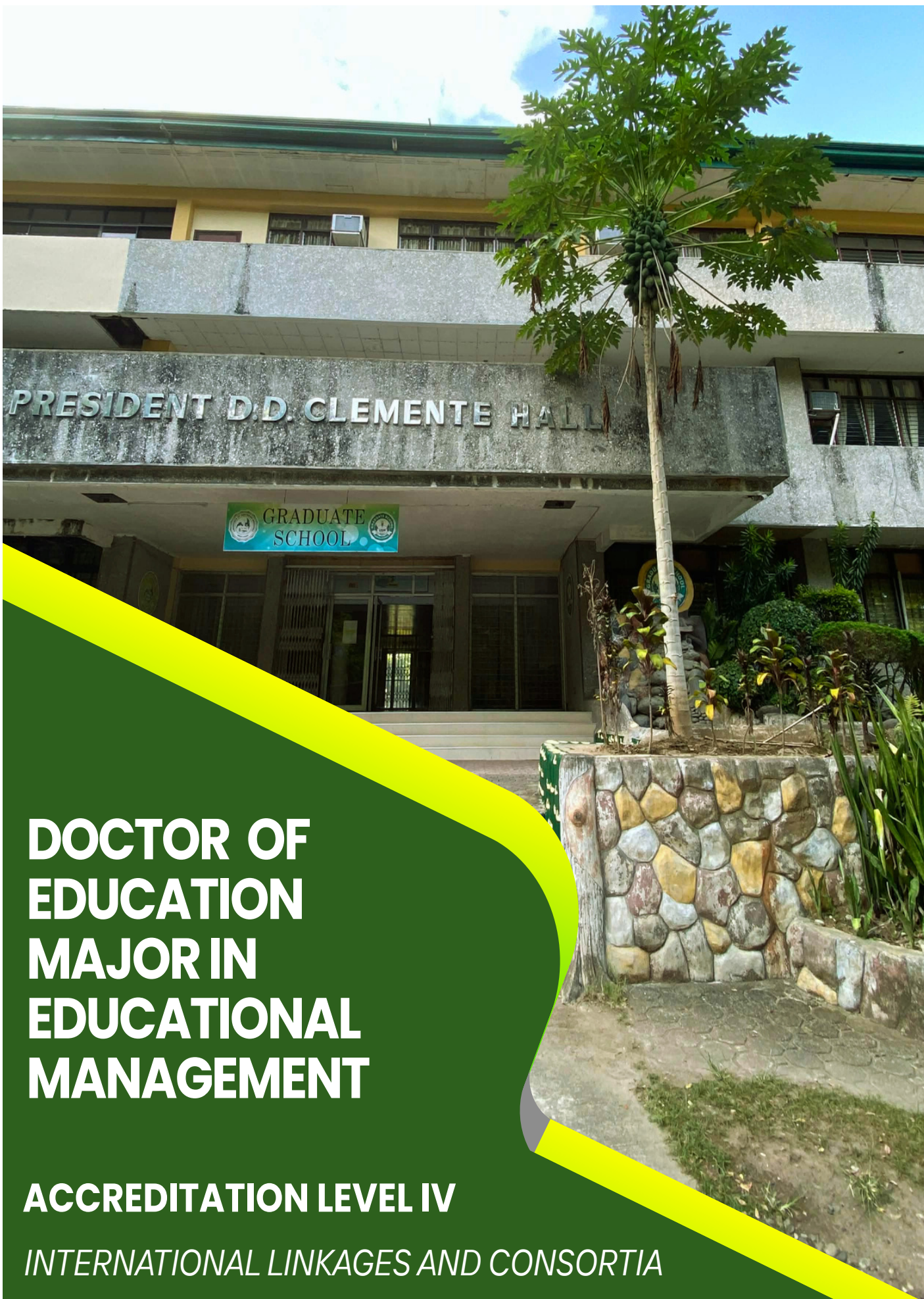




DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT

ACCREDITATION LEVEL IV

INTERNATIONAL LINKAGES AND CONSORTIA

UNIVERSITY OF SOUTHERN MINDANAO





University of Southern Mindanao
Graduate School



Doctor of Education Major in Educational Management

EXTENT OF COMPLIANCE IN AREA - INTERNATIONAL LINKAGES
& CONSORTIA

WITH THE TEAM RECOMMENDATIONS MADE IN THE LAST SURVEY VISIT

Recommendations	Action Taken	Degree of Compliance
1. Submit a Strategic Internationalization Program (SIP) detailing various activities for implementation in the Graduate School; which may include the following: Strategic Rational for Internationalization (IZN), Key Pillars of IZN, Strategic Goals, Success Indicators, Budget Justifications, Assessment and Monitoring. Activities may include curricular enhancement, faculty exchange, graduate student mobility, resource sharing, joint conduct or hosting of conferences, etc.	<i>The university has its UNIVERSITY OF SOUTHERN MINDANAO INTERNATIONALIZATION ROAD MAP AND STRATEGIC PLAN, Design Thinking + Futures Thinking for USM Internationalization where the Graduate School specifically the Doctor of Education – Educational Management is anchored upon.</i>	100%
2. Present a comprehensive report on the internationalization activities conducted/implemented by EdD-EM program with complete supporting documents (i.e. Activity/Training/Conference, proposal, Approval of Implementation, Sample Program, Invitation, Attendance Sheets, Certificates, etc.; Post Activity Report/Conference Proceeding, etc.; Post Activity Evaluation).	<i>There are documentations on internationalization initiatives and activities conducted by the Doctor of Education-Educational Management Program.</i>	100%
3. Prepare a policy paper to facilitate the monitoring and evaluation of linkages, consortia and collaborative partnerships to ascertain benefits derived by both parties; and results may also be used as bases in the renewal of MOAs and TORs.	<i>Aside from the Internationalization Roadmap and Strategic Plan which also contains concepts on how monitoring and evaluation shall be done, the EdD-EM has developed a policy paper related to this.</i>	100%

RECOMMENDATION NO. 1

Submit a Strategic Internationalization Program (SIP) detailing various activities for implementation in the Graduate School; which may include the following: Strategic Rational for Internationalization (IZN), Key Pillars of IZN, Strategic Goals, Success Indicators, Budget Justifications, Assessment and Monitoring. Activities may include curricular enhancement, faculty exchange, graduate student mobility, resource sharing, joint conduct or hosting of conferences, etc.

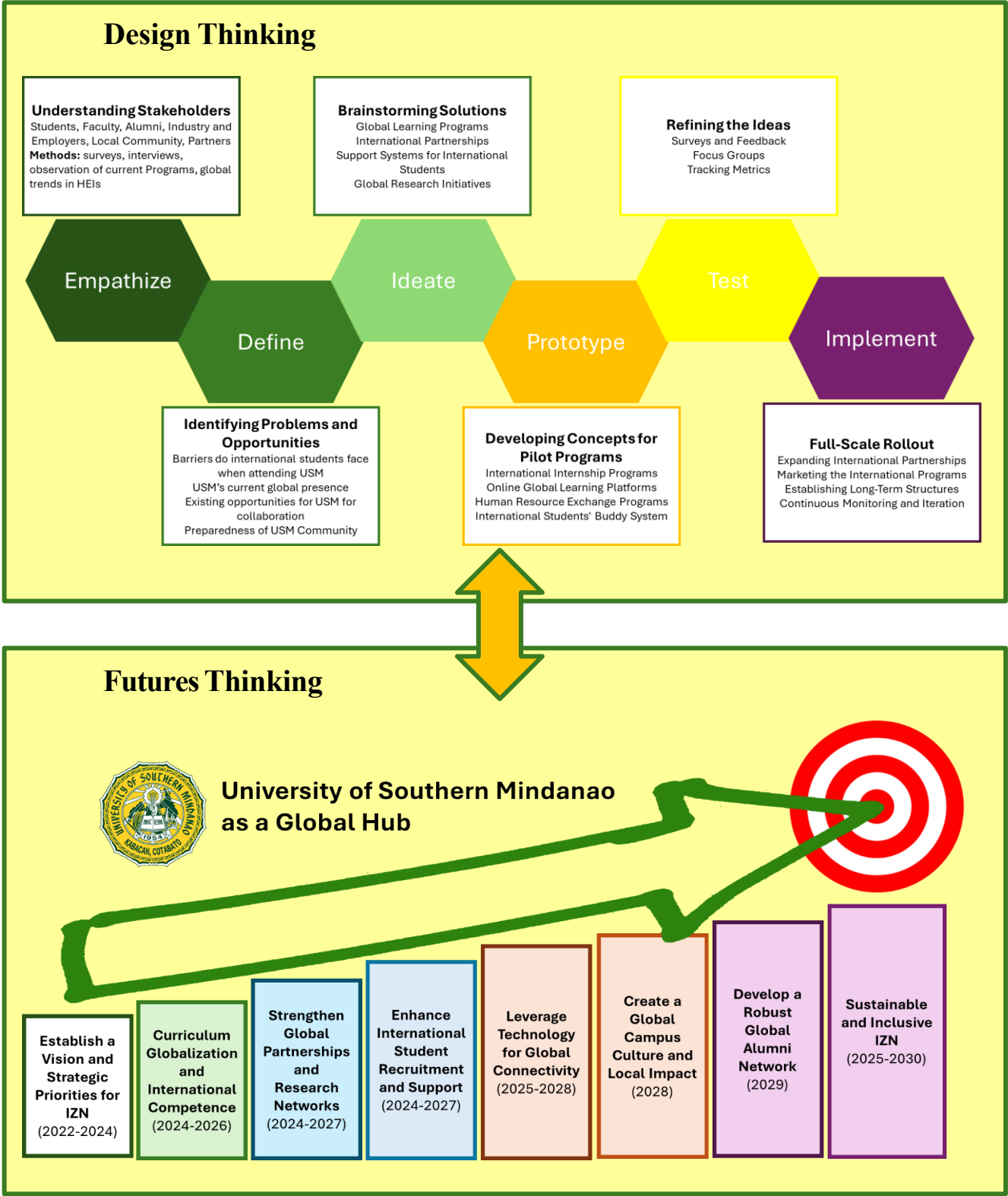
ACTION TAKEN:

The university has its UNIVERSITY OF SOUTHERN MINDANAO INTERNATIONALIZATION ROAD MAP AND STRATEGIC PLAN, Design Thinking + Futures Thinking for USM Internationalization where the Graduate School specifically the Doctor of Education major in Educational Management is anchored upon.



