



AREA I:

**VISION, MISSION, GOALS
AND OBJECTIVES**

PRELIMINARY SURVEY VISIT

**B. DISSEMINATION AND
ACCEPTABILITY**

B. Dissemination and Acceptability

It is expected that the Institution disseminates, and works for the acceptance of the Vision, Mission, Goals and objectives by the stakeholders. To facilitate awareness and acceptance, it is a good practice that the faculty, non-teaching staff, students, linkages, the community, and other stakeholders are involved in the formulation, review and or revision of the VMGO. An outcomes-based assessment will focus on the extent to which the program objectives are attained as shown in the outcomes. Thus, there must be a common understanding and acceptance of the end results of the program by both the faculty and the students. It should be demonstrated that the program objectives (outcomes) are consistent with the College goals and the College goals with the Mission of the Institution. On a long-term perspective, the accomplishment of the Mission will lead to the realization of the Vision of the Institution.

B.1. Display boards on which the VMGO are posted.



USM CORE VALUES LOCATED IN THE USM GATE



USM VMGO LOCATED IN THE ADMINISTRATION BUILDING

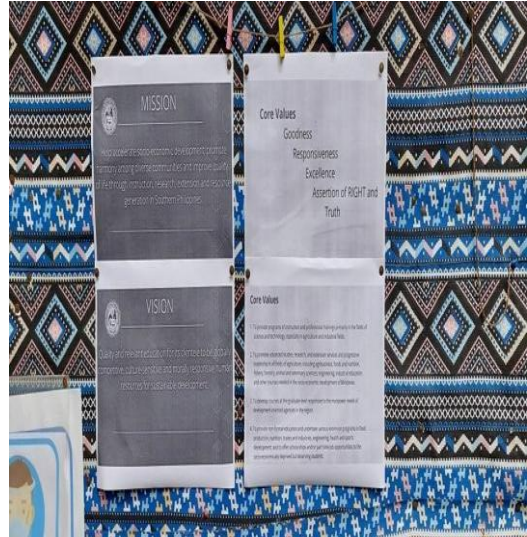


USM MANDATED FUNCTIONS LOCATED IN THE USM ADMINISTRATION BUILDING



USM VMGO AND CORE VALUES POSTED INSIDE THE COLLEGE BUILDING

USM VMGO POSTED IN BULLETIN BOARDS

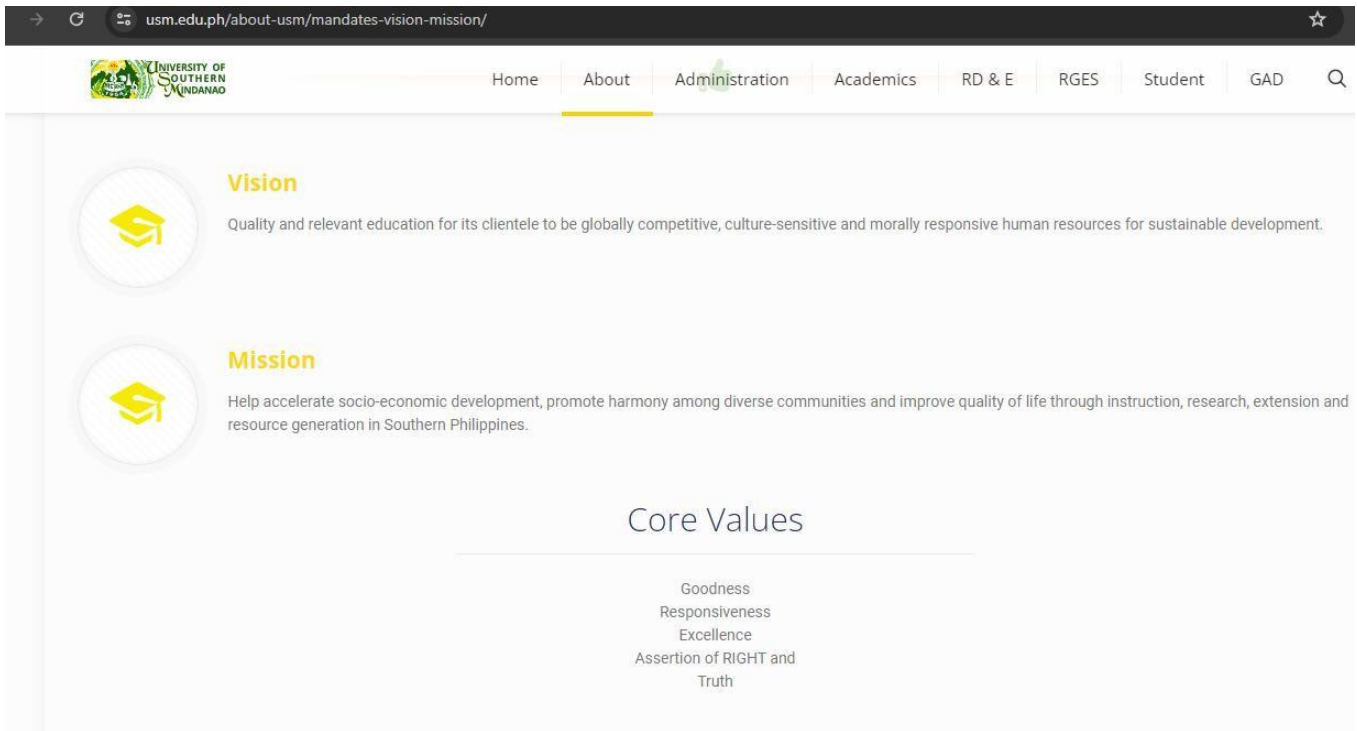


B.2. Samples of dissemination materials (brochures, leaflets, flyers, etc).

The following processes are involved in the dissemination of the VMGOs and in the determination of its acceptability:

- The Vision and Mission of the University of Southern Mindanao and the goals and objectives of the college are printed in bulletins and LED which are displayed in strategic places in the campus.
- The Vision and Mission of the University of Southern Mindanao were explained to the students and faculty during university-wide activities like the University Orientation Program at the beginning of the semester while the goals and objectives of the college were explained to the students and faculty during the orientation programs of the college.
