



MS HORTICULTURE PLANNING PROCESS

AACCUP Accreditation
September 9-11, 2026

AREA V: PLANNING

Background of the University Plans

The Higher Education Institutions (HEIs) role had become vital in recent years as the Philippine educational progresses due to changes and advances in higher education across the world. In this connection, there were crucial challenges that emerged and the HEIs are expected to help achieving the Sustainable Development Goals (SDGs) for 2030 of the United Nations (i.e., end poverty in all its forms everywhere, and inclusive and equitable quality education and promote lifelong learning opportunities for all). To realize and achieve these goals, the University of Southern Mindanao (USM) pulled out and anchored the different international, national, and regional goals and/or plans such as the United Nations' Sustainable Development Goals for 2030, AmBisyon Natin 2040, Philippine Development Plan (PDP) 2023-2028, Mindanao 2020 (Peace and Development Framework Plan 2011-2030), and SOCCSKSARGEN Regional Development Plan (RDP) 2023-2028 (as shown in Figure 1). Thus, the creation of USMs Institutional Development plan (IDP) 2023-2028 was realized and approved as stipulated in the BOR Resolution No. 180, s. 2018.

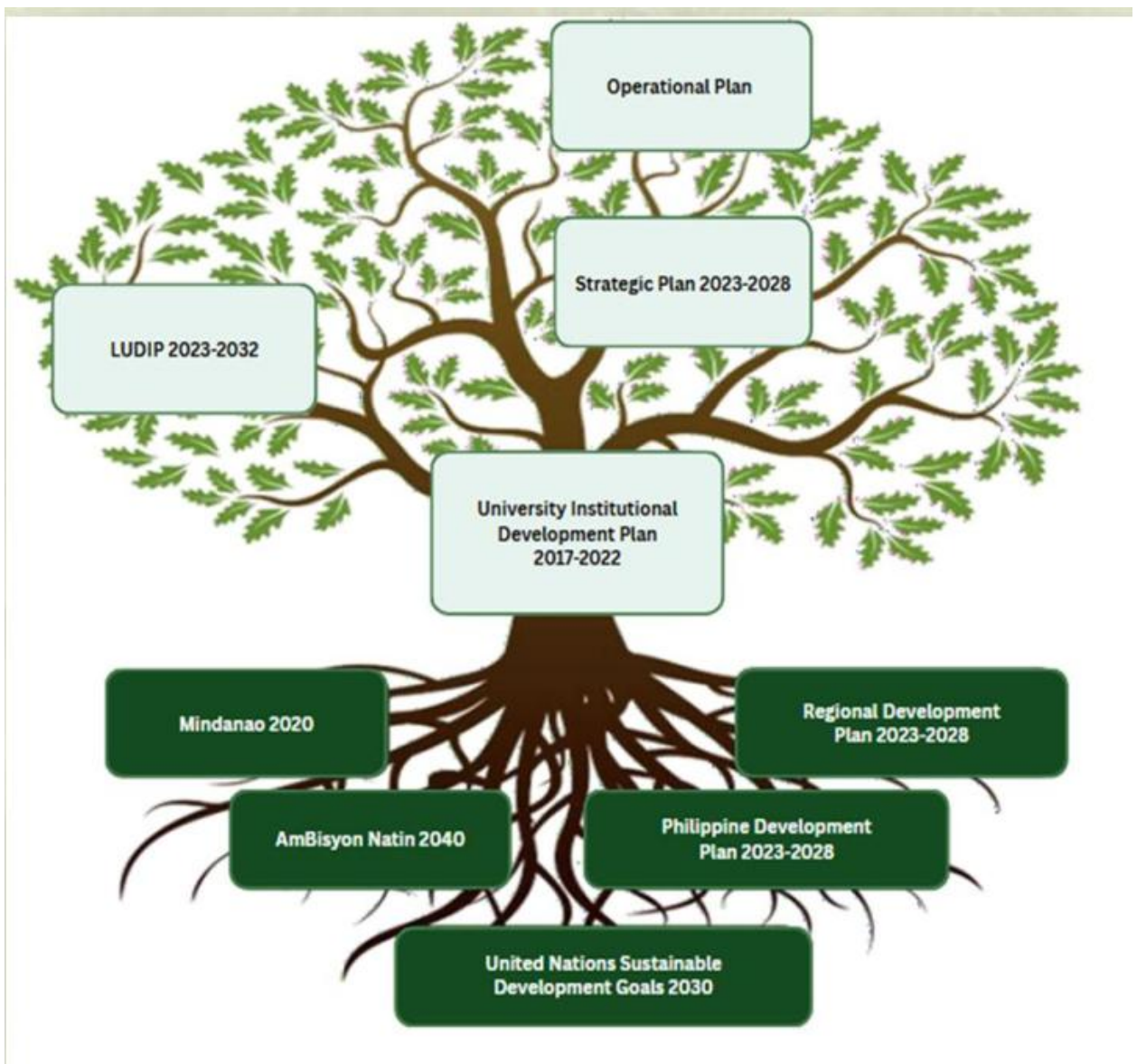


Figure 1a. The University's Planning Process

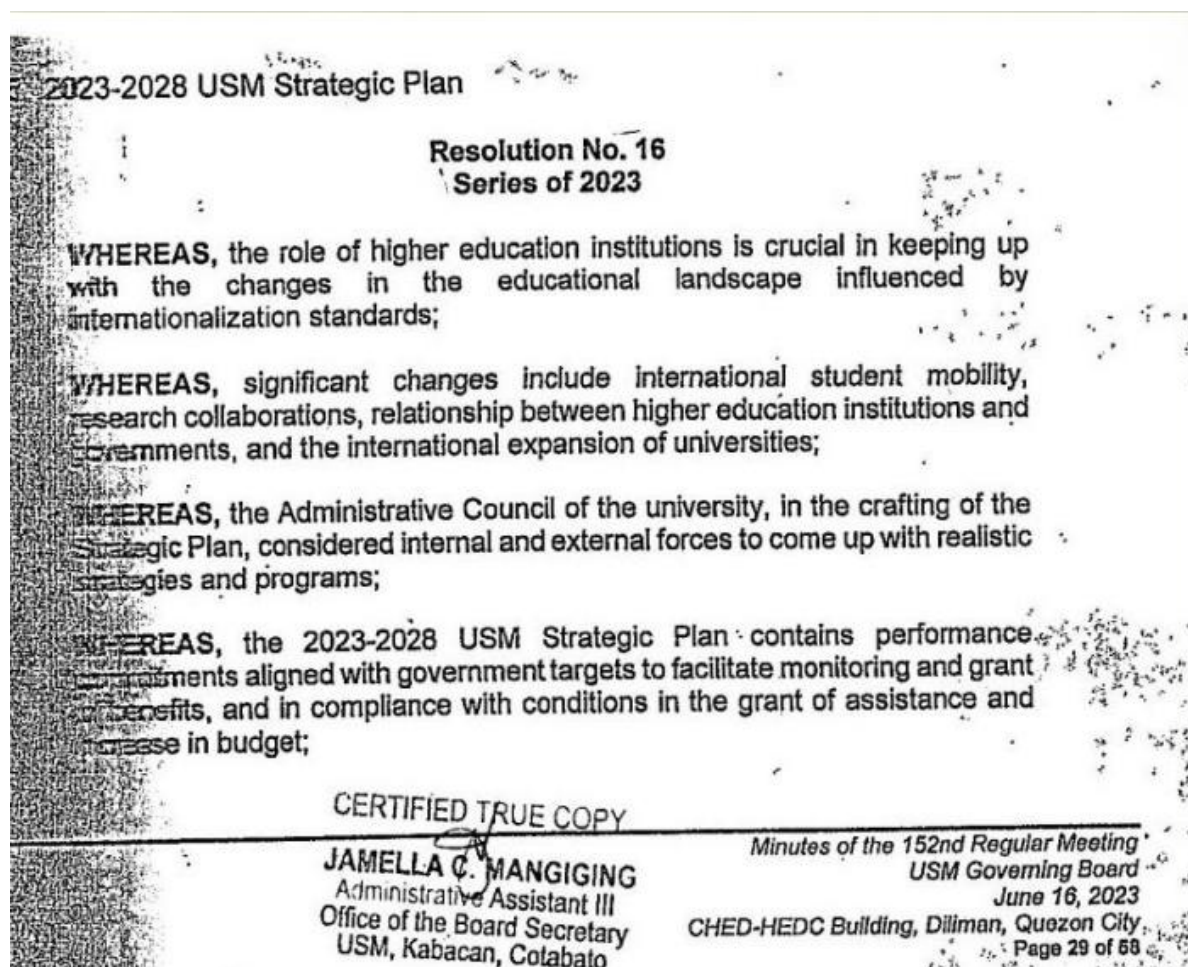


Figure 1b. Approved USM Strategic Plan

The 5-year Strategic Plan of the University for 2023- 2028 is the roadmap towards the realization of the medium-term PDP 2023-2028 that is anchored to the long- term AmBisyon Natin 2040, a long-term vision of the Philippines to have “Matatag” (strongly rooted), “Maginghawa” (comfortable) and “Panatag na Buhay” (secure life). The areas being considered for strategic policies, programs, and projects to achieve the AmBisyon Natin 2040 are: (a) building a prosperous, predominantly middle-class society where no one is poor; (b) promoting a long and healthy life; (c) becoming smarter and more innovative; and (d) building a high-trust society. These areas are in pursuit of the realization of “AmBisyon Natin 2040” where anchored also from the SDGs for 2030 of the United Nations.

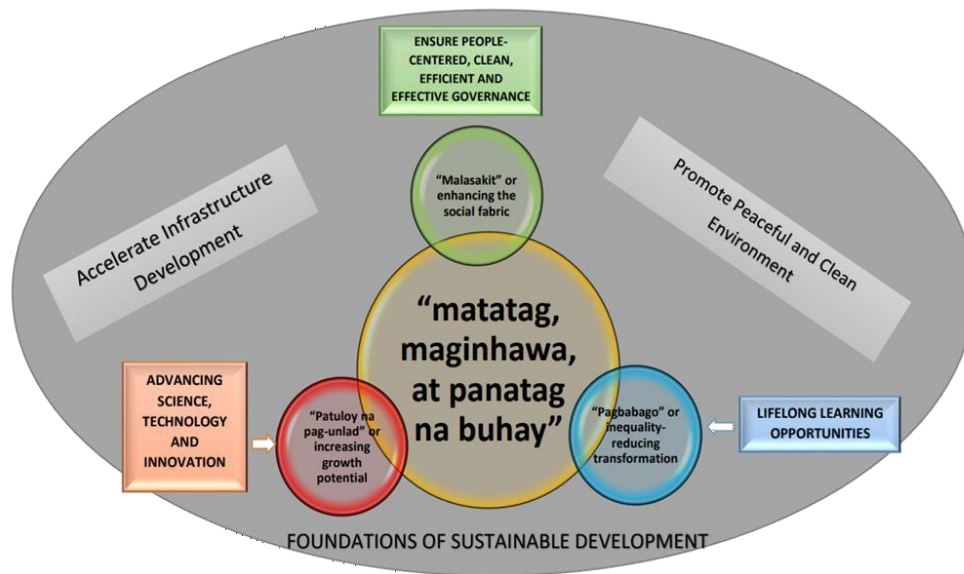


Figure 2. The University Development Agenda towards AmBisyon Natin 2040

Aside from Strategic Plan, the University is currently classified its plans into the following: Land Use Development and Infrastructure Plan (LUDIP), Strategic Plan, and Operational Plan. LUDIP is a university's master plan containing the distribution and development of land within a university's geographic border to satisfy the needed academic and non-academic support infrastructure and services. On the other hand, Strategic Plan is a written document of the midterm plan of the University's goals, and the actions needed to achieve those goals by 2023-2028. To achieve the Strategic goals for five (5) years, the University sets an Operational Plan annually. The Operational Plan is a written document of the annual plan of the University that outlines the key activities and targets a university will undertake based on the major organizational outcomes/outputs in each period. The Strategic Plan and Operational Plan documents must be congruent with each other to address the uniformity of achieving the goals/ objectives of the University.

This narrative report discusses in detail the different plans of the University of Southern Mindanao (USM) and the Graduate School where the MS Horticulture belongs to.



Figure 3. USM Strategic Framework

The strategic goals of the university are categorized into the following: a) good governance (enhanced administrative governance); b) academic excellence (quality education, and improved research quality); and c) continuous advancement (utilization of new knowledge and technology, profitable and sustainable resource generation activities, peaceful and clean environment, and accelerated infrastructure development). These strategic goals are in line with the USMs Vision, Mission and Core Values, to lay down the foundation for inclusive growth, high trust, and resilient society, and globally competitive knowledge economy that anchor to the different goals and plans locally and globally (as shown in Figure 3). The strategies and targets to achieve these goals are deliberated during the academic council meeting (composed of Unit Heads/Directors/Deans)

The quality plan is implemented in accordance with the criteria set or targets. The schedule of implementation will depend on the budget appropriations. Programs, projects and activities (PPAs) which will not require large appropriations will be accomplished simultaneously with other PPAs. The Unit Heads/Directors/Deans will be responsible for the implementation of their units' PPAs and will be coordinated and acted upon by the appropriate responsibility centers (Bids and Awards Committee and Office of the President for review and approval). Once approved, the program of work and implemented of unit's PPAs will be coordinated closely with Physical Plant and Development Office (PPDO) and Financial Management Services (FMS). The initial activities will be followed by those which require more but not inordinately large amounts. For Capital- Intensive Activities, the university shall appropriate budget or forge partnerships with other funding agencies and follow program of work for implementation. The implementation of the four-fold functions of the University such as Instruction, Research, Extension and Resource Generation shall be done simultaneously in accordance with the budget appropriated per office and in the timeline set during the plan design.

The five-year budget for the implementation of the USM Strategic Planning is premised on the following: 1) the current financial resource of the institution's needs to be increased significantly to pursue the school's directions, and 2) aggressive resource mobilization to schemes will substantially contribute to the generation of funds necessary to achieve the university's medium and long-term goals. The institutions total budget was based on the three major sources of funds, namely: 1) allotments from the General Appropriations Act (GAA) of the General Fund, 2) allotments from income generated by various income generating projects and 3) Donations and Grants.

To ensure the achievement of the initiatives, a monitoring and evaluation (M & E) mechanism should be established to provide USM decision makers with the necessary information for the effective and efficient management of the envisioned initiatives. Specifically, the implementation of strategies must be monitored and evaluated regularly and periodically for many essential reasons among other are as follows: to improve its chances of success; to incorporate the lessons of experience; to identify possible changes, such as modifications in guidelines and procedures; and to suggest changes in policies, because of evidence – in practice – of alternative approaches. The quality plan of the Unit/College shall be monitored and evaluated by the Unit Heads/Directors/Deans and the Planning and Development Office preferably on a quarterly basis and as applicable. This is to ensure that plans are achieved accurately and timely. Mitigation measures shall be set and enforced once the ongoing implementation deviates from the original plan or if not achieved on time.

The Planning and Development Office (PDO) shall be the primary unit charged with monitoring compliance of the plan. It will be obtaining its data from all responsibility centers of the university which will be submitting such data on a quarterly basis and as applicable. For instance, the colleges shall submit data on enrolment, board examination

performance, program accreditation status, revenues if any, human resource development activities, number of graduates, linkages, employment if such data is available, research and extension activities and number of beneficiaries thereof, and others. Such data gathering activity will be facilitated by linking the units through an Internet. The responsibility centers may submit the data directly to the PDO or send those through the internet. Data gathered shall be presented in appropriate forms for easy access and utilization by all authorized entities. Annually, the responsibility centers shall submit their targets to the PDO. Such targets shall be set jointly with the Vice-President concerned and presented to the Administrative Council and if necessary to the Board of Regents for approval. The evaluation process shall be undertaken by all responsibility centers. Units with university-wide coverage shall also conduct evaluation, such as: the Offices of the Vice-Presidents, the Human Resource Management and Development, the Financial Management Services, and others as may be necessary. The evaluation process shall be made with reference to the targets of the centers and shall be tied up to the promotion system and performance-based benefits that may be given to employees.

The calendar year 2023-2028 Strategic Plan of USM presented the key result areas (KRAs) of each mandated function: instruction, research, extension and resource generation, and the general administration and support services of USM at the end of the planning period. To achieve the KRAs, objectives and targets must be set. These are outlined in the following plans of the units concerned. For instruction, the KRAs were divided into the following: student concerns, faculty and staff concerns, academic program concerns, and licensure performance examinations. These KRAs must be targeted by the Academic Units of different colleges.



