez	Director, HRM	
19. Dr. Abraham G. Castillo	Director, AIPS	
20. Prof. Herminigildo M. Gutierrez	Director, Plng. & Devt.	
21. Dr. Rosa Fe D. Mondrade	Director, PRIO	
22. Prof. Flora M. Garcia	Director, USCAO	
23. Dr. Ariston D. Calvo	Director, PPS	
24. Ms. Dominga Thelma C. Bautista	Director, FMS	
25. Dr. Betty G. Quiapo	Director, Health & Hospital Services	
26. Dr. Nicolas A. Turnos	Director, OSA\$	
27. Prof. Marcelo N. Yagong	Director, ISPEAR	
28. Dr. Elpidio R. Bautista	Outcoming University Registrar	
29. Dr. Samson Molao	Incoming University Registrar	
30. Dr. Luz A. Taposok	Director, Extension	

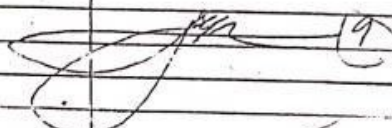
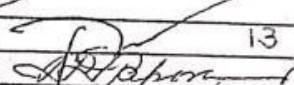
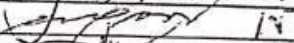
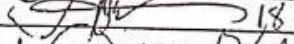
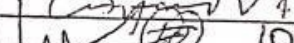

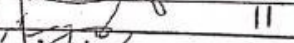
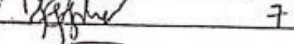

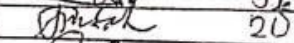


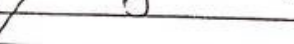
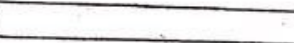
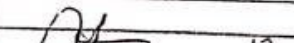
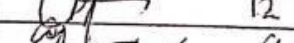

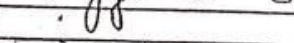

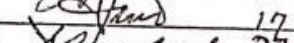
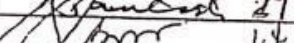
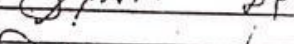
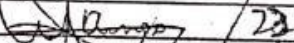
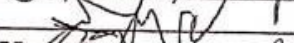

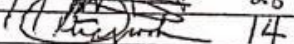
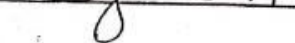
31. Dr. Nicolas R. Bautista	Director, Instruction	
32. Dr. Grace G. Lopez	Director, Research	
33. Dr. Hersie C. Nicor	Director, USMARC	<i>Lyndy</i>
34. Dr. Reynaldo S. Callano	Director, PICRI	<i>Thelma</i>
35. Dr. Rufino S. Garzon	Director, CARDEC	<i>Araceli</i>
36. Dr. Edwin G. Hondrade	Director, PhilRice-IRRI	
USM-KCC/CTI (4)		
37. Dr. Ma. Minda A. Yap		
38. Prof. Benjamin Nayal		
39. Dr. Wilfredo Doong		
40. Mr. Marlowe Lloreto		
RESOURCE PERSONS (4)		
41. Dr. Fortunato A. Battad		
42. Dr. Ricardo T. Gloria		
43. Dir. Ma. Lourdes D. Lim		
Technical Secretariat (2)		
44. Jul-Aida U. Enock		
45. Myrna R. Tan		
Administrative Secretariat (6)		
46. Ariel Garcia		
47. Cristina Salem		
48. Helen B. Edaño		
49. Jovelyn Gesulga		
50. Danilo Sison		
51. Esmie Casim		
52. Joel Sigua		
CEC Staff		
54. Foly Suriaga		
55.		
Drivers		
52.		
53.		
54.		
55.		

