



UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Philippines

MINUTES OF MANAGEMENT REVIEW

DEPARTMENT:	All Departments	DATE:	February 12-13, 2026
MEETING:	Management Review	TIME START:	7:30 AM
FACILITATORS:	Sittie Ira Mantawil, Jasper Rose S. Garidan, Catherine Mamondas	TIME FINISHED:	4:30 PM
TAKEN BY:	Glyn G. Magbanua	VENUE:	USM Commercial Building

Preliminaries:

The National Anthem was through Audio Visual presentation; the prayers were led by Engr. Garry Kieth F. Eschucha and Dr. Abubakar Murray. It was followed by singing of Bagong Pilipans Hymn and Ambisyon 2040

Opening Remarks:

- Highlights the collective efforts in overcoming challenges throughout the year, emphasizing collaboration in achieving priorities and goals, while recognizing God's guidance in the successful implementation of the University's plans. Overview and House Rules
- Engr. Alucilja presented an overview of the review, including the presentation mechanics and house rules, and clarified the purpose centered on performance assessment and evaluation. The discussion highlighted the role of the performance management team and emphasized that the review focuses on the attainment of strategic goals rather than the individual accomplishments of each unit.

The session was formally opened by **Engr. Renel Alucilja** of the Planning and Development Office, who provided the framework for the mid-year assessment.

Key highlights of the presentation include:

- **Purpose and Scope:** The review is established as a critical phase in the USM Strategic Performance Management System (SPMS). Its primary objective is to evaluate both Office and individual performance levels, ensuring they are strictly aligned with approved performance targets and commitment contracts.
- **Core Principles:** A major emphasis was placed on the "Nature of Review," which asserts that all assessments are conducted impartially, utilizing a scientific and verifiable basis for both target setting and final evaluation.
- **Evaluation Framework:** The assessment process is integrated into a cyclical management model that includes four key stages:
 - Performance planning and commitment.
 - Performance monitoring and coaching.
 - Performance review and evaluation.
 - Performance rewarding and development planning.
- **Strategic Alignment:** The evaluation is structured to measure organizational success against five core goals: producing competitive graduates, fostering inclusive innovations, transforming lives of beneficiaries, developing market-driven business portfolios, and building sustainable governance.



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AGENDA:

1	Status of actions from previous management reviews	UPDATES ON THE IMPLEMENTATION OF PREVIOUSLY AGREED ACTIONS
2	Changes in internal and external issues that are relevant to the quality management system	CHANGES IN THE ORGANIZATION IMPACTING THE QMS
3	Information on the performance and the effectiveness of the Quality Management System	EVALUATION OF USM PERFORMANCE
3.1	Customer Satisfaction and Feedback from interested parties.	VARIOUS CUSTOMER FEEDBACK, SATISFACTION SURVEYS AND CLAIMS
3.2	Extent to which quality objectives have been met	QUALITY TARGETS AND OBJECTIVES, TARGET PROGRAMS AND CHALLENGES
3.3	Process Performance and Conformity of Products and Processes	MONITORING AND MEASUREMENT OF IMPROVEMENT POINTS, TARGETS, AND CHALLENGES
3.4	Non-conformities and corrective actions	FINDINGS OF INTERNAL AUDITS, CERTIFYING BODY FINDINGS, CARS
3.5	Audit results (Internal Audit and External Audit Results)	(FIRST PARTY; SECOND PARTY; THIRD PARTY) AND EVALUATIONS OF COMPLIANCE WITH LEGAL AND OTHER REQUIREMENTS
3.6	Performance of External Providers	PERFORMANCE EVALUATION RESULTS OF VENDORS AND EXTERNAL PROVIDERS
4	Effectiveness of actions taken to address risks and opportunities	REPORTS OF EFFECTIVENESS OF ACTION TAKEN ON RISKS AND OPPORTUNITIES
5	Opportunities for improvement	CITED IMPROVEMENT OPPORTUNITIES OR THOSE INITIATED BY THE PROCESS OWNERS VARIOUS DEPARTMENTAL INPUTS, POTENTIAL FOLLOW-THROUGH AUDIT TO BE CONDUCTED BY MANAGEMENT



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AGENDA ITEMS:

1. Status of actions from previous management reviews

The PMT Secretariat presented the issues discussed during the Midyear Review. The University President directed the unit heads to sustain efforts directed towards accomplishing the issues but to take consideration of the well-being of the workforce involved.