Republic of the Philippines
**UNIVERSITY OF SOUTHERN
MINDANAO**
Kabacan, Cotabato
Email: op@usm.edu.ph



OFFICE OF THE PRESIDENT

January 5, 2026

MEMORANDUM No. 004
Series of 2026

TO : VICE PRESIDENTS, DEANS, DIRECTORS, CAMPUS HEADS
AND HEADS OF UNITS

SUBJECT : 2026 ANNUAL PLANNING WORKSHOP

DATE : January 5, 2026

=====

Please be informed that the **USM 2026 Annual Planning and Workshop** will be held on **January 13-14, 2026**, from 8:00 a.m. to 5:00 p.m., at the Commercial Building, USM, Kabacan, Cotabato.

The **Vice Presidents, Deans, Directors, Campus Heads, and Heads of other Units** are required to attend the said activity.

In line with this, you are expected to **formulate your 2026 Operational Plan** and **identify the risks and opportunities** relevant to your respective units. Furthermore, you are required to submit the **2025 cumulative OPCR**, including **actual accomplishments, ratings, and narrative accomplishment reports**, on **January 15, 2026**.

Participants are requested to wear **business attire with a coat** during the event.

For your information and appropriate action.


JONALD L. PIMENTEL, PhD
SUC President IV

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



USM-SYS-F70-Rev.2.2023.12.29

Memorandum of Conducting USM Strategic Planning Workshop

UNIVERSITY OF SOUTHERN MINDANAO

STRATEGIC PLAN
2023- 2028

Strategic Plan Cover Page

USM Operational Plan 2023-2028

Annually, the Planning Development Office (PDO) conducts Operational Planning based on the strategic plans and the evaluation done in the previous year to lay down the plan targets for different KRAs under Instruction, Research and Extension Services, Resource Generation, and General Administration and Support Services. There are eight steps followed in the Operational Planning and Control Procedure (USM-PD0-001-Rev.2.2020.06.01)

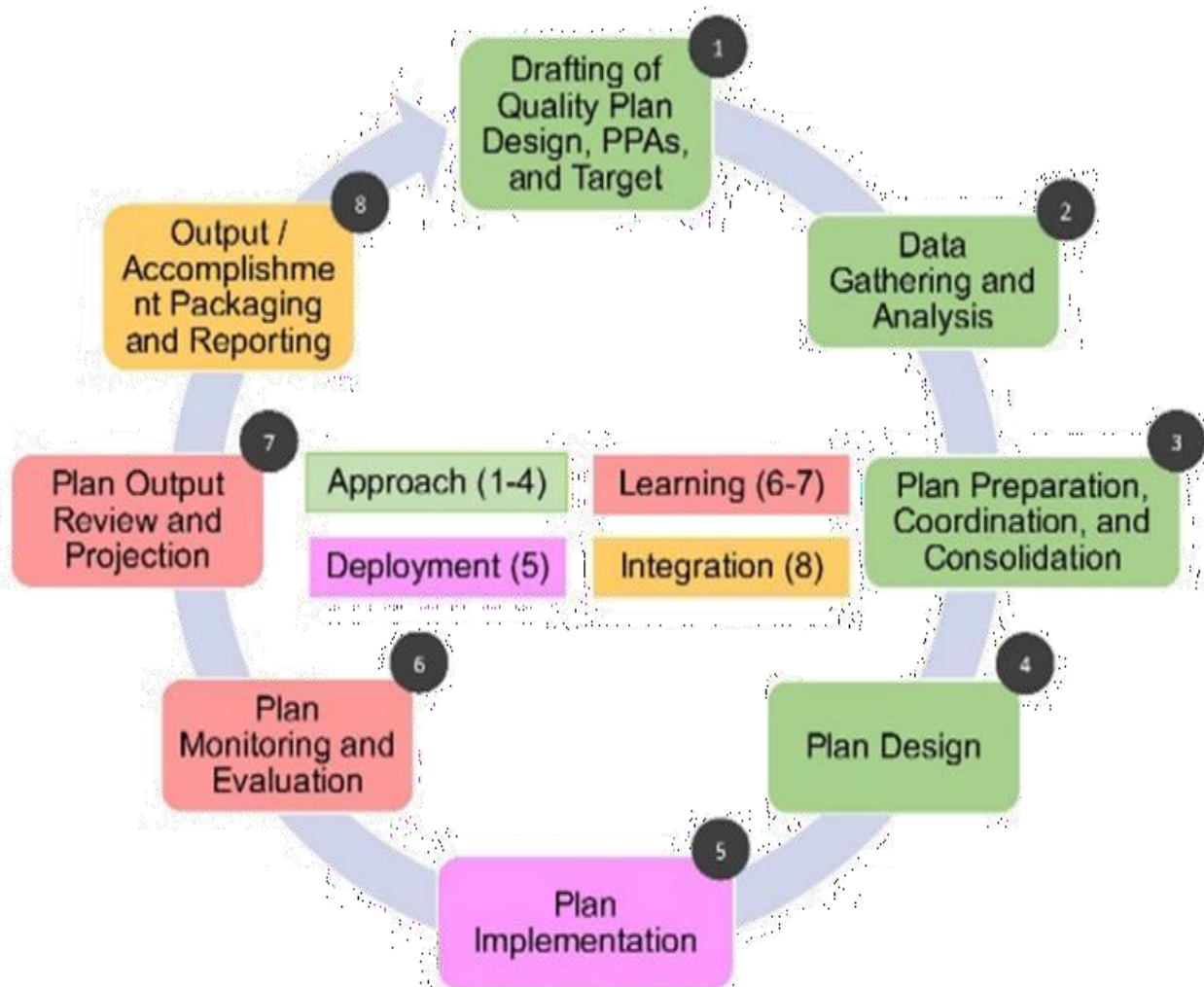


Figure 4. USMs Operational Planning and Control Procedure

In Step 1, the unit heads draft the unit's quality plan design, program, projects, and activities (PPAs) and targets. These data are collected and analyzed by the PDO (Step 2). In Step 3, the preparation of plans shall be coordinated with the concerned unit heads. The Vice President (VP) for each function consolidates the plans from the three campuses and submits these to the PDO. The consolidated plans of the different units under the four functions becomes the institution's operational plan (OP). The Administrative Council, BOR Committee on Administration and Finance and the Board of Regents approves the OP in Step 4. In Step 5, the quality plan is implemented in accordance with the targets set. The unit heads implement their unit's programs, plans, and activities (PPAs), which are coordinated and acted upon by the appropriate responsibility centers. The implementation of the four-fold functions is done simultaneously in accordance with the budget appropriated per office and in the timeline set during the plan design. depends on budget appropriation. In Step 6, the PDO is the primary unit in-charge with monitoring the compliance of the plans on a quarterly basis and as applicable to ensure that plans are achieved accurately and timely. The Office of the Vice-Presidents, the HRMD, the FMS and other units conduct the evaluation. This evaluation process is based on the targets and is tied up to the promotion system and performance-based benefits that may be given to employees.

After this, in Step 7, the PDO facilitates the conduct of the Semi-Annual and Annual Review Planning Seminar Workshop in which the unit heads present their accomplishments for documentation, critiquing, and assessment by the Performance Management Team (PMT). It is composed of the SPMS Champion, VPAF, HRMDO Director, HRMDO-Learning and Development Head, FMS Director, PDO Director, UQAC Director, USMFAI President, USMASSA President, Alumni Representative, Student Representative, and the Head and members of the Secretariat. For IPCR, the HRMDO facilitates the analysis. The operational planning for the succeeding year is also discussed, planned, and documented. In the last step (Step 8), reports that have been monitored and reviewed by PDO are submitted to external agencies attached to the University for appropriate updating of the operations after consolidation and packaging.



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

BOARD OF REGENTS



I. Operational Plan for 2020

Resolution No. 35
Series of 2020

Approving the Operational Plan for 2020 of the University of Southern Mindanao.

APPROVED

CERTIFIED TRUE COPY

JAMELLA C. WANGIGING
Administrative Assistant III
Office of the Board Secretary
USM, Kabacan, Cotabato

Minutes of the 139th Regular Meeting
USM Governing Board
17 March 2020
CHED-NEEDC Building, UP Diliman, Quezon City
Page 31 of 34

Approved Operational Plan for 2020



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

BOARD OF REGENTS



Resolution No. 25
Series of 2021

Approving the Operational Plan for Fiscal Year 2021.

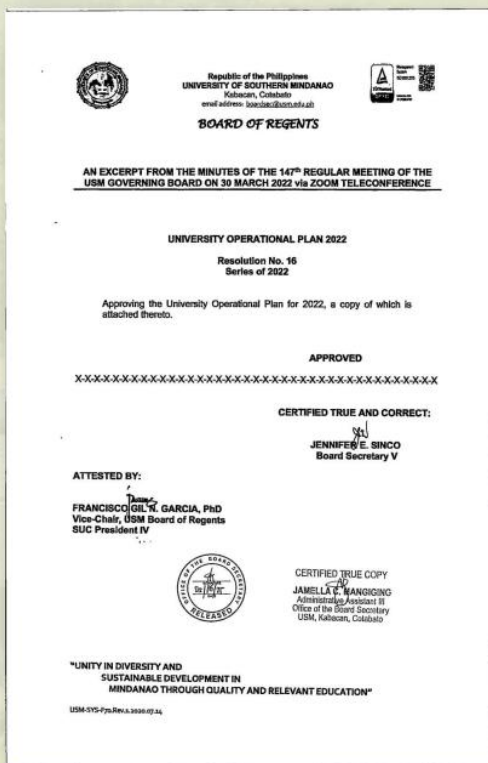
APPROVED

CERTIFIED TRUE COPY

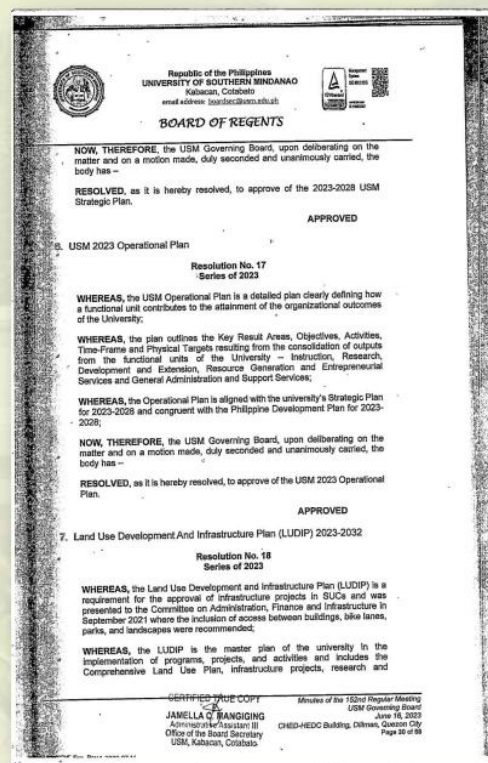
JAMELLA C. WANGIGING
Administrative Assistant III
Office of the Board Secretary
USM, Kabacan, Cotabato

Minutes of the 140th Regular Meeting
USM Governing Board
30 March 2021
Vila Street
Page 23 of 28

Approved Operational Plan for 2021



Approved Operational Plan for 2022



Approved Operational Plan for 2023

BOARD OF REGENTS

Resolution No. 27
Series of 2024

PROPOSED OPERATIONAL PLAN FOR 2024

Approving the USM Operational Plan for 2024 outlining the Key Result Areas, Strategic Objectives, Key Performance Indicators, Activities, Key Strategic Activities, Time Frame and Physical Targets that define how the functional units of the University contributes to the attainment of the Strategic Goals of the University.

APPROVED

CERTIFIED TRUE AND CORRECT:

JENNIFER E. SINCO
Board Secretary V

ATTESTED BY:

FRANCISCO GIL N. GARCIA, PhD
Vice-Chair, USM Board of Regents
SUC President IV



CERTIFIED TRUE COPY
JANELLA C. MANGILING
Administrative Assistant III
Office of the Board Secretary
USM, Kabanacan, Cotabato

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

Approved Operational Plan for 2024

BOARD OF REGENTS

mobile: (0954)4399290

Resolution No. 89, Series of 2025

APPROVING THE UNIVERSITY FY 2025 OPERATIONAL PLAN

WHEREAS, the University of Southern Mindanao (USM) affirms its commitment to achieving institutional excellence by translating strategic goals into well-defined, actionable, and measurable activities through the implementation of an annual operational plan;

WHEREAS the USM FY 2025 Operational Plan provides a clear and detailed roadmap for the University's operations by identifying Key Result Areas (KRAs), Objectives, Activities, Time Frames, Physical Targets, Assigned Personnel, and Remarks, ensuring alignment with the USM FY 2025–2028 Strategic Plan and the Philippine Development Plan 2023–2028;

WHEREAS, the Operational Plan consolidates the outputs of the University's functional units, namely: Instruction, Research, Development and Extension, Resource Generation and Entrepreneurial Services, and General Administration and Support Services, to ensure coherence, synergy, and shared accountability in performance;

WHEREAS, the Plan is designed to enhance operational efficiency, optimize resource allocation, strengthen risk management, and foster organizational clarity in roles and deliverables.

WHEREAS, the USM Administrative Council has reviewed and endorsed the FY 2025 Operational Plan for approval and implementation;

NOW, THEREFORE, in view of the foregoing, be it

RESOLVED, as it is hereby **RESOLVED**, that the Board of Regents of the University of Southern Mindanao hereby **APPROVES** the USM FY 2025 Operational Plan and authorizes its full implementation across all concerned functional units;

RESOLVED FURTHER, that:

1. All units shall be required to regularly monitor and report on the implementation of the activities and targets assigned to them;
2. The Operational Plan shall adhere to the requirements of relevant statutory and regulatory bodies, including the Commission on Higher Education (CHED), the Department of Budget and Management (DBM), and other concerned government agencies;
3. The Performance Management Team shall periodically evaluate progress and provide recommendations for improvement throughout the plan year.

RESOLVED FINALLY, that all necessary human, financial, and physical resources shall be mobilized to support the efficient execution of the FY 2025 Operational Plan and ensure alignment with the broader institutional objectives of the University.

CERTIFIED TRUE COPY

JAMELLA C. MANGIGING
Administrative Assistant III
Office of the Board Secretary
USM, Kabacan, Cotabato

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

USM-800-F03 Rev 1, 2014-01-11

Page 1 of 3
Resolution No. 89 S. 2025
Approving The University FY 2025 Operational Plan

Approved Operational Plan for 2025

BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE 163rd REGULAR MEETING OF THE
USM GOVERNING BOARD ON JUNE 09, 2026, 9:00 AM AT THE CHED-HEDC
BUILDING, DILIMAN, QUEZON CITY and VIA ZOOM TELECONFERENCE

Resolution No. 38-A
Series of 2026

APPROVING THE 2026 OPERATIONAL PLAN

WHEREAS, the University of Southern Mindanao (USM) requires a detailed, structured, and action-oriented governance blueprint to define how each functional unit systematically contributes to the attainment of the university's overarching Organizational Outcomes;

WHEREAS, the USM FY 2026 Operational Plan serves as a comprehensive consolidation of performance frameworks across the university's primary core pillars, namely: Instruction, Research Development and Extension, Resource Generation and Entrepreneurial Services, and General Administration and Support Services;

WHEREAS, the proposed operational blueprint has been deliberately aligned with the parameters of the **USM Strategic Plan 2025–2028** and is fully congruent with the macro-development goals outlined in the **Philippine Development Plan (PDP) 2023–2028**;

WHEREAS, the implementation of this plan translates strategic long-term corporate goals into clear, measurable tasks by mapping out explicit Key Result Areas (KRAs), Key Performance Indicators (KPIs), Time Frames, and physical targets for each sector, thereby eliminating operational redundancies and ensuring highly efficient resource allocation;

WHEREAS, the composite plan has been evaluated, vetted, and recommended for immediate rollout by the University Administrative Council to satisfy strict compliance metrics enforced by national oversight and statutory bodies;

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED, that the Board of Regents of the University of Southern Mindanao officially **APPROVES** the *University of Southern Mindanao Fiscal Year (FY) 2026 Operational Plan*, along with its designated Key Result Areas, Performance Indicators, and Unit Activities;



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JAMELLA C. MANGILING
Administrative Assistant III
Office of the Board Secretary
USM, Kaban, Cotabato

Page 1 of 2

“UNITY IN DIVERSITY AND
SUSTAINABLE DEVELOPMENT IN
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION”



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address: bscsmr@usm.edu.ph



BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE 163rd REGULAR MEETING OF THE
USM GOVERNING BOARD ON JUNE 09, 2026, 9:00 AM AT THE CHED-HEDC
BUILDING, DILIMAN, QUEZON CITY and VIA ZOOM TELECONFERENCE

Resolution No. 38-A
Series of 2026

cont

RESOLVED FURTHER, that the University Administration and all underlying functional heads are hereby mandated to strictly enforce the plan, adhere closely to relevant statutory and regulatory parameters, and conduct regular monitoring and evaluation reviews to track target compliance;

RESOLVED FINALLY, that the Planning and Development Office, in coordination with all units in the University, shall present the accomplishment report to the President for subsequently updating the Governing Board on target achievements.