STRATEGIC PLANNING WORKSHOP

November 16, 2004

Puting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

NAME	DESIGNATION	SIGNATURE
Virgilio G. Oliva	President	
Palasig U. Ampang	Vice President	
Eugenio A. Alcala	Vice President	 19
Rogelio S. Tabora	Incoming Dean, USM-KCC	 13
Josecita G. Tabora	Dean, Grad. College	 19
Edna M. Jover	Former Dean, CA	 17
Conrado C. Evangelista	Dean, CA	 18
Anita B. Tacardon	Dean, CAS	 4
Antonio N. Tacardon	Dean, CED	 10
Rommel G. Tangonan	Dean, CENCOM	 26
Josephine G. Tangonan	Dean, CHEFS	 11
Emerlie O. Sinolinding	Dean, CVM	 7
Sharon I. Meriales	Former Dean, IASA	 37
Manuel G. Sabutan	Dean, IASA	 20
Eduardo B. Tambak	Dean, IDEM	 25
Carmat K. Amilbahar	Dean, IMEAS	 22
Priscilla P. Costas	CEO	 22
Directors/Heads of Units (20)		
Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
Cristobal R. Lopez	Director, HRM	 12
Abraham G. Castillo	Director, AIPS	 0
Herminigildo M. Gutierrez	Director, Plng. & Dev't.	 5
Rosa Fe D. Hondrade	Director, PRIO	
Flora M. Garcia	Director, USCAO	 3
Ariston D. Calvo	Director, PPS	 17
Dominga Thelma C. Bautista	Director, FMS	 27
Betty G. Quiapo	Director, Health & Hospital Services	 24
Nicolas A. Turnos	Director, OSAS	 23
Marcelo N. Yagong	Director, ISPEAR	 1
Elpidio R. Bautista	Outcoming University Registrar	 2
Samson Molao	Incoming University Registrar	 28
Luz A. Taposok	Director, Extension	 14

1. Dr. Nicolas R. Bautista	Director, Instruction	
2. Dr. Grace G. Lopez	Director, Research	8
3. Dr. Hershie C. Nicor	Director, USMARC	21
4. Dr. Reynaldo S. Callano	Director, PICRI	31
5. Dr. Rufino S. Garzon	Director, CARDEC	
6. Dr. Edwin G. Hondrade	Director, PhilRice-IRRI	
MI-KCC/CTI (4)		
7. Dr. Ma. Minda A. Yap		29
8. Prof. Benjamin Naya		30
9. Dr. Wilfredo Doong		16
10. Mr. Marlowe Lloreto		
RESOURCE PERSONS (4)		
11. Dr. Fortunato A. Batiad		
12. Dr. Ricardo T. Gloria		
13. Dr. Ma. Lourdes D. Lim		
Administrative Secretariat (2)		
14. Jul-Aida U. Enock		
15. Myrna R. Tan		
Administrative Secretariat (6)		
16. Ariel Garcia		
17. Cristina Salem		
18. Helen B. Edaño		
19. Jovelyn Gesulga		
20. Danilo Sison		
21. Esmie Casim		
22. Abel Sigua		
Staff		
23. [Name obscured]		
24. [Name obscured]		
25. [Name obscured]		
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97. [Name obscured]		
98. [Name obscured]		
99. [Name obscured]		
100. [Name obscured]		

STRATEGIC PLANNING WORKSHOP

November 17, 2004

Puting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

NAME	DESIGNATION	SIGNATURE
1. Dr. Virgilio G. Oliva	President	
2. Dr. Palasig U. Ampang	Vice President	
3. Dr. Eugenio A. Alcala	Vice President	
DEANS (13)		
Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
Dr. Florecita G. Tabora	Dean, Grad. College	<i>[Signature]</i>
Dr. Edna M. Jover	Former Dean, CA	<i>[Signature]</i>
Dr. Conrado C. Evangelista	Dean, CA	<i>[Signature]</i>
Dr. Anita B. Tacardon	Dean, CAS	<i>[Signature]</i>
Dr. Antonio N. Tacardon	Dean, CED	<i>[Signature]</i>
Dr. Rommel G. Tangonan	Dean, CENCOM	<i>[Signature]</i>
Prof. Josephine G. Tangonan	Dean, CHEFS	<i>[Signature]</i>
Dr. Emerlie O. Sinolinding	Dean, CVM	<i>[Signature]</i>
Dr. Sharon I. Meriales	Former Dean, IASA	<i>[Signature]</i>
Dr. Manuel G. Sabutan	Dean, IASA	<i>[Signature]</i>
Dr. Eduardo B. Tambak	Dean, IDEM	<i>[Signature]</i>
Dr. Carmat K. Amilbahar	Dean, IMEAS	<i>[Signature]</i>
<i>Mr. Priscilla P. Costa</i>	<i>COO</i>	<i>[Signature]</i>
Directors/Heads of Units (20)		
Mr. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	<i>[Signature]</i>
Dr. Cristobal R. Lopez	Director, HRM	<i>[Signature]</i>
Dr. Abraham G. Castillo	Director, AIPS	<i>[Signature]</i>
Prof. Herminigildo M. Gutierrez	Director, Plng. & Dev't.	<i>[Signature]</i>
Dr. Rosa Fe D. Hondrade	Director, PRIO	<i>[Signature]</i>
Prof. Flora M. Garcia	Director, USCAO	<i>[Signature]</i>
Dr. Ariston D. Calvo	Director, PPS	<i>[Signature]</i>
Ms. Dominga Thelma C. Bautista	Director, FMS	<i>[Signature]</i>
Dr. Betty G. Quiapo	Director, Health & Hospital Services	<i>[Signature]</i>
Dr. Nicolas A. Turnos	Director, OSA\$	<i>[Signature]</i>
Prof. Marcelo N. Yagong	Director, ISPEAR	<i>[Signature]</i>
Dr. Elpidio R. Bautista	Outcoming University Registrar	<i>[Signature]</i>
Dr. Samson Molao	Incoming University Registrar	<i>[Signature]</i>
Dr. Luz A. Taposok	Director, Extension	<i>[Signature]</i>