Academic Units	Issues/ Directions	Action Taken
VPAA enrolment	May need to align requirements from different statutory and regulatory requirements in order to identify realistic, practical target for enrolment (consider factoring among different programs) Target should be based on the computation of DBM in order to ensure that students are subsidized by the government Include Administration as one of the stakeholders	Implemented as reflected in the changes in the operational plan targets
VPAA IPCR Result	Consider early cascading of Operational Plan in order for units to be able to accomplish and align their OPCR and IPCRs Follow the Planning Calendar, i.e. Planning to be done on November in order for the Operational Plan be approved by December and be cascaded by January	Implemented by PDO

VPAA underload/Overload	Clarify guidelines on considering underload/overload Colleges should ensure that faculty members have all been assigned normal load before requesting to hire COS faculty	Implemented
Academic Support		
IPCR Concerns	Outputs of designated employees in different units should be reflected under the academic units they belong to, as well as on their own IPCR (e.g. IPCRs of directors should reflect their designated functions, but designations should be enrolled with the HRMDO) Suggestion: HR should reflect in the designated officials' functions in the latters' IPCRs	Implemented
	Collaborate with other colleges to produce more research outputs. To increase the number of research outputs, undergraduate research may also be considered since faculty members exert effort	Implemented



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	in guiding and completing their advisees' research.	
	Create an alumni site for all college programs to make it easier to conduct tracer studies. Strengthen the alumni site or create a dedicated page to immediately track the employability status of graduates.	Implemented
Advanced Education		
OPCR	GS should be wary about the report Indicators charged against the GS should be properly accounted for e.g. IPCRs of GS faculty should be reflected in the GS OPCR and should be properly aligned	Implemented
College of Law	Review CMO requirements re: hiring of permanent faculty. For faculty members of COM, and for promotion purposes, faculty members should also be engaged in research in accordance with the requirements of the JC3	Reviewed
Procurement	Provide clients with specific dates when to follow up requests/documents; consult	Implemented
RGES	Ensure that all land areas in Arakan, including the Malibatuan area, are accounted for and properly reported	Implemented
	Separate reports for infirmary and hospital. Infirmary (student and faculty) services should be reflected under SAS; e-konsulta services under RGES	Implemented
	Initiate trainings and other incentives for human resource	Implemented
	Finalize PPP (Public-Private Partnership) policy (with FMS, PMO) for submission to the BOR before the end of the year, and in preparation for the implementation of the ROSS	Implemented
	Conduct benchmarking activities with other universities and explore possibilities of possible centralized management of canteens, in preparation for the upcoming ROSS	Implemented
	Resolve issues on the issuance of paper/sticky note by various canteens in the University, as redemption documents in place of actual change	Addressed and resolved
	Remind end users to submit relevant documents (e.g. meals and snacks) way ahead of the scheduled activity. End-users should ensure that the PO has been approved before asking suppliers to deliver food	Implemented



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	Consider revisiting concessionaire guidelines about canteens and transferring ownership to units; to review canteen contracts with legal office	
	Consider in-house provision of dietary requirements for hospital patients. RGEs may consider the suggestion for their Operational Plan for 2026.	Implemented
SPMS Update	Ralph Butch Garidan presented updates of the SPMS; emphasized the OPCR-IPCR alignment, the manner of rating specific indicators in the IPCR, and the inclusion of all the outputs of the employees; Prof. Garidan likewise requested for support towards the purchase of development tools to ensure completion of the SPMS PMT to agree on the revision of the evaluation metrics and the rating scheme	Initiatives are implemented including the plan revision of SPMS

2. Changes in internal and external issues that are relevant to the quality management system

- Change of university management and the subsequent changes in the different units to align with updated unit nomenclature and other directives mandated by Top Management as approved by the USM Board of Regents
- Full and system-wide transition from RA 9184 to RA 12009.

3. Information on the performance and the effectiveness of the Quality Management System

3.1. Client Satisfaction Results

As reported by the University Quality Assurance Office, all units of the University (Core and Support) achieved a Client Satisfaction Rating of Very Satisfactory or Excellent. The qualitative comments were presented and available with this link https://docs.google.com/spreadsheets/d/1M_Yvxqx-oVN72QWT2pmKLhVxaBSUtBKjiLecB4XKG8c/edit?usp=sharing.

3.1.1. Result of Client Satisfaction Survey: Colleges

Units	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL	AVERAGE	OVERALL DESCRIPTION
CA	97.64	97.13	98.69	99.54	97.62	99.82	100	100	99.55	99.53	99.74	99.83	777	99.09	OUTSTANDING
CSM	99.28	97.67	100	93.75	91.49	100	93.75	98.08	97.22	98.21	96.53	100	210	97.17	OUTSTANDING
CASS	95.61	91.77	97.86	97.35	92.8		97.41	100	100	100	99.68	100	407	97.50	OUTSTANDING
CVM	98.26	94.86	100	87.91	96.67	99.53	99.55	100	100	97.87	95.67	97.08	331	97.28	OUTSTANDING
CBDEM	92.05	98.69	96.92	96.3	100	96.56	92.67	97.18	100	97.5	98.5	100	350	97.20	OUTSTANDING
CED	100	100	100	94.96	100	98.86	100	98.48		100	100	100	250	99.30	OUTSTANDING
CEIT	92.83	98.37	96.68	99.55	100	100	98.61	96	100	99.04	100	96	317	98.09	OUTSTANDING
CHEFS	100	100	100	99.5		100	99.61	100	100	100	100	96.88	335	99.64	OUTSTANDING
CTI	100	90.29	96.59	100	100	97.06	86.11	98.96	100	99.11	100	100	238	97.34	OUTSTANDING
ISPEAR	96.67	99.54	100	94.31	98.95	100	99.16	98.61	98.71	97.49	95.59	94.17	354	97.77	OUTSTANDING
IMEAS	100	99.07	95.08	100	89.62	91.53	100	94.71	80.85	100	100	100	393	95.91	OUTSTANDING