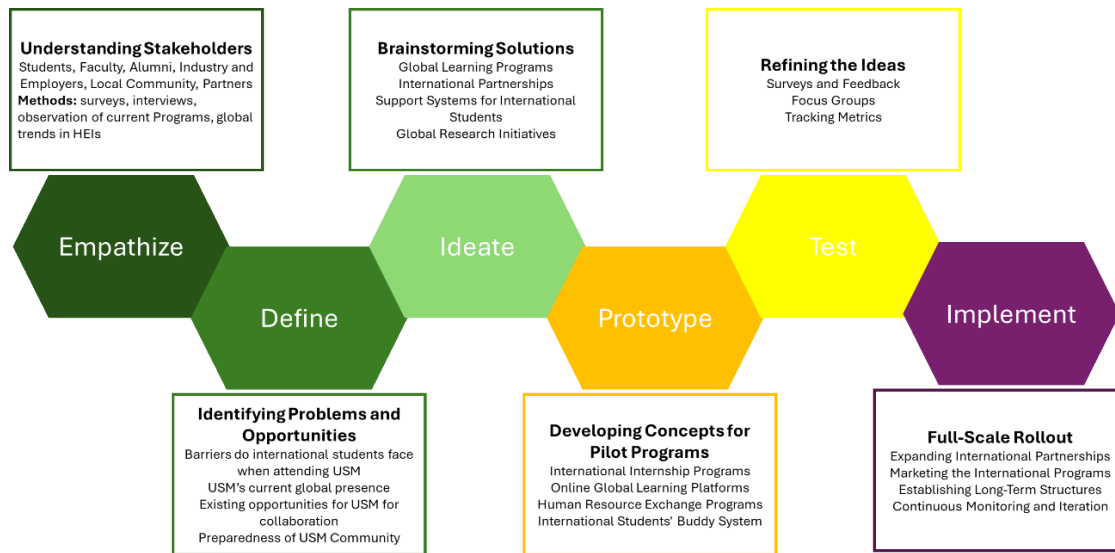
UNIVERSITY OF SOUTHERN MINDANAO INTERNATIONALIZATION ROAD MAP AND STRATEGIC PLAN

Design Thinking + Futures Thinking for USM Internationalization



Design Thinking for USM Internationalization

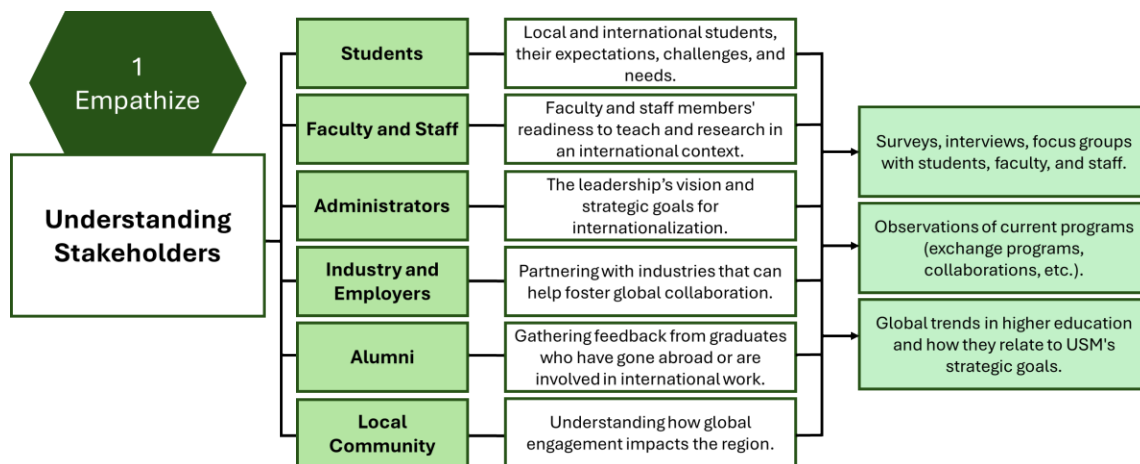
Design thinking is employed as a user-centered, creative problem-solving approach that can be highly effective for the internationalization process of a Higher Education Institution like the University of Southern Mindanao. Internationalization refers to integrating global perspectives into the University's instruction, research and development, extension or community engagement, and resource generation.



Design thinking framework for USM Internationalization.

Empathize – Understanding Stakeholders

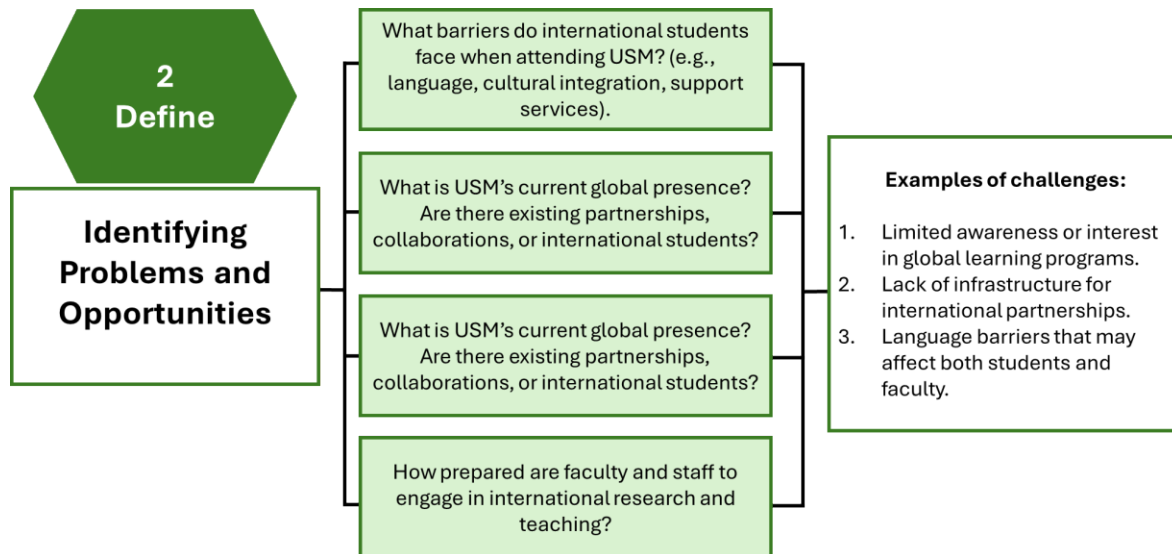
The first step includes gaining a deep understanding of the stakeholders to be involved in USM's internationalization process:



Empathize Stage of Design Thinking for USM Internationalization.

Define - Identifying Problems and Opportunities

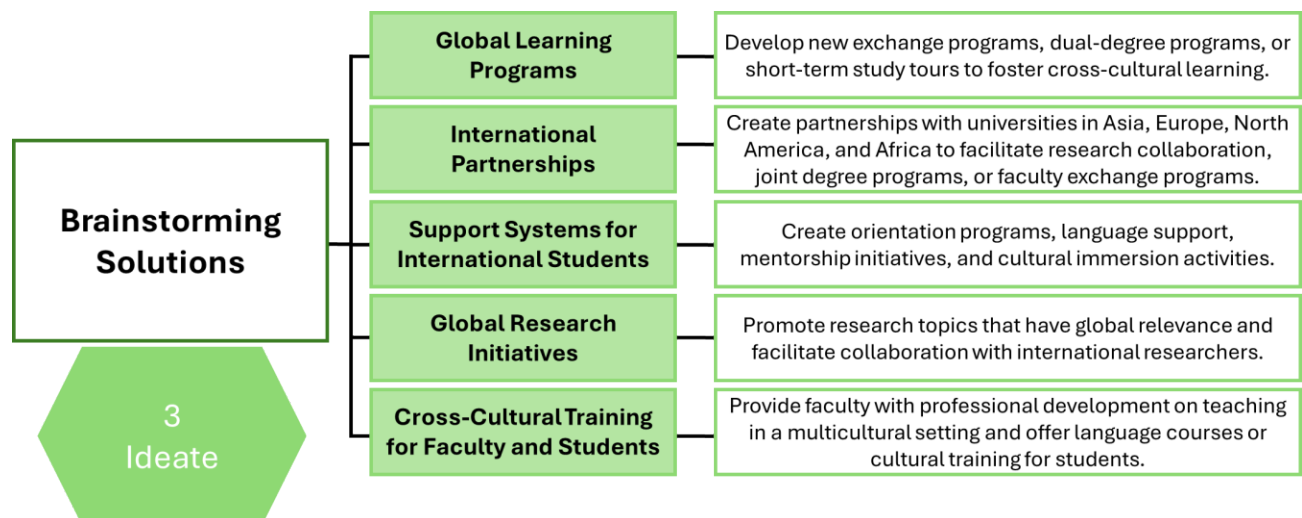
Based on the insights from the Empathize phase, you need to define the core problems and opportunities that USM faces in internationalization.



Define Stage of Design Thinking for USM Internationalization.