- CMOs are also explained to the students by the teachers at the beginning of the classes for the semester of which VMGO is a part.
- Communication letters are distributed to other stakeholders in the community such as the government hospitals, some non- government offices and institutions, the alumni and parents.
- Meetings with the department chairs, faculty and students were held to solicit comments and suggestions from them.
- Forum feedback surveys are distributed to students, faculty, parents, alumni and other stakeholders in the community to determine their knowledge and level of acceptability of the university's VMGOS, the college and the department.

USM WEBSITE



PROGRAM INVITATION

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 diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

CORE VALUES
Goodness
Responsiveness
Excellence
Assertion of Right and 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.

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 to customer, regulatory and statutory requirements.

78th USM COMMENCEMENT EXERCISES

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

BACCALAUREATE SERVICE AND CLUSTER 1 GRADUATION
USM Auditorium
June 26, 2024
5:00 AM Processional
6:00 AM Program

Graduate School
College of Veterinary Medicine
College of Education
College of Science and Mathematics
College of Human Ecology and Food Sciences
Institute of Sports, Physical Education, and Recreation
College of Business, Development Economics and Management

PART I- BACCALAUREATE PROGRAM
Processional
University Marshal
Candidates for Graduation with College Marshalls and Parents

ENTRANCE OF COLORS

PHILIPPINE NATIONAL ANTHEM
University Chorale

OPENING PRAYER
Brandon Kinz Julius Jaugan - Magna Cum Laude, BS Accountancy (Christian)
Kasmer S. Kalipapa - Cum Laude, BPEd (Islam)
Claudine T. Mantal - BEEd (P)

COTABATO HYMN
KABACAN HYMN
University Chorale

QUR'AN READING
Ali A. Guilo, BEED

THANKSGIVING SONG
Dakilang Katapatan
Yzienne Hope D. Mondjar - Cum Laude, BSBio-Micro

INTRODUCTION OF THE BACCALAUREATE SPEAKER
Kenneth Justine C. Bas-angin - Magna Cum Laude, BSE-English