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3.1.2. Result of Client Satisfaction Survey: Support Units

Units	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL	AVERAGE	OVERALL DESCRIPTION
VPAA	71.88	100	100	94.77	95.21	94.32	98.33	98.76	100	97.71	98.81	97.92	318	95.64	OUTSTANDING
INSTRUCTION	99.35	98.1	99.12	100	94.92	97.47	100	99.63	100	98.86	96.2	100	255	98.64	OUTSTANDING
ARO	99.45	97.75	98.81	100	99.88	99.49	98.2	99.81	99.74	100	99.88	100	1568	99.42	OUTSTANDING
KEPLRC	99.04	97.2	86.62	80.99	100	90.58	99.6	97.98	100	100	100	100	321	96.00	OUTSTANDING
NSTP	98.73	100	100	100	100	100							88	99.79	OUTSTANDING
OSA	100	94.39	100	97.14	98.04	100	97.61	97.92	97.81	96.98	100	100	375	98.32	OUTSTANDING
CCD	91.5	89.73	94.74	96.43	98.37	97.2	97.5	100	100	100	98.86	98.21	283	96.88	OUTSTANDING
VPRDE	89.35	100	93.38	100	100	98.61	95.63	99	99.04	98.75	100	100	188	97.81	OUTSTANDING
RDO	91.1	95.21	97.28	94.55	98.37	97	95.39	97.66	93.23	85.25	96.43	98.33	311	94.98	VERY SATISFACTORY
PICRI	100	100	100	100	100	100	100	100	100	100	100	100	230	100.00	OUTSTANDING
USMARC	96.3	94.76	98.22	100		96.39	100	99.55	99.11	100	99.22	100	366	98.50	OUTSTANDING
EXTENSION	97.9	99.46	100	97.59	98.04	99.68	99.4	100	100	100	100	0	344	91.01	VERY SATISFACTORY
PUBLICATION	76.19	98.68	97.22	95	99.58	94.38	95.31	98.67	92.93	100	100	99.55	300	95.63	OUTSTANDING
RPSO	76.19	98.68	97.22	95	99.58	94.38	95.31	98.67	92.93	100	100	99.55	300	95.63	OUTSTANDING
VPAF	100	100	100	100	99.11	100	100	100	100	100	100	100	175	99.93	OUTSTANDING
HRMDO	93.33	99.38	92.63	90.91	100		100	89.77	92.05	100	100	100	146	96.19	OUTSTANDING
FMS															
Accounting	91.62	93.38	90.91	100	95.83	100	87.88	82.76	86.52	95	99.22	100	178	93.59	VERY SATISFACTORY
Budget	89.94	98.53	100	90.86	100	100	100	100	95.83	100	95.31	100	164	97.54	OUTSTANDING
Cash	96.36	100	99.79	98.48	99.81	99.47	99.75	100	99.64	100	100	100	445	99.44	OUTSTANDING
ADMIN SERVICES															
General Services	97.01	89.58	98.59	98.59	98.04	98.06	100	100	96.88	97.12		100	156	97.62	OUTSTANDING
Records	98.2	95.56	98.67	100	100	100	100	100	100	100	100	98.61	218	99.20	OUTSTANDING
Supply and Property	100	100	100	100	100		92.33	56.42	98.44	96.43	96.88	100	316	94.59	VERY SATISFACTORY
Procurement	90.57	89.31		100	93.27	81.16	99.64	100	92.86	97.92	99	98.08	240	94.71	VERY SATISFACTORY
EXEC. SEC (OUP)	100	100	100			100	100		100	100	100	98.53	131	99.84	OUTSTANDING
BOARD SEC	100	99.14	100			100	100	100	100	95	100	100	133	99.41	OUTSTANDING
UICTO	84.81	89.76	94.38	94.34	95.74	95.45	99.43	100	97.77	98.3	96.02	99.04	264	95.42	OUTSTANDING
PDO	90.86	95.1	100	100	100								56	97.19	OUTSTANDING
UQAO	100	100	100	99.43	100	100	100	100	99	96.57	95.63	100	273	99.22	OUTSTANDING
SENTRO NG WIKA	100	100		94.41		100				99.5			101	98.78	OUTSTANDING
SSMO	95.83	100	96.41	100	95.83	98.37	100	100	96.05	98.13	100	100	255	98.39	OUTSTANDING
BDC	100	100	100	100	100	94.64	94.53	100	100	100	100	100	312	99.10	OUTSTANDING
UHS	82.21	64	81.25	77.24	100	95.06	92.19		92.23	89.29	91.91	95.19	357	87.32	SATISFACTORY

3.2. Extent to which quality objectives have been met

3.2.1 Higher Education

The **Year-End Performance Management Review FY 2025** of the University of Southern Mindanao (USM) highlights the institution's progress toward achieving its strategic goal of producing **locally and globally competitive graduates**. The report is structured around three Key Result Areas (KRAs): access to higher education, competence of faculty and staff, and curriculum alignment with standards.