Ideate – Brainstorming Solutions

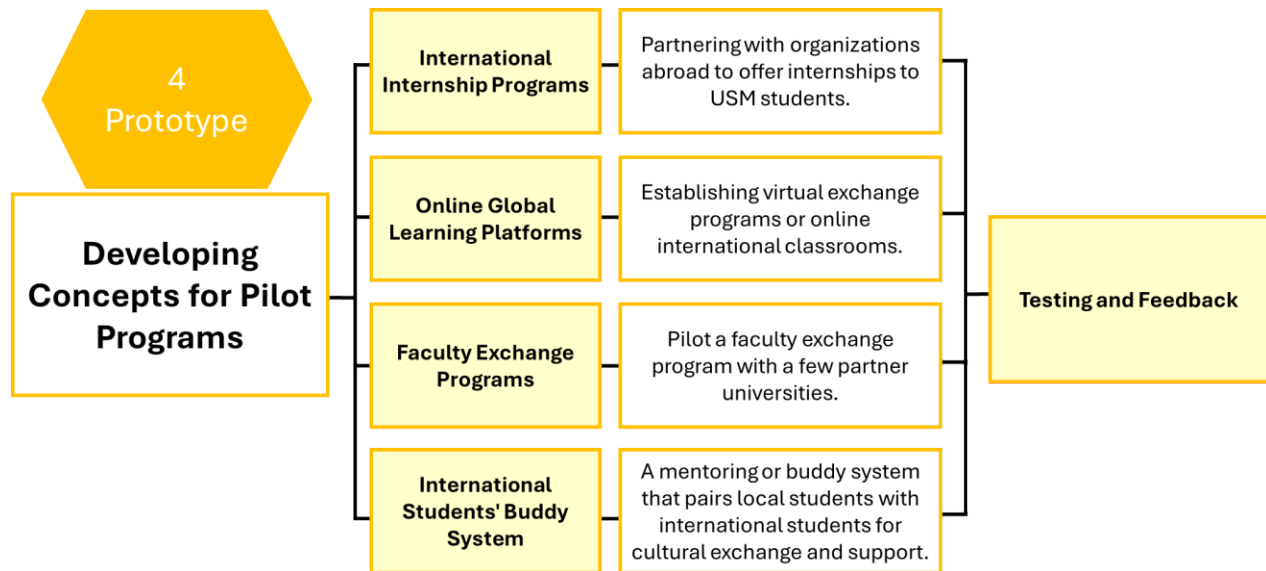
This is the stage where creative and innovative ideas for addressing the identified problems are generated. USM can engage stakeholders in brainstorming sessions to explore potential solutions.



Ideate Stage of Design Thinking for USM Internationalization.

Prototype - Developing Concepts for Pilot Programs

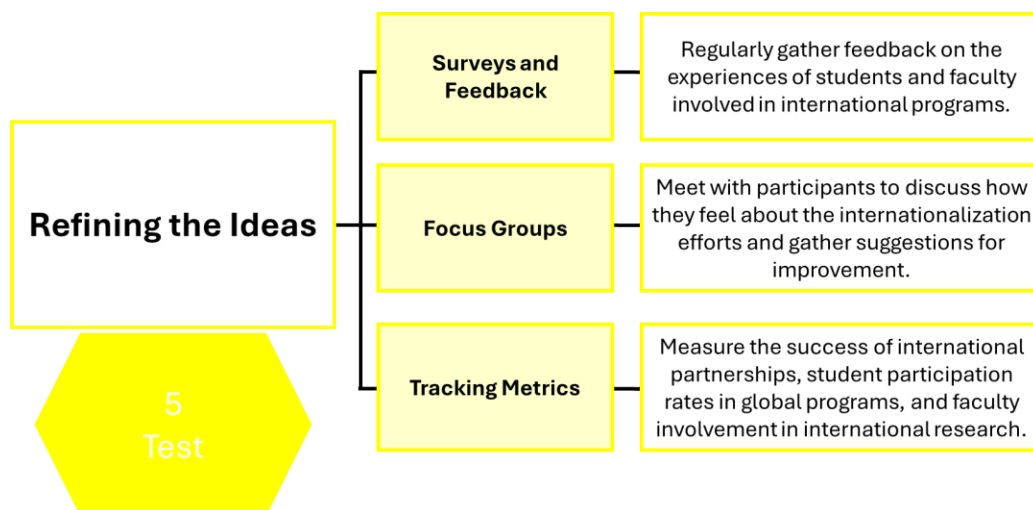
In this stage, USM develops low-cost, small-scale versions of the internationalization programs or initiatives that were brainstormed in the Ideate phase. These prototypes should be tested on a small scale and continuously refined based on feedback from users.



Prototype Stage of Design Thinking for USM Internationalization.

Test – Refining the Ideas

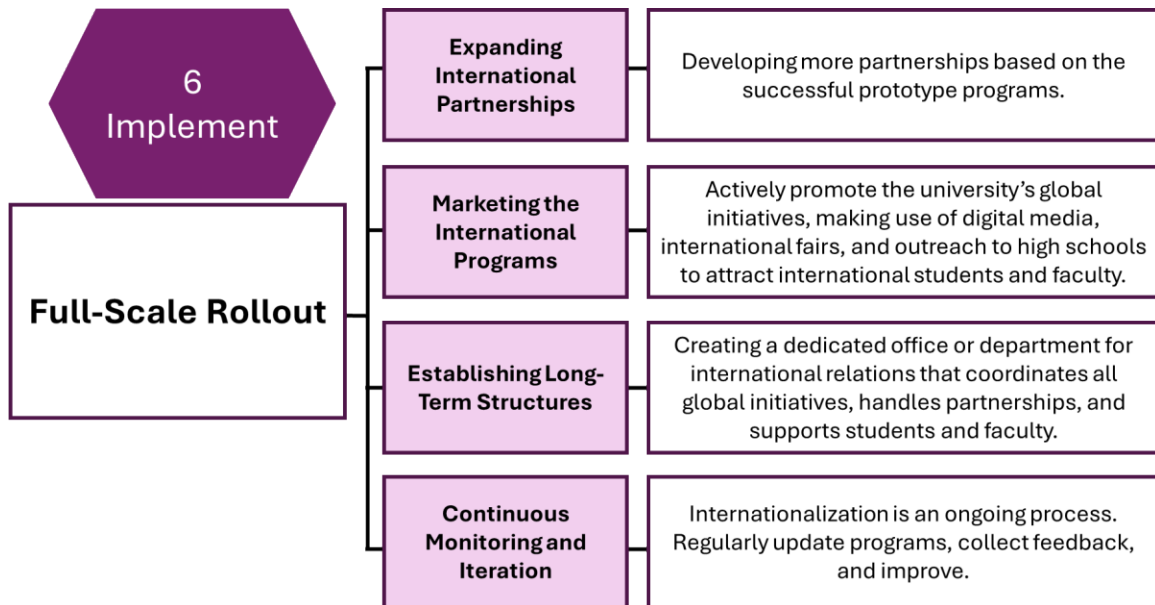
Once prototypes are launched, it's time to assess their effectiveness and refine them. Collect feedback from all stakeholders (students, faculty, international partners) to see if the programs are meeting their needs and expectations.



Test Stage of Design Thinking for USM Internationalization.

Implement – Full-Scale Rollout

After gathering feedback and refining prototypes, the final step is to scale up the successful initiatives.



Implement Stage of Design Thinking for USM Internationalization.

Futures Thinking for USM Internationalization

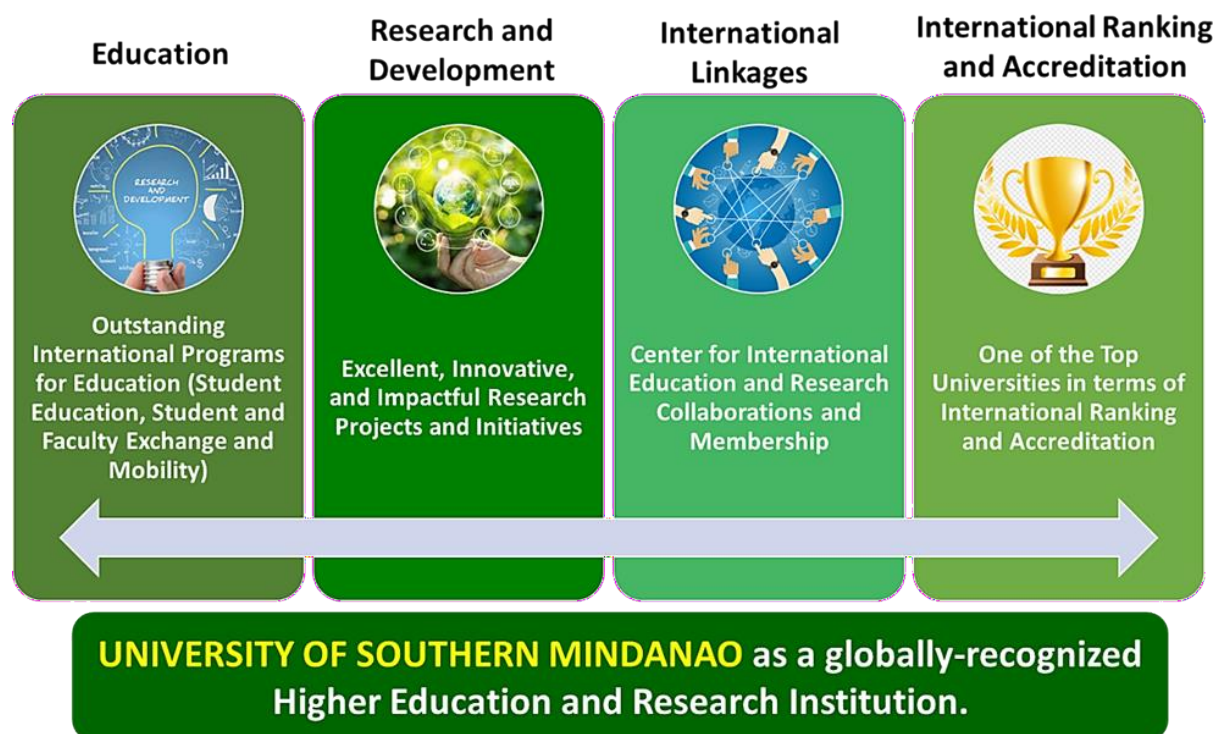
Plausible Futures for USM

The University of Southern Mindanao as a premier university envisions to be recognized as a globally recognized higher education and research institution. The internationalization initiatives of the University shall focus on education, research and development, collaboration through effective international linkages with foreign higher education and research institutions, and international ranking and accreditation of its undergraduate and postgraduate degree programs. I envision that USM will become a recognized HEI in terms of its international programs for education including student education, student and faculty exchange and mobility.

As a research university, internationalization will create an avenue for USM to become globally recognized in terms of excellent, innovative, and impactful research projects and initiatives. The University also will maintain its effective collaboration with international

institutions and envisions to be a center for international education and research. The established linkages of the University will be sustained, and new linkages will be formed through sharing of resources, manpower, and innovative technologies. Institutional membership to international organizations shall be encouraged as well. With increased web presence and impact of USM as an international higher education and research institution, the University will be recognized as one of the top universities in terms of global ranking and accreditation.