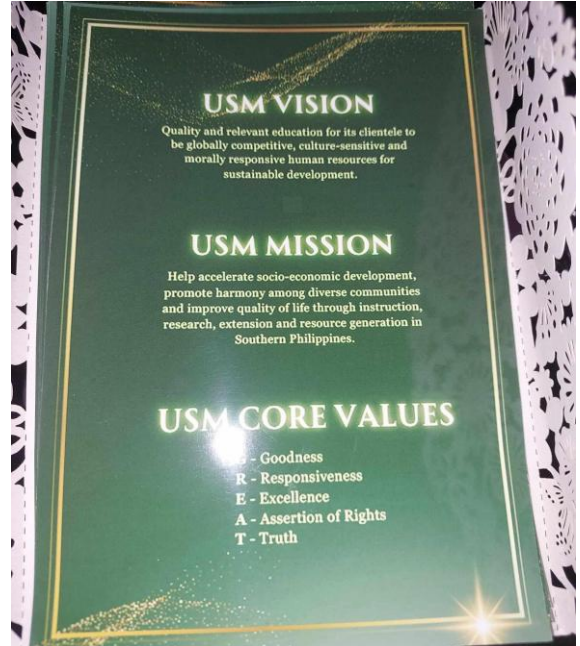
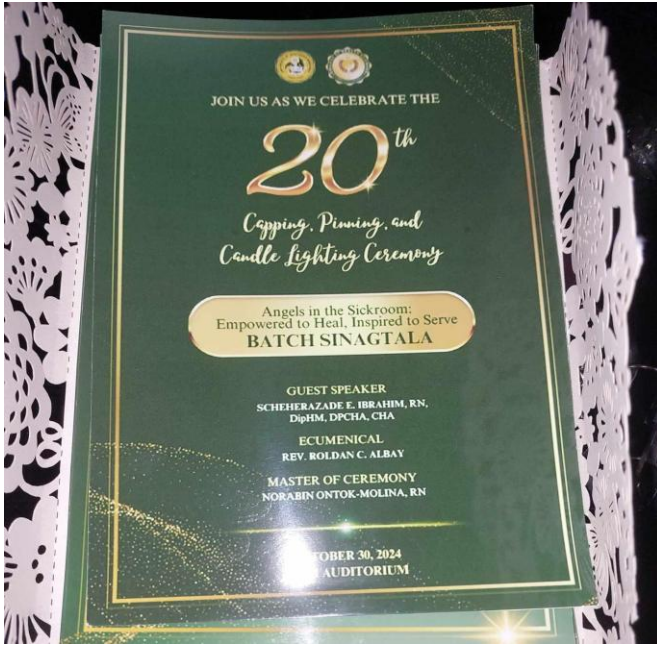
MESSAGE OF THE BACCALAUREATE SPEAKER
Ustadz Abdulgani Tumalao

AWARDING OF PLAQUE OF APPRECIATION TO THE BACCALAUREATE SPEAKER
University President
Board of Regents
Vice Presidents

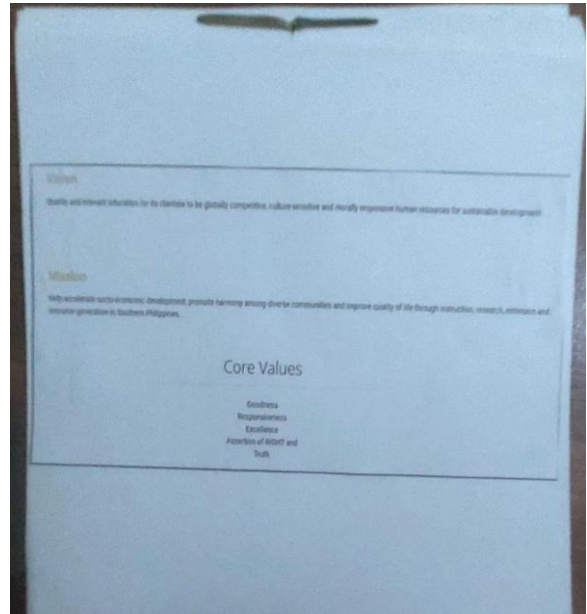
TRIBUTE TO PARENTS
Haironesah A. Akmad - Magna Cum Laude, BSAGbus
Kame Ramona Ediz L. Lamata - Magna Cum Laude, BSE-Math
Maliya D. Malawan - Cum Laude, BSBio-AniBio