X-X

CERTIFIED TRUE AND CORRECT:

JENNIFER E. SINCO
Board Secretary V

ATTESTED BY:

JONALD L. PIMENTEL, PhD
Vice-Chairperson, USM Board of Regents
SUC President IV

CERTIFIED TRUE COPY

JAMELLA C. MANGILING
Administrative Assistant III
Office of the Board Secretary
USM, Kabacan, Cotabato

Page 2 of 2

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



Approved Operational Plan for 2026

Operational Plan for 2025

Samples

UNIVERSITY OF SOUTHERN MINDANAO									
2025 OPERATIONAL PLAN									
Strategic Goal 1: Locally and Globally Competitive Graduates				KEY STRATEGIC ACTIVITY (for monitoring)	2025		Units Involved/ Persons involved	REMARKS	
KRA	STRATEGIC OBJECTIVES	KPI	ACTIVITIES		Time Frame and Physical Targets				
					Jan- June	Jan- Dec			
KRA1: Deserving students access to higher/ advanced education	SO1-To provide deserving students access to higher education	KPI 1: Number of enrolled students in higher education	A1-Conduct education campaigns/information drive	A1-Conduct education campaigns/information drive	18,500	19,950	VPAA; All Academic Units; ARO; UICTO, OSA	For ARO validation; (computation for Jan-Dec: average of 1st and 2nd sem)	
			A2-Screen, admit and enroll students						
		KPI 2: Number of scholarship granting agencies (Local and International)	A1- Comply to the requirements of Scholarship Funding Agencies	A2- Assist student scholarship opportunities	n/a	10	VPAA; All Academic Units; OSA		
			A2- Assist student scholarship opportunities						
		KPI 3: Percentage of Student Grantees of Academic Scholarship Grants	A1- Assist student scholarship	A1- Assist student scholarship	15% Non-board; 5% with board exam	15% Non-board; 5% with board exam	VPAA; All Academic Units; OSA	15% NON board; 10% with board exam	
		KPI 4: Percentage of International scholarship grantee	A1. Scout for potential international agencies	A2. formalized scholarship agreement with MOA/MOU	1%	1%	CVM, USM KCC, CHEFS, CEIT, CA,IMEAS	Comment: Base on highest target in SUC levelling	
			A2. formalized scholarship agreement with MOA/MOU						



Operational Plan for 2025 QR CODE

Organizational Outcomes (OOs) for 2020-2021 and Targets and Accomplishments

Based on the National Budget Circular (NBC) 532 on November 28, 2021, major final outputs are the goods and services that a department is mandated to deliver to external clients through the implementation of programs, activities, and projects. In 2017, the University identifies these MFOs which are output-based; however, in 2018, the University shifted from MFOs to Organizational Outcomes (OOs), which are outcome-based found in the General Appropriations Act (GAA) of Department of Budget and Management (DBM) for SUCs

The following section are the MFOs and OOs/Performance Indicators with corresponding targets of the University of Southern Mindanao (USM) for 2018-2022 excerpt from GAA:

Organizational Outcomes (OOs) as of 2026

BAR No. 1

QUARTERLY PHYSICAL REPORT OF OPERATION As of June 30, 2026

Department : State Universities and Colleges (SUCs)
Agency/Entity : University of Southern Mindanao
Operating Unit : < not applicable >
Organization Code (UACS) : 08 103 0000000

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of June 30, 2026	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
HIGHER EDUCATION PROGRAM	310100000000000												
OO : Relevant and quality tertiary education ensured to achieve inclusive growth and access of poor but deserving students to quality tertiary education increased													
Outcome Indicator(s)													
1. Percentage of first-time licensure exam takers that pass the licensure exams					30.00%	30.00%		85.97%			85.97%	56.97%	
					(855/2,183)	(855/2,183)		(434/499)			(434/499)		
2. Percentage of graduates (2 years prior)					80.00%	80.00%		16.60%			16.60%	-63.40%	
													There was a delay in conducting the survey because the approval of the University ethics committee was just released on April 1, 2026, with which the survey can not be conducted without the said approval.
that are employed					(3,132/3,915)	(3,132/3,915)		(509/3,076)			(509/3,076)		
Output Indicator(s)													
1. Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs				50.00%		50.00%		71.20%			71.20%	21.20%	
				(10,151/20,300)		(10,151/20,300)		(13,037/18,311)			(13,037/18,311)		
2. Percentage of undergraduate programs with accreditation					70.00%	70.00%		87.23%			87.23%	17.23%	
					(26/40)	(26/40)		(41/47)			(41/47)		
ADVANCED EDUCATION PROGRAM	320100000000000												
OO : Higher education research improved to promote economic productivity and innovation													
Outcome Indicator(s)													
1. Percentage of graduate school faculty engaged in research work applied in any of the following:					11.11%	11.11%							
					(1/9)	(1/9)							
a. pursuing advanced research degree programs (Ph.D.) or													
b. actively pursuing within the last three (3) years (investigative research, basic and applied scientific research, policy research, social science research) or								80%			80%	68.89%	
								(8/10)			(8/10)		
c. producing technologies for commercialization or livelihood improvement or								60%			60%	48.89%	
								(6/10)			(6/10)		

This report was generated using the Unified Reporting System; Status : SUBMITTED; Date Printed : July 17, 2026 9:32 AM; Date of initial submission : July 17, 2026 09:23 AM; Date of final submission : July 17, 2026 09:23 AM

Page 1 of 3

Department : State Universities and Colleges (SUCs)
 Agency/Entity : University of Southern Mindanao
 Operating Unit : < not applicable >
 Organization Code (UACS) : 08 103 0000000

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of June 30, 2026	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
d. whose research work resulted in an extension program								80%			80%	68.89%	
								(8/10)			(8/10)		
Output Indicator(s)													
1. Percentage of graduate students enrolled in research degree programs					9.99% (10771/071)	9.99% (10771/071)		91.35% (908/994)			91.35% (908/994)	81.36%	
2. Percentage of accredited graduate programs					50.00% (14/28)	50.00% (14/28)		88.24% (30/34)			88.24% (30/34)	38.24%	
RESEARCH PROGRAM	3302000000000000												
OO : Higher education research improved to promote economic productivity and innovation.													
Outcome Indicator(s)													
1. Number of research outputs in the last three years utilized by the industry or by other beneficiaries					20	20	6	4			10	-10	Signed MOA with the Provincial Government of Cotabato for the adoption of technologies was just released recently, hence, the actual implementation and adoption of the technologies was also affected. Additionally, some research projects are not designed towards producing technologies for utilization but for pure research only that serves as reference for future studies.
Output Indicator(s)													
1. Number of research outputs completed within the year					5	5	0	0			0	-5	All ongoing projects are currently in the second quarter of their implementation, hence, final results and terminal reports are not yet available. It is anticipated that the projects will be completed and its corresponding terminal reports will be submitted by the 4th quarter of 2026.
2. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year					10.00% (1/10)	10.00% (1/10)		0% (0/10)			0% (0/10)	-10%	Researchers continue to encounter difficulties in preparing manuscripts and navigating the research publication process due to limited experience and technical capacity. To address these challenges, the Publication and Printing Unit is implementing continuing initiatives to support researchers in publishing their results.
TECHNICAL ADVISORY EXTENSION PROGRAM	3301000000000000												
OO : Community engagement increased													
Outcome Indicator(s)													

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Page 2 of 3

Organizational Outcomes (OOs) with Targets for 2026

Department : State Universities and Colleges (SUCs)
 Agency/Entity : University of Southern Mindanao
 Operating Unit : < not applicable >
 Organization Code (UACS) : 08 103 000000

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of June 30, 2026	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1. Number of active partnerships with LGUs, industries, NGOs, SMEs, and other stakeholders as a result of extension activities					5	5	3	5			8	3	
Output Indicator(s)													
1. Number of trainees weighted by the length of training			1,100		1,100	2,200	260	710			970	-1,230	Additional trainings are expected to be conducted, with a corresponding increase in the number of trainees, in the succeeding quarters.
2. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs			5		5	10	24	3			27	17	
3. Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance					79.99%	79.99%	100%	100%			100%	20.01%	
					(2,982/3,726)	(2,982/3,726)	(260/260)	(710/710)			(970/970)		

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In coordination with:

JAY-R G. VILDAC
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 Date: July 17, 2026 09:20 AM


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Approved By: 
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 JONALD L. PROENZA
 SUC President IV
 Date: July 17, 2026 09:23 AM

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Page 3 of 3

Organizational Outcomes (OOs) as of 2026

USM Strategic Performance Management System (SPMS)

Based on the Memorandum Circular No. 6,2012 from the Civil Service Commission, Strategic Performance Management System (SPMS) is a mechanism that links employee performance with organizational performance to enhance the performance orientation of the compensation system. It ensures that the employee achieves the objectives set by the organization and the organization, on the other hand, achieves the objectives that it has set as its strategic plan.

The SPMS has four stages (as shown in Figure 5). In Stage 1, unit heads meet with the supervisors and staff and agree on the outputs that should be accomplished based on the goals/objectives of the University. During this stage, success indicators (SI) are determined. These serve as bases in the office and individual employee's preparation of their OPCR and IPCR.

During the performance monitoring and coaching phase (Stage 2), the performance of the units and every individual is regularly monitored at various levels on a regular basis. Monitoring and evaluation mechanisms are in place to ensure that timely and appropriate steps can be taken to keep a program on track and to ensure that its

objectives or goals are met in the most effective manner. Performance evaluation is done semi-annually.

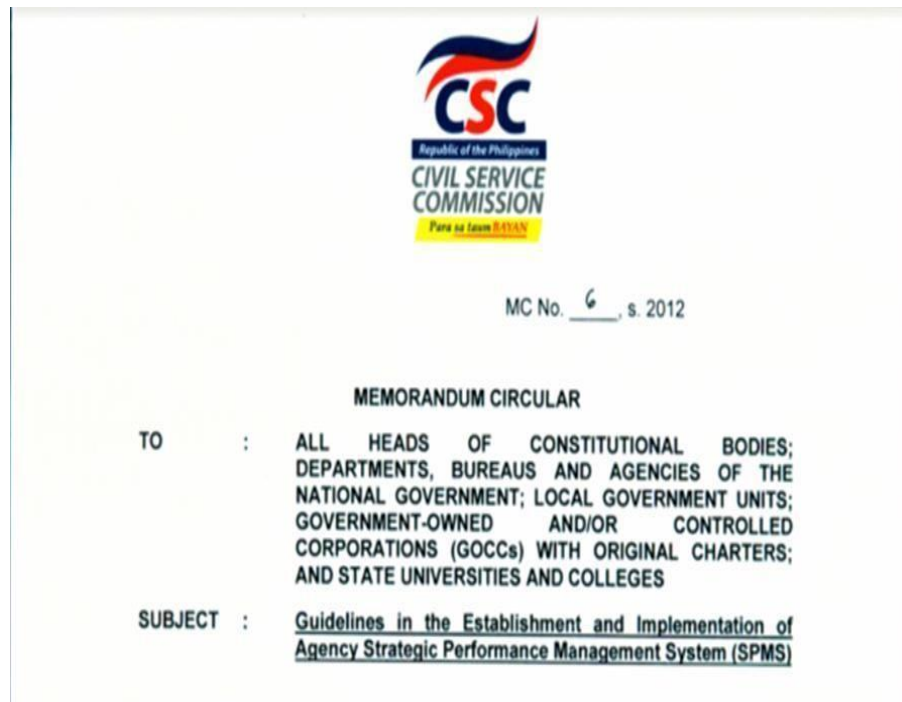
The Performance Review and Evaluation (Stage 3) aims to assess both unit and individual employee's performance level based on performance targets and measures as approved in the OPCR and IPCR. The Planning and Development Office (PDO) consolidates, reviews, validates, and evaluates the initial performance assessment of the unit heads based on reported office accomplishments against the SI, and the allotted budget against the actual expenses. The result of the assessment is submitted to the Performance Management Team (PMT) for calibration and recommendation to the President, who determines the final rating of units.

The immediate supervisor assesses individual employee performance based on the commitments made at the beginning of the rating period. Performance measures shall include anyone, combination of, or all the general categories, whichever is applicable: Effectiveness/Quality, Efficiency, and Timeliness (Figure 4.1-1)



Figure 5. The USM SPMS Four-Stage Cycle

The last stage is the Performance Rewarding and Development Planning (Stage 4). Part of the individual employee's evaluation is the competency assessment vis-à-vis the competency requirements of the job. The result of the assessment is discussed by the unit heads and direct supervisors with the individual employee at the end of each rating period. The discussion shall focus on the strengths, competency-related performance gaps and the opportunities to address these gaps, career paths and alternatives.



Memorandum Circular No. 6, s.2012 from the Civil Service Commission

Sample Content of USM's SPMS

UNIVERSITY OF SOUTHERN MINDANAO STRATEGIC PERFORMANCE MANAGEMENT SYSTEM (SPMS)

I. INTRODUCTION

Background

The University of Southern Mindanao envisions quality and relevant education for its clientele to be globally competitive, culture sensitive and morally responsive human resources for sustainable development. To attain this, the University's mission and strategic goals must be achieved with the collective effort of the human workforce-the University's ultimate capital. Individual performance must be aligned to Organizational goal. Thus, a system is developed on linking individual performance vis-à-vis the agency's organizational vision, mission and strategic goals. It is envisioned as a technology composed of strategies, methods and tools for ensuring fulfilment of the functions of the offices and its personnel as well as for assessing the accomplishments.¹

It is a mechanism that ensures that the employee achieves the objectives set by the organization and the organization, on the other hand, achieves the objectives that it has set itself in its strategic plan.

Performance management system is the heart of the human resource system because information produced from it is useful in human resource planning, management and decision-making processes.

The SPMS follows the four-stage PMS cycle: **performance planning and commitment, performance monitoring and coaching, performance review and evaluation, performance rewarding and development planning.**

To complement and support the SPMS, the following enabling mechanisms must be present, operational and maintained:

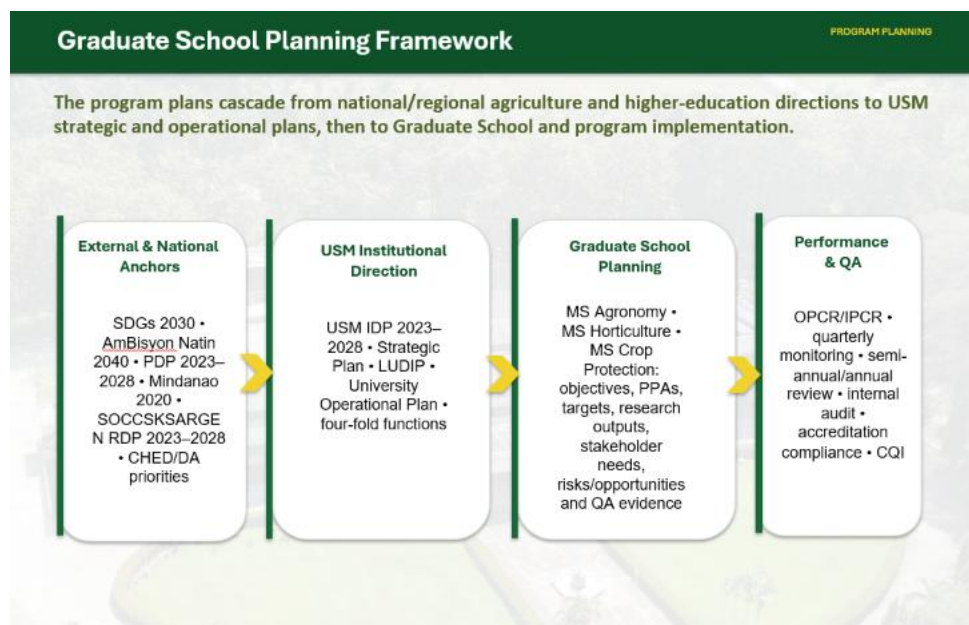
- A Recruitment System that identifies competencies and other attributes required for particular jobs or functional groups;
- An adequate Rewards and Incentives System;
- Mentoring and coaching program;
- An Information Communication Technology (ICT) that supports project documentation, knowledge management, monitoring, and evaluation.
- Change management program; and
- Change management program; and
- Policy reviews and formulation.

USM GRADUATE SCHOOL

MS Agronomy • MS Horticulture • MS Crop Protection

Program Planning Process aligned with the University of Southern Mindanao (USM) Strategic Planning, Operational Planning, Quality Assurance, and AACUP Level IV expectations.

Integrated Graduate Program Planning and Quality Assurance Framework



Graduate Program Operational Planning and Control Cycle

PROGRAM PLANNING

A program-level application of the eight-step USM Operational Planning and Control Procedure (USM-PDO-001).

1. Diagnose & Draft

Program heads/faculty define quality plan design, PPAs, indicators, targets and priority research/graduate outcomes.

2. Consolidate Data

Collect and analyze prior-year accomplishments, student data, research outputs, extension/linkage results and resource gaps.

3. Coordinate

Align plans with Graduate School, College of Agriculture/concerned units, VP functional offices and responsibility centers.