STRATEGIC PLANNING WORKSHOP

November 18, 2004

Puting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

Nov 17, 2004

NAME	DESIGNATION	SIGNATURE
1. Dr. Virgilio G. Oliva	President	
2. Dr. Palasig U. Ampang	Vice President	
3. Dr. Eugenio A. Alcala	Vice President	
DEANS (13)		
4. Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
5. Dr. Florecita G. Tabora	Dean, Grad. College	
6. Dr. Edna M. Jover	Former Dean, CA	
7. Dr. Conrado C. Evangelista	Dean, CA	
8. Dr. Anita B. Tacardon	Dean, CAS	
9. Dr. Antonio N. Tacardon	Dean, CED	
10. Dr. Rommel G. Tangonan	Dean, CENCOM	
11. Prof. Josephine G. Tangonan	Dean, CHEFS	
12. Dr. Emerlie O. Sinolinding	Dean, CVM	
13. Dr. Sharon I. Meriales	Former Dean, IASA	
14. Dr. Manuel G. Sabutan	Dean, IASA	
15. Dr. Eduardo B. Tambak	Dean, IDEM	
16. Dr. Carmat K. Amilbahar	Dean, IMEAS	
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17. Mr. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
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19. Dr. Abraham G. Castillo	Director, AIPS	
20. Prof. Herminigildo M. Gutierrez	Director, Png. & Dev't.	
21. Dr. Rosa Fe D. Hondrade	Director, PRIO	
22. Prof. Flora M. Garcia	Director, USCAO	
23. Dr. Arlston D. Calvo	Director, PPS	
24. Ms. Dominga Thelma C. Bautista	Director, FMS	
25. Dr. Betty G. Quiapo	Director, Health & Hospital Services	
26. Dr. Nicolas A. Turnos	Director, OSAS	
27. Prof. Marcelo N. Yagong	Director, ISPEAR	
28. Dr. Elpidio R. Bautista	Outcoming University Registrar	
29. Dr. Samson Molao	Incoming University Registrar	
30. Dr. Luz A. Taposok	Director, Extension	

conditions in the environment.

When management senses that the organization is drifting, it must renew its search for purpose. It is time to ask some fundamental questions: What is our business? Who is the customer? What is value to the customer? What should our business be?

The mission statement answers the question: **"How do we achieve what we want to be?"**

The mission statement describes the business of the organization and its customers. A mission statement should be broad enough to allow for diversity and specific enough to provide the focus necessary to the success of the organization. It should also provide employees with a shared sense of opportunity, direction, significance, and achievement. The mission statement acts as an "invisible hand" that guides widely dispersed employees to work independently and yet collectively toward realizing the organization's vision.

A good mission should fulfill the following criteria:

1. be motivating
2. neither be too narrow nor too broad
3. answer the following questions:
 - What kind of business do we ought to be in?
 - How will we go after the business?
4. present a picture of the organization
5. meet the needs of customers
6. embody the values and major policies of the organization that it plans to honor.
7. it should be the source and focus of an organization's energy for the next ten or twenty years.

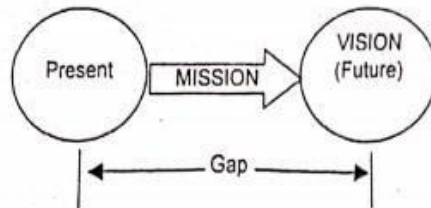
Sample missions: "To promote the general well-being of the people of South Cotabato by satisfying their basic needs and forming self-reliant and morally conscious communities and to make South Cotabato the leading industrial and trading center of Southern Philippines."