BACCALAUREATE SERVICE AND CLUSTER GRADUATION

Area I: Vision, Mission, Goals and Objectives



VMGO IN CAPPING, PINNING AND CANDLE LIGHTING PROGRAM



VMGO IN COLLEGE IN-HOUSE REVIEW PROGRAM

University of Southern Mindanao
Libungan, Cotabato

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 diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

79th COMMENCEMENT EXERCISES

@theUSMofficial

79th USM COMMENCEMENT EXERCISES

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

BACCALAUREATE SERVICE AND CLUSTER 1 GRADUATION

USM Auditorium
June 25, 2025
12:00 PM Processional
1:00 PM Program

Graduate School
College of Science and Mathematics
College of Health Sciences
Institute of Middle East and Asian Studies
College of Engineering and Information Technology
Institute of Sports, Physical Education and Recreation
College of Business, Development Economics and Management

PART I- BACCALAUREATE PROGRAM

Processional
University Marshal
Candidates for Graduation with College Marshals and Parents

OPENING PRAYER

Meryl N. Migalbin- Cum Laude, BPEd (Christian)
Ismael W. Baulo- Cum Laude, BAIS (Muslim)
Kenneth Dave M. Dalimbang- MALT-Fil (IP)

SCRIPTURE READING

Allyanah Ysabel O. Bajao- Cum Laude, BSN

THANKSGIVING SONG

RJ Christian S. Carciller- BPEd
Jessa Mae C. Duran- BPEd
Taos Pusong Pasasalamat
By: Papuri Singers

INTRODUCTION OF THE BACCALAUREATE SPEAKER

Eunice J. Caballero- Magna Cum Laude, BPAD

MESSAGE OF THE BACCALAUREATE SPEAKER

Fr. Ulysses S. Cabayao, SJ
Faculty, Department of Anthropology
Ateneo de Davao University

AWARDING OF PLAQUE OF APPRECIATION TO THE BACCALAUREATE SPEAKER

University President
Board of Regents
Vice Presidents

BACCALAUREATE SERVICE
& CLUSTER GRADUATION

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RADIO BROADCAST



www.usm.edu.ph

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[f @dxvlkoolfm](#)
[f @themindanaotechofficial](#)

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UNIVERSITY OF SOUTHERN MINDANAO

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 diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

UNIVERSITY OF SOUTHERN MINDANAO

Core Values

Goodness
Responsiveness
Excellence
Assertion of Right and Truth

B.3. Evidence/s of awareness and acceptability of the VMGO.

Major results of the research study conducted about the "Knowledge on the USM VMGO among the USM students, USM employees and USM alumni in 2017 are highlighted as follows:

Key Variables	Students	USM employees	USM Alumni
number of respondents	342 USM students	92 USM employees (teaching and non-teaching, COS and Job orders)	100
Level of Knowledge	29.23% have very high knowledge on VMGO;	About 44.6% have very high knowledge on VMGO.	Majority (75%) have high knowledge on VMGO.
Sources of Information	Most (33.33%) got their information from the USM code.	Majority (73.91%) got their information form posters.	Majority (50%) got their information form orientation.
Feedback/ Recommendation	-Conduct of seminars on VMGO to students with low knowledge on the VMGO.	-Conduct of orientation on USM personnel. - Conduct of evaluation on VMGO among USM employees.	-Conduct of orientation by the Alumni president to alumni during gatherings such as alumni homecoming among others.

Acceptability of the VMGO was assessed among stakeholders using survey questionnaires.

COPIES OF THE ACCOMPLISHED VMGO ACCEPTABILITY SURVEY QUESTIONNAIRE

University of Southern Mindanao
Kabacan, Cotabato

P4
Area-14

August 15, 2016
Dear Sir/Madam:

Greetings from USM.

We would like to know your level of knowledge, understanding, and acceptability of the University's Vision, Mission, Goals, and Objectives (VMGO) respectively.

Please give your honest assessment so that necessary actions may be taken to correct or address concerns re the University's VMGO.

Thank you very much.