By 2030, The University of Southern Mindanao will become a globally recognized Higher Education and Research Institution.



Plausible future for University of Southern Mindanao as a globally-recognized higher education and research institution.

Future Thinking Strategy

2.2.2.1 Establish a Vision and Strategic Priorities for Internationalization

To establish a vision and strategic priorities for internationalization, this project considers two (2) aspects: 1) creation of a clear global vision and 2) establishing strategic focus areas (2024-2030). In creating a clear global vision, this project will develop a future-oriented vision for internationalization that aligns with USM's mission and values. This vision shall emphasize global engagement, research excellence, and community impact. USM shall envision itself a leader in global issues such as sustainable agriculture, climate change, peacebuilding, and rural development, particularly in Southeast Asia and the Mindanao Region. This vision also shall address Sustainable Development Goals. The Strategic Focus Area of USM shall include research excellence by becoming a regional and global leader in research in areas such as sustainable agriculture, disaster resilience, and cultural preservation. Through this project, USM shall also increase international student enrollment by at least 5-10%, focusing students from Southeast Asia.



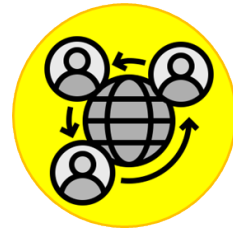
Curriculum Globalization and International Competence



This project will integrate global perspective into the curricula of both undergraduate and graduate degree programs of the University (2024-2026) by embedding international and global perspective across all disciplines. This is possible by developing specialized courses that focus on global sustainability, international development, and good health. In addition, USM can offer international case studies and cross-cultural learning opportunities. Global citizenship modules can be created that will challenge students to think critically about international issues and cultural differences.

Strengthen Global Partnerships and Research Networks

In strengthening global partnership and research networks, this project will develop strategic international collaborations (2024-2027) by establishing a set of targeted global partnerships with top universities, research centers, and organizations that complement the University's areas of expertise such as agriculture, biology, veterinary medicine, education, peace studies, and development. A priority will be given to institutions in the ASEAN region. Collaborations will focus on bilateral research collaborations and interdisciplinary projects. In addition, through this project, USM will be able to join Global Research Networks (2025-2030). The University could aim to be part of major international research networks or consortia, like those focused on climate resilience, biodiversity conservation, and agricultural innovation. These partnerships aim to increase the University's access to global research platforms, publications, and partnerships.



Enhance International Student Recruitment and Support



This project will develop a Global Recruitment Plan and Support (2024-2027) by crafting a comprehensive strategy for recruiting international students, including targeted outreach to ASEAN region. This plan shall include scholarship programs, international student services, study-abroad and exchange programs. This plan shall also take into consideration CMO No. 55 s. 2016, Republic Act 11448, and other existing laws and policies of relevant government agencies such as the Department of Foreign Affairs. This project will also promote the University's unique strengths by highlighting niche strengths such as agricultural science, biological sciences, veterinary medicine, education, engineering, and peacebuilding.

Leverage Technology for Global Connectivity

The University has already an existing Learning Management Platform, the USM Virtual Learning Education (USM-VLE) that can be utilized as a platform in developing online and hybrid programs (2024-2027). Enhancement of existing digital infrastructure will provide access to educational degree offerings by international students. One good example is the offering of Massive Open Online Courses (MOOCs), short-term certifications, and micro credentials. Through this project, virtual exchange programs can be expanded to allow students from around the world to take part in the University's programs without having to physically relocate.



Create a Global Campus Culture and Local Impact



Through this project, the University shall promote cultural exchange programs (2024-2026) to enhance cultural exchange initiatives that will allow students, faculty, and staff members to travel abroad for research internships and service learning. With this, reciprocal exchange programs shall be conducted where students, faculty, and staff members from partner institutions come to Mindanao to contribute to local communities, especially in the fields of agriculture, rural development, and peacebuilding. In addition, to attract international faculty members to the University, an International Faculty and Staff Development Program (2024-2027) shall be developed that will prepare faculty members for international collaboration. Faculty exchanges, mobility, and joint research initiatives with international institutions will increase the University's global visibility. USM can also pilot global initiatives that benefit local and global communities by positioning the University's local communities as laboratories for global development solutions.

Develop a Robust Alumni Network

This project shall promote global expansion of alumni relations (2029) by establishing an active global alumni network that will create a community of former students who can provide mentorship, career support, and investment. This alumni network could be instrumental in building partnerships for the University, provide internship and employment for current students, and organize international events and conferences to bring alumni together and promote collaboration with the University.



Sustainable and Inclusive Internationalization

In 2030, the University shall ensure sustainable international partnerships by prioritizing the creations of sustainable international partnerships that focus on long-term, mutually beneficial goals. These should include collaborative research. Exchange of best practices, and capacity building initiatives and programs that align with the United Nations Sustainable Development Goals.



Detailed Internationalization Strategy

This roadmap takes into account historical accomplishments, on-going projects, and future plans to sustain internationalization in the University. The following strategies are provided in each aspect of internationalization to determine the methods that work best given a particular timeline of activities. This is to ensure that targets are delivered effectively and in a timely manner. Deliverables will be reported periodically and presented to the Performance Management Team for evaluation.

International Accreditation and University Ranking

Internationalization Aspect	Methods/Plans/Strategy	Year								
		2022	2023	2024	2025	2026	2027	2028	2026	2030
1. QS University Ranking	✓ Increase the ranking of USM in QS University Ranking ✓ Increase the overall QS stars to three (3) or better ✓ Sustain areas with 3 stars (academic development) and 4 stars (facilities) ✓ Develop strategies for the improvement of QS stars for areas on teaching, employability, internationalization, research, online learning, subject tracking, program strength, arts, and culture, innovation, social responsibility, and inclusiveness.	✓	✓	✓	✓	✓	✓	✓	✓	✓
2. QS Asia University Rankings	✓ Improve ranking of USM ✓ Develop strategies for the improvement of QS Asia University Rankings for areas on teaching, employability, internationalization, research, online learning, subject tracking, program strength, arts, and culture, innovation, social responsibility, and inclusiveness.			✓	✓	✓	✓	✓	✓	✓
3. Webometrics and EduRank	✓ Improve the ranking of USM (top 30 in 2022 onwards) in terms of online visibility ✓ Review indicators and methodology for the 2022 evaluation onwards ✓ Improve and sustain the rank of the University	✓	✓	✓	✓	✓	✓	✓	✓	✓
4. Zairi's International Excellence Awards (Research Excellence Award)	✓ To be shortlisted and eventually considered for Research Excellence Award ✓ Improve research impact and productivity ✓ Crafting and submission of research proposals that are innovative, state-of-the-art, novel, and impactful	✓	✓	✓	✓	✓	✓	✓	✓	✓
5. World University Ranking for Innovation (WURI)	✓ To qualify for World University Ranking for Innovation (WURI) ✓ Review indicators and methodology of WURI		✓	✓	✓	✓	✓	✓	✓	✓
6. Times Higher Education World University Rankings	✓ To qualify for Times Higher Education World University Rankings ✓ Review indicators and methodology of THE		✓	✓	✓	✓	✓	✓	✓	✓

Internationalization Aspect	Methods/Plans/Strategy	Year								
		2022	2023	2024	2025	2026	2027	2028	2026	2030
7. International University Accreditation (Accreditation Service for International Schools, Colleges, and Universities or ASIC) (UK-based)	✓ To be the first ASIC-accredited university in the Philippines ✓ Review the areas to be evaluated, methods of evaluation, accreditation fee, etc. ✓ Coordinate with the University Quality Assurance Office			✓	✓	✓	✓	✓	✓	✓
8. Other program-based international accreditation	To qualify for program-based international accreditation for STEAM degree programs				✓	✓	✓	✓	✓	✓

Education-related Activities for Internationalization

Internationalization Aspect	Methods/Plans/Strategy	Year								
		2022	2023	2024	2025	2026	2027	2028	2026	2030
1. Admission/ Enrollment of International Students	✓ Admit international students to the University's undergraduate and postgraduate degree programs ✓ Harmonize policies on education-related matters/international student admission/enrollment	✓	✓	✓	✓	✓	✓	✓	✓	✓
2. Student exchange and mobility	✓ Adopt existing mechanisms on student mobility and exchange (e.g. Erasmus Mundus) and evaluate applicable provisions to USM ✓ Explore the possibility of offering dual degree programs with partner HEIs; preliminarily evaluate degree programs with potential for dual degree programs (setting of criteria such as accreditation level, COE/COD status, etc)			✓	✓	✓	✓	✓	✓	✓
3. Faculty Exchange and Mobility	✓ Adopt existing mechanisms on faculty mobility and exchange (e.g. Erasmus Mundus) and evaluate applicable provisions to USM ✓ Consider formulation of policies on international professorship (compensation, accommodation, etc.)			✓	✓	✓	✓	✓	✓	✓

Internationalization Aspect	Methods/Plans/Strategy	Year								
		2022	2023	2024	2025	2026	2027	2028	2026	2030
4. Personnel (Faculty, Academic Staff, Administrators) and Student Development Programs and Training	✓ Encourage faculty members to pursue post-graduate education in international higher education institutions.	✓	✓	✓	✓	✓	✓	✓	✓	✓
	✓ Provision of funding support for international seminars, trainings, workshops.	✓	✓	✓	✓	✓	✓	✓	✓	✓
	✓ Attendance of administrators, faculty, staff, students to international conferences, trainings, workshops, fora, etc. for potential collaboration, improvement of teaching and learning strategies, curriculum design and revision, and degree program offering.	✓	✓	✓	✓	✓	✓	✓	✓	✓
5. Curriculum Design for International Students	✓ Benchmark on best practices of Higher Education Institutions in the Philippines and abroad.	✓	✓	✓	✓	✓	✓	✓	✓	✓
	✓ Harmonize curriculum of identified degree programs with potential for internationalization (student admission, mobility)			✓	✓	✓	✓	✓	✓	✓
	✓ Explore the possibility of inter-university offering of degree programs for transnational education (TNE)			✓	✓	✓	✓	✓	✓	✓