Under **KRA 1**, the university demonstrated strong efforts in expanding access to education through scholarships and support programs, exceeding targets in the number of scholarship-granting agencies and student beneficiaries. While enrollment fell short of the target, the university showed success in providing opportunities for deserving students and improving employability, with an 80.05% employment rate among graduates. Licensure examination results also reflected competitive performance in several programs such as Veterinary Medicine, Agriculture, and Criminology, although not all programs met national benchmarks.

In **KRA 2**, the report emphasizes the role of qualified and continuously developing faculty in achieving quality education. The university surpassed targets in faculty training, certifications, and postgraduate qualifications, contributing to improved teaching and research outcomes. However, challenges remain in faculty mobility, teaching load distribution, and maintaining optimal faculty-student ratios across all units.



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For **KRA 3**, USM ensured that its academic programs remain aligned with regulatory standards and responsive to industry needs. The university achieved full accreditation for its programs and exceeded targets in curriculum harmonization and stakeholder engagement. Continuous improvements in outcome-based education and the integration of skills development further strengthened the relevance of its academic offerings.

Overall, the report concludes that USM has made significant progress in advancing quality education, enhancing graduate employability, and promoting inclusive access, while identifying areas for improvement to sustain global competitiveness and institutional excellence.

3.2.2. Advanced Education

The **Year-End Performance Management Review FY 2025 (Advanced Education)** of the University of Southern Mindanao (USM) presents the institution's progress in strengthening graduate and advanced education toward producing **locally and globally competitive professionals**. The report is organized into three Key Result Areas (KRAs): access to advanced education, faculty competence, and curriculum alignment.

Under **KRA 1**, the university shows positive growth in expanding access to advanced education. As seen in the *enrollment data on page 6*, the Graduate School (946 enrollees) approached its target, while the College of Law exceeded expectations, and the College of Medicine nearly met its goal. Scholarship support significantly improved, with the *chart on page 8* indicating that both Graduate School and College of Medicine surpassed targets in the number of scholarship grantees. These gains demonstrate that USM is effectively reducing financial barriers and promoting career advancement opportunities. Moreover, the *data on page 11* reveals a 23% promotion rate among graduates—more than double the 10% target—indicating that advanced education programs are translating into tangible professional growth.

For **KRA 2**, the report highlights strong faculty development efforts. The *figures on page 16* show that the percentage of faculty pursuing advanced or doctoral studies exceeded targets across units, while *page 17* confirms that all faculty met the 100% target for participation in relevant trainings and seminars. Faculty-student ratios, however, present mixed results: the Graduate School maintained favorable ratios (1:6 for both master's and doctoral programs as shown on page 19), while the College of Law exceeded the desired ratio (1:40 vs. 1:30 target on page 20), indicating potential teaching load pressures. The College of Medicine maintained appropriate small-group discussion ratios, though minor strain was noted in laboratory supervision (*page 21–22*).

In **KRA 3**, USM demonstrated strong compliance with regulatory and quality assurance standards. As reflected in the *charts on pages 25–26*, all programs due for permits and accreditation achieved 100% compliance. Institutional accreditation efforts were sustained across units (*page 27*), and a high proportion of graduate students (96%) are enrolled in research degree programs (*page 28*), reinforcing the university's commitment to research productivity and academic excellence. Furthermore, stakeholder participation in curriculum development met targets (*page 31*), ensuring that programs remain relevant and responsive to industry and societal needs.

Overall, the report indicates that USM's advanced education programs are progressing positively, particularly in expanding access, strengthening faculty qualifications, and ensuring curriculum quality. While some challenges remain in enrollment targets and faculty workload distribution, the university continues to enhance its role in producing highly skilled, research-oriented, and professionally advanced graduates.

3.2.3. Research Program and Extension Program

The **Year-End Performance Management Review FY 2025 for Goals 2 and 3 (RDE and Extension)** of the University of Southern Mindanao (USM) highlights the institution's progress in advancing **research, development, innovation, and community engagement** as key drivers of inclusive growth and societal impact.

Under **Goal 2: Develop Inclusive Innovations**, the university demonstrated strong performance across multiple KRAs. In **KRA 2-1 (RDEI Facilities and Resources)**, most targets were achieved, with the *data on page 4* showing 90% of research centers rationalized and the *chart on page 5* indicating that science-related laboratories exceeded targets (8 vs. 7). Equipment upgrades also surpassed expectations at 63% (*page 7*), reflecting improved research infrastructure.

In **KRA 2-2 (Publication of R&D Outputs)**, USM significantly exceeded its targets, producing 64 publications against a target of 37, as seen on *page 9*. The number of faculty with publications and citation counts also surpassed expectations (*pages 10–11*), demonstrating increased research productivity and visibility. Additionally, the *chart on page 13* shows a remarkable increase in RDE news dissemination, highlighting strengthened communication and outreach of research outputs.