Researchers

Part I. FOR PARTNER AGENCY

Respondent's Name: ISATEL LOPE LATA (ARM-MAHUKI) Age: 50
 Sex: MALE Civil Status: MARRIED
 Name of Agency: L. GU-MANIT Work Status: PERMANENT
 Address of Agency: 7061 AGUINALBAGAN, KOTABATO Position: PUBLIC STRATEGIC OFFICER 1
 Contact Number: 0945530947 Nature of Agency: Business ()
BS. SERVICE CENTER (COMMUNICATION) NGO () GO (✓)
Major in COMMUNITY BROKERING - 2006-2009 SUC () Private HEI ()
 Others: _____

Part II.

4. Level of Awareness of the Vision-Mission of USM
Please rate the extent to which you are aware of the following statements:

4 - Highly Aware 3 Moderately Aware 2 Aware 1 Slightly Unaware 0 Unaware

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse communities.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

5. Level of Acceptability of the Vision-Mission of USM
Please rate the extent to which you accept the following statements:

0 Unacceptable 1 Slightly Unacceptable 2 Acceptable 3 Moderately Acceptable 4 Highly Acceptable

	0	1	2	3	4
1. USM provides quality and relevant education.					✓
2. USM graduates are globally competitive.					✓
3. USM promotes harmony among diverse communities.					✓
4. USM has enhanced quality of life of its clientele.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource					✓

C. Level of Understanding of the Vision-Mission of USM
Please rate the extent to which you understand the following statements:

0 Not Understand 1 Slightly Understand 2 Understand 3 Moderately Understand 4 Highly Understand

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse cultures.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

Part III. Media/Strategies used in the dissemination of VMGO by the University and Colleges.
0 - never 1 - seldom 2 - sometimes 3 - often 4 - always

Media	0	1	2	3	4
1. Flyers					✓
2. Radio/TV Programs					✓
3. Classroom Lectures					✓
4. Bulletins					✓
5. Posters					✓
6. Boards					✓
7. University Newsletters					✓
8. College Newsletters					✓
9. Student Manuals					✓
10. Course Syllabi					✓
11. University Programs					✓
12. Student Orientation					✓
13. USM Web page					✓
14. Other, please specify: _____					

Part IV. What makes you or your agency proud to be a partner of the University of Southern Mindanao?

I am a proud partner of USM and I am so grateful that the institution has helped us realize the vision of their extension programs as a partner. We have been able to extend programs and services and the advantage of the program to the client communities. We have been able to do what we do in terms of providing an extension service in the project can best develop agricultural and other products for the benefit of the community.

Part V. What concepts/ideals would you suggest to be included in the current Vision-Mission-Goals and Objectives of USM?

None of all

Part VI. How did or could you or your agency help in the attainment of the VMGO of USM?

I can help by following the line and support in the course of all the extension programs that are in progress. We will gladly assist in the attainment of the VMGO of USM.

31 Fac ✓

Part I. FACULTY & STAFF

Respondent's Name: Sedra A. Murray
 Sex: F
 College/Unit: CAS, Biology Dept.
 Number of Years at USM: 25
 Contact Number: 0918538378
 Age: 48
 Civil Status: Married
 Work Status: Permanent
 Position: ASSO. PROF.
 Email Address: murray.sedra@usm.edu

Part II.

A. Level of Awareness of the Vision-Mission of USM

Please rate the extent to which you are aware of the following statements:
 4 - Highly Aware 3 Moderately Aware 2 Aware 1 Slightly Unaware 0 Unaware

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse communities.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

B. Level of Acceptability of the Vision-Mission of USM

Please rate the extent to which you accept the following statements:
 0 Unacceptable 1 Slightly Unacceptable 2 Acceptable 3 Moderately Acceptable 4 Highly Acceptable

	0	1	2	3	4
1. USM provides quality and relevant education.					✓
2. USM graduates are globally competitive.					✓
3. USM promotes harmony among diverse communities.					✓
4. USM has enhanced quality of life of its clientele.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

C. Level of Understanding of the Vision-Mission of USM

Please rate the extent to which you understand the following statements:
 0 Not Understand 1 Slightly Understand 2 Understand 3 Moderately Understand 4 Highly Understand

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse cultures.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

Part III. Media/Strategies used in the dissemination of the VGMO by the University and College.