"The USM through its four-fold functions of instruction, research, extension and production is committed to produce competent human resources and to generate and promote appropriate technologies to improve the quality of life. Specifically, the USM shall strive to accelerate the socio-economic development of the region, and to hasten the integration of Christian, Muslim and other cultural communities in Southern Philippines."

"To provide quality education for the industrial and socio-economic development of Mindanao with its diverse cultures through relevant programs in instruction, research, extension and community involvement."

VISION AND MISSION OF AN ORGANIZATION

STRATEGIC PLANNING'S VISION-MISSION



VISION STATEMENT

The vision statement answers the question: **"What do we want to be?"**
It is the ideal state that the organization aims to achieve and being ideal, should not necessarily be completely attainable.

An organization should develop a compelling vision of the future. A vision which the employees will enthusiastically embrace - because it is worthy and because it challenges them to grow.

A good vision should fulfill the following criteria:

1. ambitious and barrier-breaking
2. reflect the values that an organization holds
3. be inspirational and uplifting
4. be clear and concise
5. address responsibility to key constituencies
6. measurable and time-bound (optional)

Sample visions: "A model institute in local governance advocating excellence, dedication to service and dynamic people's participation in a sustainable manner through synergistic partnership of the DILG, LGU and NDMU."

"The University of Southern Mindanao envisions quality and relevant education for its clientele to provide globally-competitive, culture-sensitive and morally-responsive human resources for development."

"A world-class institute of higher learning renowned for its excellence in science and technology and for its commitment to the holistic development of the individual and society."

MISSION STATEMENT

An organization exists to accomplish something in the larger environment. Its specific mission or purpose is usually clear at the beginning. Over time, its mission may become unclear as the organization grows; or it may remain clear but some employees may lose interest in it; or the mission may be clear but lose its relevance to the new

Identification of the organization's vision and mission is the first step of any strategic planning process. The organization's vision sets out the "ideal" state that the organization aims to achieve; the mission identifies the means through which this state can be achieved. Both are defined within the framework of the organization's philosophy, and are used as a context for development and evaluation of intended and emergent strategies. **One can not overemphasize the importance of a clear vision and mission; none of the subsequent steps will matter if the organization is not certain where it is headed.**

Foreword

Since its establishment as the Mindanao Institute of Technology in 1954, the University of Southern Mindanao (USM) has religiously assumed its role as an exponent of quality and relevant education in Southern Philippines and in particular, has been pursuing its mandate to help accelerate the development of its service area and fulfill the vision of then President Ramon Magsaysay to realize Mindanao Island's potential as the "Land of Promise".

Recent development, however, have caused the University's management to pause and reflect on its overall strategic direction. First is the implementation of normative financing which is projected to reduce the subsidy from the National Government which would force the country's State Universities and Colleges (SUCs) to generate their own funds for maintenance and other operating expenses and for capital outlay in an environment of increasing costs. This will require SUCs to consider financial viability as one of their major concerns and eventually operate more and more like private corporations. Second is the increasing need to provide relevant educational programs which provide manpower not only for the domestic but also for the international market as well. Third is the greater demand for better information management capabilities and decision-making support systems in order to cope with the rapid advances in information and communications technology and all its implications. Lastly, and in response to the poverty alleviation programs of the government, SUCs are being challenged to produce graduates who are better able to adapt to the demands of the job market and better still, who are resourceful enough to create jobs for themselves. The world is becoming more complicated for SUCs in the Philippines thereby requiring new educational management systems in order for them to develop and prosper.

This Institutional Development Plan (IDP) covering the school years 2005-06 to 2014-15 is USM's response to the developments just mentioned. It includes the revised vision and mission statements, as well as goals, strategies and action plans designed to realize the plan. The drafting of the IDP took nearly two years which consisted of consultations with USM constituencies (i.e. students employees, alumni and others) as well as with its top management (i.e. Administrative Council), knowledgeable personalities (i.e. noted educators Dr. Fortunato A. Battad and Dr. Ricardo T. Gloria), and a forum of top officials of higher education institutions in the country where the Vice-President for Administration and Finance, Dr. Palasig U. Ampang presented this plan.