4. Approve

Route the consolidated plan through USM approval and budget/resource allocation processes.

5. Implement

Implement instruction, thesis/research, extension, graduate student support, laboratories, linkages and capability-building PPAs.

6. Monitor & Evaluate

Monitor targets and evidence; identify variance, risks, opportunities and actions.

7. Review & Improve

Use mid-year/year-end reviews, stakeholder feedback and audit findings to refine PPAs and resource allocation.

8. Report & Update

Validate accomplishments, report results, update evidence and feed improvements into the next planning cycle.

Graduate Program Planning Matrix: AACCUP Ten Areas

AACCUP ALIGNMENT

The planning process should generate evidence of systems, implementation, outcomes and improvement across the ten accreditation areas.

AACCUP Area	Planning Focus for the Three MS Programs	Illustrative Evidence / Indicator
I. VMGO	Graduate program alignment, review and stakeholder participation	Approved VMGO; review minutes; dissemination; stakeholder feedback; program congruence
II. Faculty	Qualifications, supervision load, development and research productivity	Faculty profiles; credentials; training; research supervision; performance and development records
III. Curriculum & Instruction	Graduate outcomes, course relevance, curriculum review and assessment	Curriculum map; syllabi; course evaluation; assessment results; curriculum review/CQI
IV. Support to Students	Advising, research mentoring, thesis completion and career/alumni support	Advising records; completion data; student feedback; career activities; tracer/alumni data
V. Research	Program research agenda, thesis quality, publications, funding and utilization	Research portfolio; thesis outputs; publications; grants; citations/utilization; innovation evidence
VI. Extension & Community	Research-to-extension pathways and measurable community impact	Extension agenda; partner profiles; technology transfer; community feedback; impact assessment
VII. Library	Adequacy and access to specialized agricultural and scientific resources	Print/e-resources; database access; usage statistics; user feedback; resource development plan
VIII. Physical Plant & Facilities	Graduate classrooms, research spaces, field sites and safety	Facilities inventory; safety checks; maintenance; accessibility; development priorities
IX. Laboratories	Research-grade laboratories, equipment, protocols, calibration and utilization	Inventory; calibration/maintenance; SOPs; utilization; safety records; acquisition plan
X. Administration	Graduate governance, records, budgeting, linkages and quality assurance	Org structure; policies; budget; document control; audit/accreditation records; management review

AACUP Level IV-Oriented Outcomes for the Graduate Programs

AACUP LEVEL IV

Level IV preparation should demonstrate excellence beyond compliance through documented outcomes, impact, benchmarking, sustainability and a well-developed planning process.

1. Research Excellence

Quality, quantity, relevance and impact of graduate research; publications, presentations, funded projects, innovations and utilization.

2. Graduate Learning Excellence

Strong thesis/research outputs, scholarly competencies, timely completion, professional advancement and evidence of continuing learning.

3. Community Service Impact

Research and extension that address agricultural needs and demonstrate measurable benefits to farmers, communities, agencies or industry.

4. International Linkages

Functional partnerships, joint research/academic activities, scholarly networks, mobility or benchmarking, with documented benefits.

5. Planning & Quality Assurance

Integrated plans, measurable targets, resource alignment, monitoring, evaluation, corrective action, risk management and continuous improvement.

Design principle: every major PPA should specify the target, responsible person/unit, resource requirement, evidence source, review frequency, risk/opportunity and improvement action.

Plan to Support Quality Assurance: Graduate School Programs

QUALITY ASSURANCE

Application of the USM Quality Assurance Plan (2023–2028) to MS Agronomy, MS Horticulture and MS Crop Protection.

QA Mechanism	Program Application	Frequency / Trigger	Responsible / Evidence
Document Control	Maintain controlled curricula, syllabi, thesis/research procedures, forms, minutes, reports and accreditation exhibits.	As documents are created/revised	Program/GS QA focal; controlled files and revision history
Internal Audit	Audit selected graduate processes and evidence against USM-QMS, program targets and accreditation requirements.	USM audit cycle; risk-based as needed	Internal Audit/UQAO + process owners; audit reports
Stakeholder Feedback	Analyze graduate student, alumni, faculty, research partner, employer/industry and community feedback; convert findings into actions.	Regularly, consolidated for review	GS/program teams; feedback records and action plans
Accreditation Management	Maintain AACUP evidence, internal assessment assignments, readiness checks and recommendation monitoring.	Before/during/after accreditation	UQAO + Graduate School/program task force
Corrective Action	Record nonconformities, determine causes, implement actions, verify effectiveness and standardize effective changes.	When NC/issue is identified	Process owner + UQAO; S/CAR and monitoring records
Management Review / CQI	Use performance, audit, feedback, risks, objectives and opportunities to determine improvement priorities.	Semi-annual / annual review cycle	Graduate School leadership + UQAO/concerned units

Three-Program Monitoring, Evaluation and Continuous Improvement

QUALITY ASSURANCE

The program-level cycle connects planning, implementation, evidence, review and improvement to the USM quality management system.

1. PLAN

Set program targets and PPAs; align faculty, research, facilities and budget resources; identify risks/opportunities; define evidence and responsibilities.

2. DO

Implement graduate instruction, research/thesis supervision, extension, student support, laboratory/field activities and linkages.

3. CHECK

Review accomplishments, graduate outcomes, thesis/publication results, stakeholder feedback, audit/accreditation findings and resource use.

4. ACT

Implement corrective action, revise procedures/PPAs, reallocate resources, standardize effective practices and feed improvements into the next plan.

MS AGRONOMY
MS HORTICULTURE
MS CROP PROTECTION
QUALITY LOOP

Graduate School Annual Planning and Evidence Calendar

IMPLEMENTATION

A practical calendar for keeping the three programs continuously ready for USM monitoring, QA review and AACCUP evaluation.

Planning / QA Activity	Primary Output	Key Evidence	Suggested Timing
Strategic / Operational Planning	Program Quality Plan, PPAs and targets	Approved plan; resource requirements; risk/opportunity actions	Annual planning cycle
Implementation & Data Capture	Accomplishment and outcomes records	Enrollment, graduate outcomes; research, thesis; extension, facilities/labs; linkages	Continuous
Quarterly Monitoring	Variance and mitigation actions	Accomplishment vs target; issues, action tracker	Quarterly
Internal QA / Audit	Findings and corrective actions	Audit checklist/report; NC/OFI; SI/CAR; action verification	USM audit schedule / risk-based
Stakeholder Evaluation	Feedback and improvement priorities	Student/alumni/partner/community feedback, analysis	At least annually / as applicable
Mid-Year Review	Validated accomplishments and adjustments	Review minutes; revised actions/targets	Mid-year
Year-End Review	Performance assessment and next-year plan	Annual accomplishment; lessons learned; next Operational Plan	Year-end
Accreditation Readiness	Updated evidence repository and compliance status	AACCUP exhibits; recommendation monitoring; compliance reports	Continuous; intensified before visit

Program-status note: The supplied USM QA Plan records MS Agronomy and MS Horticulture as Level III re-accredited (Sept. 1, 2024–Aug. 31, 2026; revisit 2026). MS Crop Protection is a current Graduate School offering. Its specific accreditation status is not stated in the supplied QA-plan table.

Innovation

The strategy development process stimulates and incorporates innovation through referring to the recent development advances outside the university, benchmarking with international schools and qualifications, and incorporating the new policies from statutory and regulatory bodies.

USM's opportunities are identified using the Opportunity Management Sheet (USM-SYS-F81- Rev.2.2020.08.06). As stated in the Risk and Opportunity Management Procedure (USM-QMS-029- Rev.3.2021.03.05), opportunities are positive effects of risks, as in a risk forcing implementation of a risk reduction measure that is beneficial in a broader context than just reducing this particular risk. Taking or not taking an opportunity presents different levels of risk. To evaluate these risks, taking (or not taking) the opportunity is defined as a risk management project and the associated risks are evaluated as for any project.

Strategy Considerations

USM collects data by (1) looking into the historical data through the annual report of the University; (2) benchmarking, which is done by visiting, identifying, and comparing the good practices of international and local universities; (3) identifying client demand, in which the University sets targets based on the needs of its clients, consults stakeholders, and review the feedback on its services; (4) taking into account government regulations and policies; and (5) identifying future trends, which are the comparative analysis of the actual performance of the unit and its potential performance.

Data analysis is done through the University's midyear (May) and year-end (November) review. These reviews also involve presentation of the unit's risks and opportunities (RO), as well as their accomplishments. SL considers the issues identified as internal and external and their requirements and determines the RO to be addressed. They also plan actions to address the RO, plan activities to integrate and implement the actions into its QMS process and evaluate the effectiveness of these actions.

When SL determines the need for changes, these changes shall be carried out in a planned manner. SL considers the purpose of the changes and their potential consequences; the integrity of the QMS; the availability of resources such as faculty, infrastructure, equipment, software, and facility; and allocation or reallocation of responsibilities and authorities. The University employs a Plan-Do-Check-Act (PDCA) cycle to ensure the development, continual improvement, and control of its QMS.

Work Systems and Core Competencies

There are only two key work systems of USM: Core and Support. Instruction, research development, and extension services belong to the core work system, while resource generation and general administration and support services comprise the support key work system. The units, with the approval of the President and the PMT, decide which key processes will be accomplished by external suppliers and partners for infrastructure, goods, and consultancy services. For special projects, a special committee is created to evaluate which external suppliers and partners the University will outsource from. The outsourcing depends on the needed expertise. For example, PMET serves as the monitoring body for infrastructures and COSEDA Security Services provides the security personnel of the University. External providers go through the Procurement Procedure (USM- PRO-003-Rev.7.2021.12.02). The performance of the external services is monitored and evaluated by a committee created for this purpose.

STRATEGIC OBJECTIVES

Key Strategic Objectives

USM's key strategic objectives are categorized into short- and long-term .The short- term plans, which are measured annually, are aligned with the Organizational Outcomes (OO). The long- term strategic plans to be attained after five years are based on USM strategic goals. The most important goals for these strategic objectives are to deliver inclusive quality higher education to students in the society and to improve research quality for competitiveness. The planned changes in the University are shown in Table 1 below.

Table 1. USMs Planned Changes

Educational Programs	Strengthening Outcomes-Based Education Incorporation of Flexible Learning to the Curriculum Continue Online Accreditation ISO 2018 Certification ISA Certification PQA Certification Improve international visibility in education, research development, and extension
Customers	Employ online client satisfaction feedback mechanism AGAPAY (USM Clientele's Hotline)
Suppliers	Allow online accessibility of biddings and submission of documents
Partners	Organize and conduct webinars with partner institutions (Local, Regional, National, International)
Operations	Streamline the procurement procedure Utilize SINUPAN (USM's archival database) YAMANG TAO (online streamline from Strategic Plan to IPCR) Employ Future's Thinking Initiative for Strategic Planning
Resource Generation	Employ Techno-Commercialization (partnership with private entities for resource generation activities)

Strategic Objective Consideration

USM ensures that its strategic objectives are balanced appropriately through its SPMS and the PMT. The SPMS is a mechanism that ensures that the employee achieves the objectives set by the organization and the organization, on the other hand, achieves the objectives that it has set itself in its strategic plan. The PMT, along with the concerned units such as the PDO, UQAC and HRMDO, make sure that the IPCR, OPCR, and Operational Plan (OpPlan) are aligned to the OO.

By considering both the short- and long-term data, setting targets twice a year (OPCR & IPCR), planning yearly (OpPlan), every five (Strategic Plan) and ten (LUDIP) years, and making certain that the OO are strategic, USM balances short- and long-term challenges and opportunities. The University also ensures that the needs of the students and stakeholders are considered and balanced by remaining focused on its Vision, Mission, General Objectives, Core Values, and QPS while taking continual steps to know and understand their requirements and preferences.

Strategy Implementation

A. Action Plan Development and Deployment

1. Action Plans

The key short- and long-term plans are shown in Table 2. Their relationship is shown in Figure 1. In developing the action plans (AP), internal and external environment forces were considered to come up with realistic strategies and programs for the University. The AP was based on the SWOT assessment.

2. Action Plan Implementation

The University fully deploys its AP to all workforce members through the conduct of annual planning seminar workshops, coaching and monitoring, where SL and all unit heads convene to identify the OpPlan of the University. Individual units are also required to conduct this activity for their staff and/or faculty after the operational planning. AP are systematically deployed to key suppliers, partners and collaborators during the contract signing and partnership meetings. Meetings are held to update them on the progress so that adjustments to AP can be made.

To ensure that USM can sustain the key outcomes of the AP, performance monitoring is conducted through mid-year and annual review. Strategic plans are visited and evaluated on a yearly basis. Strategic plans are also reviewed at the middle and end of the strategic period.

3. Resource Allocation

PPA are prepared three years ahead of the implementing period as part of the policy of the government to make sure that financial and other resources are available. Prioritization of projects are done to ensure that PPA that are most needed are implemented. Individual unit's PPA are based on its actual budget capabilities. PPA that do not require large appropriations shall be accomplished simultaneously with other PPA.

Allocation of funds is based on the yearly operation of the University. The budget is provided by the Philippine Government as part of GAA. Other programs of the University are funded through grants based on proposals. To ensure financial viability, identification of RO per unit is conducted on a regular basis.

4. Workforce Plans

The key workforce plans to support USM's short- and long-term plans are to (1) enhance human resource management development systems and processes by revising Merit and Selection Plan, integrating Equal Employment Opportunity Principle, revisiting the USM PRAISE, developing the web-based SPMS, and submitting to PRIME-HRM Accreditation; and (2) enhance personnel competency and performance by updating Human Resource Learning Development Plan, developing the HR Competency Framework, and conducting need-based training. These plans improve the workforce capability by developing a workforce that is flexible, competent, and more engaged and motivated in fulfilling the four-fold functions of the University; and workforce capacity by ensuring that sufficient number of workforces at the precise time of need are available.

5. Performance Measures

USM deliberately ensures that measures for the SI and AP reinforce organizational alignment through the standardized format and process embedded in the USM SPMS and Operational Planning and Control Procedure (USM-PDO-001-Rev.2.2020.06.01). The evaluation of the performance indicators is measured based on the criteria stated in the Performance Evaluation Procedure (USM-PDO-002-Rev.2.2020.07.01) as shown in Table 2.1-2. Progress towards achieving these measures is monitored semi-annually or as needed through the accomplishments reflected in the OPCR(USM-PDO-F03-Rev.1.2020.06.01) and IPCR(USM-HRD-F51- Rev.1.2020.07.01).

6. Performance Projections

All SI have performance projections, which are geared towards attaining the University's OO. These projections may be presented as frequency or percentage and are determined during the conduct of the OpPlan. Projections are based on past performance, anticipated future needs, changes and goals, and results. USM's projections meet or exceed projections of other comparable universities and key benchmarks as they reflect USM's dedication for continual improvement and growth.

In terms of gaps, delivery units are required to take part in the activities. Gaps are addressed during strategic planning and workshops.

B. Action Plan Modification

During the mid-year and the year-end review, the APs are adjusted as needed depending on the regulatory requirements set. For the infrastructure plans, LUDIP is visited yearly for review and amendments subject to the approval of the BOR. If circumstances indicate that change and rapid execution of new plans are needed, the SL, PMT and the concerned unit heads convene, determine the cause, assess the situation, and develop a modified AP. SL created a committee to spearhead the implementation of the new AP. SL and PMT monitor the results to evaluate its effectiveness.