0 - never 1 - seldom 2 - sometimes 3 - often 4 - always

Media	0	1	2	3	4
1. Flyers					✓
2. Radio Plugs/Programs					✓
3. Classroom Lectures					✓
4. Bulletins					✓
5. Posters					✓
6. Bill Boards					✓
7. University Newsletters					✓
8. College Newsletters					✓
9. Student Manuals					✓
10. Course Syllabi					✓
11. University Programs					✓
12. Student Orientation					✓
13. USM Web page					✓
Others, please specify:					✓

Part IV. What makes you proud to be a part of the University of Southern Mindanao?

USM provides development of its students in a realistic approach we only show front line development myself professionally & have helped selected commission improve their quality of life.

Part V. What key concepts/ideals would you like to be included in the current Vision-Mission-Goals and Objectives of USM?

ASIAN INTEGRATION

Part VI. How could you help in the attainment of the V-M-G-O of USM?

At the start of the lecture V-M-G-O should be made visible/obvious & I will explain each paragraph clearly.

Thank you very much.

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.



EA Alcalá

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

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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.



CC Pomares

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

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and briefing of the workshop activities and the "Performance of USM/Interim Development Plan" Ms. Jul-Aida U. Enoch, 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 - CED; Rommel G. Tangonan - CENCOM; Prof. Josephine G. Tangonan - CHEFS; Drs. Emerlie O. Sinolindang - CVM; Manuel G. Sabutan - IASA; Eduardo B. Tambak - IDEM; Carmat K. Amibahar - JMEAS; 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. Arston 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; Hersie C. Nicor - USMARC; Reynaldo S. Callano - PICRI; Ma. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC; Dr. Wilfredo L. Doong - CIT.

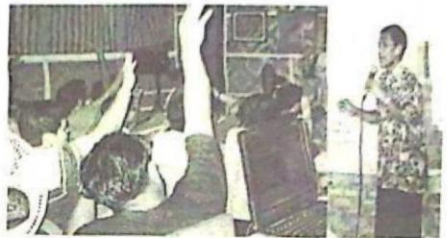
The technical secretariat were: Jul-Aida U. Enoch, Myrna R. Tan, Danilo Sison, Marlowe Lloreto with the administrative secretariat: Ariel V. Garcia, Cristina C. Salem, Helen B. Edaño, Joel G. Sigua, Jovelyn F. Gesulga, and Esmie Casim. In charge of food preparation were: Fely Suriaga and Quenie Mapanao.

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. Bataid

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

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Dr. Palisig 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. Hermingildo M. Gutierrez presented the rationale and briefing of the workshop activities and the Performance of USM/Interim Development Plan. Ms. Jul-Aida U. Enoch, 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. Florentina G. Tabara - Graduate College; Conrado C. Erangelista-C.A.; Edna M. Jover- Former Dean, CA; Anita B. Tazardon- CAS; Antonio N. Tazardon - CED; Ramon G. Tangapan- CENCOM; Prof. Josephine G. Tangapan- CHEFS; Drs. Emerita O. Siringindang- CYM; Manuel G. Subatan- IASA; Eduardo B. Tumbak - IDEM; Carmel K. Amiloblar - DMEAS; Rogelio S. Tabara- USM-KCC. Likewise, 20 directors and heads of units attended: Mr. Rasol M. Buisas - Adman; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AMS; Pres. Hermingildo M. Gutierrez - PDO; Flora M. Garcia - USCAO; Dr. Arisaca D. Calvo- PPS; Ms. Domingo Thelma C. Bautista - FMS; Dr. Betty G. Quinsig Hospital; Dr. Nicolas A. Turiso - OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Servano Molon - Registrar; Liza A. Tappool- Extension; Flojilio R. Barriento- Instruction; Dr. Grace Lopez - Research; Hiersie C. Nacio - USMARC; Reynaldo S. Callano- PICRE; Ma. Minda A. Yap and Prof. Benjamin Noyal from USM-KCC;



Dr. Ricardo T. Gloria

Dr. Bataid (left photo, center) and Dr. Gloria (right photo, left) receive their plaques of appreciation as resource persons during the Strategic Planning Workshop last Nov. 15-18, 2004. VP Palisig U. Ampang and Engr. Hermingildo M. Gutierrez witnessed the occasion.

Dr. Wilfredo Doong - CIT.