Using the 5-Year Development Plan for the University of Southern Mindanao (2001-2005) drafted during the incumbency of Dr. Eduardo B. Tambak as Director of the Planning and Development Office (PDO) as a basis, a modified plan was prepared upon instruction by President Virgilio G. Oliva when Prof. Hermingildo M. Gutierrez assumed the same office in place of Dr. Tambak who was designated Dean of the Institute of Development Economics and Management. A major input to the modified plan was a seminar-workshop organized by the PDO and Dr. Nicolas R. Bautista, the Director for Instruction, conducted at USM on February 18-20, 2003 entitled "*USM-SPEED (Strategic Planning to Enhance Educational Development) Institutional Planning Seminar-Workshop*". The activity was participated in by middle (i.e. College Secretaries and Department Heads) and top-level management personnel (i.e. Vice-Presidents, Deans and Directors) of the University.

The modified plan however, needed approval of the Board of Regents (BOR). For this reason, Dr. Ampang, in consultation with Dr. Oliva, spearheaded a series of activities which culminated in the drafting of the final version of the plan and its subsequent approval by the BOR. The series of activities spearheaded by the Vice-President for Administration and Finance were:

- a. Prepared the groundwork and facilitated the conduct of a Seminar-Workshop on Strategic Planning held on November 16-18, 2004, at Kisulad, Sta. Maria, Davao del Sur, which was participated in by key officials of the University in cooperation with the Office of Planning and Development;
- b. Worked closely with the Office of Planning and Development in the preparation of the first draft of the Plan after the seminar-workshop;

The core values put together form the abbreviation **G R E A T** which is the objective of this development plan for USM, i.e. for it to become:

G R E A T U S M

D. Scenarios of the Plan

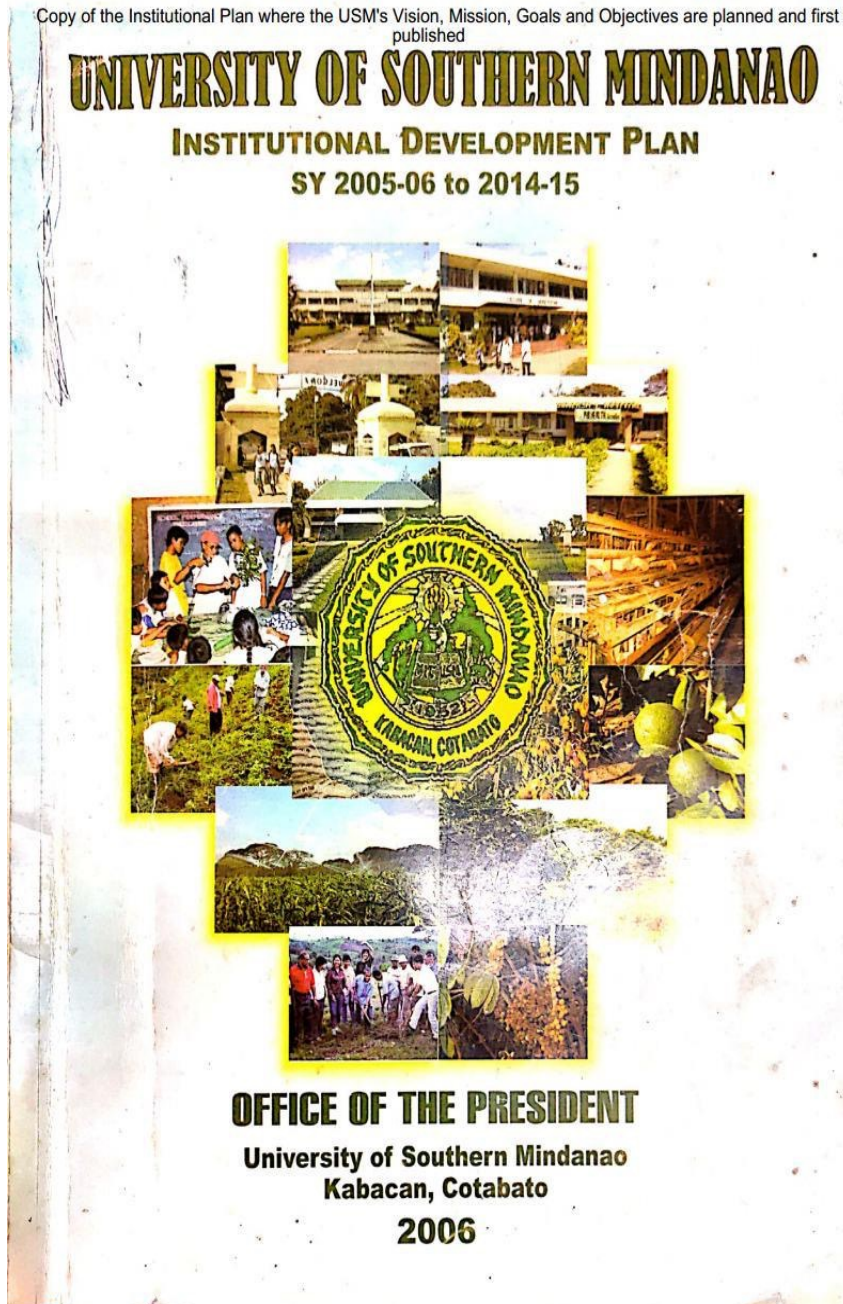
1. To become a premier higher education institution (HEI) in the country and to continue to be the leading HEI in the Empire Region of Cotabato (Region XII) and among the biggest in the Philippines in terms of graduate and undergraduate enrolment, number of graduates, number of quality and relevant programs offered, and number of linkages; its student base will also be broader to include a larger proportion from areas outside of Cotabato province including foreign countries, from urban areas, and from the upper percentile of high school graduating classes;
2. To be a Center of Excellence (COE) and/or Center of Development (COD), not only in agriculture but also in at least two other fields which can be any of the following: education, science education, engineering, information technology, trades and industries, and veterinary medicine; the university and its programs shall be accredited not only by the local accrediting agency but also by the International Organization for Standardization (ISO);
3. To be the best HEI in Mindanao and among the best in the country in terms of having more and better quality research, extension and enterprise activities covering more diverse areas and geared not only towards pursuing the development objectives of the government but also towards improving the operational efficiencies of the university;
4. To be financially viable in terms of being able to adequately finance its maintenance and other operating expenses, growth and capital outlay not only through pursuit of increased allocation from the national government but also through improved production operations and judicious use of available resources; and,
5. To have an organizational structure backstopped with a more appropriate managerial and administrative system geared towards the attainment of the above scenarios; such structure and system shall promote harmony, productivity and well-being among the employees and students of the university.