Research, Development, and Extension

Internationalization Aspect	Methods/Plans/Strategy	Year								
		2022	2023	2024	2025	2026	2027	2028	2026	2030
1. Increasing research impact and productivity of USM research force	✓ Improve online visibility of USM research productivity and impact through creation of Google Scholar, ResearchGate, ORCID accounts	✓	✓	✓	✓	✓	✓	✓	✓	✓
	✓ Provision of incentives for international publication (WOS, Scopus-indexed) journals and patents	✓	✓	✓	✓	✓	✓	✓	✓	✓
2. Research and Extension Linkage	✓ Revisit MOA/MOUs with international linkages to revive collaborations with these institutions	✓	✓	✓						
3. Researcher exchange and mobility	✓ Collaborate with international linkages for possible exchange or mobility of researchers especially on skills improvement/ capability-building.	✓	✓	✓	✓	✓	✓	✓	✓	✓
	✓ Adopt researcher mobility or exchange mechanisms and best practices of other HEIs			✓	✓	✓	✓	✓	✓	✓

2. International Association of Universities (IAU) Note: USM is NOT yet a member 3,100 euros (middle income country with more than 10000 students) annually	✓ Improve on the university's profile to be listed as a member HEI ✓ Allocation of budget for membership			✓						
				✓	✓	✓	✓	✓	✓	✓

**Strategic Internationalization Plan (SIP) Doctor of Education
major in Educational Management (EdD-EM)
Graduate School, University of Southern Mindanao (USM)**

I. Strategic Rationale for Internationalization

The **Doctor of Education major in Educational Management (EdD-EM)** program at the University of Southern Mindanao (USM) Graduate School is a premier training ground for advanced school heads, superintendents, and higher education leaders in the region. Internationalizing this specific program transitions local school governance toward **global standards of institutional leadership, educational policy, and curriculum management**.

This internationalization framework addresses several critical strategic priorities:

- **Upgrading Leadership Competencies:** As the Department of Education (DepEd) and Commission on Higher Education (CHED) align local frameworks with regional policies like the ASEAN Qualifications Reference Framework (AQRf), USM's doctoral scholars must master comparative educational systems to manage schools effectively in a borderless academic landscape. **Contextualizing Global Management Trends:** Through initiatives like USM's International Webinar series on Global Trends in Educational Leadership, the EdD-EM program actively integrates modern concepts of governance, infrastructure management, and inclusive education.
- **Strengthening Community-Driven Policy Innovation:** Grounded in Southern Philippines' unique socio-cultural realities, cross-border academic exposure enables USM's educational leaders to develop culture-sensitive, globally competitive policies that directly enhance institutional administration.

II. Strategic Goals

To implement international standards, the EdD-EM program anchors its internationalization actions across five targeted operational areas:

Goal 1: Curricular Enhancement and Global Comparative Benchmarking

To formally update the EdD-EM curriculum by integrating global leadership models, comparative education policies, and international quality assurance metrics.

- *Key Activities:* Undertaking structured syllabus audits; introducing a dedicated course or module embedding standardized international case studies into existing administration modules.

Goal 2: Bi-Directional Faculty Exchange and Expert Co-Teaching

To enhance the international research profile and teaching strategies of the doctoral faculty.

- *Key Activities:* Implementing visiting professor arrangements with international partner universities (e.g., higher education institutions in Thailand or other ASEAN nations) for specialized modular lecturing; conducting virtual co-teaching sessions via institutional video conferencing platforms.

Goal 3: Targeted Graduate Student Mobility and Action Research

To expose USM educational management candidates to global administrative landscapes to enhance their dissertation and action-research methodologies.

- *Key Activities:* Organizing brief benchmarking visits to foreign K-12 and higher education hubs; driving outbound presentations of advanced management studies at international education symposia; conducting cross-border virtual student fora.

Goal 4: Resource Sharing and Policy Research Infrastructure Linkages

To eliminate resource boundaries by connecting doctoral researchers with international literature libraries, digital education databases, and specialized policy think tanks.

- *Key Activities:* Establishing mutual access pipelines to digital library networks of foreign partner HEIs; integrating collaborative online repositories for cross-border research on educational management trends.

- Goal 5: Joint Execution of High-Impact International Conferences on Leadership**
To position the USM Graduate School as a distinct regional champion for scholarly discourse on school administration and governance.
- *Key Activities:* Hosting co-branded international educational leadership conferences; compiling and processing peer-reviewed abstract entries into Scopus- or Web of Science-indexed publications.

III. Success Indicators (Key Performance Indicators)
The development of the EdD-EM internationalization framework will be measured quantitatively and qualitatively through the following KPIs:

Strategic Area	Measurable Success Indicators (KPIs)
Curricular Enhancement	• EdD-EM courses updated to explicitly incorporate international benchmarking and comparative policy frameworks. • Formalized integration of at least 1 global component in the program’s qualifying or comprehensive exam guidelines.
Faculty Exchange	• At least 2 international visiting professors actively co-delivering or lecturing in modular courses per academic year. • 25% of core EdD-EM faculty participating in specialized global leadership training seminars.
Graduate Student Mobility	• Minimum of 2 doctoral candidates annually presenting educational management research at recognized international conferences. • 25% of dissertation scholars utilizing verified cross-cultural or international comparative frameworks.
Resource Sharing	• At least 1 joint research projects published annually by combined USM and foreign partner faculty networks.
Joint Conferences	• Successful hosting of one International Conference on Educational Governance and Leadership. • At least 2 research papers authored by EdD-EM students or faculty accepted into international peer-reviewed journals per year.

IV. Budget Justifications
Achieving the internationalization milestones of this doctoral program requires highly targeted and defensible fiscal management:

- **Mobility Endowments (Faculty & Student Mobility):** Allocations will fund subsidy for registration fees for doctoral students presenting research abroad.
- **Curriculum Alignment Workshops (Curricular Enhancement):** Budget allocations are required to facilitate specialized workshops, curriculum-mapping focus groups, and to engage international educational quality consultants to ensure the EdD-EM program achieves top-tier regional certifications.
- **Collaborative Infrastructure & Digital Subscriptions (Resource Sharing):** Capital will be utilized to secure institutional licenses for high-tier video conferencing systems, shared database portals, and subscriptions to global publication indices (such as peer-reviewed or Scopus) to sustain research partnerships.
- **Symposium & Publication Subsidies (Joint Conferences):** Financial backing will be dedicated to funding the structural setup of international leadership conferences, hosting digital abstract portals, and providing publication subsidies for outstanding student dissertations transitioning into peer-reviewed journals.

V. Assessment and Monitoring
To maintain strict operational quality and counteract known structural barriers such as disjointed policies or slow document routing the assessment will be driven systematically:

1. **Annual Program Audits:** The EdD-EM Program Head in coordination with the USM Office of International Affairs (OIA), will submit annual verification reports monitoring active Memorandums of Understanding (MOUs), syllabus adjustments, and joint publication metrics.
2. **Mid-Cycle KPI Evaluation:** Every two years, the Graduate School Performance Management Team will execute a comprehensive internal audit to match actual outcomes directly against the targets set in the Success Indicators table. This review allows the administration to realign funds to bolster lagging components.
3. **Stakeholder Impact Surveys:** Feedback instruments will be deployed at the end of every year to gather data from participating doctoral candidates, local school heads, and inbound international faculty regarding the quality of collaborative initiatives.

RECOMMENDATION NO. 2

2. Present a comprehensive report on the internationalization activities conducted/implemented by EdD-EM program with complete supporting documents (i.e. Activity/Training/Conference, proposal, Approval of Implementation, Sample Program, Invitation, Attendance Sheets, Certificates, etc.; Post Activity Report/Conference Proceeding, etc.; Post Activity Evaluation).

ACTION TAKEN:

There are documentations on internationalization initiatives and activities conducted by the Doctor of Education-Educational Management Program.

Letter approved by the President Jonald L. Pimentel, PhD for the conduct of webinar with International speakers jointly sponsored and organized by MAED-Educational Management, EdD-Educational Management, MALT-English and PhD in Education major in Applied Linguistics



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REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO



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April 14, 2026 09:07:17 AM
Requisitioner: **GS/EIMER ESTILLOSO**
Type: **Communication Letter (Internal)**

April 13, 2026

GS

JONALD L. PIMENTEL, PhD
SUC President IV
This University

Dear Sir:

Greetings!

As part of its continuing efforts to strengthen the University's research culture and expand local and international academic engagement, the Graduate School has organized a seminar on research on May 7, 2026 at the GS Hall. The activity will feature three distinguished speakers: Dr. Safary Wa-Mbaleka of Andrews University in Michigan, USA and Dr. Prema Gaikwad of Adventist International Institute of Advanced Studies(AIIAS), Philippines for the morning session and Dr. Brandon N. Obenza of Mindanao State University in General Santos City for the afternoon session.

The seminar is jointly sponsored by the following programs as part of their academic linkages: MAED in Educational Management, EdD in Educational Management, MALT-English, and PhD in Education major in Applied Linguistics. The seminar aims to enhance the research competencies of the graduate school students and faculty members while fostering scholarly collaboration.

To support the operational requirements of the activity, the Graduate School shall collect a registration fee of Five Hundred Pesos (P500.00) from interested students and faculty participants. The amount will cover essential seminar expenses and provision of two snacks servings and one lunch during the activity.

In this regard, we respectfully seek your approval to proceed with said seminar. We assure you that all necessary preparation and coordination will be undertaken to ensure its successful conduct.

Thank you for your continued support.

Sincerely,

EIMER M. ESTILLOSO, EdD
Dean, Graduate School

APPROVED


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



USM GRADUATE SCHOOL

MEET OUR SPEAKER

"QUALITATIVE RESEARCH METHODS AND DATA
ANALYSIS TRENDS"

SAFARY WA-MBALEKA

Dr. Safary Wa-Mbaleka is an American scholar and qualitative research expert who has taught and held leadership roles in universities across the USA, Philippines, Africa, and Puerto Rico. He holds three doctorates, including specializations in applied linguistics, online education, and qualitative research, and is widely recognized for his global contributions through numerous seminars, publications, and presentations in over 20 countries. He is the founding president of the Asian Qualitative Research Association (AQRA) and currently serves as a global Research and Evaluation Manager while teaching as an adjunct faculty at Andrews University.