Table 2. Strategic Objectives with Corresponding Plans & Performance Measures					
Organizational Outcome	KRA	Long-Term Plan	Short-Term Plan	Success Indicators	Key Results
Relevant & quality tertiary education ensured to achieve inclusive growth & access of poor but deserving students to quality tertiary education increased	Instruction	Students Concerns: Streamline the enrolment process, increase the students' enrolment, award scholarship to deserving students, facilitate financial assistance to deserving students, support students involved in inter-country mobility, monitor & manage students' activities, ensure students' compliance to University policies	Lessen the enrolment process, finalize & follow the revised enrolment procedure, ensure that deserving students receive scholarships by funding agencies, screen & award deserving students & follow-up to financial agencies, scout facilities/agencies in other countries, consult student leaders and their advisers about their activities, cascade to students the University policies	Enrolment procedure; Enrolment trends; # of students with scholarship; # of students involved in inter-country internship/OJT; % of monitoring conducted; % of students' compliance	7.1-4 to 7.2.5 7.4-13a & 13b
		Faculty Concerns: Update faculty profile in terms of completion of higher degree, achieve average rating in students' faculty performance evaluation, observe faculty in the conduct of classes, ensure faculty & staff's compliance to University policies	Monitor faculty who pursued & will finish higher degree, discuss with students the performance tool during evaluation, observe faculty classes, cascade to faculty and staff the University policies	# of faculty pursuing and finished master's and doctorate degree, result of students' evaluation, % of class observation conducted, % of faculty and staff compliance	7.2-3b & 3c
		Academic Program Concerns: Submit programs for Level 2-4 accreditation, sustain ISO certification, submit for ISA & PQA certification, COPC; 90% of students graduate on time	Submit programs for accreditation, surveillance of ISO sustainability, submit requirements for ISA and PQA certification; Yearly monitor graduating students	# of programs accredited, % of surveillance conducted, % of students who graduated on-time	7.1-10 & 11 7.4-5, 6 & 13b
		Licensure Exam Performance: Attain 5% above national passing percentage, at least 50% of first takers passed the exam, 80% of graduates be employed (2 yrs back after graduation), sustain COD/COE status, revise syllabi according to OBE format, ensure that IMs be used	Close monitor & evaluate the conduct of students review, monitor employment status of graduates, renew COD/COE status, review curriculum in all levels, conduct workshop on OBE & revise all syllabi according to OBE format, follow the procedure on evaluation of IMs	Licensure Exam Results, Tracer Study, % of curriculum review conducted, # of revised syllabi, # of utilized IMs	7.1-2a & 2b 7.1-3a to 3l 7.4-13b
		Research: Submit research proposal, implement research for funding, engage faculty in research, opening of linkages and publication of research output	Submit & implement research for funding, prepare PMPs & materials for the implementation of research, conduct writeshop on research proposals, & publication of research output	# of proposals submitted, # of researches implemented, % of faculty engagement in research, # of published researches	7.1-13
		Extension: Conduct technology transfer & commercialization	Establish techno-demo; conduct trainings, field days among stakeholders	# of techno-demo, trainings and field days conducted	7.4-11 & 12
Higher education research improved to promote economic & innovation	Research	Linkages: Establish partnership with local & international agencies/institutions	Link with local & international agencies & academic institutions for possible collaboration	# of linkages established	
		Establish research centers, involve & enhance faculty & researchers for active engagement in pursuing research, increase collaboration to generate externally funded research, facilitate utilization of plagiarism software, record thesis outline & manuscript of students, intensify presentation of quality papers in legitimate scientific fora, earn citation of research-based paper by book authors, establish & maintain database for USM-based researches, conform with priorities & research agenda with thematic areas, revise RDE process	Establish new research centers, appropriate budget plantilla for research implementation, source out external funds, subject students' theses in plagiarism, index thesis outline & manuscript, evaluate abstracts/papers for presentation with plagiarism software & verify legitimacy of conferences, present papers in local, national & international conferences, 10% of the total papers published already cited, compile electronic thesis abstracts & encode locally & externally funded researches, review researches/proposals to conform with thematic areas & assist deliverable/ outputs based on themes	# of research centers established, amount of external funds sourced out, # of theses indexed & subjected to plagiarism, # of abstracts evaluated, # of conferences evaluated, # of papers presented in local, national & international conferences & cited, # of compiled electronic theses abstracts, # of locally & externally funded researches, # of researches/proposals reviewed	7.4-13b
Community engagement increased.	Extension	Align extension programs with instruction & research, poverty reduction & food sufficiency, develop competent & scientifically-inclined faculty, develop & scientifically-inclined faculty, develop &	Embed extension activities in one syllabus per degree program with community engagement, maintain and monitor adopters of USM technologies, conduct capacity building of faculty researcher on community	# of syllabi where extension activities are embedded, # of adopters maintained, monitored & organized, # of capacity	7.4-11 12, & 13b

		partner development agencies, develop effective & sustainable extension programs & projects, publish extension program/outputs	services, benchmark existing collaborations & review & revitalize MOA/MOU w/ partner development agencies & other institutions (local, national & international), quarterly monitoring & evaluation of extension projects implemented by USM & other agencies, conduct writeshop among extension coordinators & publish all extension activities/projects annually	entrepreneurial services conducted, # of existing collaboration benchmarked, # of MOA/MOU w/ partner development agencies & other institutions reviewed, # of extension projects monitored & evaluated, # of writeshop conducted	
	Resource Generation & Entrepreneurial Services	Sustain financial viability of USM-IGPs, strengthen URGES operations, personnel effectiveness & IGP infrastructure functionality, institutionalize professional & Tech/Voc trainings & other NFE programs for professional & community development, strengthen community participation of campus & IGP security, sustain customers' satisfaction on IGP products & services, access IGPs for instruction, research &/or extension by intended clientele/customers, keep track of IGP operations & customers development, keep track of IGP operations & customers development	Increase revenue collections by 10% with 15% ROE annually, ensure 100% collection from USM-IGP in all campuses; enhance staff skills esp. in financial management & service delivery, establish linkages or partnership with accessible GOs & NGOs for establishment of new & big IGPs, upgrade equipment & other physical resources of URGES to expect quality products/services, conduct potential & attractive professional, technical & vocational training programs for outside clientele, conduct consultations, meetings & dialogue, attend clients' concerns/problems related to product/service satisfaction, optimize determine project condition for appropriate action & the functionality/ productivity of trained manpower	% of revenue collected, % of USM-IGP collected, # established linkages, # of equipment upgrades, # of professional, technical & vocational training programs conducted, # of consultations, meetings & dialogue conducted, # of IGP performance monitored & evaluated	7.4.4
	General Administration & Support Services	Sustain people-centered, clean, efficient & effective governance, develop infrastructure & facilities, promote peaceful & clean environment for sustainable development	Strict observance of ARTA & Citizen's Charter, develop & adopt ICT-based feedback mechanisms, develop of new USM website & timely uploading of relevant & allowable information, enhance HRMD systems & processes, enhance personnel competency & performance, adhere to QS in all functions & processes, ensure security of infrastructure facilities & assets of USM, implement regular preventive maintenance check & ensure availability of materials for repairs of buildings & facilities, execute MOA/MOU with law enforcement agencies, local government units, & security force multipliers, conduct information drives or awareness campaign about illegal drugs & other issues and concerns, revisit manual on solid waste management; optimize utilization of existing renewable energy	% of compliance to ARTA & Citizen's Charter, % of ICT-based feedback mechanisms developed & adopted, % of timely uploading of relevant & allowable information, % of enhanced HRMD systems, processes, personnel competency & performance, # of MOA/MOU executed, # of information drives or awareness campaign conducted	7.1-17a 7.2-1a to 1d 7.4.4

USM Quality Assurance Plan (2023-2028): Plans and Implementation in Place to Support Quality Assurance

Excellence and reliability stand as the cornerstones of institutional success. In this context the University Quality Assurance Center (UQAC) of the University of Southern Mindanao (USM) plays a central and vital role. Tasked with the mission of ensuring that every facet of the University's operations not only meets but consistently exceeds the highest standards of quality, the UQAC is committed to the relentless pursuit of excellence, precision, and continuous improvement. It serves as the bedrock upon which the University's reputation, progress, and long-term success are firmly established.

At USM, quality assurance is more than just a department-it is a guiding ethos, a deeply embedded culture, and an unwavering promise to its diverse stakeholders, including students, faculty, employees, partners, and the wider community. In today's dynamic and demanding environment, higher education institutions are expected not only to deliver services and outputs, but also to uphold the delivery of trust, confidence, and assurance. The Quality Assurance Office stands as the guardian of this promise, ensuring that every process, service, and engagement bearing the USM name is a hallmark of quality and excellence.

The University Quality Assurance Office is headed by Director Lawrence Anthony U. Dollente, who leads a dedicated team composed of five permanent staff members and one job order employee. In addition to the central office personnel, each academic college within the University has designated focal persons responsible for overseeing various quality assurance mandates. These include accreditation processes, ISO compliance, CHED-related concerns, Institutional Sustainability Assessment (ISA), and other areas essential to maintaining and enhancing institutional quality.

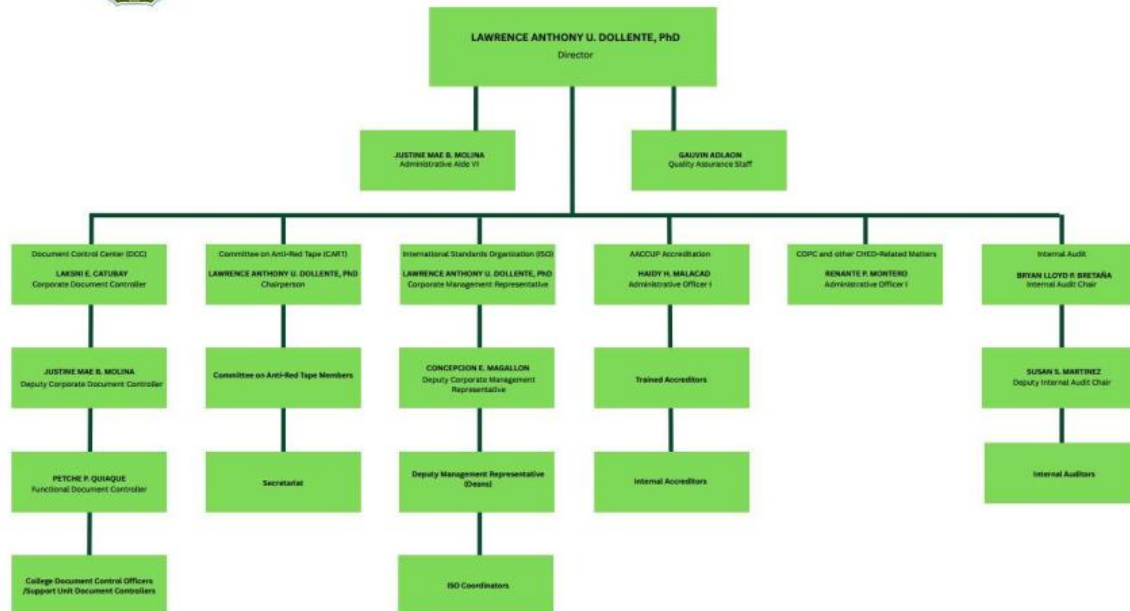
Each year, the UQAO meticulously develops and implements annual operational plans that are aligned with the University's overarching Strategic Plan. This alignment ensures that quality assurance efforts are not isolated initiatives but are instead integrated within the broader institutional goals, as mandated in the University Operational Plan. The Office plays a crucial role in monitoring, evaluating, and supporting the quality dimensions of academic programs, administrative services and institutional policies.

In keeping with the evolving demands of the digital age and the need for greater efficiency and accessibility, the Quality Assurance Office has also begun the development of an online system for archiving and document requests. This initiative aims to streamline internal processes, facilitate faster access to essential documents and ultimately enhance the quality of service delivered to all stakeholders.

Through its strategic leadership, strong institutional collaboration, and forward-thinking innovations, the University Quality Assurance Office continues to uphold its commitment to excellence, shaping a culture where quality is not just an expectation but a lived experience at USM.



UNIVERSITY QUALITY ASSURANCE OFFICE (UQAO) Table of Organization



UQAO's Table of Organization

Departments	Function
Document Control Center (DCC)	▪ Facilitate document control management system across USM-QMS implementation, specifically for identified core, support and outsource processes; ▪ Ensure documents comply to standard format and process of control to prevent duplication or uncontrolled changes; ▪ Manage document review and approval process including processing document change requests and updates; ▪ Ensure that documents are complete, accurate and compliant to the University policy standards and ISO 9001 standards; and ▪ Collect and dispose obsolete copies of documents;
International Standards Organization (ISO)	▪ Preparation of quality manual and quality assurance procedure for ensuring compliance as per ISO 9001 standards; ▪ Spearhead conduct of quality awareness by designing training programs for key official/researchers whose work will affect quality of the product and services of the University; ▪ Ensure processes needed for the quality management system are established, implemented and maintained;
	▪ Report to top management on the performance system and any need for improvement; and ▪ Ensure promotion of awareness of customer requirements throughout the organization
Internal Audit	▪ Facilitate planning of internal audit process across USM-QMS scope of application for its defined frequency; ▪ Ensure timely conduct of internal audit based on established audit program; ▪ Report to the Corporate Management Representative objective findings during the process of audit; ▪ Submission of schedule and audit findings to the auditee; and ▪ Report to the top management during the management review the status of internal audit findings and submitted corrective actions.

AACCUP Accreditation	▪ Takes the lead role in the accreditation of the different academic programs in coordination with the academic deans of the units involved; ▪ Assists the college in its accreditation process; ▪ Orients the college and stakeholders on the accreditation standard/measures process; ▪ Schedules and facilitates regular meetings with the internal assessment committee; ▪ Maintains database of documents that demonstrate conformity to accreditation standards and measures; ▪ Identifies tasks and assignments for internal assessment committee to undertake standards review; and ▪ Acts as the primary point of contact for accreditation visit;
CHED Related Concerns Curriculum Certificate of Program Compliance	▪ Takes the primary mover for meeting the requirement on securing Certificate of Program Compliance both from CHED National for graduate school programs and no-CMO programs and CHED Regional Office for undergraduate programs ▪ Assist all programs in its RQAT ▪ Coordinate with CHED re visitation and assessment schedules

Institutional Sustainability Assessment (ISA)	▪ Prepare and submit the Self-Evaluation Document (SED) for evaluation of CHEDRO XII and CHED National Office ▪ Coordinate with all units and offices in the University along with the external campuses on preparation of documents and exhibits needed for ISA ▪ Maintains a database and repository of documents required for ISA ▪ Ensure awareness and coordination among units and offices as well as external stakeholders on the preparation for the ISA visit by CHED ▪ Facilitation of the activities during the ISA Visit.
Other Quality Assurance Certification Philippine Quality Award	▪ Serves as core office in the compliance or requirements of Philippine Quality Award Facilitates the writing of the Application Report Monitor to the compliance to the recommendations of the assessors.

List of Procedures Under Quality Management System of the University

	DOCUMENT CODE	TITLE	2026 QA Progress Monitoring
1	USM-QMS-002-Rev.9.2026.01.12	USM QUALITY MANAGEMENT SYSTEM MANUAL	Revised 2026
2	USM-QMS-007-Rev.2.2020.02.18	USM QUALITY POLICY STATEMENT	
3	USM-QMS-013-Rev.10.2026.01.05	DOCUMENT CONTROL PROCEDURE	Revised 2026
4	USM-QMS-014-Rev.7.2024.06.03	RECORDS CONTROL PROCEDURE	
5	USM-QMS-015-Rev.8.2024.06.11	INTERNAL AUDIT PROCEDURE	
6	USM-QMS-016-Rev.5.2024.09.02	CONTROL OF NON-CONFORMING PRODUCT AND SERVICES DELIVERY	
7	USM-QMS-017-Rev.7.2024.09.02	CORRECTIVE ACTION PROCEDURE	
8	USM-QMS-019-Rev.5.2024.08.05	PERFORMANCE MANAGEMENT REVIEW PROCEDURE	
9	USM-QMS-020-Rev.4.2024.09.02	CONTINUAL IMPROVEMENT PROCEDURE	
10	USM-QMS-023-Rev.6.2024.03.06	MONITORING OF CLIENT SATISFACTION	
11	USM-QMS-025-Rev.4.2024.09.02	COMPLAINT HANDLING PROCEDURE	
12	USM-QMS-026-Rev.5.2025.01.20	PROGRAM ACCREDITATION MANAGEMENT PROCEDURE	
13	USM-QMS-028-Rev.1.2020.02.28	7S: SYSTEM OF GOOD HOUSE KEEPING PROCEDURAL ENFORCEMENT GUIDELINE	
14	USM-QMS-029-Rev.4.2024.01.04	RISK AND OPPORTUNITY MANAGEMENT PROCEDURE	
15	USM-QMS-030-Rev.6.2026.01.12	CONTEXT OF THE ORGANIZATION AND RELEVANT INTERESTED PARTIES	Revised 2026
16	USM-QMS-031-Rev.2.2024.09.02	ORGANIZATIONAL KNOWLEDGE	
17	USM-EDL-001-Rev.3.2025.08.04	CALIBRATION OF LABORATORY EQUIPMENT	
18	USM-EDL-002-Rev.3.2025.08.04	PROCEDURE FOR THE CONDUCT OF LABORATORY ACTIVITIES	
19	USM-EDL-004-Rev.3.2025.08.04	PROCEDURE FOR PREVENTIVE AND CORRECTIVE MAINTENANCE OF LABORATORY INSTRUMENTS AND FACILITIES	
20	USM-EDL-005-Rev.2.2025.08.04	PROCEDURE FOR SAFETY OF STUDENTS AND LABORATORY STAFF	