For **KRA 2-3 (Funding and Resource Utilization)**, the university exceeded its funding target, generating ₱16 million compared to the ₱11 million goal (*page 15*), while also expanding participation in RDI activities (*page 16*). Project monitoring reached 100% (*page 17*), indicating efficient utilization and oversight of research resources.



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In **KRA 2-4 (RDEI Engagement and Capability)**, performance was notably strong. While engagement of full professors slightly fell short (*page 19*), participation among associate professors exceeded targets at 31% (*page 20*). Student involvement and research outputs were highly productive, with 100% accomplishment in thesis and manuscript approvals (*page 21*) and increased participation in funded projects (*page 22*). Capacity-building activities, proposal evaluations, and research presentations also significantly exceeded expectations (*pages 23–25*).

For **KRA 2-5 (Intellectual Property and Commercialization)**, the university surpassed most targets, including IP filings (72 vs. 20) and faculty with IP assets (34 vs. 15), as shown on *pages 29–30*. However, commercialization remains a challenge, with only 8 IPs utilized against a target of 20 (*page 31*), indicating a gap between innovation generation and market application.

Under **Goal 3: Transform Lives of Partner Beneficiaries**, USM demonstrated strong community engagement outcomes. In **KRA 3-1**, faculty and staff participation in community engagement activities far exceeded targets (277 vs. 90, *page 38*). In **KRA 3-2**, most indicators surpassed expectations, including the number of projects approved, communities served, and student participation (*pages 40–44*). However, the *data on page 42* shows that completion reports for community projects were not yet submitted, indicating a delay in documentation rather than implementation.

Finally, in **KRA 3-3 (Partnerships)**, existing collaborations exceeded targets (*page 51*), though new partnerships fell below expectations (*page 52*), suggesting the need to expand external linkages further.

Overall, the report indicates that USM has made substantial progress in strengthening its research ecosystem, increasing knowledge production, and expanding community impact. While most targets were met or exceeded, areas such as research commercialization, documentation of extension outputs, and expansion of new partnerships require further attention to sustain long-term innovation and societal transformation.

3.2.4. The attainment of the objectives of the various units in the University was also reported through the presentation of their respective Office Performance Commitment and Review (OPCR).

Unit	Rating
Higher Education	
VPAA	4.60
College of Agriculture	4.56
College of Science and Mathematics	4.63
College of Arts and Social Sciences	4.11
College of Veterinary Medicine	4.12
College of Business Development, Economics and Management	4.78
College of Human Ecology and Food Sciences	4.46
College of Health Sciences	4.58
College of Engineering and Information Technology	4.23
College of Education	4.31
Institute of Middle East and Asian Studies	4.47
Institute of Sports, Physical Education and Recreation	4.44
College of Trades and Industries	4.54
Advanced Education	
Graduate School	4.83
College of Medicine	4.45
College of Law	4.47
Research and Extension	
VPRDE	4.45
Research Development Office	4.58
Extension Services Office	4.91
USMARDC	4.97
PICRI	4.49
IPTBDO	4.75



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Unit	Rating
Resource Generation and Entrepreneurial Services	
VPRGES	4.61
Business Development Center	4.47
University Hospital Services	4.27
Academic Support Units	
Office of the Director for Instruction	4.64
Admission and Records Office	4.81
Kundo E Pahm Learning Resource Center	4.84
National Service Training Program	4.80
Office of the Students' Affairs	4.70
Human Resource and Development Management Office	4.67
Financial Management Services	4.52

3.3. Process Performance and Conformity of Products and Processes

- The University Internal Audit Team conducted two internal audits in 2025 and 2026 to ensure that processes remain compliant to various statutory, regulatory and to the University Quality Management System. The University Document Controller reported the number of updated procedures as of the time of reporting and also the needed processes and procedures to be revised.

3.4. Non-conformities and Corrective Actions

- Unit heads reported no nonconformity as validated by the Internal Audit Chair. Opportunities for improvement were noted for a total of 54 for cycle one and Cycle 2 has 72 OFIs.

3.5 Audit Results

- The University received a minor non-conformity in 20235 through the National Service Training Program as one academic unit of the University.
- The Non-Conformity issued by TUV Rhineland has been addressed and the accrediting agency has acknowledged and accepted the corrective actions implemented by the relevant unit.

3.6 Performance of External Providers

- All existing external providers of the University obtained a rating not lower than Satisfactory as of the time of reporting.
- All of the currently accredited providers, including that of infrastructure, were retained as approved by the body.