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

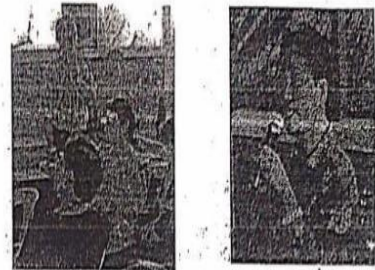
Primarily the workshop aimed to draft a 10-year Institutional Development Plan for USM. Specifically, the plan included: Re-examination of current vision and mission statements and their revisions if necessary; SWOT Analysis; Selection of goals or objectives; Identification of strategies; Development 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 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:

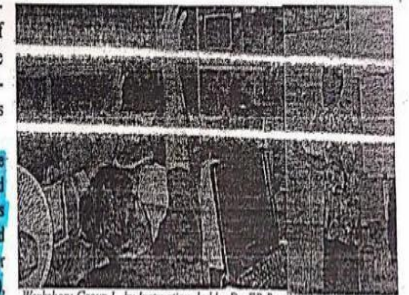
VISION: Quality and relevant education for its clientele to be globally competitive, culture-sensitive and morally-responsive human resources for sustainable development.

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.

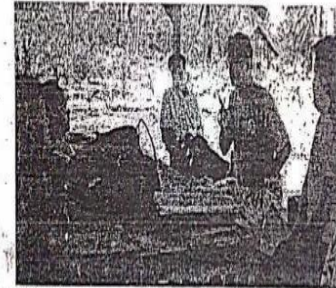
CORE VALUES
G - God-centered
R - Responsive
E - Excellent
A - Assertion for
T - Truth



Engr. Gutierrez (left photo) presented the rationale of the workshop activities as Performance of USM/Interim Development Plan and Ms. Jul-Aida U. Enoch (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 PU Ampang.

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 (13)

Dr. Florecita G. Tabora - Graduate College
Dr. Conrado C. Evangelista - College of Agriculture
Edna M. Jover - Former Dean, CA
Anita B. Tacardon - College of Arts & Sciences
Dr. Antonio N. Tacardon - College of Education
Dr. Rommel G. Tangohan - College of Eng'g. & Comp
Dr. Josephine G. Tangohan - College of Human Ecology & Food Sciences
Dr. Emerie O. Sinolindang - College of Veterinary Med
Dr. Manuel G. Sebastian - Institute of Animal Science and Aquaculture
Dr. Eduardo B. Tambak - Institute of Dev't. Economics and Management
Dr. Carmat K. Amilbahar - Institute of Middle East and Asian Studies
Dr. Rogelio S. Tabora - USM Kidapawan City

Directors/Head of Units: (22)

Dr. Rasul M. Buisan - Administrative Services and Acting Board Secretary
Human Resources Mgt.
Dr. Cristobal R. Lopez - Human Resources Mgt.
Dr. Abraham G. Castillo - Agro-Industrial Prod'n Services
Prof. Hermingildo M. Gutierrez - Planning & Dev't. Office
Prof. Flora M. Garcia - University Socio-Cultural Affairs Office
Dr. Ariston D. Calvo - Physical Plant Services
Dominga Thelma C. Bautista - Financial Mgt. Services
Betty G. Quiapo - Health and Hospital Services
Nicolas A. Turnos - Student Affairs Services
Marcelo N. Yagong - Institute of Sports, Physical Education and Recreation
Samson Molao - University Registrar
Dr. Luz A. Taposok - Extension
Epidio R. Bautista - Instruction
Grace Lopez - Research
Hersie C. Nicor - USMARC
Reynaldo S. Callano - PICRI
Ma. Minda A. Yap - USM-KCC
Benjamin Nayal - USM-KCC
Wifredo Doong - CIT

Not Present

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

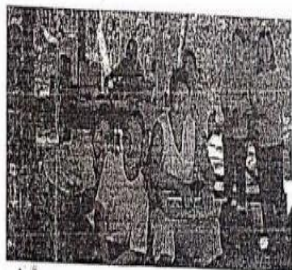
RESOURCE PERSONS (2)

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



The technical secretariat
Jul-Aida U. Enock
Myma R. Tan
Danilo Sison
Mariano M. Magsaysay
drivers

Administrative Secretariat
Ariel Garcia
Cristina Salem
Joel Sigua
Jovelyn Gesulga
Esmie Casim
Ms. Felis S. Siliaga
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