E. Objectives

1. Increase total undergraduate enrolment in the main campus and in the satellite campus in Kidapawan City from 8,066 in school year (SY) 2004-05 to 14,300 in SY 2009-10, increasing by an average of 7.5% annually thereafter;
2. Improve performance in licensure examinations from the current university-wide weighted average of 30% to 50% with no result in any area or field below the national passing percentage;
3. Increase books and other library acquisitions and equipment to conform with standards set by the local Accrediting Agency for Chartered Colleges and Universities in the Philippines (AACCUP) and by the International Organization for Standardization (ISO);
4. Increase opportunities to university personnel for graduate work and training preferably to well-recognized local and foreign institutions with at least ten grantees per year;
5. Conduct more college-based research and extension activities such that each concerned unit publishes at least two articles in recognized publications and one ongoing extension and development activity per year;
6. Improve classroom and laboratory facilities and equipment as well as their management in accordance with standards;

OUTCOMES

O.1. The VMGO are crafted and duly approved by the BOR/BOT.



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- b. Worked closely with the Office of Planning and Development in the preparation of the first draft of the Plan after the seminar-workshop;

- c. Presented the first draft of the Plan for critiquing to members of the Academic Council and representatives from the Student Body Organization on two occasions in 2005;
- d. Presented the Plan before a forum of key Officials of the Commission on Higher Education and De La Salle University at the Orchids Garden Hotel, Manila on September 3, 2005;
- e. Defended the Plan on two occasions before the BOR with its final approval after the second presentation, and
- f. Facilitated the printing of the final draft of the Plan.

This final draft, approved by the USM Board of Regents on October 22, 2005 on the strength of Resolution No. 3505, is therefore a manifestation of the collective desire of USM constituencies and interested sectors to chart an improved course for the University which will better enable it to maintain a status as one of the top institutions of higher learning not only in Mindanao but in the whole country as well in accordance with its vision of

**"Quality and relevant education for its clientele to be globally competitive
culture-sensitive and morally-responsive human resource
for sustainable development.**

And with its core values of

G-God-Centered, R-Responsive, E-Excellent, A and T – Assertive for Truth

or

G R E A T U S M

Finally, I would like to congratulate everyone involved in the drafting of this Plan, in particular the University's Vice-Presidents for providing vital material and moral support for this endeavour, the members of the Academic Council for their generous and invaluable inputs, and other individuals whose names are too many to be mentioned here but whose contributions led to the formation of the plan and its final configuration.