REGISTER NOW

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USM GRADUATE SCHOOL

MEET OUR SPEAKER

" TRANSFORMATIVE QUALITATIVE INQUIRY "

PREMA GAIKWAD

Dr. Prema Gaikwad is a professor of curriculum and instruction at the Education Department of Allias Graduate School and earned her doctorate from Andrews University, Michigan. With over 50 years of teaching experience, she has served as a secondary math and physics teacher and later as a professor in India and at Allias. Her expertise includes qualitative research, teaching processes, inclusive and online instruction, and integration of faith and learning, supported by extensive international presentations and scholarly publications.



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PUBLICATION PROCESS"

BRANDON O BENZA

Dr. Brandon Obenza is a licensed professional teacher and multidisciplinary researcher with a PhD in Education (Applied Linguistics), complemented by advanced training in research, ethics, and applied statistics. He serves as Associate Professor V at Mindanao State University-General Santos City and as a graduate faculty member at the University of the Immaculate Conception. He is actively engaged in research and scholarly publishing, holding memberships and editorial roles in several international journals, including serving as Editor-in-Chief and Managing Editor of reputable academic publications.



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Republic of the Philippines
University of Southern Mindanao

GRADUATE SCHOOL

Kabacan, Cotabato

INTERNATIONAL SEMINAR ON RESEARCH

GUEST SPEAKERS



DR. SAFARY WA-MBALEKA

Professor
Andrews University,
Michigan, USA



DR. PREMA GAIKWAD

Professor
Adventist International
Institute of Advanced Studies



DR. BRANDON OBENZA

Associate Professor
Mindanao State
University-Gensan

**Theme: Leveraging Research for the Advancement of
Scholarly Knowledge and Academic Dissemination**

MAY 07, 2026

Event starts at 7:00AM

GS HALL

D.D. Clemente Building

REGISTER NOW!



USM Graduate School

Graduate School Conducts International Seminar on Research

Anchored on the theme, “Leveraging Research for the Advancement of Scholarly Knowledge and Academic Dissemination,” the Graduate School conducted an International Seminar on Research on May 7, 2026, at the GS Hall, D.D. Clemente Building. The activity gathered 92 participants composed of graduate students, faculty members, and educators from various programs and institutions.

The seminar featured three distinguished guest speakers. Dr. Safary Wa-Mbaleka discussed qualitative research methods and current trends in data analysis. Dr. Prema Gaikwad delivered a lecture on transformative qualitative inquiry, emphasizing the role of research in social transformation and meaningful engagement. Meanwhile, Dr. Brandon N. Obenza discussed the preparation of publishable papers and the publication process.

The activity aimed to strengthen participants’ research capabilities, promote scholarly engagement, and encourage academic dissemination and publication.









REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
GRADUATE SCHOOL
KABACAN, COTABATO

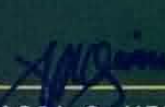


CERTIFICATE OF PARTICIPATION

IS PRESENTED TO

for his/her active participation during the **International Seminar on Research** with the theme " Leveraging Research for the Advancement of Scholarly Knowledge and Academic Dissemination.

Given this 7th day of May 2026 at the University of Southern Mindanao,
Kabacan, Cotabato.


MIRASOL C. VERONA
SEMINAR COORDINATOR


EIMER M. ESTILLOSO
DEAN, GRADUATE SCHOOL

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**Memorandum of Agreement between the University of Southern Mindanao (USM) and
Muban Chombueng Rajabhat University, Ratchaburi, Thailand for Education-related
undertakings**



MEMORANDUM OF AGREEMENT
Between
UNIVERSITY OF SOUTHERN MINDANAO (USM) and MUBAN CHOMBUENG
COLLEGE OF RAJABHAT UNIVERSITY (MCRU)

This Memorandum of Agreement is made and entered into by and between:

UNIVERSITY OF SOUTHERN MINDANAO (USM), with principal office address at Bai Matabay Plang Avenue, Kabacan, Cotabato located in Kabacan Philippines, represented herein by its University President, **JONALD PIMENTEL, PhD**, hereinafter referred to as the **FIRST PARTY**;

and

MUBAN CHOMBUENG RAJABHAT UNIVERSITY (MCRU), located in Chombueng Subdistrict, Chombueng District, Ratchaburi Province, Thailand, represented herein by its Dean, **KRIANGWUT NILACUPT, PhD**, as the **SECOND PARTY**.

Collectively, hereinafter referred to as "**PARTIES**".

WITNESSETH:

WHEREAS, the purpose of this MOA is to establish a formal agreement for the conduct of the International Experiential Classroom Observation and Cultural Exchange Program, which aims to:

- a. Provide USM students with firsthand observation of classroom practices at MCRU,
- b. Facilitate brief cultural-sharing activities to foster cross-cultural understanding.
- c. Strengthen academic cooperation and partnership between the institutions; and
- d. Support the internationalization efforts of both universities.

WHEREAS, the **PARTIES** agree that the program will:

- a. Enable USM students to observe teaching methods, classroom management, and learner engagement
- b. Provide opportunities for USM students to present aspects of their home country's culture
- c. Foster mutual understanding and intercultural learning
- d. Prepare students for future teaching and professional roles.

WHEREAS, the collaboration includes, but is not limited to:

1. A two-week exposure and observation program for students and teachers related to teaching methodologies and academic practices.
2. Exchange of faculty members and students for lectures, seminars, discussions, and cultural activities.
3. Joint collaboration in the development of programs and learning content.
4. Joint research and development in areas of common interest.
5. Scheduling classroom observation sessions in selected courses or departments at MCRU.
6. Organizing campus orientation and cultural exchange activities.
7. Designating coordinators or faculty supervisors from both institutions.
8. Coordinating schedules, learning objectives, and observation guidelines.
9. Sharing reports, documentation, and evaluation outcomes.

NOW, THEREFORE, for and in consideration of the foregoing premises the **PARTIES** hereby agree as follows:

I. Responsibilities of UNIVERSITY OF SOUTHERN MINDANAO

- a. Select and endorse participating students and accompanying faculty.
- b. Ensure that faculty and students comply with the necessary requirements for international educational trips as stipulated in CMO No. 26, s. 2015.
- c. Ensure students observe professional and ethical standards.
- d. Ensure students submit reflective reports and documentation after program completion.
- e. Provide venue for presentation of faculty lectures, seminars, discussions, and cultural activities.
- f. Cover travel expenses of the Dean and this program's Coordinator, subject to availability of funds, and approval of the University President.

II. Responsibilities of MUBAN CHOMBUENG RAJABHAT UNIVERSITY

- a. Provide access to classrooms, resources, and campus facilities.
- b. Arrange cultural orientation sessions and supervise student activities.
- c. Provide certification or official confirmation of participation upon program completion.
- d. Provide venue for presentation of faculty lectures, seminars, discussions, and cultural activities.

III. FINANCIAL ARRANGEMENTS

Unless otherwise agreed in writing, each **PARTY** shall bear its own costs and expenses arising from the program. Further, the **PARTIES** represent and warrant that the financial/ transactions and management arising from this Agreement comply with applicable respective national laws, rules and regulation on accounting

IV. PROJECT LOCATION AND IMPLEMENTATION

This International Experiential Classroom Observation and Cultural Exchange Program will be held in Muban Chombueng Rajabhat University (MCRU), located in Chombueng Subdistrict, Chombueng District, Ratchaburi province, Thailand.

V. DISPUTE RESOLUTION

Any dispute arising from this MOA shall be resolved amicably through mutual consultation and discussion and resolution between the PARTIES.

VI. CERTIFICATION

The University of Southern Mindanao shall provide official certification and approval of the program through its administrative processes.

VII. RELATIONSHIP

Nothing in this MOA shall be deemed or constructed to create joint venture, agency or partnership between PARTIES and its directors, officers, agents and students. Neither PARTY shall have any authority to incur any obligations on behalf of the other PARTY or to make any promises, representation or agreement of any nature on behalf of the other PARTY.

VIII. COMMITMENT TO SAFE SPACE

Both PARTIES agree to provide additional precautions and measures to prevent gender-based sexual harassment to the students.

IX. LEGAL EFFECT

This MOA is binding on both Parties and defines the obligations and responsibilities for the implementation of the program. It incorporates the stipulations agreed upon in the prior Memorandum of Understanding (MOU) and translates them into enforceable commitments.

X. AMENDMENT

This MOA may only be amended or modified through a written agreement signed by both PARTIES.

XI. CONFIDENTIALITY AND DATA PRIVACY

The PARTIES shall implement and maintain appropriate technical and organizational measures to protect the security and confidentiality of any personal data processed or handled under this agreement. Both PARTIES shall comply with all applicable data protection and privacy laws, rules and regulations.

XII. REVIEW, EFFECTIVITY, AND TERMINATION

This MOA shall take effect upon signing and remain valid for five (5) years, unless terminated earlier by either PARTY through thirty (30) days written notice. This Agreement shall be subject to review by both Parties at the end of every school year.

IN WITNESS WHEREOF, the Parties have hereunto affixed their signatures this _____ day of _____, 20____, at the Province of _____, Philippines.

University of Southern Mindanao
Represented by: _____

Jonald L. Pimentel, Ph.D.
SUC President IV

Valid ID No. _____

Muban Chombueng Rajabhat University

Represented by: _____

Kriangwit Nilacupt, Ph.D.
Dean, Faculty of Education

Valid ID No. _____

Signed in the presence of:

Leorence C. Tandog, Ph.D.
Vice President for Academic Affairs
Valid ID No. _____

Ma. Leslie C. Sales, Ed.D.
Dean, College of Education
Valid ID No. _____

Inthira Kuesanor, Ph.D.
Associate Dean, Faculty of Education
Muban Chombueng Rajabhat University
Valid ID No. _____

Tawan Phimpheh, M.A.
Lecturer, Faculty of Education
Muban Chombueng Rajabhat University
Valid ID No. _____

ACKNOWLEDGMENT

Republic of the Philippines: _____

Province of Cotabato: _____

Municipality of Kabacan: _____

BEFORE ME, this APR 28 2026 in Kabacan, Cotabato, personally appeared the following persons with their respective competent evidence of identity; thus:

Name	Valid ID	Issued By

both known to me to be same persons who executed the foregoing instrument consisting of FOUR (4) pages including this page and they acknowledged to me that the same is their own voluntary act and deed.