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3.6.1. Statistical result of the supplier performance evaluation survey for the period January - June 2025

LEGEND:

(96-100) - Outstanding

(86-95) - Above Average

(80-85) - Satisfactory

NO.	SUPPLIER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	TOTAL SCORE	ADJECTIVAL RATING
1	RAIN PHIL INC.	94							Above Average
2	LB2 LABORATORY SUPPLIES	97							Outstanding
3	ROSCAME IT SUPPLY TRADING	94							Above Average
4	J&H MARKETING	97							Outstanding
5	J&H MARKETING	97							Outstanding
6	J&H MARKETING	98							Outstanding
7	JOELMAR TRADING	92							Above Average
8	COMPUTER WORLD MARKETING	97							Outstanding
9	J. BULLECEER MARKETING	94							Above Average
10	GH MAX CORPORATION	94							Above Average
11	LB2 LABORATORY SUPPLIES	95							Above Average
12	VZTECH MARKETING	95							Above Average
13	GARNETECH COMPUTER MARKETING	97							Outstanding
14	V.S. TAY INC.	98							Outstanding
15	GARNETECH COMPUTER MARKETING	98							Outstanding
16	NOVEAULAB ASI CORP	94							Above Average
17	ASX TRADING		97						Outstanding
18	PHILIPPINE DUPLICATOR, INC.		95						Above Average
19	LB2 LABORATORY SUPPLIES		99						Outstanding
20	V.S. TAY INC.		98						Outstanding
21	ULYTECH TRADING		96						Outstanding
22	NEWBITECH IT SOLUTIONS		95						Above Average
23	TRILIM COMMERCIAL		94						Above Average
24	TRILIM COMMERCIAL		93						Above Average
25	TRILIM COMMERCIAL		94						Above Average
26	J BULLECEER MARKETING		95						Above Average
27	MILLENIAL TECH COMPUTER & OFFICE SUPPLY		93						Above Average
28	PHILIPPINE DUPLICATORS INC.		98						Outstanding
29	MILLENIAL TECH		96						Outstanding
30	GARNETECH COMPUTER MARKETING		96						Outstanding
31	SOUTH MINDANAO CORPORATION		95						Above Average
32	LB2 LABORATORY SUPPLIES		95						Above Average
33	BACOLOD EKLAN TRADING INC.		96						Outstanding
34	ALMONTE ENTERPRISES		95						Above Average
35	S HARDWARE		99						Outstanding
36	RFK GENERAL MERCHANDISE			90					Above Average
37	GARNETECH COMPUTER MARKETING			94					Above Average
38	LEDGETECH (PHILS. INC.			93					Above Average
39	SAVECON TRADING			94					Above Average
40	J&H MARKETING			98					Outstanding
41	ECV OFFICE SUPPLIES WAREHOUSE, INC.			97					Outstanding
42	SOUTH WOOD MINDANAO CORPORATION			92					Above Average
43	TRILIM COMMERCIAL			94					Above Average
44	GARNETECH COMPUTER MARKETING			93					Above Average
45	KRYPTON INTERNATIONAL			97					Outstanding
46	ARPC SPORTS SHOP				97				Outstanding
47	FANTASTIC 7 CONSUMER TRADING				97				Outstanding
48	SEIRALAB INC.				95				Outstanding
49	CHEMVEST COMMERCIAL TRADING				95				Outstanding
50	LUI ENTERPRISES OPC				96				Outstanding
51	HARNWELL CHEMICALS CORPORATION				95				Outstanding
52	MILLENIAL TECH				96				Outstanding
53	GARNETECH COMPUTER MARKETING				93				Above Average
54	GH MAX CORPORATION					94			Above Average
55	COMPUTER WORLD MARKETING					94			Outstanding
56	COMPUTER WORLD MARKETING					95			Outstanding
57	LUI ENTERPRISES OPC					95			Above Average
58	GARNETECH COMPUTER MARKETING					94			Above Average
59	ROSCAME IT SUPPLY TRADING					95			Outstanding
60	V.S. TAY INC.					96			Outstanding
61	PHILIPPINE DUPLICATOR, INC.					96			Outstanding
62	GARNETECH COMPUTER MARKETING					95			Outstanding



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63	COMPUTER WORLD MARKETING					94		Outstanding
64	PHOENIX LARREL AGRIVENTURES					95		Outstanding
65	GARNETECH COMPUTER MARKETING					91		Above Average
66	GAKKEN PHILIPPINES					94		Above Average
67	V.S. TAY INC.					96		Outstanding
	GLENWOOD TECHNOLOGIES							
68	INTERNATIONAL INC.					94		Above Average
69	J&H MARKETING					90		Above Average
70	ARPC SPORTS SHOP					95		Outstanding
71	CHEM VEST COMMERCIAL TRADING						94	Above Average
72	GH MAX CORPORATION						95	Outstanding
73	VZTECH MARKETING						94	Above Average
74	VZTECH MARKETING						95	Outstanding
75	VZTECH MARKETING						92	Average
76	VZTECH MARKETING						95	Outstanding

3.6.2. Statistical result of the supplier performance evaluation survey for the period July – December 2025

LEGEND:

(96-100) - Outstanding

(86-95) - Above Average

(80-85) - Satisfactory

NO.	SUPPLIER	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.	TOTAL SCORE	ADJECTIVAL RATING
1	LUI ENTERPRISES OPC	97							Outstanding
2	GH MAX CORPORATION	92							Above Average
3	HUT AUTO SUPPLY	96							Outstanding
4	VZTECH MARKETING	94							Above Average
6	LABOTECH TRADING		95						Outstanding
7	PHILIPPINE DUPLICATORS INC.		94						Above Average
8	LUI ENTERPRISES OPC		92						Above Average
9	SCIENCE GEAR ENTERPRISES		96						Outstanding
10	LUI ENTERPRISES OPC		94						Above Average
11	ECV OFFICE SUPPLIES WAREHOUSE, INC.		94						Above Average
12	LUI ENTERPRISES OPC		91						Above Average
13	GS PONTILLAS BOOK STORE		91						Above Average
14	J&H MARKETING		99						Outstanding
15	MERCOGENE PAHRMACY AND GENERAL MERCHANDISE		88						Above Average
16	EXCELLAS LABORATORY SUPPLIES		95						Above Average
17	GARNETECH COMPUTER MARKETING		95						Above Average
18	COMPUTER WORLD MARKETING		97						Outstanding
19	JOELMAR TRADING		94						Above Average
20	LUI ENTERPRISES OPC		95						Above Average
21	LUI ENTERPRISES OPC		93						Above Average
22	GARNETECH COMPUTER MARKETING		96						Outstanding
23	GARNETECH COMPUTER MARKETING		96						Outstanding
24	COPYLANDIA OFFICES SYSTEM CORPORATION		94						Above Average
25	COPYLANDIA OFFICES SYSTEM CORPORATION		94						Above Average
27	GAKKEN PHILIPPINES			96					Outstanding
28	V.S. TAY INC.			98					Outstanding
29	V.S. TAY INC.			97					Outstanding
30	VZTECH MARKETING			97					Outstanding
31	J&H MARKETING			97					Outstanding
32	V.S. TAY INC.			97					Outstanding
33	VZTECH MARKETING			92					Above Average
34	GH MAX CORPORATION			92					Above Average
35	GH MAX CORPORATION			96					Outstanding
36	PAPERCHASE OFFICE AND SCHOOL SUPPLIES			94					Above Average
37	CHEMVEST COMMERCIAL TRADING			95					Above Average
39	BEROVAN MARKETING INC.				100				Above Average
40	V.S. TAY INC.				93				Outstanding



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41	ECV OFFICE SUPPLIES WAREHOUSE INC.				93			Outstanding
42	STARLAB TRADING CORPORATION				95			Above Average
43	GARNETECH COMPUTER MARKETING				93			Above Average
44	V.S. TAY INC.				96			Above Average
45	PHILIPPINE DUPLICATORS INC.				95			Outstanding
46	V.S. TAY INC.				94			Outstanding
47	LUI ENTERPRISES OPC				93			Outstanding
48	VZTECH MARKETING				94			Outstanding
49	LUI ENTERPRISES OPC				94			Outstanding
51	J&H MARKETING				97			Outstanding
52	GH MAX CORPORATION				96			Outstanding
53	J&H MARKETING				93			Above Average
54	GOLDEN TRIANGLE CONSUMER GOOD TRADING				98			Above Average
55	GOLDEN TRIANGLE CONSUMER GOODS TRADING				95			Outstanding
56	PHILIPPINE DUPLICATORS INC.				94			Outstanding
57	GARNETECH COMPUTER MARKETING				97			Above Average
58	GARNETECH COMPUTER MARKETING				94			Above Average
59	PHILIPPINE DUPLICATORS INC.				95			Outstanding
60	PRINCE EDUCATIONAL SUPPLY				95			Outstanding
61	S HARDWARE				96			Outstanding
63	VZ TECH MARKETING					96		Outstanding
64	VZ TECH MARKETING					96		Outstanding
65	GH MAX CORPORATION					95		Above Average
66	LUI ENTERPRISES OPC					94		Above Average
67	J&H MARKETING					100		Outstanding
68	HEAVENLY HARVEST OFFICE AND SCHOOL SUPPLIES					97		Above Average
69	MILLENNIAL TECH					94		Above Average

3.6.3. Statistical result of the supplier performance evaluation survey (security services) for the period January – June 2025

NO.	SUPPLIER	1	2	3	4	5	6	7	8	9	10	TOTAL	ADJECTIVE RATING
1	COSEDA SECURITY SERVICES	9	10	9	8	10	10	9	8	10	10	93	ABOVE AVERAGE
2	COSEDA SECURITY SERVICES	9	10	9	8	10	10	9	7	10	10	92	ABOVE AVERAGE
3	COSEDA SECURITY SERVICES	10	10	10	10	10	10	9	9	10	10	98	OUTSTANDING
4	COSEDA SECURITY SERVICES	10	9	10	10	10	9	9	10	9	10	96	OUTSTANDING
5	COSEDA SECURITY SERVICES	9	10	9	10	10	10	9	9	10	10	97	OUTSTANDING
6	COSEDA SECURITY SERVICES	9	9	9	9	9	9	9	9	9	9	91	AVERAGE
7	COSEDA SECURITY SERVICES	9	10	9	10	9	10	10	8	10	10	95	ABOVE AVERAGE
8	COSEDA SECURITY SERVICES	9	9	9	10	9	9	9	9	9	9	91	ABOVE AVERAGE
9	COSEDA SECURITY SERVICES	9	8	8	8	9	10	9	9	9	9	88	AVERAGE
10	COSEDA SECURITY SERVICES	9	9	9	9	9	9	9	9	9	9	90	AVERAGE
11	COSEDA SECURITY SERVICES	9	9	9	9	10	9	10	8	9	9	91	ABOVE AVERAGE
12	COSEDA SECURITY SERVICES	9	9	9	9	9	7	7	7	10	7	83	SATISFACTORY
13	COSEDA SECURITY SERVICES	10	9	10	10	9	10	9	10	9	10	96	OUTSTANDING
14	COSEDA SECURITY SERVICES	10	9	10	9	10	10	10	9	10	8	95	ABOVE AVERAGE
15	COSEDA SECURITY SERVICES	9	10	9	10	10	10	10	10	10	10	98	OUTSTANDING
16	COSEDA SECURITY SERVICES	9	9	9	10	10	9	10	10	9	10	95	ABOVE AVERAGE
17	COSEDA SECURITY SERVICES	7	8	10	9	9	8	8	8	10	10	87	AVERAGE
18	COSEDA SECURITY SERVICES	7	7	9	9	10	9	9	9	9	9	87	AVERAGE