21	USM-EDL-006-Rev.3.2025.08.04	STUDENT RESEARCH ENGAGEMENT PROCEDURE	
22	USM-EDL-007-Rev.3.2025.08.04	PROCEDURE FOR RESEARCH ADVISING	
23	USM-EDL-008-Rev.3.2025.08.04	SECTION DEPARTMENT AND REVISION FOR CURRICULUM	
24	USM-EDL-009-Rev.3.2025.08.04	ASSIGNMENT OF ACADEMIC PERFORMANCE AND ACHIEVEMENT OF GRADUATE	
25	USM-EDL-010-Rev.3.2025.08.04	PROCESSES OF FACULTY PERFORMANCE EVALUATION	
26	USM-EDL-011-Rev.3.2025.08.04	FACT-FINDING PROCEDURE FOR RESEARCH PERFORMANCE	
27	USM-EDL-012-Rev.3.2025.08.04	EVALUATING TEACHING OUTCOMES TEST CONSTRUCTION AND ADMINISTRATION	
28	USM-EDL-013-Rev.3.2025.08.04	PROCEDURE FOR DELIVERY OF INSTRUCTION	
29	USM-EDL-014-Rev.3.2025.08.04	PROCEDURE FOR CONDUCTING RESEARCH AND REVISION	
30	USM-EDL-015-Rev.3.2025.08.04	DESTRUCTION OF FACULTY WORKBOOK PROCEDURE	
31	USM-EDL-016-Rev.3.2025.08.04	PROCEDURE FOR FACULTY WORKBOOK DISPOSITION	
32	USM-EDL-017-Rev.3.2025.08.04	USE OF FACILITIES AND BORROWING OF COLLEGE EQUIPMENT	
33	USM-EDL-018-Rev.3.2025.08.04	PRACTICE TEACHING PROCEDURE	
34	USM-EDL-019-Rev.3.2025.08.04	PROCEDURE FOR DELIVERY OF INSTRUCTION FACILITIES	
35	USM-EDL-020-Rev.3.2025.08.04	PROCEDURE FOR COMMUNITY EXTENSION	
36	USM-EDL-021-Rev.3.2025.08.04	WORKING MEETING PROCEDURE	
37	USM-EDL-022-Rev.3.2025.08.04	REPORT OF SCHOOL FEES, SCHOLARSHIP, GRANTS AND OTHER FUND PROCEEDINGS	
38	USM-EDL-023-Rev.3.2025.08.04	WORKING OF FACULTY WORKBOOK DISPOSITION	
39	USM-EDL-024-Rev.3.2025.08.04	REVISION OF FACULTY WORKBOOK DISPOSITION	
40	USM-EDL-025-Rev.3.2025.08.04	PROCEDURE FOR VERIFICATION OF BUDGET OBLIGATION FOR ALL FUNDS	
41	USM-EDL-026-Rev.3.2025.08.04	PROCEDURE FOR VERIFICATION OF INSTRUCTION RELATED REQUESTS	

42	USM-EDL-027-Rev.3.2025.08.04	PROCEDURE FOR CLASSROOM OBSERVATION	
43	USM-EDL-028-Rev.3.2025.08.04	WEEK OF CLASS PROCEDURE	
44	USM-EDL-029-Rev.3.2025.08.04	ON THE JOB TRAINING PROCEDURE	
45	USM-EDL-030-Rev.3.2025.08.04	COOPERATION ENGAGEMENT PROCEDURE	
46	USM-EDL-031-Rev.3.2025.08.04	CHECK AND CORRECT PROCEDURE	
47	USM-EDL-032-Rev.3.2025.08.04	COLLECTION AND REPORT PROCEDURE	
48	USM-EDL-033-Rev.3.2025.08.04	COOPERATION, ASSIGNMENT AND TESTING PROCEDURE	
49	USM-EDL-034-Rev.3.2025.08.04	PROCEDURES ON FACULTY SELECTION AND ASSIGNMENT OF NEW TEACHING PROGRAMS	
50	USM-EDL-035-Rev.3.2025.08.04	PROCEDURE ON TECHNICAL LEVEL OF STUDENT AND EMPLOYMENT	
51	USM-EDL-036-Rev.3.2025.08.04	PROCEDURE ON THE DISPOSITION OF LEAVE OF ABSENCE	
52	USM-EDL-037-Rev.3.2025.08.04	PROCEDURE ON VACATION OF PERMANENT AND CASUAL EMPLOYEES	
53	USM-EDL-038-Rev.3.2025.08.04	PROCEDURE ON VACATION OF CONTRACT OF SERVICE AND NON-GRANTS	
54	USM-EDL-039-Rev.3.2025.08.04	PROCEDURE ON VACATION OF RESEARCH ASSISTANT/ OBSERVATION CERTIFICATE	
55	USM-EDL-040-Rev.3.2025.08.04	PROCEDURE ON THE DISPOSITION OF LEAVE OF ABSENCE	
56	USM-EDL-041-Rev.3.2025.08.04	PROCEDURE FOR OVERTIME SERVICES	
57	USM-EDL-042-Rev.3.2025.08.04	PROCEDURE FOR DISCIPLINING AND RESIGNATION OF SPECIAL OFFICERS	
58	USM-EDL-043-Rev.3.2025.08.04	PROCEDURE ON DISCIPLINING AND RESIGNATION OF FACULTY	
59	USM-EDL-044-Rev.3.2025.08.04	MONITORING OF ATTENDANCE PROCEDURE	
60	USM-EDL-045-Rev.3.2025.08.04	PROCEDURE ON FACULTY SELECTION, DISCIPLINING AND RESIGNATION OF SPECIAL OFFICERS	
61	USM-EDL-046-Rev.3.2025.08.04	PROCEDURE ON VACATION OF LEAVE OF ABSENCE AND DISCIPLINING AND RESIGNATION OF SPECIAL OFFICERS	

Prepared by

Attention:

LAWRENCE ANTHONY U. DOLLENTE, PhD
Director

Present Status of the USM Quality Assurance Office

The University of Southern Mindanao (USM) continues to uphold its commitment to quality and excellence through the pro-active efforts of the University Quality Assurance Office (UQAO). As the institution's central body for the quality, the UQAO has achieved significant milestones that reflect the University's dedication to continuous improvement, institutional excellence, and stakeholder satisfaction.

Foremost, among its accomplishments, USM is ISO 9001:2015 certified for its Quality Management System. This certification was awarded on February 13, 2023 and remains valid until February 12, 2026. The ISO 9001:2015 certification is a globally recognized standard that affirms USM's compliance with international quality management principles, including a strong customer focus, process-based approaches, and continuous improvement.

In recognition of its exemplary performance in quality management and institutional governance, USM was also awarded the Philippine Quality Award (PQA) Level II. The PQA is the highest national recognition for performance excellence and organizational effectiveness in the Philippines, and the Level II distinction signifies the University's well-deployed quality systems and approaches that are yielding positive results across functions and programs.

Additionally, USM has made remarkable progress in program accreditation. Currently, 87.50% of the University's academic programs are accredited by the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP), covering all levels of higher education. The remaining programs that are eligible for accreditation have already been scheduled for upcoming evaluations, affirming the University's commitment to full compliance and academic excellence.

In terms of government compliance, all academic programs of USM-except for newly opened ones-have undergone evaluation and were granted certificates of Program Compliance (COPCs) by the Commission on Higher Education (CHED). The issuance of the COPC's indicates that USM programs meet the minimum requirements set by CHED, including standards in curriculum, faculty qualifications, facilities and administrative support.

With these achievements, the University Quality Assurance Office continues to lead with strategic direction, ensuring that USM remains a model of quality and integrity in the higher education landscape. These efforts not only validate the University's current standing but also position USM for sustained excellence in the years to come.

Status of USM Internationalization

The University of Southern Mindanao (USM) has significantly advanced its internationalization efforts through structured programs and global engagements. By institutionalizing its Office of International Affairs, USM has systematically strengthened its international presence forging partnerships with higher education institutions (HEI's) and research organizations worldwide. The university supports faculty development through scholarships for graduate studies in international universities while also facilitating international trainings, speakerships, and the Balik Scientist Program to enhance research and academic collaboration. USM promotes student mobility by admitting international students and hosting internship programs, alongside active participation in cultural exchanges.

Its growing global reputation is reflected in its inclusion in QS Asia, Times Higher Ed Impact Rankings, WURI, EduRank, and Webometrics as well as through awards recognizing its internationalization initiatives. As a leader in regional cooperation, USM serves as the lead institution in Region XII and a key member in the BIMP-EAGA HEI Consortium, reinforcing its role in fostering academic and research collaboration across Southeast Asia. These efforts collectively underscore the USM's commitment to global academic excellence, cross-border innovation and sustainable international partnerships.



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OF UNIVERSITIES**



1st

REGION XII

3210th

IN THE WORLD

5968th

PREVIOUSLY RANKED IN 2025

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OF UNIVERSITIES**

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AACCUP Program Accreditation

University of Southern Mindanao-Main Campus Undergraduate Programs

No.	Program	Accreditation Level/Status	Validity of Accreditation Status	Plan of Accreditation Visit	2026 QA Progress Monitoring		
					Level (Accreditation Status)	Date of Validity of Accreditation Status	Date of Accreditation Visit
1	BS Industrial Technology (Automotive Technology, Architectural Drafting Technology, Electrical Technology, Electronics Technology)	Level III, Re-accredited (Assessment on-going in Phase of the 4th Survey Visit – Revisit Areas V, VI & IX)	September 1, 2024 – August 31, 2025	September 2–4, 2025	Level III, Re-accredited (The program is Level III. Passed the Phase I of two (2) Phases of evaluation in the 4 th survey visit. Has to undergo Phase 2)	September 16, 2025 – September 15, 2026	September 2026
2	BS Business Administration	Level II, Re-accredited (Must comply with mandatory recommendations)	July 1, 2023 – June 30, 2024	Submitted mandatory recommendations	Level III, Re-accredited	July 16, 2025 – July 15, 2029	April 2029
3	BS Agricultural Economics	Level III, Re-accredited (Must comply with	April 1, 2025 – March 31, 2030	—	Level IV, Re-accredited	April 01, 2025 – March 31, 2030	December 2029

		mandatory recommendations)					
4	BS Agribusiness	Level IV, Re-accredited (Must comply with mandatory recommendations)	August 2022 – July 2023	June 18–20, 2025	Level III, Re-accredited (must comply with mandatory recommendations)	July 01, 2025 – June 30, 2026	July 2026
5	BS Accountancy	Level II, Re-accredited (Revisit Extension; Must comply with mandatory recommendations)	July 1, 2023 – June 30, 2024	June 18–20, 2025	Level III, Re-accredited	July 1, 2025 – June 30, 2029	April 2029
6	BS Electronics Engineering	Level II, Re-accredited	December 16, 2021 – December 15, 2025	September 2–4, 2025	Level II Re-accredited (Revisit Extension)	October 01, 2025 – September 30, 2026	Comply w/mandatory recommendations
7	BS Computer Engineering	Level II, Re-accredited	December 16, 2021 – December 15, 2025	September 2–4, 2025	Level II Re-Accredited	October 01, 2025 – September 30, 2026	Comply w/mandatory recommendations
8	BS Civil Engineering (Structural Engineering)	Level II, Re-accredited (Assessment on-going in Phase I of the 3rd Survey Visit – Revisit All Areas)	September 1, 2023 – August 31, 2027	May 2027			
9	BS Computer Science	Level III, Re-accredited (Must comply with mandatory	July 2022 – June 2023	June 18–20, 2025	Level III Re-accredited (must comply with mandatory recommendations)	July 1, 2025 – June 30, 2027	April 2027

		recommendations; Subject to another revisit in all areas)			subject to another revisits in ALL AREAS		
10	BS Information Systems	Level III, Re- accredited (Must comply with mandatory recommendations)	July 2022 – June 2023	Comply with mandatory recommendati ons	Level III Re- accredited	June 01, 2025 – May 31, 2029	April 2029
11	BS Library Information Science	Level III, Re- accredited (Must comply with mandatory recommendations)	July 2022 – June 2023	Comply with mandatory recommendati ons	Level III Re- accredited	June 01, 2025 – May 31, 2029	April 2029
12	BS Agricultural and Biosystems Engineering	Level III, Re- accredited (Assessment ongoing in Phase II of the 4th Survey Visit; Must comply with mandatory recommendations)	September 1, 2024 – August 31, 2025	Submit compliance report (2025)	Level IV, Re- accredited	September 1, 2025 – August 31, 2030	Sept 2030
13	BS Hotel & Restaurant Management	Level II, Re- accredited (Must comply with mandatory recommendations)	July 1, 2023 – June 30, 2024	Waiting for result	Level II Re- Accredited (must comply w/mandatory recommendations)	July 1, 2023 – June 30, 2024	Waiting for result
14	BS Tourism Management	Level II, Re- accredited (Must comply with mandatory recommendations)	July 1, 2023 – June 30, 2024	Comply with mandatory recommendati ons	Level III Re- accredited	September 1, 2025 – August 31, 2030	Sept 2030

15	BS Nutrition and Dietetics	Level III, Re- accredited (Must comply with mandatory recommendations; Revisit All Areas)	December 1, 2023 – November 30, 2025	September 2–4, 2025	Level III Re- accredited (Revisit Community Service)	October 01, 2025 – September 30, 2026	Comply w/mandatory recommendation s
16	BS Food Technology	Level III, Re- accredited (Must comply with mandatory recommendations)	July 2022 – June 2023	Comply with mandatory recommendati ons			
17	Bachelor of Physical Education	Level II, Re- accredited	July 16, 2022 – July 15, 2026	April 2026	Level III Re- Accredited	May 01,2026-Apr. 30, 2030	April 2030
18	BA Islamic Studies	Level I Accredited	April 2022 – March 2026	April 2026	Level II Re- accredited	May 01,2026-Apr. 30, 2030	April 2030
19	BS International Relations	Level II, Re- accredited	April 16, 2023 – April 15, 2027	April 2027	Level II Re- accredited	APRIL 16, 2023 – APRIL 15, 2027	April 2027
20	Bachelor of Elementary Education	Level III, Re- accredited (Revisit Community Service & International Linkages/Consortia)	December 1, 2023 – November 30, 2024	June 18–20, 2025	Level III Re- accredited (must comply with mandatory recommendations) Revisit International Linkages & Consortia	July 1, 2025 – June 30, 2026	August 2026
21	Bachelor of Secondary Education (Science, Math,	Level III, Re- accredited (Revisit Community Service &	December 1, 2023 – November 30, 2024	June 18–20, 2025	Level III Re- accredited (must comply with mandatory recommendations)	July 1, 2025 – June 30, 2026	August 2026

	Filipino, English & Social Studies)	International Linkages/Consortia)			Revisit International Linkages & Consortia		
22	Doctor of Veterinary Medicine	Level IV, Re-accredited (Must comply with mandatory recommendations)	August 2022 – July 2023	Comply with mandatory recommendations			
23	AB Psychology	Level III, Re-accredited (Passed Phase I of the 4th Survey Visit)	September 1, 2024 – August 31, 2025	September 2–4, 2025	Level III – Reaccredited	October 01, 2025 – September 30, 2026	comply with mandatory recommendations
24	BS Development Communication	Level IV, Re-accredited (Must comply with mandatory recommendations)	August 2022 – July 2023	June 18–20, 2025	Level III Re-accredited (must comply with mandatory recommendations) Revisit Research Area	July 1, 2025 – June 30, 2026	April 2026
25	BS Chemistry	Level III, Re-accredited	May 2022 – April 2023	—	Level IV Re-accredited	Apr. 16, 2026-Apr.15, 2031	May 2031
26	BS Biology	Level IV, Re-accredited	March 1, 2020 – February 28, 2025	June 18–20, 2025	Level IV Re-accredited, revisit all areas	July 01, 2025 – June 30, 2027	April 2027
27	BA English	Level III, Re-accredited	July 1, 2022 – June 30, 2026	August 2026			
28	BS Criminology	Level I Accredited	April 16, 2023 – April 15, 2026	April 2026	Level II Re-accredited	May 01, 2026-Apr. 30, 2030	April 2030
29	BA Political Science	Level II, Re-accredited	May 1, 2024 – April 30, 2028	June 2028	Level II Re-Accredited	May 1, 2024 – April 30, 2028	June 2028

30	BS Nursing	Level I Accredited	December 16, 2024 – December 15, 2028	June 2028			
31	BS Agriculture	Level IV, Re-accredited (Must comply with mandatory recommendations)	May 2022 – April 2023	Comply with mandatory recommendations	Level IV Re-accredited	Feb.01,2026-Jan.31,2031	March 2031
32	BS Fisheries	Level I Accredited	May 1, 2024 – April 30, 2027	April 2027			
33	Bachelor of Science in Exercise and Sports Science, major in: Fitness and Sports Coaching (FSC), Fitness and Sports Management (FSM)				Level I	May 01, 2026-Apr.30,2029	April 2029
34	Bachelor of Science in Veterinary Technology				Candidate Status	May 01, 2026-Apr.30,2028	April 2028
35	Bachelor of Arts in Philosophy				Candidate Status	Aug.01, 2025-July 31,2027	August 2027
36	Bachelor of Science in Applied Mathematics				Candidate Status	Aug.01, 2025-July 31,2027	August 2027