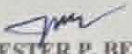
WITNESS MY HAND AND SEAL at the place and on the date first above written

Doc. No. NY
Page No. 30
Book No. LVI
Series of 2026



REGENERICK L. BENITO
NOTARY Public for the Province of Cotabato
Valid Until December 31, 2026
Notarial Commission No. 01-2025
PTR No. 4379824/01-07-26/ Amas, Kidapawan City
INP D.R. No. 563735/12-08-25/North Cotabato Chapter
Ref. No. 46786

Letter approved by the President Jonald L. Pimentel, PhD for the conduct of webinar with speakers Coming from Muban Chombueng Rajabhat University and a Director (Schools Division Superintendent in Philippine context) organized by EdD-Educational Management Students

 Republic of the Philippines UNIVERSITY OF SOUTHERN MINDANAO Kabacan, Cotabato Email: gradschool@usm.edu.ph GRADUATE SCHOOL	
July 21, 2026 JONALD L. PIMENTEL, PhD SUC President IV University of Southern Mindanao Thru: LEORENCE C. TANDOG, PhD Vice President for Academic Affairs Dear Sir: Greetings! I am writing on behalf of the Doctor of Education major in Educational Management program under the Graduate School to respectfully request to conduct an international webinar with the theme "Global Trends in Educational Leadership: Steering Schools for Effective Governance, Infrastructure Support and Quality Learning". This will be conducted on July 25, 2026 from 9:00 AM to 12:00 NN. We will request the UICTO to setup an online platform for this purpose. The expected participants of this webinar are Doctor of Education students, educational leaders, school heads and teachers. We will charge Php200.00 for the participants to cover the resource persons honorarium and certificate. This is in line with our initiatives for internationalization of our EdD program and in response to the Memorandum of Agreement between the University of Southern Mindanao and Muban Chombueng Rajabhat University, Ratchaburi, Thailand. The speakers in this webinar are three experts in Educational Leadership from our partner university in Thailand. The objectives of this webinar are the following: 1. To evaluate and adopt modern leadership frameworks tailored to modern institutional demands; 2. To discuss how these leadership frameworks can help strategize infrastructure development and digital connectivity; 3. To share insights how to drive student academic performance and learning outcomes through effective leadership; 4. To enhance governance through stakeholder accountability and empowerment. It is believed that this endeavor will meaningfully contribute to the University's internationalization initiatives and enhance the quality of our Graduate programs specifically the Doctor of Education major in Educational Management. We are respectfully requesting for your approval of this proposal. Thank you very much. More power, Godspeed. Respectfully,  EIMER M. ESTILLOSO, EdD Program Head, Doctor of Education – Educational Management Attested:  PHILIP LESTER P. BENJAMIN, PhD Dean, Graduate School	REPUBLIC OF THE PHILIPPINES UNIVERSITY OF SOUTHERN MINDANAO  260721N35A867 July 21, 2026 03:38:15 PM Requisitioner: ESTILLOSO, EIMER Type: Communication Letter (Internal)
"UNITY IN DIVERSITY AND SUSTAINABLE DEVELOPMENT IN MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."	
	



USM Graduate School

Jul 23 • 🌐



INTERNATIONAL WEBINAR

The University of Southern Mindanao Graduate School, through the Doctor of Education major in Educational Management, will conduct an International Webinar with the theme: **"Global Trends in Educational Leadership: Steering Schools for Effective Governance, Infrastructure Support, and Quality Learning."**

The webinar will feature distinguished faculty members from Ratchaburi, Thailand, who will share their expertise and global perspectives on Educational Leadership.

Date: July 25, 2026 (Saturday)
Time: 8:30 AM (Philippine Time)
Platform: Zoom



Registration Fee: ₱200.00

GCASH: 09305283354- Desiree V



Register here: <https://docs.google.com/forms/d/e/1FAIpQLSfXf8u8RzU5xr4D1M1OdUPM98e04IEMIBNT3cfXuC9HLSOgUA/viewform?usp=publish-editor>
docs.google.com

All

Photos

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Events

Mentions

Educators, School Leaders, Educational Managers, Administrators, Researchers, and Graduate Students are Invited to Participate! Take this opportunity to deepen your understanding of emerging perspectives in educational leadership, strengthen your capacity to lead meaningful educational change, and connect with educators and leaders from around the world

The Zoom meeting link and passcode will be sent to the email address of the confirmed participants prior to the webinar.

Register now and join us for this meaningful international learning experience!



GRADUATE SCHOOL
Doctor of Education Major in
Educational Management
Kabacan, Cotabato

International Webinar

THEME: "GLOBAL TRENDS IN EDUCATIONAL LEADERSHIP: STEERING SCHOOLS FOR EFFECTIVE GOVERNANCE, INFRASTRUCTURE SUPPORT AND QUALITY LEARNING"



DR. BANJEARD UNMANEERAT
Director, Ratchaburi Primary Educational
Service Area Office 1
Ratchaburi, Thailand

DR. THAWORN SENGAD
Chair, Educational Administration Program
MubanChombueng Rajabhat University,
Ratchaburi, Thailand

DR. NOPTHIRA JAWAUT
Faculty, Humanities and Social Sciences
MubanChombueng Rajabhat University,
Ratchaburi, Thailand



GRADUATE SCHOOL

Doctor of Education Major in
Educational Management
Kabacan, Cotabato

International Webinar

**THEME: "GLOBAL TRENDS IN EDUCATIONAL LEADERSHIP: STEERING SCHOOLS FOR
EFFECTIVE GOVERNANCE, INFRASTRUCTURE SUPPORT AND QUALITY LEARNING"**



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Director, Ratchaburi Primary Educational
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DR. NOPTHIRA JAWAUT

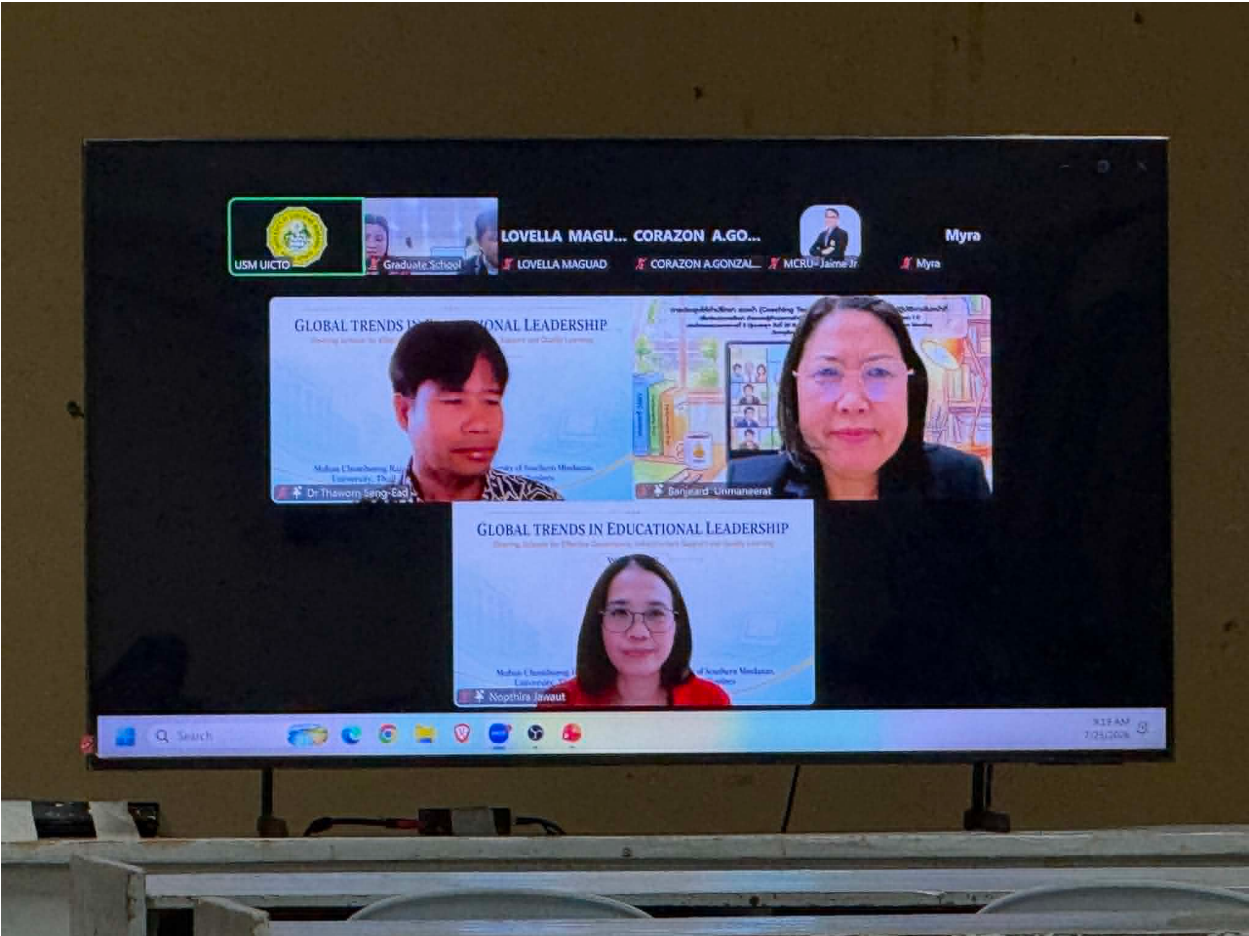
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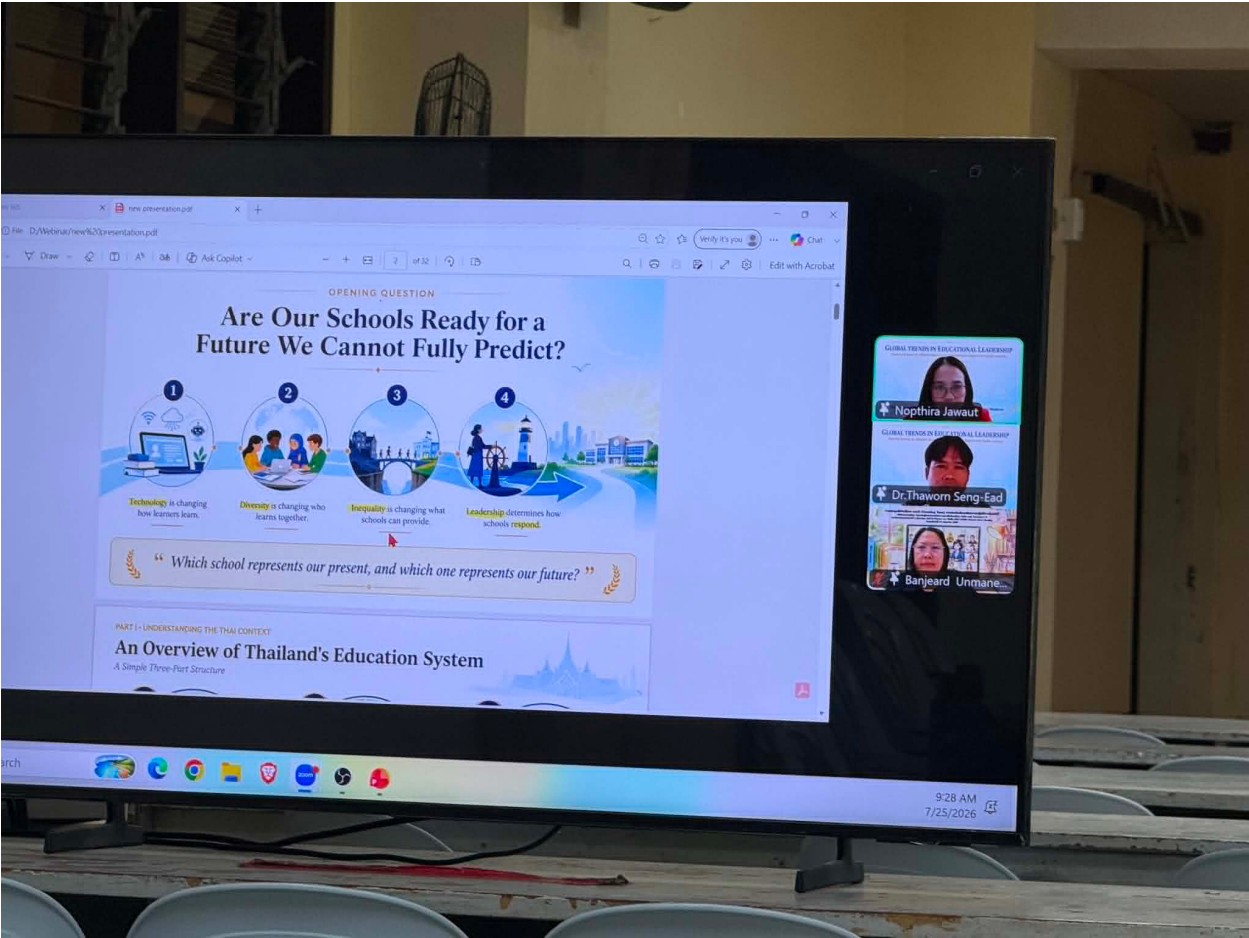
**25TH JULY
2026**