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3.6.3. Statistical result of the supplier performance evaluation survey (security services) for the period July - December 2025

NO.	SUPPLIER	1	2	3	4	5	6	7	8	9	10	TOTAL	ADJECTIVE RATING
1	COSEDA SECURITY SERVICES	8	9	9	9	9	9	9	9	9	9	89	AVERAGE
2	COSEDA SECURITY SERVICES	10	10	10	10	10	10	10	10	10	10	100	OUTSTANDING
3	COSEDA SECURITY SERVICES	9	9	9	10	10	9	10	9	9	10	94	ABOVE AVERAGE
4	COSEDA SECURITY SERVICES	9	9	9	9	9	9	8	8	9	8	87	AVERAGE
5	COSEDA SECURITY SERVICES	9	10	9	9	10	9	10	9	9	9	93	ABOVE AVERAGE
6	D' REDEEMER SECURITY AGENCY	8	9	8	8	9	8	9	9	9	9	86	AVERAGE
7	D' REDEEMER SECURITY AGENCY	7	8	8	9	9	9	9	9	9	9	86	AVERAGE
8	D' REDEEMER SECURITY AGENCY	9	9	8	10	10	8	9	9	10	10	92	ABOVE AVERAGE
9	D' REDEEMER SECURITY AGENCY	9	8	10	10	9	8	10	10	9	9	92	ABOVE AVERAGE
10	D' REDEEMER SECURITY AGENCY	9	9	10	10	9	10	9	9	10	9	94	ABOVE AVERAGE
11	D' REDEEMER SECURITY AGENCY	9	10	9	10	9	9	10	10	9	9	94	ABOVE AVERAGE
12	D' REDEEMER SECURITY AGENCY	10	10	10	10	10	10	10	10	10	10	100	OUTSTANDING

4. Effectiveness of actions taken to address risks and opportunities

- Unit heads reported their respective units' efforts and evaluation of their risks and opportunities.
- Discussions were focused on the effectiveness of actions taken to address risks and, on the reduction, and transfer of actions found not to have been too effective.
- Overall evaluation revealed that most of the actions to address extreme risks were effective, as none of the extreme risks occurred within the year.
- Moreover, unit heads likewise cited opportunities relevant to the leadership changes in the University.

5. Opportunities for Improvement

- The President presented his administration's thrusts and priorities reiterating his agenda during the Public Forum.
- The administration intends to leverage university resources towards a more robust research and innovation efforts and its intention to pivot from an employee mindset to an entrepreneur mindset for its students.

6. Key Findings

Units	Issues/ Key Findings
Higher Education	☐ The deans requested an institutional definition of terms of the operational plan ☐ There was a typographical error in the data presented for GS, particularly on its enrollment target. The presenter inadvertently included the enrollment target for KCC GS in the figures presented, resulting to unmet target of GS Main.
GASS	☐ The Information Systems Strategic Plan (ISSP) is a critical document for all future ICT proposals. The Technical Working Group (TWG) has officially completed the plan, which has now been endorsed for the President's approval. Following this, it will be submitted to the MITHI for final evaluation and approval." ☐ Most of the KPIs under the Office of Administration Services were not captured thus accomplished were not reflected.
	☐ Number of research output published in a CHED- refereed journal or international journal was not met for the last years. ☐ Number of research outputs utilized by the industry or other sectors every year are not met due to the delay on the completion of the project



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- ☐ The need to reduce production expenses remains a challenge, as the costs of primary commodities and other production-related expenses (e.g., operation and maintenance) continue to increase. Perhaps, the University may need to strengthen its implementation of Good Agricultural Practices (GAP) and adopt other cost-cutting strategies. These measures could help optimize resource utilization and ultimately minimize overall production costs.
- ☐ The University offers numerous skills and development trainings through its various units and colleges. However, these are not yet fully coordinated with the University Human Resource Management and Development Office (HRDT). Therefore, closer coordination between the units and HRDT is needed to further enhance and streamline all training initiatives.