	Management Accounting						
38	Bachelor of Public Administration				Candidate Status	Aug.01, 2025- July 31,2027	August 2027
39	Bachelor of Technical-Vocational Teacher Education, Major in: Automotive Technology, Drafting Technology, Electrical Technology, Electronics technology)				Candidate Status	Aug.01, 2025- July 31,2027	August 2027
40	Bachelor of Science in Applied Physics				Not Accreditable	Program is being offered for less than five years and has not yet reached the required batch of graduates	
41	Bachelor of Science in Environmental Sciences				Not Accreditable	Program is being offered for less than five years and has not yet reached the required	

						batch of graduates	
42	Bachelor of Science on Microbiology				Not Accreditable	Program is being offered for less than five years and has not yet reached the required batch of graduates	
43	Bachelor of Science in Midwifery				Not Accreditable	Program is being offered for less than five years and has not yet reached the required batch of graduates	
44	Bachelor of Science in Pharmacy				Not Accreditable	Program is being offered for less than five years and has not yet reached the required batch of graduates	
45	Bachelor of Science in				Level II	Jul.16, 2019- Jul.15,2021	Phase out

	Development management						
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University of Southern Mindanao-Kidapawan City Campus Undergraduate Programs

No.	Program	Accreditation Level/Status	Validity of Accreditation Status	Plan of Accreditation Visit	2026 QA Progress Monitoring		
					Level (Accreditation Status)	Date of Validity of Accreditation Status	Date of Accreditation Visit
1	Bachelor of Science in Industrial Engineering	Level III, Re-accredited Assessment on-going in Phase I of the 4th Survey Visit (Revisit All Areas)	July 1, 2023 – June 30, 2028	June 2028			
2	Bachelor of Science in Mechanical Engineering	Level II, Re-accredited Assessment on-going in Phase I of the 3rd Survey Visit (Revisit All Areas)	July 1, 2023 – June 30, 2027	April 2027			
3	Bachelor of Technology(Majors: Automotive Technology, Civil Technology, Electrical Technology, Electronic Technology, Mechanical Technology,	Level III, Re-accredited Assessment on-going in Phase I of the 4th Survey Visit (Revisit All Areas)	July 1, 2023 – June 30, 2028	June 2028			

	Refrigeration and Air-conditioning Technology)						
4	Bachelor of Secondary Education(Majors: English, Filipino, Mathematics, Social Studies)	Level I Accredited (Revisit All Areas)	January 1, 2025 – December 2028	June 2028			
5	Bachelor of Technical and Vocational Teacher Education(Majors: Automotive Technology, Electronics Technology, Food Service and Management Technology, Garments, Fashion and Design Technology)	Level I Accredited (Revisit All Areas)	January 1, 2025 – December 2028	June 2028			
6	Bachelor of Science in Electrical Engineering	Level I Accredited	July 16, 2022 – July 15, 2025	July 14–18, 2025	Level II Re-accredited	August 01, 2025 – July 31, 2029	April 2029
7	Bachelor of Industrial Technology(Major: Food and Beverage Preparation and Service Management)	Level II, Re-accredited	December 16, 2024 – December 15, 2028	—			
8	Master of Technology Education	Level I Accredited	September 1, 2023 – August 31, 2026	—	Level I Accredited	May 01, 2026-Apr.30, 2027	April 2027

University of Southern Mindanao-Main Campus Graduate Programs

No.	Program	Accreditation Level/Status	Validity of Accreditation Status	Plan of Accreditation Visit	2026 QA Progress Monitoring		
					Level (Accreditation Status)	Date of Validity of Accreditation Status	Date of Accreditation Visit
1	Doctor of Philosophy in Extension Education	Level III, Re-accredited	May 2022 – April 2023	Comply with mandatory recommendations			
2	Doctor of Philosophy in Agricultural Science(Majors: <i>Animal Science, Crop Protection, and Crop Production & Management</i>)	Level III, Re-accredited (Must comply with mandatory recommendations; Revisit All Areas)	December 1, 2023 – November 30, 2025	September 2-4, 2025	Level IV Re-accredited	Feb.01,2026 – Jan.31,2031	March 2031
3	Master of Science in Biology	Level IV, Re-accredited (Must comply with mandatory recommendations)	August 2022 – July 2023	June 18-20, 2025	Level III Re-accredited (must comply with mandatory recommendations) Revisit Area of Community	July 1, 2025 – June 30, 2026	April 2026

					Service and International Linkages and Consortia		
4	Doctor of Education in Educational Management	Level III, Re-accredited (Must comply with mandatory recommendations; Revisit Area of Community Service and International Linkages & Consortia)	December 1, 2023 – November 30, 2024	June 18-20, 2025	Level III Re-accredited (must comply with mandatory recommendations) Revisit Area of Community Service and International Linkages and Consortia	July 1, 2025 – June 30, 2026	April 2026
5	Master of Science in Agronomy	Level III, Re-accredited (Revisit All Areas)	September 1, 2024 – August 31, 2026	2026			
6	Master of Science in Crop Science	Level III, Re-accredited (Revisit All Areas)	September 1, 2024 – August 31, 2026	2026			
7	Master of Science in Horticulture	Level III, Re-accredited (Revisit All Areas)	September 1, 2024 – August 31, 2026	2026			
8	Master of Arts in Education in Educational Management	Level III, Re-accredited (Must comply with mandatory recommendations; Revisit Area of Community Service,	December 1, 2023 – November 30, 2024	June 18-20, 2025	Level III Re-accredited (must comply with mandatory recommendations) Revisit Area of Community Service and International	July 1, 2025 – June 30, 2026	April 2026

		International Linkages & Consortia)			Linkages and Consortia		
9	Master of Science in Teaching – Physics	Level I, Accredited (Revisit All Areas)	May 1, 2024 – April 30, 2028	2028			
10	Master of Science in Teaching – Mathematics	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
11	Master of Science in Teaching – Chemistry	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
12	Master of Science in Teaching – Biology	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
13	Master of Science in Extension Education	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
14	Master of Science in Plant Breeding	Level II, Re-accredited	May 1, 2024 – April 30, 2028	2028			
15	Master of Science in Agricultural and Biosystems Engineering	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			

16	Master of Public Administration	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
17	Master of Engineering in Rural Infrastructure Engineering	Level I, Accredited (Revisit All Areas)	September 1, 2023 – August 31, 2027	2027			
18	Master of Arts in Teaching – Industrial Arts	Level I, Accredited	April 1, 2022 – March 31, 2025	July 14–18, 2025			
19	Master of Arts in Language Teaching – Filipino	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
20	Master of Arts in Language Teaching – English	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
21	Master in Information Systems	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
22	Doctor of Philosophy in Rural Development	Level II, Re-accredited	September 1, 2023 – August 31, 2027	2027			
23	Master of Science in Animal Science	Level I, Accredited	April 16, 2023 – April 15, 2026	2026			
24	Doctor of Philosophy in				Candidate	May 01, 2026–Apr. 30, 2028	April 2028

	Education Major in Biology						
25	Doctor of Philosophy in Education Major in Mathematics				Candidate	May 01, 2026-Apr. 30, 2028	April 2028
26	Doctor of Philosophy in Education Major in Applied Linguistics				Candidate	May 01, 2026-Apr. 30, 2028	April 2028
27	Doctor of Philosophy in Education Major in Filipino				Candidate	May 01, 2026-Apr. 30, 2028	April 2028

Prepared by:

Attested by:

HAIDY H. MALACAD
Program/Institutional Accreditation Coordinator

LAWRENCE ANTHONY U. DOLLENTE, PhD
Director

CERTIFICATE OF PROGRAM COMPLIANCE

Certificate of Program Compliance Status

University of Southern Mindanao-Main Campus Undergraduate Programs

Programs with COPC	Number of Programs	2026 QA Progress Monitoring		
		Program	Serial Number	Date Issued
College of Agriculture - Bachelor of Science in Agriculture - Bachelor of Science in Fisheries	2	College of Agriculture - Bachelor of Science in Agriculture - Major in Crop Science (Agronomy) - Major in Animal Science - Major in Crop Science (Horticulture) - Major in Crop Protection (Entomology) - Major in Crop Protection (Plant Pathology) - Major in Plant Breeding and Genetics - Major in Agricultural Extension - Major in Soil Science - Bachelor of Science in Fisheries	015 122 117 120 124 123 121 119 118 010	3/18/2015 9/9/2025 9/9/2025 9/9/2025 9/9/2025 9/9/2025 9/9/2025 9/9/2025 9/9/2025 3/18/2015
College of Arts and Social Sciences - Bachelor of Science in Criminology - Bachelor of Arts in English - Bachelor of Science in Development Communication (major in Development Journalism, Educational Communication and	6	College of Arts and Social Sciences - Bachelor of Science in Criminology - Bachelor of Arts in English - Bachelor of Science in Development Communication	014 027 026	3/18/2015 3/18/2015 3/18/2015

<i>Community Broadcasting)</i> - Bachelor of Arts in Political Science - Bachelor of Arts in Psychology - AB Philosophy (NEW)		4. Bachelor of Arts in Political Science 5. AB Philosophy 6. Bachelor of Arts in Psychology (AB Psychology)	004 017 028	3/18/2015 8/8/2024 3/18/2015
College of Science and Mathematics - Bachelor of Science in Chemistry - Bachelor of Science in Biology - BS Applied Mathematics (NEW) - BS Applied Physics (NEW) - BS Environmental Science (NEW)	6	College of Science and Mathematics 1. Bachelor of Science in Chemistry 2. Bachelor of Science in Biology 3 Majors Applied, waiting for RQAT 3. BS Applied Mathematics 4. BS Applied Physics 5. BS Environmental Science 6. Bachelor of Science in Microbiology	003 002 016 019 015 175	3/18/2015 3/18/2015 8/8/2024 8/29/2024 8/8/2024 6/17/2025
College of Business Development Economics and Management - Bachelor of Science in Accountancy - Bachelor of Science in Business Administration (major in Marketing Management) - Bachelor of Science in Accounting Technology - Bachelor of Science in Agribusiness	6	College of Business, Development Economics and Management 1. Bachelor of Science in Business Administration 2. Bachelor of Science in Agricultural Economics 3. Bachelor of Science in Agri-business 4. Bachelor of Science in Accountancy 5. Bachelor of Public Administration 6. Bachelor of Science in Management Accounting	016 2016-0005 2016-0006 017 007 004	3/18/2015 2016 2016 3/18/2015 01/08/2025 01/08/2025

- Bachelor of Science in Agricultural Economics - Bachelor of Public Administration (NEW) - Bachelor of Science in Management Accounting (NEW)				
College of Education - Bachelor of Elementary Education - Bachelor of Secondary Education	2	College of Education 1. Bachelor of Elementary Education 2. Bachelor of Secondary Education a. Major in Mathematics b. Major in Science c. Major in Filipino d. Major in Social Studies e. Major in English	029 030 019 018 017 016 015	11/18/2015 11/18/2014 07/09/2026 07/09/2026 07/09/2026 07/09/2026 07/09/2026
College of Engineering & Computing - Bachelor of Science in Agricultural Engineering - Bachelor of Science in Electronics Engineering - Bachelor of Science in Civil Engineering - Bachelor of Science in Computer Engineering - Bachelor of Science in Information System - Bachelor of Science in Computer Science - Bachelor of Library and Information Science	8	College of Engineering and Information Technology 1. Bachelor of Science in Electronics Engineering 2. Bachelor of Science in Computer Engineering 3. BS in Civil Engineering (Structural Engineering) 4. Bachelor of Science in Computer Science 5. Bachelor of Science in Information Systems 6. BS in Library Information Science 7. BS in Agricultural Engineering (BS IN AGRICULTURAL AND BIOSYSTEMS ENGINEERING) 8. Bachelor of Science in Information Technology	006 008 009 023 024 025 007 091 005	3/18/2015 3/18/2015 3/18/2015 3/18/2015 3/18/2015 3/18/2015 3/18/2015 7/24/2025 5/28/2026

College of Human Ecology & Food Sciences - Bachelor of Science in Food Technology - Bachelor of Science in Nutrition and Dietetics - Bachelor of Science in Hotel & Restaurant Management - Bachelor of Science in Travel Management - Bachelor of Science in Tourism Management	5	College of Human Ecology and Food Sciences - Bachelor of Science in Hotel & Restaurant Management - Bachelor of Science in Hospitality Management - Bachelor of Science in Tourism Management - Bachelor of Science in Nutrition and Dietetics - Bachelor of Science in Food Technology - BS in Travel Management	011 116 013 020 2016-0007 012	3/18/ 2015 9/3/2025 3/18/2015 3/18/2015 3/8/2016 3/18/ 2015
College of Veterinary Medicine Doctor in Veterinary Medicine	2	College of Veterinary Medicine - Doctor of Veterinary Medicine - Bachelor of Science in Veterinary Technology	005 025	3/18/2015 3/10/2025
College of Health and Sciences - Diploma in Midwifery - Bachelor of Science in Nursing	3	College of Health and Sciences - Bachelor of Science in Nursing - Bachelor of Science in Midwifery - Bachelor of Science in Pharmacy	019 104 105	3/18/2015 8/19/2025 8/19/2025
Institute of Middle East Asian Studies (IMEAS) Bachelor of Arts in Islamic Studies (<i>major in Political Economy, Shari'ah/Law, Halal Food Management and Technology, Islamic History, Islamic Values Education, and Arabic Language</i>)	2	Institute of Middle East and Asian Studies (IMEAS) - Bachelor of Arts in Islamic Studies - Bachelor of Science in International Relations	No number 022	5/25/ 2015 3/18/2015

Bachelor of Arts in International Relations				
ISPEAR - Bachelor of Physical Education (<i>NEW</i>) - Bachelor of Science in Sports Science (<i>2 majors</i>) (<i>NEW</i>)	2	College of Human Kinetics - Bachelor of Physical Education - Bachelor of Science in Sports Science (<i>2 majors</i>)	035 034,038	11/28/2024 11/28/2024

University of Southern Mindanao-Main Campus Undergraduate New Programs

No.	Program	2026 QA Progress Monitoring
1	Bachelor of Culture and Arts Education	With RRPA
2	Bachelor in Early Childhood Education	With RRPA
3	Bachelor of Science in Radiologic Technology	With RRPA
4	Bachelor of Science in Social Work	With RRPA
5	Bachelor of Science in Economics	With RRPA

University of Southern Mindanao-PALMA Campus Undergraduate Programs

No.	Program	Status	Remarks	2026 QA Progress Monitoring
1	Bachelor of Elementary Education (Alamada/Aleosan)	Visited (February 22, 2024)	Waiting for issuance of COPC	Converted to Extension Classes, COPC not required
2	Bachelor of Secondary Education (Libungan)	Visited (February 22, 2024)	Waiting for issuance of COPC	
3	Bachelor of Science in Business Administration	Visited (February 22, 2024)	Waiting for issuance of COPC	
4	Bachelor of Science in Agriculture (Libungan)	For Application	New Program 2019	

5	Bachelor of Science in Criminology (Libungan)	For Application	New Program 2020	
6	Bachelor of Science in Hospitality Management (Libungan)	For Application	New Program 2020	
7	Bachelor of Science in Veterinary Technology (Aleosan)	For Application	New Program 2019	

University of Southern Mindanao-M'lang Campus Undergraduate Program

No.	Program	Status	Remarks	2026 QA Progress Monitoring
1	Bachelor of Science in Criminology	For Application	New Program 2021	Converted to Extension Classes, COPC not required

University of Southern Mindanao-Main Campus Graduate School Master's Program

No.	Programs With COPC	Date Issued	Remarks
1	Master of Science in Biology	September 18, 2020	With COPC
2	Master of Science in Rural and Economic Development	November 24, 2020	With COPC
3	Master of Science in Agronomy	November 24, 2020	With COPC
4	Master of Science in Animal Science	November 24, 2020	With COPC
5	Master of Science in Horticulture	November 24, 2020	With COPC
6	Master of Science in Plant Breeding	November 24, 2020	With COPC
7	Master of Engineering in Rural Infrastructure Engineering	May 31, 2023	With COPC
8	Master of Science in Crop Science	November 24, 2020	With COPC
9	Master of Science in Education in Educational Management	COPC No. 169-2024 January 24, 2025	With COPC

10	Master of Science in Teaching Mathematics	COPC No. 166-2024 January 24, 2025	With COPC
11	MA in Language Teaching – Filipino	COPC No. 165-2024 January 24, 2025	With COPC
12	Master Of Science In Teaching Biology	COPC No. 167-2024 January 24, 2025	With COPC
13	Master of Science in Information System	-	With COPC
14	Master of Science in Extension Education	COPC No. 168-2024 January 24, 2025	With COPC

University of Southern Mindanao-Main Campus Graduate Programs Without COPC

No.	No COPC	Remarks	2026 QA Progress Monitoring
1	MST Chemistry	Visited (July 2018)	Reapplied, waiting for CHED Visit
2	Master of Science in Teaching – Physics	Visited (July 2018)	
3	MA in Language Teaching – English	Visited (July 2018)	
4	MA in Teaching Industrial Arts	Visited (July 2018)	
5	MAED – Elementary Education	Applied	Waiting for CHED Visit
6	MAED – Science	Applied	
7	MAED – Social Sciences	Applied	
8	Master in Public Administration	Applied	
9	MS Agricultural Economics	For Application	