**8:30 AM
SATURDAY**

GS Hall, D.D
Clemente Building

MORE INFORMATION : gradschool@usm.edu.ph

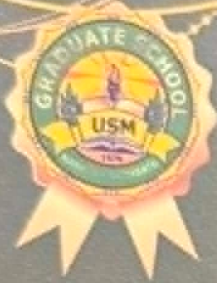








REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
GRADUATE SCHOOL
KABACAN, COTABATO



CERTIFICATE

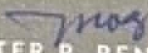
OF PARTICIPATION

IS PRESENTED TO

for his/her active participation during the **International Webinar** with the
theme **"Global Trends in Educational Leadership: Steering Schools for
Effective Governance, Infrastructure Support and Quality Learning"**.

Given this 25th day of July 2026 at the University of Southern Mindanao,
Kabacan, Cotabato.


EIMER M. ESTILLOSO, EdD
Program Head, EdD Educational
Management


PHILIP LESTER P. BENJAMIN, PhD
Dean, Graduate School

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RECOMMENDATION NO. 3

Prepare a policy paper to facilitate the monitoring and evaluation of linkages, consortia and collaborative partnerships to ascertain benefits derived by both parties; and results may also be used as bases in the renewal of MOAs and TORs.

ACTION TAKEN:

Aside from the Internationalization Roadmap and Strategic Plan which also contains concepts on how monitoring and evaluation shall be done, the EdD-EM has developed a policy paper related to this.

POLICY PAPER FOR THE MONITORING, EVALUATION, AND RENEWAL OF INTERNATIONAL LINKAGES, CONSORTIA, AND COLLABORATIVE PARTNERSHIPS

1.0 Executive Summary

This policy paper establishes a standardized, evidence-based framework for the Monitoring and Evaluation (M&E) of all international linkages, institutional consortia, and collaborative partnerships. Historically, international agreements often suffer from "passive longevity"—remaining active on paper without delivering measurable mutual benefits. This policy institutionalizes systemic review mechanisms to assess reciprocal value, optimize resource allocation, and provide objective, data-driven milestones to determine whether a Memorandum of Agreement (MOA) or Terms of Reference (TOR) should be renewed, pre-terminated, or restructured.

2.0 Rationale and Problem Statement

Internationalization is a key driver for institutional prestige, research productivity, and global mobility. However, without a rigorous M&E system, institutions face several risks:

- **Resource Drainage:** Maintaining inactive partnerships consumes administrative hours and compliance tracking without yielding tangible outputs.
- **Asymmetrical Benefits:** Partnerships frequently default to one-way benefit streams rather than true, reciprocal institutional advancement.
- **Risk Compliance:** Lack of consistent monitoring exposes the institution to shifting geopolitical, financial, or data privacy risks with foreign entities.

This policy shifts the partnership paradigm from **quantity** (number of signed agreements) to **quality** (impact, alignment, and mutual return on investment).

3.0 Policy Statement

The Graduate School specifically the Doctor of Education major in Educational Management hereby declares that all international linkages, consortia, and collaborative partnerships must undergo mandatory, cyclic monitoring and formal evaluation. No agreement (MOA/TOR) shall be renewed automatically. Renewal shall be strictly contingent upon a satisfactory performance rating proving that mutual benefits have been derived by both the host and partner institutions.

4.0 Scope and Coverage

This policy applies to all international agreements initiated by the aforementioned degree program, including but not limited to:

- Academic and research consortia
- Student, faculty, and administrative staff mobility programs
- Joint degree or dual-degree offerings
- Co-funded international research grants and development projects
- Cross-border industry-academe linkages

5.0 The Monitoring and Evaluation (M&E) Framework

To operationalize this policy, partnerships will be evaluated across four Key Performance Areas (KPA) using a balanced score approach:

5.1 Key Performance Indicators (KPIs)

1. Reciprocity and Mutual Benefit (Weight: 35%)

- Ratio of incoming vs. outgoing exchange participants (students/faculty).
- Co-authored publications, joint patent filings, or shared research outputs.

- Transfer of technology, curriculum enhancement, or joint funding acquired.
- 2. Activity and Engagement Velocity (Weight: 25%)**
 - Number of joint initiatives executed per fiscal year against the original TOR targets.
 - Frequency of communication and governance meetings between focal persons.
- 3. Resource and Financial Efficiency (Weight: 20%)**
 - Utilization rate of allocated counterpart funding or physical assets.
 - Cost-benefit ratio (institutional investment vs. student/faculty impact).
- 4. Strategic Alignment and Risk Management (Weight: 20%)**
 - Alignment with the institution's updated 5-year strategic internationalization plan.
 - Compliance with data privacy laws, intellectual property rights, and ethical standards.

5.2 M&E Cycle and Reporting Timeline

- Bi-Annual Progress Logging:** Focal persons submit brief activity logs to the International Linkages Office (ILO).
- Mid-Term Evaluation:** Conducted at the exact midpoint of the agreement lifespan (e.g., Year 1.5 of a 3-year MOA) to identify bottlenecks and apply corrective measures.
- Summative End-of-Term Review:** Triggered **six (6) months prior** to the expiration of the MOA/TOR to serve as the definitive basis for renewal or termination.

6.0 Decision Matrix for MOA and TOR Renewal

The Summative End-of-Term Review score will dictate the administrative action regarding the partnership:

Score Range	Performance Category	Action on MOA / TOR
85% - 100%	– Excellent / High Impact	Unconditional Renewal: Extend MOA/TOR for a full term; explore scaling up the partnership scope.
70% - 84%	– Satisfactory / Active	Conditional Renewal: Renew contingent upon updating the TOR to fix specific asymmetrical areas.
50% - 69%	– Underperforming / Low Output	Probationary Extension: Grant a 1-year provisional TOR extension with strict performance milestones.
Below 50%	Inactive / Dormant	Non-Renewal / Pre-termination: Allow the MOA to expire naturally or initiate early dissolution procedures.

7.0 Governance and Institutional Mechanics

7.1 The International Partnerships Review Committee (IPRC)

A dedicated, multi-sectoral committee shall be created to maintain neutrality and objectivity. The IPRC will consist of:

- Vice President Academic Affairs (Chair)
- Director of the International Affairs Office (Secretariat)
- Director of Quality Assurance / M&E Officer
- Dean of the hosting College/Unit
- Legal Officer (Advisory / Non-voting)

7.2 The Renewal Workflow

1. **Notification:** The International Affairs Office (IAO) alerts the hosting unit 6 months before MOA expiration.
2. **Self-Assessment:** The hosting unit and the partner institution fill out a joint Reciprocal Benefit Report.
3. **Audit:** The IPRC evaluates the report against the original TOR deliverables.
4. **Recommendation:** The IPRC submits a formal resolution (Renew / Modify / Terminate) to the Board or University President for final approval.

8.0 Implementation Strategy and Timeline

- **Month 1–2:** Crafting and signing of Memorandum of Agreement (MOA)
- **Month 3:** Digital registry mapping of all active, historical, and pipeline international MOAs/TORs.
- **Month 4 onwards:** Full roll-out of bi-annual tracking and triggering of reviews for partnerships expiring within the fiscal year.