VIRGLIO G. OLIVA
President

THE USM INSTITUTIONAL DEVELOPMENT PLAN FOR SY 2005-06 TO 2014-16

A. Vision and Mission

The late Hadja Bai Fatima Matabay Plang, the founder of the Mindanao Institute of Technology (MIT), envisioned:

An institute in the heartland of Mindanao which would meet the demand for technical know-how in the fields of science, agriculture and industry in the region.

The proposed vision of USM is stated as follows:

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

To fulfill this vision, the following mission is being proposed:

Accelerate the socio-economic development, promote harmony among diverse communities, and improve the quality of life through instruction, research, extension and production in Southern Philippines.

B. Declaration of General Objectives

The Code of the University of Southern Mindanao states the following general objectives of the university which will also be followed in this Development Plan, as follows¹³:

1. To provide programs of instruction and professional training primarily in the fields of science and technology, especially in agriculture and industrial fields in order to produce graduates who are both locally and globally competitive and marketable;
2. To promote advanced studies, research and extension services and progressive leadership in all fields of agriculture, including agri-business, food and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other areas of disciplines needed for the development of Mindanao;
3. To develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the region;
4. To provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health, and sports development; and,
5. To offer scholarship and/or part-time job opportunities to deserving students from low-income families.

C. Core Values

1. God-centered, or the adherence of university constituents to any religion which fosters love of God and fellowmen, teaches followers to be good citizens, and denounces violence or any method of coercion in the attainment of objectives;
2. Responsive, or the capacity to adjust and respond positively to any environment that an individual may find himself in, particularly diverse cultural environments encountered locally and in foreign countries,
3. Excellence, or the desire to fully develop one's potential, and
4. Assertion for Truth, which is the pursuit of truth as a means for enlightenment and as a personal guide for living.

¹³USM. 1998. *The USM Newsletter*. November 14, 1998.

USM BELOVED
Copyright, 1988
Musical Arrangement by Prof. Ruth Ellnor L. Cannen
Lyrics by Prof. Ruth Ellnor L. Cannen and
Dr. Teofilo C. dela Cruz

USM Beloved!
School is 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.

Refrain:

We pledge to thee
Our love and loyalty
In our hearts for aye! (2x)

USM Beloved!
Fount of knowledge great,
Flows 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!

(Repeat Refrain)

THE USM CODE



2005 EDITION

THE USM CODE

2005 EDITION

BOOK I
THE ORGANIZATIONAL AND FUNCTIONAL
STRUCTURE OF THE UNIVERSITY

TITLE ONE
GENERAL PROVISIONS

CHAPTER 1
PRELIMINARY MATTERS

Article 1. Title, Coverage, and Interpretation

Sec. 1. This Document shall be known and cited as the "Code of the University of Southern Mindanao (USM)," or simply referred to as the "USM-Code."

Sec. 2. This Code shall govern and apply only to the University of Southern Mindanao (USM) with principal address at Kabacan, Cotabato, Philippines, including its Kidapawan City Campus and other external campuses which may hereinafter be established by law.

Sec. 3. This Code shall be liberally construed in favor of the legal policies and principles adopted and promulgated by the University of Southern Mindanao.

Article 2. Declaration of Principles and University Policies

Sec. 1. The University of Southern Mindanao, is a government non-sectarian institution of higher learning which is duly established by law and principally supported by state funds. It shall also include secondary and elementary levels as laboratory schools situated within the main campus, for its teachers' school training programs.

Sec. 2. The University of Southern Mindanao shall envision quality and relevant education for its clientele to provide globally competitive, culture-sensitive and morally responsive human resources for development.

Sec. 3. The University of Southern Mindanao, through its four-fold functions of instruction, research, extension and production, is committed to produce competent human resources and to generate and promote appropriate technologies to improve the quality of life in its service area.

Sec. 4. Specifically the University of Southern Mindanao shall strive to accelerate the socio-economic development of its service area and hasten the integration of Christians, Muslims and other cultural communities in Southern Philippines.

Sec. 5. The USM shall continuously enhance its capability and potential to pursue excellence and leadership in its four-fold mandated functions.

Sec. 6. The USM shall endeavor to democratize access to education through the expansion of assistance programs.