University of Southern Mindanao-Main Campus Graduate School
Doctorate Program

No.	Programs With Copc	Date Issued
1	Doctor of Philosophy in Agricultural Science (<i>Major in Animal Science & Crop Protection</i>)	November 24, 2020
2	Doctor of Philosophy in Agricultural Science (<i>Major in Crop Protection</i>)	November 24, 2020
3	Doctor of Philosophy in Rural Development	November 24, 2020
4	PhD in Education Major in Mathematics	COPC No. 172-2024 January 24, 2025
5	PhD in Education Major in Biology	COPC No. 170-2024 January 24, 2025
6	PhD in Education Major in Applied Linguistics	COPC No. 173-2024 January 24, 2025
7	PhD in Education Major in Filipino	COPC No. 171-2024 January 24, 2025

University of Southern Mindanao-Main Campus Graduate School
Doctorate Program Without COPC

No.	Programs Without Copc	Date/Status	2026 QA Progress Monitoring
1	PhD in Extension Education	Visited (July 2018)	Waiting for CHED Visit

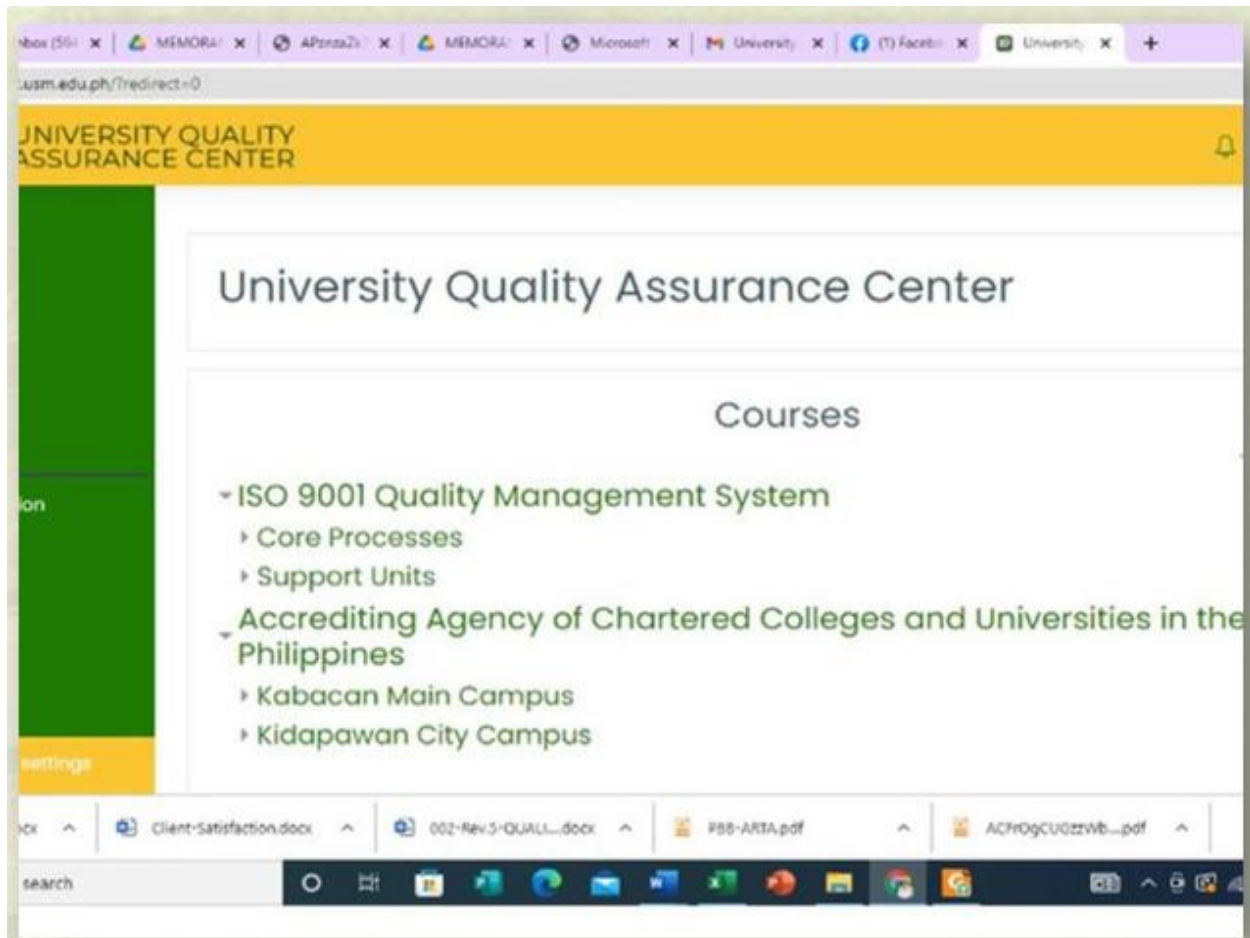
Prepared by:

Attested by:

RENANTE P. MONTERO
 CHED/COPC and Program-Related Assessment Coordinator

LAWRENCE ANTHONY U. DOLLENTE, PhD
 Director

Further, the UQAC, in coordination with the University Information Communication Technology Office, launched the University Quality Assurance Center website (<https://uqac.usm.edu.ph>) which serves as the landing page for AACUP Accreditation and ISO Audit.



QUALITY ASSURANCE TARGETS and ACCOMPLISHMENTS for 2025

 UNIVERSITY OF SOUTHERN MINDANAO Kabacan, Cotabato Philippines									
OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)									
I, LAWRENCE ANTHONY U. DOLLENTE		of the Office of the		UNIVERSITY QUALITY ASSURANCE		commits to deliver and agree to be rated on the attainment of the following			
targets in accordance with the indicated measures for the period of				January to December 2025					
Submitted by: LAWRENCE ANTHONY U. DOLLENTE Dean/Head of Unit		JONALD L. PIMENTEL Immediate Supervisor		Compiled by: RENE M. ALUCILJA Director for Planning & Dev't. Office		Rating Scale 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Unsatisfactory 1 - Poor			
CODE	Organizational Objectives/Outcomes	Success Indicator (Target + Measures)	Actual Accomplishment	Q1	E1	T1	Rating	A1	Remarks
CORE FUNCTIONS									
Supervision in the Implementation of Mandated Functions									
a. To align individual and unit objectives to its strategic goals on the attainment of university									
a.1.	Percentage of PPAs Reviewed	5% 5%	100% Evaluation of the compliance with processes	100% of all processes were evaluated based on the procedures	5	4		4.50	
b. To continuously innovate systems for the customers and stakeholders to submit feedback of their satisfaction or dissatisfaction to the services provided by the university.									
b.1.	Percentage of updated processes / procedures due for revision	5% 5%	Review 50% of enrolled procedure/ processes	All (100%) due for enrollment were reviewed	5	4		4.50	
			Revise 50% enrolled procedures/ processes	100% of the procedures due for revision were reviewed and revised	5	4		4.50	
b.2.	Percentage of utilized VOC information systems	5% 5%	Evaluate 50% of the implementation of VOC	Evaluated 100% of the implementation of VOC	5	4		4.50	
b.3.	Achieve VS client satisfaction rating	5% 5%	Monitoring and evaluation of monthly client satisfaction ratings of units	Conducted 6 months Client satisfaction results	5			5.00	
			Monitoring and evaluation of units' compliance with provisions of CART	100% monitored on CART Compliance	5			5.00	
b.4.	number of enrolled necessary new and revised processes/procedures and policies	10% 10%	Enroll 10 new and revised procedures/processes	13 procedures were enrolled and 6 WRIs	5	4		4.50	
c. Undergo Program accreditation									
d.	Submit all due Institutional for accreditation	5% 5%	Submit all due programs for accreditation	Submitted 10 programs for accreditation	5			5.00	
d.1.	Maintain ISO 9001:2015	3% 3%	Conduct 1 Recertification Audit	Conducted 1 Recertification Audit	5			5.00	
		3% 3%	Conduct 1 cycle of Internal Audit	Conducted 1 cycle of Internal Audit	5			5.00	
		2% 2%	Conduct 1 Implementation Check	Conducted 1 Implementation Check	5			5.00	
		2% 2%	Conduct 1 orientation on ISO 2018	Conducted 1 orientation on ISO 2018	5			5.00	

d.2.	Maintain Philippine Quality Award	3% 3%	Review of the compliance to the findings of PGA	Reviewed necessary requirements for PGA	5			5.00	
d.3.	Certificate of Program Compliance	10% 10%	Submit all programs for ROAT and COPC	Submitted 4 programs for COPC	5			5.00	
e. To optimize employee performance through implementation of a data-driven reward and recognition system									
e.1.	Percentage of employees with at least VS rating in their IPCR	2% 2%	All employees will achieve at least VS rating in their IPCR	100% of employees achieved at least VS rating in their IPCR	5			5.00	
Other Administrative Management									
a. Documents									
a.1.	Receiving of Documents	5% 5%	Receive all documents	100% received all documents	5			5.00	
a.2.	Processing of documents								
a.2.1.	Routine documents	2% 2%	Process all routine documents	Processed all routine documents	5			5.00	
a.2.2.	Urgent Documents	2% 2%	Process all urgent documents	Processed all (100%) urgent documents	5			5.00	
a.3.	Action Taken on the requests/Documents		Act on all the request/documents	Acted on all the request/documents	5			5.00	
b.	Evaluation of Subordinates' IPCRs	1% 1%	Evaluate all IPCRs of UQAO Staff	Evaluated all IPCRs of UQAO Staff	5			5.00	
c.	Assistance to immediate supervisor	5% 5%	Assist the immediate supervisor	Assisted the immediate supervisor	5			5.00	
d.	Signing of Documents	1% 1%	Sign all documents	Signed all documents	5			5.00	
e.	Consultation/Attending to client's needs/ queries/concerns	2% 2%	Attend to all clients' needs	Attended all clients' needs	5			5.00	
f.	Fund Utilization (sg)	2% 2%	30% utilization	38.16% utilization	5			5.00	
Support & Other Functions									
a. Communication/Coordination									
a.	Number of meetings conducted	2% 2%	Conduct 2 meetings	Conducted more than 2 meetings with UQAO staff	5			5.00	
b.	Action to communications	1% 1%	Act to all communications	Act to all communications	5			5.00	
c.	Other Committee Membership	2% 2%	1 committee membership	More than 1 committee membership	5			5.00	
d.	Adviser/Trainer/Coach/ Coordinator/Facilitator/Judge/ Performer/Panelist and the likes.	1% 1%	At least 1 Adviser/Trainer/Coach/ Coordinator/Facilitator/Judge/ Performer/Panelist and the likes.	More than 1 Adviser/coordinator/panel membership	5			5.00	
b. Commitment & Purpose									
a.	Attendance to University-wide activities (as defined)	5% 5%	Attend all mandated University activities	Attended all mandated University activities	5			5.00	
b.	Attendance to unit convocation and activities	2% 2%	Attend all unit convocation and activities	Attended all unit convocation and activities	5			5.00	
c.	Attendance to Unit meetings	2% 2%	Attend to all unit meetings	Attended to all unit meetings	5			5.00	
d.	Submission of required Documents (FOTR, OPCR, SALN, TOR, Training Certificates, PDS, training accomplishment report, CA Liquidation report, etc.)	1% 1%	submit all required Documents (FOTR, OPCR, SALN, TOR, Training Certificates, PDS, training accomplishment report, CA Liquidation report, etc.)	Submitted all required Documents (FOTR, OPCR, SALN, TOR, Training Certificates, PDS, training accomplishment report, CA Liquidation report, etc.)	5			5.00	
e.	Observance to basic health protocols based on DOH and IATF protocols	1% 1%	Observance to basic health protocols based on DOH and IATF protocols	Observed to basic health protocols based on DOH and IATF protocols	5			5.00	
c. Professional Development									
a.	Attendance to seminars	2% 2%	Attend at least 2 seminars and trainings	More than 2 trainings	5			5.00	
b.	Membership to professional organization	1% 1%	Atleast 1 membership to professional organization	1 membership	5			5.00	
d. Other Accomplishments									
Final Average Rating									
CATEGORY									
CORE FUNCTIONS									
Supervision in the Implementation of Mandated Functions									
Other Administrative Management									
Support and Other Functions									
Communication/Coordination									
Commitment & Purpose									
Professional Development									
Other Accomplishments									
Total Overall Rating									
Final Average Rating									
Adjectival Rating									
Recommending Approval: Date Approved by: Very Satisfactory Date									
RENE M. ALUCILJA JONALD L. PIMENTEL Immediate Supervisor SUC President IV									
Legends: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average									

OTHER QUALITY ASSURANCE PLAN

3. ISO 9001: 2015

Activities	2023	2024	2025	2026	2026	2027	2028
Internal Audit	June December	June December	June December	June December	June December	June December	June December
75 Audit	June December	June December	June December	June December	June December	June December	June December
Surveillance Audit	December	November			December	December	
Re-certification			December				
Recertification with upgrade							December
Management Performance Review	November	November	November	November	November	November	December

4. Philippine Quality Award

The University targets Philippine Quality Award (PQA) for Performance Excellence (Level 4) in 2028.

Prepared by:

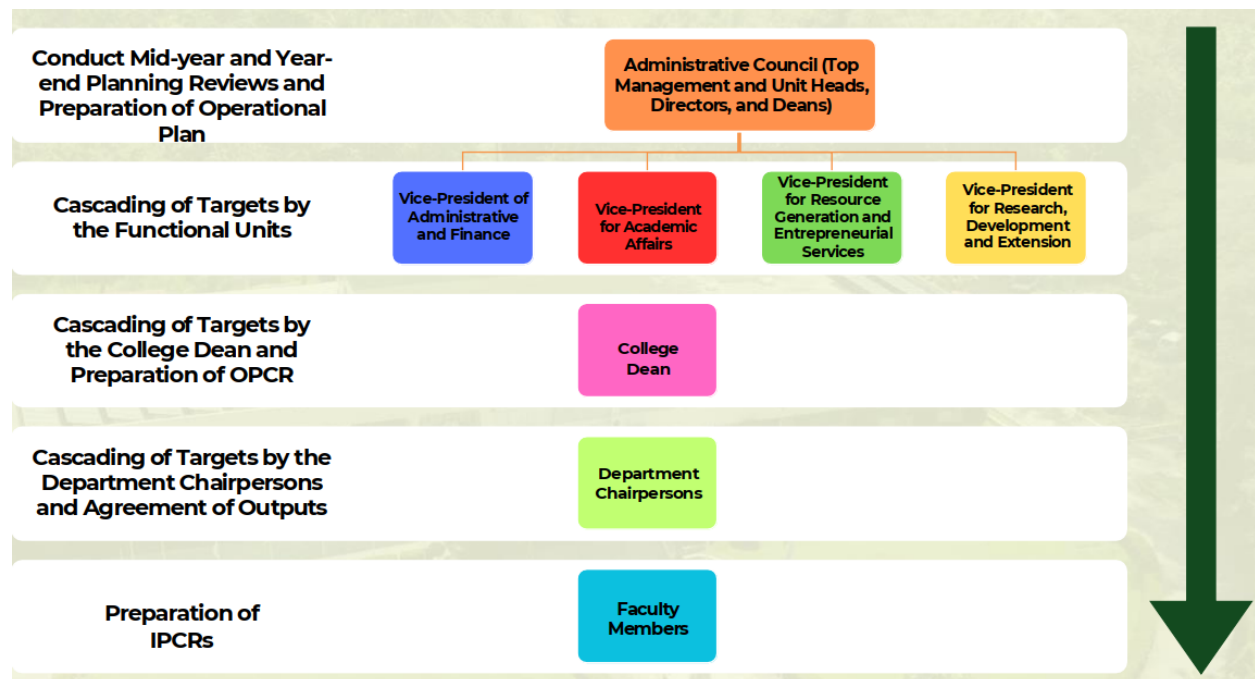

LAWRENCE ANTHONY U. DOLLENTE
Director

Planning Process and Action Plans in the Department or College

The College Dean cascades the targets based on the KRAs, objectives, and activities reflected from the Operational Plan that created and formulated during the midyear and year- end planning reviews attended by the top management (University President, and Four Vice- Presidents) and administrative council heads such as the Unit Heads, Directors, and Deans.

Then, the college sets targets that are reflected in the Office Performance Commitment and Review (OPCR). All teaching personnel of USM are required to set their targets. The College Dean meets with the supervisors (department chairpersons) and agree on the outputs that should be accomplished based on the objectives of the

University. Then, the department chairperson meets with the faculty members under him/her to set targets and agree on the outputs to be accomplished in the Department. These serve as bases in the office and individual employee's preparation of their OPCR and IPCRs (as shown in the next figure).



PLANNING PROCESS AND ACTION PLANS IN THE COLLEGE